

transforming lives and communities worldwide

# ACTS OF SYNOD

2013



Christian  
Reformed  
Church

transforming lives and communities worldwide

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2013



Christian  
Reformed  
Church

June 7-14, 2013  
Covenant Fine Arts Center  
Calvin College  
Grand Rapids, Michigan

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Synod 2013 was held at Calvin College in Grand Rapids, Michigan, June 7-14, 2013. Through worship, prayer, fellowship, and loving effort, the Lord's work was accomplished. The whole church owes a debt of gratitude to the men and women who gathered there—for the leadership they provided and the service they performed.

The *Acts of Synod 2013* contains the following:

- Supplementary reports of the Board of Trustees of the Christian Reformed Church in North America and those agencies and committees authorized to file them.
- Supplementary overtures to synod re matters completed at a spring classis meeting.
- Financial reports.
- The minutes of Synod 2013.
- An index for both the *Acts of Synod* and the *Agenda for Synod 2013*.

It is necessary for the user of the *Acts of Synod 2013* to keep the *Agenda for Synod 2013* readily available as a reference. The *Agenda* is not reprinted in the *Acts*. The pagination continues from the *Agenda* to the *Acts*. Supplementary materials begin on page 437, following preliminary unnumbered pages. Financial reports begin on page 521. The minutes of synod follow, beginning on page 539. The index references both the *Agenda for Synod* and the *Acts of Synod*; the numbers in **boldface type** refer to pages in the Minutes of Synod 2013.

The “Acts of Synod” are more than simply a record of official actions taken. They also reveal the work that God has done and continues to do in and through his church. The Lord has blessed the CRC with many resources, and he calls us to use them with enthusiasm and compassion. As the Christian Reformed Church continues the work of transforming the world and being transformed, we do so only in the strength and the power of his Spirit.

Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen.

(Eph. 3:20-21)

Joel R. Boot, executive director  
Christian Reformed Church in North America



# BOARD OF TRUSTEES





# BOARD OF TRUSTEES SUPPLEMENT

## I. Polity matters

### A. *Board of Trustees membership* (Committee 1)

1. Trustees whose terms expire or who have resigned as of June 30, 2013:

Region/Classis	Member
Region 7	Rev. John Terpstra
Region 8	Mr. Gary Van Engelenhoven
Canada At-large	Mrs. Elaine Dee

2. Words of thanks

The services provided by members of the Board of Trustees deserve the recognition and appreciation of synod. The quality of CRC members who are willing to serve the church in governing functions is one of our strengths as a church and community. This year, only one trustee is completing a second term of service on the Board: Mr. Gary Van Engelenhoven. Our BOT chair, Rev. John Terpstra, has resigned after five years of service in order to focus on his ministry within his congregation. And Mrs. Elaine Dee resigned after two years of service to the Board in order to give her time and attention to her infant son. We thank God for each of these dedicated servants and for their contributions to the Board and the Christian Reformed Church.

3. Board of Trustees nominees for Canada At-large

Because of the recent resignation of the Canada at-large member, Mrs. Elaine Dee, in April 2013, the Board requests that synod appoint a new member from the following slate of nominees:

*Mrs. Verney Kho* is a member of Immanuel CRC in Richmond, British Columbia. Mrs. Kho holds a B.S. in business management and is a certified management accountant (CMA – U.S.) and a certified human resources professional (CHRP - Canada). She has served as an at-large member of the Board of Trustees of the CRCNA, an ethnic representative on the Home Missions board, and a member of the Classis B.C. North-West church development committee. She has also served as an ethnic adviser and as a woman adviser to synod. Mrs. Kho has served her church as an elder, deacon, clerk, and treasurer. She recently served as chair of the synodical Diversity in Leadership Planning Group II and as a member of the Immanuel CRC ministerial committee and finance committee, the Educational Resource and Referral China board, and the Gethsemane Prayer Garden Society board.

Mrs. Patsy D. Orkar attends The Journey CRC in Kitchener, Ontario—a CRC church plant. She holds a B.A. in psychology and an M.A. in organizational leadership. Mrs. Orkar has served on the Christian Reformed World Missions board and on the advisory committee for The Journey CRC. She is currently serving as a program consultant for World Renew, completing service in June 2013.

*B. Officers of the Board of Trustees for 2013-14 (Committee 1)*

At its recent meeting the Board members from their respective corporations and the full BOT elected the following to serve as officers in the coming year:

1. The CRCNA-Canada Corporation

President: Mrs. Katherine Vandergrift  
Vice president: Rev. Darren Roorda  
Secretary: Rev. William C. Veenstra

2. The CRCNA-Michigan Corporation

President: Rev. Sheila E. Holmes  
Vice president: Rev. R. Scott Greenway  
Vice-all: Mr. Chris Van Spronsen

3. The binational Board of Trustees officers

President: Rev. Sheila Holmes  
Vice president: Mrs. Katherine Vandergrift  
Vice-all: Rev. R. Scott Greenway

*C. Clarification of BOT Report regarding Diversity in Leadership Planning Group II report (Committee 2)*

The administration was asked by the Board to clarify for synod section II, A, 21 of the Board of Trustees report (*Agenda for Synod 2013*, p. 32) regarding the Diversity in Leadership Planning Group II report. A revised paragraph follows. It was called to our attention that a sentence in the paragraph could lead a reader to an unintended conclusion. The particular sentence in question states, “The committee’s suggestion that such monies be taken from the budgets of all the agencies is, in the BOT’s judgment, untenable.” The fact is that the BOT discussed the matter but did not adopt a motion regarding the report and recommendations of the planning group. Officially the BOT received the report as information. We apologize for any confusion that may have been caused.

The DLPG II is also presenting a report to Synod 2013. In reviewing the recommendations contained in the report, the BOT took particular note of the recommendation that a staff person be appointed for a two-year term. The BOT has requested the administration to address the financial implications involved in this recommendation and report back to the BOT in May. There is no provision in the current budget planning process for an additional expenditure of such proportions (\$500,000 per year for two years). The committee’s suggestion that such monies be taken from the budgets of all the agencies is, in the judgment of the administration, a significant challenge. The administration also expressed the concern that

the proposed position would appear to have an authority over the agency boards and the classes that is not consistent with our governance structure.

Further to this matter, the Board held a conversation in May regarding Home Missions' role in the ethnic-minority communities of the denomination. Presently, and for the past number of years, the Home Missions ethnic directors have been responsible for this part of Home Missions' work. Increasingly, however, such relationships are less and less agency related and more and more church-wide in scope and perspective. Home Missions needs to be a participant in this ministry but should not be expected to be the primary agent for the whole church. The context for doing ministry multi-culturally is rapidly changing, and the Board needs to review how best to serve. The Hispanic leaders have proposed a realignment of their relationship to Home Missions—as have the Korean leaders. There are other ministry offices and discussions within our structure that are on the table: the Diversity in Leadership Planning Group II (DLPG II) report, the role of the Office of Race Relations, and the question of how the denominational structure relates to issues of diversity and all of the various ethnic communities.

The DLPG II report proposes that the best way forward is to appoint a director of diversity for a period of two years. In more recent discussions with committee representatives, the amount of support needed to move this forward has been revised to be \$100,000 per year (not the \$500,000 per year as first suggested). In earlier communications to the Board, the administration expressed significant concern about viability of the recommendations. The ED reported to the Board that he has reached an understanding with the DLPG II members, subject to synod's approval, of a more modest but, hopefully, effective way forward.

Therefore, the Board of Trustees recommends the following:

1. That synod adopt the revised proposal for the appointment of a director of diversity with a budget allocation of approximately \$100,000 per year for two years to begin FY2014.
2. That synod instruct the ED to develop a comprehensive strategy and organizational alignment that addresses all of the multicultural and ethnic-minority concerns that need to be considered, and that brings us closer to the goal of more closely reflecting the diverse communities we inhabit and the visions expressed in the book of Revelation.

*D. Review of Canadian ministries and role of director of Canadian ministries (Committee 1)*

Upon the appointment of Mr. Ben Vandezande as the interim director of Canadian ministries in Fall 2013, he was given a special mandate by the ED to "review Canadian Ministries and, especially, the role of the director of Canadian ministries [DCM] and prepare a report with recommendations on how to move forward with this role with greater clarity." The timing for such a review seemed appropriate, given the vacancy in the DCM position. In May the Board reviewed and received as information the final report regarding Canadian ministries and the director position findings. The report,

“Imagining Ministry in the CRC in Canada,” is included as Appendix A for synod’s information (p. 448).

The BOT wishes to communicate to synod that the Board endorses the direction offered by the report. Subsequently the report will be forwarded to the Task Force Reviewing Structure and Culture in the coming year as it works to develop a proposal and position descriptions for members of the ED’s executive team. Any action regarding the position descriptions will be brought to a future meeting of the Board and synod.

*E. Task Force Reviewing Structure and Culture (Committee 1)*

In light of the process outlined in the report of the Task Force Reviewing Structure and Culture (*Agenda for Synod 2013*, pp. 363-64), the Board asks synod to take special note of the recommendation to give the BOT authorization to approve forthcoming position descriptions and the search for, appointment of, and ratification of final candidates for senior leadership team positions.

*F. Joint Venture Agreements (Committee 1)*

Canadian legal counsel prepared *draft* Joint Venture Agreements for use by the agencies of the CRCNA. The CRCNA-Canada Corporation, as well as the full BOT (CRCNA-Michigan Corporation), reviewed and approved the draft agreement at the May meeting.

*G. Search for an Executive Director of the CRCNA (Committee 1)*

The Board of Trustees was scheduled to interview at its May meeting the candidate who had been identified by the Executive Director Search Committee. A successful interview would have resulted in the candidate being recommended to Synod 2013 for appointment. However, the Board learned on May 2 that the potential candidate had unexpectedly withdrawn from the process. As a result, the Board instructed the BOT executive committee to determine and recommend next steps.

The Board has extended the terms of Rev. Joel R. Boot and Rev. Peter Borgdorff as executive director and deputy executive director, respectively, until a new candidate can be appointed.

*H. Synod meeting locations (Committee 1)*

In recent years synod has received an increased number of invitations to meet in various locations after years of meeting in Grand Rapids on the Calvin College campus. The Board reviewed an analysis of costs for holding synod at these various locations and thus recommends that synod adopt a schedule of holding synod normally four out of every five years in Grand Rapids, Michigan, on the campus of Calvin College.

*Grounds:*

1. The logistics for a meeting of synod are most manageable when the facilities at Calvin College are used.
2. Adopting such a schedule will help Calvin College in its advance planning for use of its facilities, allowing the college to book other conferences and events when synod meets elsewhere.

*I. Convening church of Synod 2017 (Committee 1)*

The Board recommends that synod accept the invitation of Crossroads Community CRC in Schererville, Indiana, to serve as the convening church

of Synod 2017, and that synod be held on the campus of Trinity Christian College, Palos Heights, Illinois.

*Grounds:*

1. Crossroads Community CRC has extended this invitation, and Trinity Christian College's facilities are available.
2. A study of the costs of holding synod on the campus of Trinity Christian College indicates that costs are comparable to those of holding synod in Grand Rapids at Calvin College.

*J. 2012 Denominational Survey (Committee 1)*

The Board has authorized a denominational survey of CRC members every five years in order to provide data useful to the Board and the ministries of the CRC in identifying key issues needing address or issues that may guide strategic planning. A team working with the Calvin College Center for Social Research conducted such a survey in 2012. The Board recommends that Synod 2013 reserve time (approximately 45 minutes) to hear a presentation on the results of the 2012 Denominational Survey.

## **II. Program, finance, and benefits matters**

*A. Program matters: Faith Alive Christian Resources functions and the faith formation initiative (Committee 4)*

The BOT spent considerable time in May discussing the desired strategic direction of the essential functions of Faith Alive Christian Resources and the faith formation initiative proposed by the synodical Faith Formation Committee. The conversation was guided by a report submitted by an Implementation Design Team appointed by the ED that reviewed the critical functions of Faith Alive and proposed a realignment of those functions as well as the functions of Specialized Ministries in support of the faith formation initiative.

As a result of considering the report of the Implementation Design Team (IDT), the Board took a number of actions, including endorsement of the proposed direction to realign the "critical functions" of Faith Alive and assign them to other parts of the denominational structure. Some functions formerly performed by Faith Alive staff will be substantially reduced, and some may possibly be postponed or eliminated.

The IDT report (see Appendix B) proposed a realignment of a variety of functions in order to provide greater support in enhancing the ministry of congregations. Included in this realignment are the Specialized Ministries of the denomination, the critical functions transferred from Faith Alive, initiatives being taken to encourage the intergenerational emphasis of faith formation, and possibly the Candidacy Office.

In sync with these changes, several pilot projects will be launched to (1) walk alongside 100 congregations, including the engagement of classes and other denominational functionaries in the region (using part-time, regional faith formation advocates); (2) develop an intergenerational ministry team with a focus on engaging young adults in ministries both in North America and around the world; (3) begin a vocational assessment project to guide church staff in mid-career transitions; and (4) renew the denominational covenant.

The Board also approved the reallocation of financial resources inclusive of funds formerly provided to Faith Alive Christian Resources and a 2 percent ministry-share increase as noted in section II, B of the BOT Supplement Report.

Finally, the Board approved the continuation of *The Banner* Editorial Council with the intent that the current three members from the Faith Alive Board continue, as well as the BOT members and others presently serving on the council.

The Board also asks that synod note that a formal communication was received from the synodical Faith Formation Committee expressing its endorsement of the direction of the Implementation Design Team report.

*B. Finance matters (Committee 6)*

1. The Board approved the unified budget for the denominational entities, inclusive of the individual budgets of the agencies, the educational institutions, the denominational offices, the Loan Fund, and the Special Assistance Funds of the CRC as presented in the report of the BOT Finance Committee.
2. The Board recommends that synod approve a ministry share of \$332.79 per adult member (age 18 and over) for calendar year 2014 (a 2% increase over the previous year) to partially support the approved unified denominational budget.
3. The Board recommends that synod approve the list of above-ministry share offerings as follows:
  - a. Denominational agencies recommended for one or more offerings
    - Back to God Ministries International
    - Calvin College
    - Calvin Theological Seminary
    - Christian Reformed Church Foundation
    - CR Home Missions
    - CR World Missions
    - Denominational Ministry Programs
    - 1) Chaplaincy and Care Ministry
    - 2) Committee for Contact with the Government
    - 3) Disability Concerns
    - 4) Pastor-Church Relations
    - 5) Race Relations
    - 6) Safe Church Ministry
    - 7) ServiceLink
    - 8) Social Justice and Hunger Action
    - 9) Urban Aboriginal Ministries
    - Faith Formation/Faith Alive Christian Resources
    - World Renew—one offering per quarter because the agency receives no ministry-share support

- b. Denominationally related agencies recommended for one or more offerings

Diaconal Ministries Canada

Dynamic Youth Ministries

1) GEMS

2) Calvinist Cadet Corps

3) Youth Unlimited

Friendship Ministries (Friendship Ministries – Canada)

Partners Worldwide

Timothy Leadership Training Institute

- 4. The Board informs synod that it has approved the renewal of the following accredited agencies for offerings in the churches for 2014—year three in a three-year cycle of support (2012-2014). Synod 2002 approved certain revisions to the guidelines for nondenominational agencies and changed the policy from a required annual application and synodical approval to one that requires an application and synodical approval every three years. Synod indicated that, in the intervening years, agencies were to submit updated financial information and information regarding any significant programmatic changes. Each nondenominational agency requesting approval submitted the full range of required triennial materials for consideration.

The nondenominational agencies recommended for financial support but not necessarily for one or more offerings are

- a. United States

- 1) Benevolent agencies

Bethany Christian Services

Cary Christian Center, Inc.

Hope Haven

The Luke Society

Mississippi Christian Family Services (MCFS)

Pine Rest Christian Mental Health Services

Quiet Waters Ministries

- 2) Educational agencies

Ascending Leaders

Christian Schools International

Christian Schools International Foundation (for textbook development)

CLC Network

Dordt College

Elim Christian Services

Friends of ICS (U.S. Foundation of Institute for Christian Studies)

ITEM—International Theological Education Ministries, Inc.

Kid's Hope USA

The King's University College (through the U.S. Foundation)

Kuyper College

Langham Partnership (formerly John Stott Ministries)



Providence Christian College  
Redeemer University College (through the U.S. Foundation)  
Rehoboth Christian School  
Trinity Christian College  
Worldwide Christian Schools  
Zuni Christian Mission School

3) Miscellaneous agencies

Association for a More Just Society  
Audio Scripture Ministries  
Bible League International  
Biblica U.S., Inc.  
Center for Public Justice  
Crossroad Bible Institute  
IN Network U.S.  
InterVarsity Christian Fellowship (endorsed for local, specified staff support only)  
Middle East Reformed Fellowship, U.S. (MERF)  
Mission India  
Paidia International Development  
The Tract League  
World Communion of Reformed Churches (WCRC)  
Wycliffe Bible Translators, Inc.

b. Canada

1) Benevolent agencies

Beginnings Family Services  
Homestead Christian Care  
Shalem Mental Health Network

2) Educational agencies

Canadian Christian Education Foundation, Inc. (for textbook development)  
Dordt College  
Edu Deo Ministries (formerly Worldwide Christian Schools – Canada)  
Institute for Christian Studies  
The King's University College  
Kuyper College  
Ontario Association of Christian Schools Foundation  
Redeemer University College  
Trinity Christian College

3) Miscellaneous agencies

Bible League of Canada  
Cardus (Work Research o/a Cardus)  
Citizens for Public Justice (CJL Foundation)  
Evangelical Fellowship of Canada  
Gideons International in Canada

International Needs (IN Network Canada o/a International Needs)  
 InterVarsity Christian Fellowship of Canada  
 Middle East Reformed Fellowship, Canada (MERF)  
 One Book (Global PartnerLink Society o/a One Book)  
 World Communion of Reformed Churches (WCRC)  
 Wycliffe Bible Translators of Canada, Inc.

*Note:* Following the meeting of Synod 2013, the Synodical Services Office received word that Roseland Christian School will close in August 2013; therefore, they have been removed from the list of agencies recommended for financial support.

- In addition, the Board of Trustees recommends the following new request for inclusion on the list of unaffiliated recommended causes:

*United States*

Care of Creation

Care of Creation, founded in 2005, was formed for the promotion of environmental stewardship by various means in the United States and other countries. Its primary project is focused on the restoration of the indigenous forest in Kenya, research, and training events related to conservation agriculture in Kenya—and on a limited goal of mobilizing the church in Kenya to respond to the ongoing environmental challenges in that country. Care of Creation is beginning a similar program in Tanzania. In addition, Care of Creation offers *Our Father’s World* weekend seminars for churches.

*Ground:* Approval is in alignment with the direction of Synod 2012 (Article 74, B, 7 in the *Acts of Synod 2012*, p. 805).

- The denominational salary grid  
 The BOT recommends that Synod 2013 adopt the salary grid as detailed below for use in fiscal year 2013-2014. The Board is proposing a 2 percent increase over 2012-2013.

Level	2013-2014 Salary Grade and Range Structure					
	Proposed U.S. Range			Proposed Canadian Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
20	\$121,124	\$151,406	\$181,687			
19	\$109,196	\$136,495	\$163,793			
18	\$97,326	\$121,657	\$145,989	\$107,437	\$134,296	\$161,155
17	\$87,351	\$109,189	\$131,027	\$93,349	\$116,686	\$140,023
16	\$78,622	\$98,278	\$117,933	\$81,690	\$102,113	\$122,535
15	\$71,272	\$89,091	\$106,909	\$71,958	\$89,948	\$107,937
14	\$62,270	\$77,837	\$93,405	\$63,462	\$79,328	\$95,193
13	\$54,742	\$68,427	\$82,113	\$56,635	\$70,793	\$84,952

- Summary of denominational investments and compliance with investment policy  
 Synod 1998 approved a number of measures dealing with investment guidelines and disclosures. The BOT’s response to these requests is found in Appendix C.

### *C. Benefits matters (Committee 6)*

The Board of Trustees and the Reformed Church in America (RCA) Board of Benefit Services have approved the establishment of the Reformed Benefits Association, a new association for joint provision, management, and administration of health and welfare benefit plans for ministers, lay employees, and retirees of the two denominations, their agencies, and participating churches and other assemblies. The association is being created to further develop a spirit of Christian fellowship and cooperative mission between the two denominations and to promote, through cooperative effort, the spiritual, moral, social, and civic welfare of the Christian community.

The Reformed Benefits Association will be governed by a board that will include members named by the BOT and the RCA Board of Benefit Services. CRC and RCA staff members will work together to complete the necessary steps to make the association operational for benefit open enrollment in the fall of 2013. The association will not oversee any Canadian benefit programs or the retirement programs of either denomination.

## **III. Recommendations**

A. That synod by way of the ballot appoint a member to the Board of Trustees for the Canada at-large position (BOT Supplement section I, A, 3).

B. That synod take note of the clarification of the BOT's response to the Diversity in Leadership Planning Group II report as found in section I, C of this supplemental report.

C. That synod adopt the revised proposal for the appointment of a director of diversity with a budget allocation of approximately \$100,000 per year for two years to begin FY2014 (BOT Supplement section I, C).

D. That synod instruct the ED to develop a comprehensive strategy and organizational alignment that addresses all of the multicultural and ethnic-minority concerns that need to be considered, and that brings us closer to the goal of more closely reflecting the diverse communities we inhabit and the visions expressed in the book of Revelation (BOT Supplement section I, C).

E. That synod take note of the BOT's endorsement of the direction offered by the Imagining Ministry in the CRC in Canada report (BOT Supplement section I, D and Appendix A).

F. That synod take special note of the recommendation by the Task Force Reviewing Structure and Culture to give the BOT authorization to approve forthcoming position descriptions and the search for, appointment of, and ratification of final candidates for senior leadership team positions (BOT Supplement section I, E).

G. That synod take note of the start-up of a new search for an executive director of the CRCNA with the hope of presenting a nominee to Synod 2014 (BOT Supplement section I, G).

H. That synod adopt a schedule of holding synod normally four out of every five years in Grand Rapids on the campus of Calvin College (BOT Supplement section I, H).

*Grounds:*

1. The logistics for a meeting of synod are most manageable when the facilities at Calvin College are used.
  2. Adopting such a schedule will help Calvin College in its advance planning for use of its facilities, allowing the college to book other conferences and events when synod meets elsewhere.
- I. That synod accept the invitation of Crossroads Community CRC in Schererville, Indiana, to serve as the convening church of Synod 2017, and that synod be held on the campus of Trinity Christian College (BOT Supplement section I, I).

*Grounds:*

1. Crossroads Community CRC has extended this invitation, and Trinity Christian College's facilities are available.
  2. A study of the costs of holding synod on the campus of Trinity Christian College indicates that costs are comparable to those of holding synod in Grand Rapids at Calvin College.
- J. That Synod 2013 reserve time (approximately 45 minutes) to hear a presentation on the results of the 2012 Denominational Survey (BOT Supplement section I, J).

K. That synod take note of the following actions taken (BOT Supplement section II, A):

1. Endorsement by the BOT of the proposed direction of the Implementation Design Team report regarding the convergence of the critical functions of Faith Alive Christian Resources and the faith formation initiative.
2. The formal endorsement of the Design Implementation Team report by the synodical Faith Formation Committee.

L. That synod receive the agencies and institutional unified budget as information and approve a ministry share of \$332.79 for calendar year 2014 (BOT Supplement sections II, B, 1-2).

M. That synod adopt the following recommendations with reference to agencies requesting to be placed on the recommended-for-offerings list:

1. That synod approve the list of above-ministry share and specially designated offerings for the agencies and institutions of the CRC and denominationally related ministries, and recommend these to the churches for consideration (BOT Supplement section II, B, 3).
2. That synod receive as information the list of nondenominational agencies, previously accredited, that have been approved for calendar year 2014 (BOT Supplement section II, B, 4).
3. That synod accept the following new request for inclusion on the list of accredited nondenominational agencies (BOT Supplement section II, B, 5):

*United States*

Care of Creation

Care of Creation, founded in 2005, was formed for the promotion of environmental stewardship by various means in the United States

and other countries. Its primary project is focused on the restoration of the indigenous forest in Kenya, research, and training events related to conservation agriculture in Kenya—and on a limited goal of mobilizing the church in Kenya to respond to the ongoing environmental challenges in that country. Care of Creation is beginning a similar program in Tanzania. In addition, Care of Creation offers *Our Father's World* weekend seminars for churches.

*Ground:* Approval is in alignment with the direction of Synod 2012 (Article 74, B, 7 in the *Acts of Synod 2012*, p. 805).

N. That synod adopt the denominational salary grid for senior positions as proposed (BOT Supplement section II, B, 6).

Board of Trustees of the  
Christian Reformed Church in North America  
Joel R. Boot, executive director

## **Appendix A**

### **Imagining Ministry in the CRC in Canada: A Review of Canadian Ministries and the Director of Canadian Ministries Position**

#### **Introduction**

In his book *To Plant a Walnut Tree*, Trevor Waldock writes that planting a walnut tree is an act of faith because in many ways you will not see the fruit for some time. However, when you do see the fruit, the tree is vigorous and the fruit is very good for you. This report is intended to plant some walnut trees with regard to Canadian Ministries within the binational “forest” of the CRCNA. We hope and pray that good fruit will come as a result.

This report provides a summary of the process for the review of Canadian Ministries and the director of Canadian ministries (DCM) position and proposes a direction and a position description for a senior leadership position in Canada within the context of a binational church in the CRCNA.

#### **Background: The Mandate and the Process**

In October 2012, Ben Vandezande began work as interim director of Canadian ministries with a two-part mandate by the ED:

1. Ensure vigorous continuity of the ministries related to the Canadian Ministries office, including Aboriginal Ministry Centres, Canadian Aboriginal Ministry Committee, Centre for Public Dialogue (Committee for Contact with the Government), ServiceLink, and ecumenical relations.
2. Review Canadian Ministries and especially the role of the director of Canadian ministries and prepare a report with recommendations on how to move forward with this role with greater clarity.

We have made very good progress on the first part of the mandate, and this report represents a response to the second part of that mandate.

The review process has three components:

1. Review the history of Canadian Ministries, how binationality in the CRCNA shapes our ministry together, and how the structure and culture in the CRCNA affect the effective functioning of the DCM role.
2. Discern how fresh understandings of binationality can help ministry in the Canadian context to thrive. Imagine ways to create a culture and suggest structures and working relationships to demonstrate that.
3. Propose a position description for the DCM with a timeline and hiring process.

(See Addendum 5 for a description of the mandate of the review team.)

As part of the process, we reviewed the current and past job descriptions for the DCM. There are differences between the various position descriptions over the years. The key verbs are often quite fuzzy and do not provide a clear direction for expectations or priorities. They are weak in describing the character of relationships with the congregations and how to foster collaboration among ministries and agencies in a binational context.

(Refer to Addendum 2 for the current description of the DCM position.)

This review is an opportunity to refresh and, in some ways, reframe the position of the DCM and/or what it should be. It especially asks us to focus on how we can engage the local church and classis in its mission context both locally and nationally and how the denomination can be a vital part of that journey.

This process is being carried on at a time when the denomination is also in significant transition, as evidenced by the work of the Task Force Reviewing Structure and Culture, the Strategic Planning and Adaptive Change Task Force, the faith formation initiative, and the search process for a new executive director. This is a *kairos* moment. It is a time of convergence. It is an opportunity to explore what it means to be a denomination, who we are as a church together, and how we can engage the mission of God in the most effective way possible.

This report will focus on the local, regional, and national context of our binational church.

The review team benefited from a wide range of input into our process. We gleaned helpful information from fifty surveys and seven focus groups conducted by the Task Force Reviewing Structure and Culture with a focus on binationality. There have been helpful interactions with the task force throughout the process. We have engaged in conversation with several individuals about binationality and the DCM position. The C3 forum involving 120 people from across Canada provided an opportunity to have significant conversations about what it means to engage in God's mission in the Canadian context and to hear suggestions on how to structure and organize for that. There were conversations at all twelve of the Canadian classis meetings, and we received significant input from the 700 pastors, elders, deacons, and guests who participated.

### **Biblical Reflections**

This is a process of spiritual discernment. During our meetings as a team, we were especially helped by reflections on two passages. They provide principles that apply to our discernment journey:

### *Responding to the Greek-speaking Widows – Acts 6:1-7*

The Jerusalem church was especially marked by caring for the needy. When the Greek-speaking widows mentioned that they were not being cared for, the church responded quickly. Its response and the results of the response are very instructive. We note the following:

- Trauma is normal. Living churches have growing pains. Dead churches do not.
- The complaint is heard. Advocacy refers to giving a voice to the voiceless so that they can be heard. Trauma may be normal, but dealing with it always begins with listening.
- Systemic revision is proposed and carried out. No Band-Aid solution here; the “church order” is revised. Greek-speaking men are appointed to carry out a new ministry—that is, caring for the Greek-speaking widows.
- Organic leadership development is encouraged. Stephen emerges as a leader; he is also a strong preacher. His sermon in Acts 7 has a profound impact on the theology of Paul, even though Paul was not yet converted.

Facing significant challenges as the church of Christ is “the norm”; challenges often come as “growing pains” that require reviewing and making appropriate changes to address a changing situation. The fact that we have struggles as a binational denomination is probably a sign of a growing awareness and response to the importance of contextualization in church life, and that is a good thing. Thus, we (a) listen well; (b) discern where the systemic change is called for; and (c) shepherd the changes organically, trusting that God in his faithfulness will work through our discerning obedience.

### *Kairos Moments in the Life of the Church – Acts 11:19-26; 13:1-3*

During the past half year or so, many denominational leaders have referred to this time in CRCNA history as a “*kairos* moment” (referring to a time when God acts significantly, or an appointed time in the purpose of God). What does a *kairos* moment look like, and what does it require of us?

Antioch was a “messy” church; in the heavily socially segregated Roman Empire, it was led by a Jerusalem Jew, a Tarsus Pharisee, a Greek-Cypriot, an adopted brother of Herod, and an African. Out of this unlikely leadership team comes (a) the first time the “world” names the church accurately—“Christians”—and (b) the very first intentional missionary journey of the early church—it was a *kairos* moment. What does this say to us?

- “Messy” moments like this evoke either a fear-based clamp-down or an openness to the Spirit’s leading.
- They require Spirit-led synergists who discern God’s presence within the mess, and this discernment is aided by disciplines such as prayer and fasting.
- “Church” often involves wise connections between the head office (Jerusalem) and the front lines (Antioch).

### **The Mission of God**

God is on a mission to make his kingdom a reality in the world. He calls his people to incarnate his message of love, hope, reconciliation, and justice



in their context. What especially binds us together is the shared call to be engaged in the mission of God. Our God is a sending God who wants to reach the nations (the *ethnos*). He provides his Holy Spirit to the church and to each of us in order for us to be sent people engaged in his mission. Our discussion about binationality, organization, culture, or leadership always needs to be framed in the context of that mission.

The “five streams” proposed by the Task Force Reviewing Structure and Culture for consideration by Synod 2013 are one way in which the CRCNA is capturing the essence of what it means for us to be engaged in the mission of God. These five streams, if approved, can help to shape the visioning process, our priorities, and how we collaborate. These five streams could shape how a senior leadership position in the denomination will function and provide focus. (See Addendum 6 for a description of the proposed five streams.)

The mission of God happens in context. The mission of God is to be incarnated into different contexts. There are at least five such contexts: local, regional, national, binational, and global. Because we as Reformed people believe that all areas of life are to come under the reign of God, the context of our ministry matters. As we carry out our unique mission as the CRCNA in these various contexts, it is important to see how these contexts shape how we organize for ministry, provide resources to enhance ministry, and make decisions about ministry.

### **Cultivating Binationality in the CRCNA**

In the CRCNA we describe ourselves as a binational church. This is a reality we embrace and a value we want to cultivate. As a binational church, we share a common mission and work out of a shared purpose in different contexts. The Task Force Reviewing Structure and Culture has prepared a report for Synod 2013 that addresses binationality and includes several instructive sections for the work of the review process. Following are excerpts from that report:

As we discuss binationality and how it functions in the church, it is important to begin with a description of what we mean by the term *binationality*.

The CRCNA is a Reformed denomination that operates in the United States and Canada. The CRCNA values being a binational denomination for the opportunity it provides to combine pursuit of a common mission with an intentional and meaningful engagement with different national, regional, and local contexts for ministry. Binationality in the CRCNA fosters a culture of gracious space that encourages different expressions of common convictions to achieve common goals of meaningful witness and effective, holistic ministry in different contexts. Intentional recognition of commonalities and significant differences allows adequate flexibility in leadership, structures, and policies to respond to each national context as well as regional, local, and ethnic contexts.

The report includes an explanation of the following themes related to binationality:

1. The CRCNA has a shared purpose in mission
2. One church—different contexts/cultures
3. Different contexts and cultures are expressed in the ways we do ministry
4. Organizational space is provided to reflect different contexts.



The definition of binationality and these themes call for “gracious space” (i.e., encouraging *different* expressions of common convictions to achieve common goals of meaningful witness and effective, holistic ministry in different contexts). This gracious space needs to be intentionally reflected in all levels of our interaction, cooperation, and contextualization nationally and individually, within the BOT and agencies and in our structure and culture.

### **Ways to Cultivate Binationality in the CRCNA’s Structure, Culture, and Leadership**

In the report of the Task Force Reviewing Structure and Culture, five possible ways to cultivate binationality in the CRCNA are identified. The following is a brief summary of each of those ways, followed by some comments on implications for the senior leadership position in Canada.

(For a detailed description of the four themes and ways of cultivating binationality, refer to Addendum 4.)

#### *Gather to Discern Vision and Understanding of our Context*

We must intentionally and regularly gather in our respective national contexts to understand trends that are happening, the culture in which we are doing our living, and the implications for our ministry as a church. . . . This process of discernment and visioning needs to involve a dynamic interaction between the local/classical initiative and a national/denominational initiative.

With the call for visioning and planning on the classical and national levels, we envision the senior Canadian leadership position playing a significant role—convening and hosting the conversation, shaping the agenda, ensuring and influencing the follow-through implementation and accountability, and effectively communicating the outcomes.

#### *Developing an Organizational Culture*

We must cultivate a posture of heightened awareness and intentionality to engage with our respective contexts and foster gracious space for differentiated approaches within a commitment to mutual accountability for a common mission.

The proposal to develop an organizational culture means the senior leadership position will need to employ a person who can intentionally shape places of “gracious space.” This is especially important as the focus of the position broadens from “unique” national ministries to advocating in the national and denominational context for the shared vision with every ministry.

#### *Senior Leadership Position*

A senior Canadian leadership position that works closely with the executive director (ED) of the CRCNA is mandated to cultivate and nurture vision and facilitate ongoing strategic planning. To make binationality an authentic leadership value, a major component of the ED position will have to be the intentional advancement of a consultative and flourishing binational organizational culture and communion.

The senior leadership person in Canada and the ED will need to work together closely to cultivate and nurture vision and facilitate ongoing strategic planning.

### *Senior Staff Team to Develop Collaboration*

A senior staff team at the national level, currently known as the Canadian Ministries Team, should focus on ministry goals and priorities and areas of potential collaboration with churches, classes, and the agencies and ministries. . . . A staff team should be linked to regional- and classis-based initiatives in order to interact with learnings “on the ground” and be encouraged to go “where the energy is.”

Working with a senior staff team to develop collaboration, the senior leadership position will serve as a link for the agencies to the classes and congregations. In relationship to the Canadian Ministries Team (CMT), the person will need to bring synergy, be a team leader, and hold the team accountable for efficiency and collaboration.

### *Governance*

The Board of Trustees and the boards of agencies should cultivate attention to the discernment and decision making process for authorizing and implementing ministries in each national context.

The senior leadership person will report to and be accountable for following through on decisions to the BOT.

He or she will speak into the CRCNA-Canada Corporation and the Ministries Leadership Council as an influencer and vision caster.

### **The Conversations with Classes**

An essential component of this review process was to engage the local church in the discernment journey. Each classis across Canada provided generous time for focused conversation on the subject of Canadian Ministries. The participants’ level of engagement, their imagination and creativity, and their vigorous input helped to outline key values and a potential future for the CRCNA and also to speak clearly into what kind of senior leadership is desired.

The input from 700 persons from all the congregations across Canada helped to shape our conversation in a very significant way. At the same time, this manner of engaging in conversation serves as an example of “behaving our way into the future.” We spent twice as much time listening as we did talking and took seriously the input and response as we discerned the pathway forward.

The experience of the conversations, as well as the input, provided an opportunity for convergence and imagination. We also note that a conversation of this kind, although extensive in its breadth, is not a substitute for a full-blown vision process and discernment process that is needed going forward.

The conversations provided significant input on the following two focus questions:

Imagine it is 2020. We have spent the last seven years discerning and acting on what it means to be effective as a denomination in the Canadian context.

Imagine we have made significant progress in our journey toward reaching our kingdom potential.

1. What will be some key characteristics of our denomination's ministry in Canada in the year 2020?
2. In light of these characteristics, what kind of leadership do we need in Canada to inspire, guide, and structure ministry that reflects these characteristics (i.e., leadership qualities, roles, and responsibilities)?

In the first question, we invited people to name what they *imagine* the church would look like. They gave an indication of suggested values and priorities that they believe the church needs to embrace in the coming years.

The second question stated, in light of the characteristics identified in response to question one, what kind of leadership is needed to assist our work together with the churches and classes and agencies in helping the CRCNA in Canada to embrace those characteristics.

The input in response to both questions was recorded, and data was grouped into themes for each classis. Then the themes from all of the classes across Canada were grouped together to identify patterns and overall themes. They were ranked according to the frequency of the comments.

It is important to note that these themes were distilled from twenty to thirty pages of input. The more detailed data provides greater nuance and content to these themes. However, for our purposes, we want to discern the overall themes that emerged and suggest implications for the senior leadership role in Canada.

### **Characteristics of the CRCNA in Canada in 2020: Summary of Main Themes**

The overall themes of the preferred characteristics for the CRC in Canada by the year 2020 can be summarized as follows (the first six focus on the key characteristics of what we will be or do; the final three focus on the posture and role of the denomination):

- Holistic, missional engagement with the community
- Advocate for justice together on behalf of aboriginal peoples and the poor
- Work ecumenically, locally, and nationally for impact
- Vigorous faith formation and discipleship
- Intergenerational connections and bridging
- Embrace diversity and cross-cultural work together
- Mature, organic, empowering denomination
- Vital Reformed identity
- Articulate, competent leadership.

There is a convergence between these themes and the proposed “five streams.” This convergence affirms the proposed priorities and can shape our vision casting as a denomination and classes. It can also help to shape the role of the DCM and give direction to the ways the DCM engages the classes and congregations.

## **The Role and Responsibilities of a Senior Leadership Position: Summary of Main Themes**

The overall themes of leadership qualities and characteristics and of roles and responsibilities can be summarized as follows (for a longer summary of these themes, refer to Addendum 3):

### **Qualities and Characteristics**

- Rooted in Christ's love and grounded in God's Word
- Spirit-filled and Spirit-led person of prayer and discernment
- Discerns God's will in the context in which we live
- Experienced visionary who is bold
- Embodies servant leadership and discipleship
- Relational collaborator who listens and equips
- A communicator with charisma
- A leader with integrity.

### **Roles and Responsibilities**

- Nurture and cast creative missional vision that inspires and is acted upon
- Prompt missional engagement in our local and national context
- Catalyze networking among classes and churches to foster collaboration
- Ecumenical and social justice engagement
- Cultivate next-generation leaders and disciples
- Adept at cross-cultural, racially diverse ministry for reconciliation
- Communicate effectively to build community
- Lead effectively in Canada in generous organizational space
- Provide leadership through a distributed team to foster collaboration among and with classes.

A review of these themes indicates a substantial expectation for a senior leadership role in Canada. From this we can get a sense of the key roles and responsibilities for a senior leadership position that would be welcomed by churches and leaders from classes in Canada.

## **Possible Scenarios Considered for the Senior Leadership Role**

As we discerned the pathway forward, the team explored a variety of scenarios.

*Scenario 1:* Continue with the position as it is.

This process of reviewing the senior leadership role in Canada was initiated in response to a recognized lack of clarity in the position description and how it fits within the binational context. This is not a viable option.

*Scenario 2:* The senior leadership position in Canada is tied to either a regional synod or a separate denomination in Canada. While there were some voices suggesting this, we discerned a strong desire to remain a binational church, which has the organizational space to address ministry in a Canadian context. Further, it was not part of our mandate to explore alternative structures.

*Scenario 3:* Have a senior leadership role at the executive leadership level that provides leadership for ministry in Canada with clear organizational

space to function effectively and that works in close interaction with binational and global ministry in the CRCNA. This is the preferred option.

There are three options for the third scenario regarding a senior leadership role in Canada:

1. A co-executive director for the denomination  
This would require a significant rethinking of the organizational structure and the current recruitment process for a new executive director.
2. A U.S. director of ministries and a Canadian director of ministries  
This would be an equal partnership with a shared understanding of the denomination and shared responsibility. Each director would have an understanding of the unique cultural differences of leadership in the two countries and would hold complementary skill sets.
3. A director who provides leadership for CRCNA ministry in Canada  
This position would have full leadership responsibility for strategic planning in Canada, including opportunities for dealing with the financial challenges of implementing such a plan. This position would not have a counterpart in the United States but would work closely with the ED and other executive leadership positions in developing vision and strategic planning for the denomination.

The team recommends moving ahead with the third option. We also recommend ongoing consideration be given to option 2 as other senior leadership positions are developed.

#### **The Proposed Title: Canadian Ministries Director (CMD)**

Because we recommend a different role for this position, it will also be important to have the name reflect that role. We propose the position title to be Canadian Ministries Director (CMD). This title would reflect three things:

1. The CMD has a key role in developing and overseeing the implementation of the Ministry Plan of the Christian Reformed Church as a basis for guiding the planning, coordination, and integration of the work of the agencies and ministries in Canada (not just ministries “unique to Canada”).
2. This position has responsibility to work for collaborative synergy in the initiatives from agencies and classes to facilitate coordinated ministry in Canada.
3. This leaves open the possibility of having a parallel position in the United States.

#### **The Main Responsibilities of the Canadian Ministries Director (CMD)**

The person appointed to this office shall have the following general responsibilities:

1. Cultivate and nurture a shared and vibrant vision for the mission of the CRCNA with churches, classes, and agencies in Canada as reflected in the proposed five streams (*if approved*).
2. Prompt and mobilize the churches and classes of the CRCNA to imagine and demonstrate a Reformed missional witness in Canada through community engagement, gospel proclamation, advocating for social justice, and embracing racial diversity.

3. Catalyze networking and teamwork among classes, churches, and denominational agencies and ministries in Canada by nurturing a culture of cooperation and collaboration in mutual learning and ministry planning for optimum impact.
4. Advocate for justice and mobilize congregations and the CRCNA in Canada to be a Christian voice for social justice issues and foster ecumenical partnerships with other churches and denominations, locally and nationally, to enhance our witness.
5. Promote and foster faith formation, discipleship, church health, and development of diverse leadership to grow a vibrant CRCNA in Canada.
6. Provide leadership in developing and overseeing the implementation of the denominational ministries plan as a basis for guiding the planning, coordination and integration of the work of the agencies in Canada.

For a detailed position description for the Canadian Ministries Director, refer to Addendum 1.

As we review these responsibilities it seems there are three ways the senior leadership role should function. We summarize these as *leadership by*, *with*, and *through*.

1. *Leadership by* nurturing and casting vision and prompting missional engagement; cultivating ecumenical and social justice engagement.
2. *Leadership with* classes, churches, the CMT, and agencies for collaboration.
3. *Leadership through* generous organizational space, communicating binationally, and building community among churches in Canada.

In summary, this senior leadership role needs to face the congregations working with (a) a cross-Canada team and (b) a cross-agency team in order to collaboratively engage in the mission and context in partnership with the binational church as we make a local and global impact.

### **Are We Ready to Proceed?**

In order to discern readiness to recruit a person for such a position, we asked, "What else needs to be in place in order to move forward with recommending this position at this time?" It is important to have agreement on the following as part of the context for moving forward and for these things to be in place or significantly under way:

1. The new ED needs to be in place and be an essential part of the process of selecting the CMD.
2. The CMD will be engaged in the conversation about ways to shape the leadership team and to organize for effective ministry over the next couple of years.
3. The CMD position can describe, act on, and work through a focused vision in the Canadian context. This position will promote vision gatherings at the classis level and host a tri-annual conference. These tri-annual gatherings will influence the strategic plan, provide opportunity for action and related budget, and have accountability for results.

4. The CMD is team leader of the CMT and works with a team of classis-based representatives in collaboration with the CMT and acts as a synergist to maximize ministry.
5. The position description for the CMD provides clarity of roles and accountability to the CRCNA-Canada Corporation and the ED.
6. The CMD is engaged in the ongoing work of the BOT on the implementation of the suggested ways of cultivating binationality proposed by the Task Force Reviewing Structure and Culture.
7. A leadership covenant is developed with the ED, CMD, MLC, and CMT in order to ensure trust and organizational space within which to function.

### **Proposed Process and Timeline for Recruiting a New CMD**

The following are some comments on the possible process and timeline for recruitment. There are several interrelated factors at play that need to be kept in mind.

1. The report and position description are to be approved by the BOT.
  - The BOT needs to make a decision with regard to the nature of this position. It will also need the authorization from synod to proceed with the development of a position description and its posting prior to Synod 2014.
  - It is ideal that the new ED be an integral part of the recruitment process.
2. A search team is appointed and develops a profile, a communication plan, and a search process.
3. There are two options for a suggested timeline for posting and recruiting:

#### *Option 1:*

The posting and recruitment take place in Fall 2013 and an appointment take place at the February 2014 meeting of the BOT. It will be important to communicate with the classes and churches in Canada about the process for recruitment.

#### *Option 2:*

The posting and recruitment take place during Summer 2013 and an appointment take place at the September 2013 meeting of the BOT. This option puts significant pressure on the engagement by the ED and the recruitment process. The work of the search team would happen over the summer.

Option 1 is the suggested timeline. Either timeline has implications for the interim arrangements.

### **Closing Comments**

In conclusion, the team shares another illustration from the book *To Plant a Walnut Tree*. The author is talking about what it means to be a planter of walnut trees:

... someone who, from their independence, can offer something of value and perspective and courage and hope in challenging situations. Someone who can invest in answers that may not yield fruit today but over time will make a difference.



We hope and trust we have served in this way. We thank you for this opportunity to speak into this topic. We trust that the information, the learnings from the conversations with the classes in Canada, the reflections, and the proposals will shape the future journey in Canadian Ministries as part of a vital binational CRCNA.

### **List of Addendums**

Addendum 1 – Proposed Position Description for the Canadian Ministries Director (CMD)

Addendum 2 – Current Position Description for the Director of Canadian Ministries (DCM)

Addendum 3 – Leadership Qualities and Characteristics, Roles and Responsibilities

Addendum 4 – Cultivating Binationality in the CRCNA

Addendum 5 – The Review Process

Addendum 6 – The Five Streams

### **The Review Team Members**

Cal Aardsma, Ron De Vries, Syd Hielema, Lee Hollaar, Al Karsten, Yvonne Schenk, and Ben Vandezande (Team Leader)

## **Addendum 1: Proposed Position Description for the Canadian Ministries Director (CMD)**

### **I. General Description**

The person appointed to this office shall have the following general responsibilities:

- A. Cultivate and nurture a shared and vibrant vision for the mission of the CRCNA with churches, classes and agencies in Canada as reflected in the five streams (*if approved*).
- B. Prompt and mobilize the churches and classes of the CRCNA to imagine and demonstrate a Reformed missional witness in Canada through community engagement, gospel proclamation, advocating for social justice, and embracing racial diversity.
- C. Catalyze networking and teamwork among classes, churches, and denominational agencies and ministries in Canada by nurturing a culture of cooperation and collaboration in mutual learning and ministry planning for optimum impact.
- D. Advocate for justice and mobilize congregations and the CRCNA in Canada to be a Christian voice for social justice issues and foster ecumenical partnerships with other churches and denominations, locally and nationally, to enhance our witness.
- E. Promote and foster faith formation, discipleship, church health, and development of diverse leadership to grow a vibrant CRCNA in Canada.
- F. Provide leadership in developing and overseeing the implementation of the denominational ministries plan as a basis for guiding the planning, coordination and integration of the work of the agencies in Canada.



## **II. Qualifications**

The person appointed to this office shall have the following qualifications:

- A. Be a member of the CRCNA with a knowledge of and commitment to a Reformed Christian worldview and be motivated by a love for the whole mission of God.
- B. Be grounded in Christ's love and be a Spirit-led person shaped by prayer who leads with an understanding and discernment of God's will in the varied contexts in which we live and minister.
- C. Be a seasoned leader and a confident, experienced visionary who is able to cultivate and discern a vision for local, national, and global ministry in an environment of shifting demographics and significant cultural change.
- D. Be innovative in cultivating a vision of how God is leading his church and have the capacity to guide strategic responses.
- E. Be a servant-leader who nurtures relationships, empowers colleagues, and advances ministry.
- F. Work as a team leader and team player with the ability to plan and work collaboratively with people in congregational, regional, national, and denominational ministries.
- G. Have a reputation for personal and professional integrity, forthrightness, and compassion for the poor, the lost, and the disenfranchised.
- H. Be a good communicator.
- I. Have appropriate educational training, extensive ministry experience in a church/parachurch related context where he/she has demonstrated leadership and management capacity.
- J. Have a commitment to a binational CRC and demonstrate an understanding of the diverse religious and cultural forces and the unique social and political contexts that influence ministry in our respective countries.
- K. Have a good grasp of sound financial practices and good fiscal policies and procedures.

## **III. Duties and Responsibilities**

The person appointed to this office shall have the following duties and responsibilities:

- A. Cultivate and nurture a shared and vibrant vision for the mission of the CRCNA, champion visioning activities at classis gatherings, host regular national conversations and forums (e.g., every two or three years), and provide leadership in implementing visioning outcomes.
- B. Prompt and mobilize missional engagement in local churches by imagining possibilities, promoting learning opportunities, sharing stories and best practices, and facilitating use of resources for mutual learning.
- C. Facilitate networking and collaboration with churches, classes, and agencies in Canada for sharing best practices and strategic planning and the implementation of the Ministry Plan of the Christian Reformed Church. Gather, lead, and empower a team of classis-based animators/coaches to stimulate collaborative action that generates effective ministry.
- D. Serve as the spokesperson for the CRCNA in Canada on matters of communication with the government and of public pronouncement, in consultation with the Executive Director.

- E. Oversee and champion denominational social justice ministries in Canada. Identify social justice priorities and develop strategies for community engagement with staff and related committees.
- F. Foster local and ecumenical activity and engage in national partnerships through bodies such as the Canadian Council of Churches, the Evangelical Fellowship of Canada, and others.
- G. Foster a culture of leadership development that is organic and innovative.
- H. Advocate for intergenerational ministries and faith formation initiatives.
- I. Serve as team leader and administrative officer of the CMT to work for collaborative synergy between agencies, and partner with classes and other Christian ministries to facilitate unified ministry.
- J. Provide leadership in developing and overseeing the implementation of the Ministry Plan of the Christian Reformed Church as a basis for guiding the planning, coordination, and integration of the work of the agencies in Canada.
- K. Review and monitor ministry plans and budgets from all agencies and ministries operative in Canada, and provide observations, analysis, and recommendations with respect to ministry priorities in Canada to them, to the ED, and to the CRCNA-Canada Corporation. Attend the meetings of the Canadian boards of denominational agencies as needed.
- L. Promote and advocate for the ministries of the CRC in Canada and the ministries of the CRCNA with CRC congregations and classes in Canada.
- M. Serve as adviser to the CRCNA-Canada Corporation and act as its agent as requested or assigned.
- N. Serve synod and the binational BOT with information and advice regarding matters that relate to the ministry of the denomination and especially ministry conducted in Canada. Participate in the development and implementation of synodical and Board policy decisions and denominational plans, especially as they relate to denominational ministries in Canada.
- O. Ensure that the CRCNA-Canada Corporation is in compliance with all corporate, legal, and income-tax requirements, and equip, advise, and ensure that the directors of the CRCNA-Canada Corporation fulfill fiduciary responsibilities as corporate directors, officers, and trustees.
- P. Perform such other duties as may be assigned by the ED.

#### **IV. Working Relationships**

The Canadian Ministries Director serves in the following ways:

- A. Works closely with the ED to cultivate vision and develop a denominational ministries plan in both countries.
- B. Provides leadership on behalf of the BOT and synod as a servant of the people, the churches, and the denominational agencies in Canada.
- C. Is appointed by the BOT upon recommendation of the CRCNA-Canada Corporation and the ED.
- D. Shall consult regularly (e.g., weekly) with the ED and shall be administratively accountable to the ED in the discharge of duties.
- E. Serves as the agent of and is functionally accountable to the CRCNA-Canada Corporation.

- F. Is adviser to the BOT and the CRCNA-Canada Corporation.
- G. Serves at the pleasure of the BOT, with continued employment subject to a favorable performance review by the ED and the CRCNA-Canada Corporation.

The Canadian Ministries Director serves in the following capacities:

- A. Spokesperson to the Government of Canada on all matters relating to the CRCNA. This is done in consultation with the ED and other 'invested' staff or volunteers (i.e., Director of Finance and Administration, Christian Reformed Centre for Public Dialogue).
- B. Spokesperson and representative in ecumenical activity of the CRC in Canada, working in consultation with the Ecumenical and Interfaith Relations Committee.
- C. Team leader of the CMT.
- D. A member of the MLC.
- E. The leadership link between administrative and ministry leadership in the CRCNA-U.S. offices and the Canadian office.

## **Addendum 2: Current Position Description for the Director of Canadian Ministries (DCM)**

### **I. General Description**

The person appointed to this office shall:

- A. Exercise leadership on behalf of synod and the Board of Trustees of the Christian Reformed Church (CRC) as a servant of the people, the churches, and the denominational agencies by responding to invitations, maintaining liaison, and visiting classes and churches in Canada.
- B. Be invested with management responsibility to facilitate the unified ministry of the denomination in Canada through joint strategic planning and coordination of goals, while recognizing the particular responsibilities and functions of each agency.
- C. Participate in developing and overseeing the implementation of the denominational ministries plan as a basis for guiding the planning, coordination, and integration of the work of the agencies in Canada.
- D. Assist the Executive Director as requested in providing consultation services to congregations, classes, and synodical deputies in Canada on matters dealing with church polity, Church Order interpretation, synodical decisions, and ecclesiastical procedures.

### **II. Qualifications**

The person appointed to this office shall:

- A. Be a member of the CRC with a good knowledge of, and commitment to, the teaching of Scripture and the Reformed confessions, the life and polity of the CRC, and possess a love for the whole mission of the church.
- B. Be theologically trained and be an ordained minister of the Word in the CRC who has served as a pastor in at least one of the congregations of the denomination.

- C. Have a demonstrated commitment to the binationality of the CRC as one church in two nations and, at the same time, be familiar with and show a good comprehension of the diverse religious and cultural forces, as well as the unique social and political contexts that have bearing on ministry in Canada.
- D. Have received appropriate educational training and/or prior ministry-management experience in which leadership and management skills have been demonstrated.
- E. Possess a reputation for personal and professional integrity, forthrightness, and compassion for the poor, the lost, and the disenfranchised.
- F. Demonstrate self-reliance and sound judgment in decision making.
- G. Have the ability to plan and work collaboratively with everyone involved in congregational, regional, and denominational ministries.
- H. Have a demonstrated ability in written and oral communication.
- I. Have the ability to understand and act on advice with respect to budgetary guidelines, financial reports, and fiscal priorities for ministries in Canada.

### **III. Duties and responsibilities**

The person appointed to this office shall:

- A. Participate in developing and implementing, through collaborative efforts, the Denominational Ministries Plan in Canada.
- B. Be an adviser to the Board of Directors of the CRCNA-Canada Corporation and act as its agent as requested or assigned. The Director of Canadian Ministries shall also be an adviser to the binational Board of Trustees of the CRCNA with reference to Canadian matters.
- C. Consult with the Director of Denominational Ministries in the discharge of such duties that are part of the Director of Denominational Ministries' overall responsibility.
- D. Be a member of the Ministry Council.
- E. Be a member of and chair the meetings of the Canadian Ministries Team and function as its administrative officer.
- F. Review and monitor reports from all the ministries and agencies operative in Canada in order to provide, in consultation with the Director of Denominational Ministries, an annual analysis of these ministries for the Board of Directors of the CRCNA-Canada Corporation. This annual report will contain both observations and recommendations processed through the Ministry Council with respect to ministry priorities in Canada.
- G. Attend the meetings of Canadian denominational ministry boards as needed.
- H. Serve, in consultation with the Executive Director, as spokesperson for the CRC in Canada on matters of communication with the government of Canada.
- I. Be an advocate for the ministries of the CRC in general, and for the ministries unique to Canada in particular, with Christian Reformed congregations and classes in Canada.

- J. The Director of Canadian Ministries shall obtain advice in matters involving budgeting and finance from the Director of Finance and Administration (DFA) or his/her designee.
- K. Perform such other duties as may be assigned by the Executive Director.

#### **IV. Accountability and terms of service**

The Director of Canadian Ministries shall serve at the pleasure of the Board of Trustees and is supervised by the Executive Director. The appointment shall be made by the Board of Trustees, upon recommendation of the Executive Director and the directors of the CRCNA-Canada Corporation, and shall be ratified by synod. Continued employment is subject to a favorable annual performance review by the Executive Director and reviewed by the Board of Trustees.

Approved February 2005

### **Addendum 3: Leadership Qualities and Characteristics, Roles and Responsibilities**

#### **A Summary of Themes from the Conversations with Classes**

##### **Introduction**

The following is an overall summary of the themes that emerged from the input of all the classes in Canada in relation to leadership qualities, roles, and responsibilities. The phrases that follow each heading are descriptive words drawn from the themes that emerged in each classis. This will identify common themes that emerged. It is helpful to go back to more detailed descriptions to get the nuance of what each of these means.

##### **Qualities and Characteristics**

###### **Rooted in Christ's Love and Grounded in God's Word**

Rooted deeply in God and leads out of that rootedness in Christ. The spirit is personally centered and shaped by the Holy Spirit and demonstrates vibrancy and confidence in Christ's love.

###### **Spirit-filled and Spirit-led Person of Prayer and Discernment**

Spirit-filled person of prayer who is deeply grounded in Christ through prayer that prompts him/her to speak the truth with integrity. A prayerful listener who yields to the Spirit's leading for discernment and self-awareness and authenticity.

###### **Discerns God's Will in the Context in Which We Live**

Spiritually discerning of God's Word and the context in which we work. Able to imagine future possibilities and dreams, especially in the Canadian context.

###### **Experienced Visionary Who Is Bold**

A seasoned leader who embodies confidence and calm. An innovator who is courageous and a leader of leaders. Experienced at navigating diverse approaches to come to a focused conclusion.

### **Embodies Servant Leadership and Discipleship**

Models the kind of empowering leadership that is needed. There is an authenticity because of walking and working as a servant leader. The posture is genuine and approachable, with a warm, inviting, humble spirit.

### **Relational Collaborator Who Listens and Equips**

Strong ability to collaborate and equip and edify others. By being a connected listener and interacting with the churches and classes and by working through teams, the person demonstrates focused collaboration for fruitfulness.

### **A Communicator with Charisma**

A person with charisma, passion, and demonstrated competence who inspires others about the work at hand.

### **A Leader with Integrity**

A prophetic person who is a next-generation leader. Possibly female and also ethnically diverse.

## **Leadership Roles and Responsibilities**

### **Nurture and Cast Creative Missional Vision That Inspires and Is Acted On**

Nurture a clear, creative hopeful vision with others that demonstrates a clear Reformed purpose. Provide apostolic leadership with a prophetic edge that demonstrates bold and courageous vision that inspires. Ensure vision is translated into missional reality so that we embrace it. A courageous agent of change and a strategic innovator with a desire to experiment. Flexible, adaptive leadership open to new ministry opportunities and porous boundaries.

### **Prompt Missional Engagement in Our Local and National Context**

Motivate and mobilize the churches to engage and act within their communities and to inspire holistic ministry. Engage churches missionally to share the gospel and link them with partners in the community. Be culturally savvy and equip the churches to discern their local context.

### **Catalyze Networking Among Classes and Churches to Foster Collaboration Among and with Classes**

Network congregations to catalyze learning, facilitate conversation, and multiply ministry. Nurture collaboration among churches and classes, and be a mentor and encourager with a coaching posture to stimulate collaboration. Advocate for and with congregations to inspire and encourage local ministry and creative approaches for that.

### **Advocate Ecumenical and Social Justice Engagement**

Partner ecumenically with other denominations and develop connections between churches. Work ecumenically with distinctiveness in an open-minded way. Engage social justice issues and advocate for justice and the vulnerable. Work as a reconciler especially among indigenous people. Be culturally savvy about the Canadian context and how to speak into it to advocate for justice.

### **Cultivate Next-Generation Leaders and Disciples**

Remove barriers between generations in order to foster mutual learning. Equip and coach diverse younger leaders and foster mentoring, discipling growth of next-generation leaders. Provide mentoring coaching for younger and new leaders for empowerment.

### **Adept at Cross-cultural Racially Diverse Ministry for Reconciliation**

Adept at working with diverse peoples and cross-culturally. Engage racially diverse ministry for reconciliation and bridge building. Multiply and empower diverse ethnic leaders.

### **Communicate Effectively to Build Community**

Build community by listening and articulating with a unifying, authoritative voice. Use good communication skills that are innovative and tech savvy. Demonstrate a charisma and clarity in communication.

### **Lead Effectively in Canada in Generous Organizational Space**

Have clear room and authority to act and to provide denominational leadership in Canada. Embody gracious space in the CRC and work out of a Canadian identity with the room to lead. Be an initiator with Canadian authority/accountability and access to financial resources. Embrace binationality with a clear context in the Canadian setting. Positionally this is a senior leadership role with opportunity to stimulate deliberation both in the national context and the BOT.

### **Provide Leadership Through a Distributed Team to Foster Collaboration**

The senior leadership position interacts with regionally/classically based people and works with them to develop a national team for the purpose of collaboration. Works through a national staff team to link, learn, and mobilize ministry with churches and classes. The team will be marked by a transparency and vigorous community.

### **Summary of Main Themes**

These leadership qualities, characteristics, roles, and responsibilities can be summarized as follows:

#### **Qualities and Characteristics**

- Rooted in Christ's love and grounded in God's Word
- Spirit-filled and Spirit-led person of prayer and discernment
- Discerns God's will in the context in which we live
- Experienced visionary who is bold
- Embodies servant leadership and discipleship
- Relational collaborator who listens and equips
- A communicator with charisma
- A leader with integrity



## Roles and Responsibilities

- Nurture and cast creative missional vision that inspires and is acted on
- Prompt missional engagement in our local and national context
- Catalyze networking among classes and churches to foster collaboration
- Advocate/ecumenical and social justice engagement
- Cultivate next-generation leaders and disciples
- Adept at cross-cultural racially diverse ministry for reconciliation
- Communicate effectively to build community
- Lead effectively in Canada in generous organizational space
- Provide leadership through a distributed team to foster collaboration among and with classes

## How the Input Can Be Used

Developing these themes will be very helpful to the review team developing a perspective on the senior leadership role in Canadian Ministries in the following ways:

1. Clarify what hopes the church has as it imagines the future of its ministry in Canada as part of a binational church.
2. Identify the preferred qualities and characteristics that people are looking for in a denominational senior leadership role.
3. Identify the expectations for a denominational senior leadership position in Canada in order to assist in the ministry of the local church and classes and our work together as agencies.
4. Identify some sense of priority as to the main roles of the senior leadership position as that role works together with classes and agency staff in serving congregations as part of the overall mission of the CRCNA.

## Addendum 4: Cultivating Binationality in the CRCNA

### Excerpts from the Report of the Task Force Reviewing Structure and Culture

The CRCNA is a Reformed denomination that operates in the United States and Canada. The CRCNA values being a binational denomination for the opportunity it provides to combine pursuit of a common mission with an intentional and meaningful engagement with different national, regional, and local contexts for ministry. Binationality in the CRCNA fosters a culture of gracious space that encourages different expressions of common convictions to achieve common goals of meaningful witness and effective, holistic ministry in different contexts. Intentional recognition of commonalities and significant differences allows adequate flexibility in leadership, structures, and policies to respond to each national context as well as regional, local, and ethnic contexts.

#### *D. Themes of binationality*

In order to flesh out this definition of binationality, the following themes are important:

1. The CRCNA has a shared purpose in mission  
We share a similar passion for God's kingdom work, and we work together for one purpose. The CRCNA has a shared sense of its mission, expressed in congregations and ministries in Canada and the United States and through partnerships around the world.
2. One church—different contexts/cultures  
We are a binational church, working as one denomination in two countries in North America. Binationality involves two national identities—each working in different contexts. We recognize the cultural context of each



country and how the distinct political and legal realities shape each context and influence how we engage in ministry.

3. Different contexts and cultures are expressed in the way we do ministry  
We build on each other's respective strengths and learn to honor differences that are reflected geographically, culturally, and socially in the different countries and regions. This takes organizational shape and is reflected in the way in which we make decisions locally and nationally.
4. Organizational space is provided to reflect different contexts  
We take a posture of making gracious organizational space to reflect different contexts. Developing that space means recognizing the need to discern how to do ministry by setting goals, identifying strategies, and developing action for each context.

*(Agenda for Synod 2013, p. 354)*

Our conversation about binationality and its implications for organization, culture, or leadership need to be framed in the context of the mission of God. As we do our work, it is God's mission and this vision that shape what we do. We need to find ways to cultivate binationality in the CRCNA structure, culture, and leadership. This is an ongoing process of renewal. Following are five possible ways to cultivate binationality in the CRCNA, including specific suggestions on how to translate each into action.

1. Gathering to discern vision and understanding of our context  
We must intentionally and regularly gather in our respective national contexts to understand trends that are happening, the culture in which we are doing our living, and the implications for our ministry as a church.
  - a. Visioning and planning at the classis level needs to be cultivated for member churches and related ministries to do creative work to discern their context and to resource churches and people to engage in their mission.
  - b. National conversations for members of the CRC to deliberate on ministry priorities and strategies for effective witness within the respective contexts should be developed and held on a regular basis (every 2-3 years), either in conjunction with synod meetings or as free-standing meetings, to which classes would send appropriate delegations (i.e., triennial conference). Regional gatherings could be included as a step between individual classes and a national forum.

This process of discernment and visioning needs to involve a dynamic interaction between the local/classical initiative and a national/denominational initiative. In this way there would be significant contributions from the local context and also the national context and, as the two interact, a discernment of priorities for ministry and vision in contexts that are both classically, nationally, and binationally based. The process would complement and interact with the vision and strategic plan of the CRCNA.

2. Developing an organizational culture  
We must cultivate a posture of heightened awareness and intentionality to engage with our respective contexts and foster gracious space for differentiated approaches within a commitment to mutual accountability for a common mission.
  - a. The potential need for differentiation to effectively respond in a national context should be considered in relation to every ministry, rather than assuming general commonality with a few exceptions for so-called "unique" national ministries.
  - b. Deliberate consideration of each national context and implications for ministry, along with respect for local and regional contexts, ought to be incorporated into the mandates, planning processes, and accountability mechanisms of administrative and governing structures of the CRCNA.

### 3. Senior leadership position

*Note:* There is a process under way to discern the role and function of the director of Canadian ministries. That process will propose further definition of this senior leadership position to the BOT at its May 2013 meeting.

A senior Canadian leadership position that works closely with the executive director (ED) of the CRCNA is mandated to cultivate and nurture vision and facilitate ongoing strategic planning. To make binationality an authentic leadership value, a major component of the ED position will have to be the intentional advancement of a consultative and flourishing binational organizational culture and communion.

- a. The senior Canadian leadership role works closely with the ED in order to nurture and cultivate a vision in both countries. These roles provide regular reporting about progress in discerning and implementing the vision and the proposed strategies. There are a variety of options that can be considered for the senior Canadian leadership role.
- b. The senior Canadian leadership position and the ED lead and regularly report to the BOT on these and other initiatives to cultivate binationality in the CRCNA.

### 4. Senior staff team to develop collaboration

A senior staff team at the national level, currently known as the Canadian Ministries Team, should focus on ministry goals and priorities and areas of potential collaboration with churches, classes, and the agencies and ministries.

- a. A staff team should review the implementation of denominational and agency ministry plans and recommend changes to ensure that plans and programs effectively address the trends, issues, and challenges identified at national, regional, and local levels.
- b. A staff team should be linked to regional- and classis-based initiatives in order to interact with learnings “on the ground” and be encouraged to go “where the energy is.” The intent would be to develop strategies on which the agencies would work in order to better resource classes and congregations. The staff team would give input to a joint binational staff team (such as the Ministries Leadership Council) that would give overall leadership on how to translate denominational priorities into effective strategies for ministry.

### 5. Governance

The Board of Trustees and the boards of agencies should cultivate attention to the discernment and decision making process for authorizing and implementing ministries in each national context.

- a. The Board of Trustees can cultivate an awareness of national context by having a gathering of board members in each national setting that can help interpret the culture and priorities of each national context into the full Board meetings. For the Board of Trustees (BOT), this could mean the creation of appropriate structures within the BOT, such as standing committees for U.S. and Canadian ministries, with a mandate to advise the BOT on national level priorities and strategies in all areas of ministry.
- b. The Board of Trustees, as well as the boards of agencies and institutions, can pay particular attention to the decision making process toward authorizing and carrying out ministries in each country in compliance with the laws of that country and its accounting expectations, as well as to intentional ways in which boards make decisions about ministries happening in each nation.

*(Agenda for Synod 2013, pp. 357-60)*

## Addendum 5: The Review Process

The interim director of Canadian ministries was mandated by the ED to “review Canadian Ministries and especially the role of the director of Canadian ministries and prepare a report with recommendations on how to move forward with this role with greater clarity.”

The mandate of the review team consists of the following three parts:

1. Review the history of Canadian Ministries, how binationality in the CRCNA shapes our ministry together, and how the structure and culture in the CRCNA affect the effective functioning of the director of Canadian ministries (DCM) role.
2. Discern how fresh understandings of binationality can help ministry in the Canadian context to thrive. Imagine ways to create a culture and suggest structures and working relationships to demonstrate that.
3. Propose a position description for the DCM with a timeline and hiring process.

### The Leadership of This Process

Ben Vandezande, as interim DCM, will provide leadership to this process. He will work with a team to provide advice and help carry out the work. The team will represent different parts of Canada and include a member from the Structure and Culture Task Force. The members of the review team include Lee Hollaar, B.C.; Ron De Vries, Alberta; Yvonne Schenk, Manitoba / Northern Ontario; Al Karsten, Ontario; Syd Hielema, Ontario; Cal Aardsma, Illinois (Task Force on Structure and Culture); and Ben Vandezande (team leader).

### Components of the Process

*Phase One:* Describe what is meant by *binationality* (December 2012 – February 2013)

- Work in concert with the Task Force on Structure and Culture as they prepare their report on binationality by February.

*Phase Two:* Review the history of Canadian ministries (January 2013 – February 2013)

- Interview the three former directors.
- Learn from the historical scan.
- Gather examples of what has been/is fruitful/reflects differentiated approach.
- Understand key components of organizational culture/history, challenges, and opportunities.

*Phase Three:* Imagine ways of shaping Canadian ministries in the context of binationality (February 2013 – March 2013)

- Meet with each classis for a listening conversation and conduct focus groups.
- Summarize key principles and values that will guide our approach.
- Explore scenarios of how to do ministry in Canada and therefore the DCM position to reflect binationality and serve congregations, classes, and ministries in Canada.

*Phase Four:* Prepare a report with recommendations. (March 2013 – April 2013)

- Propose description for the current DCM position.
- Propose an organizational context for Director of Canadian Ministries.
- Propose a process for search and implementation.

#### **Timeline of Events Since 1997**

- 1997: Report to synod approved recommending a structure for Canadian Ministries and the position of Canadian Ministries Director.
- 1999 – 2001: First Director, Ray Elgersma
- 1999: Report to synod not approved recommending a parallel structure in the U.S.
- 2000: Report to synod summarizing understandings of roles in light of Synods 1997 and 1999.
- 2001 – 2004: Second Director, Bill Veenstra
- 2002: Canadian Ministries Forum
- 2004: Succession plan to BOT
- 2006 – 2012: Third Director, Bruce Adema
- 2012: Interim Director, Ben Vandezande

Christian Reformed Church in North America Our Five Streams (Denominational Priorities)				
Faith Formation	Servant Leadership	Global Missions	Loving Mercy; Doing Justice	Gospel Proclamation and Worship
<p>As a community of believers we seek to introduce and nurture faith in Jesus Christ.</p> <p>We believe the church must work together to challenge and equip each believer to grow in their faith as they seek to be faithful disciples in the kingdom of God.</p>	<p>We seek to identify, recruit, and train leaders to be servants in the kingdom of God.</p> <p>We believe the lifelong equipping of all leaders is essential for the flourishing of churches and ministries.</p>	<p>We are a missional community with a kingdom vision.</p> <p>Therefore, we seek to be witnesses and agents of the kingdom “to the ends of the earth.”</p> <p>Our primary objective is to start and strengthen local churches, both in North America and around the world.</p>	<p>We hear the cries of the oppressed, forsaken, and disadvantaged.</p> <p>Our hearts are broken by the things that break the heart of God.</p> <p>Therefore we seek “to act justly and love mercy” as we walk humbly with our God.</p>	<p>Faith comes through the hearing of God’s Word.</p> <p>We seek to proclaim the saving message of Jesus Christ and worship him in all that we do.</p>

*Note:* Each stream or priority is to be supported by a “collaboration table” of representatives of select ministries and/or institutions within the CRCNA for the purpose of advancing the respective *stream* within the denomination.

## **Appendix B**

### **Implementation Design Team Report**

#### **Mandate**

The Implementation Design Team (IDT) was called together by the Executive Director/Deputy Executive Director (ED/DED) in late February 2013 and given the following mandate:

IDT is mandated to propose a comprehensive plan for realigning the ministries and functions listed below based on the principle of congruency. The activities and/or ministries that are alike, or seek to address the same audience, shall be grouped and formed as teams in support of the Faith Formation initiative. The team shall address not only an alignment of the entities involved but also propose a delivery model that is efficient in its address to the needs of congregations.

The ministries we were asked to realign included Faith Alive Christian Resources and the following Specialized Ministries and offices:

- Candidacy Committee
- Centre for Public Dialogue
- Communications
- Disability Concerns
- Office of Social Justice
- Pastor-Church Relations
- Proservices
- Race Relations
- Safe Church
- Youth and Young Adult Ministries

Although we were not mandated to include the other major agencies in our work—nor the outreach/ministry functions they perform—we did our work with the awareness that Home Missions, World Missions, World Renew, and perhaps other entities would benefit from convergence and collaboration between these functions and their work. As the next steps of realignment unfold, we recommend that those involved consult with these agencies about future synergies and possible integration into this framework.

#### **Team**

The team was composed of Dean Heetderks (Proservices), Henry Hess (Communications), Syd Hielema (Faith Formation), Mark Rice (Faith Alive), Kathy Smith (CICW/CTS), Peter Vander Meulen (OSJ), and Lis Van Harten (SPE/SCE). Advisory members were John Bolt (CFO), Norm Thomasma (Pastor-Church Relations), and John Witvliet (Faith Formation/CICW). Ex officio members were Joel Boot (ED) and Peter Borgdorff (DED). Jay Laninga, Faith Alive board, was present for one meeting.

Since February 26, 2013, the team has met six times for approximately three hours each time.

#### **Materials and Purpose**

Our task was essentially a design task within a short time frame. We used, among others, the following materials: (1) our mandate document, (2) summaries of the work of the Task Force Reviewing Structure and Culture, (3) Faith Formation materials, (4) several documents produced by Faith Alive departments outlining their present roles and ideas for the future,

and (5) several documents and emails from Specialized Ministries and Proservices.

We agreed on a four-step process that included (1) spending time understanding the precursory work of the Faith Formation Committee, the Task Force Reviewing Structure and Culture, and other processes and criteria/standards that should inform our work; (2) reviewing documentation from Faith Alive and Specialized Ministries; (3) discerning areas of convergence; and (4) looking at realignments of resources—both personnel and financial—and assessing implications.

### **Criteria and Assumptions**

In deciding on the categories of similar function and suggesting the placement of Faith Alive and specialized ministry personnel and resources (realignment), we considered the following desired outcomes:

- More congregation-focused response (i.e., an increased interest and capacity at the denominational level for appropriate, effective, and efficient response to the needs and wants of congregations).
- The integration of critical Faith Alive functions and resources (personnel and financial) in a way that balances the need to preserve and even enhance core Faith Alive capacities while ensuring adequate financial resources for the next few years of adaptation and change.
- The convergence of functions that are now scattered and isolated in various offices and agencies but are critical to faith formation and congregational health.
- The weakening and eventual dismantling of internal barriers to collaboration and of old management styles (culture), thus encouraging new creative groupings so that there is a higher chance of nimble, innovative, and participatory work with congregations—as well as higher staff morale.
- A model that other CRC agencies—particularly those concentrating on global missions, mercy, and justice—can easily link to and build on, thus greatly increasing and completing the web of collaboration within and between functional teams.
- The need for other CRC agencies and other partner groups to be brought into this model for collaboration and holistic, healthy service to congregations. The proposed model cannot succeed long-term without them.

We also intended that our categories and recommendations would

- resonate with the trajectories of the Task Force Reviewing Structure and Culture as well as the synodical Faith Formation Committee.
- not be limited by present assumptions of how the denomination manages its work.
- focus specifically on what must be done by the start of FY2014, while doing so in a way that furthers the evolution of the larger denominational renovation and realignment that is under way.
- build on the centers of collaboration, energy, and creativity already happening among denominational units. Our categories and suggested pilot projects are confirmations of and name what is already happening.

- create minimal structures necessary to support, enhance, and guide this organic process of collaborative design and implementation.

### **Recommendations of the Team**

Please note that the following recommendations are not comprehensive; rather, they are critical next steps in what must be a longer process of detailed design and implementation.

#### **I. To better align the resources of Faith Alive and Specialized Ministries and considering the goals of the Faith Formation initiative, we recommend the following:**

A. Three large areas of congruency be identified and developed—or groupings of similar functions: (1) Serving Churches, (2) Developing Leaders, and (3) Support Services (all represented visually at the end of our report).

B. Six subcategories of similar functions be identified and developed along the following lines:

- Serving Churches: Worship, Intergenerational Lifelong Learning, Congregational Life
- Developing Leaders
- Support Services: Creative and Production Services, Administrative Services, Communication Services

Using the above approved categories, we grouped similar functions from Faith Alive, Specialized Ministries, and other departments. However, the staffing and budget figures shown below are based only on Faith Alive and Specialized Ministries resources.

### **SERVING CHURCHES**

FY2014 Staffing: 23.95 FTEs

FY2014 Budget: \$4,117,446

#### **1. Worship and Music**

- Liturgical/sacramental
- Music
- Copyright management
- Liturgical and Confessional forms
- Reformed Worship-type guidance
- Theological review and editing
- Training and consulting

#### **2. Intergenerational Lifelong Learning**

- Children, young teens, youth, and adult education
- Sunday school
- Friendship Ministries
- Training/consulting
- Pedagogical expertise
- Discipleship
- Theological expertise



- Youth and young adult ministries
- Family ministry

### 3. Congregational Life

- Denominational magazine(s)
- Membership data (*Yearbook* and other)
- Safe Church
- Consultation services
- Engaging in dialogue with multiple ministries
- Cognitive learning disabilities
- Conflict resolution
- Crisis intervention
- Inclusion ministries: Race Relations, Disabilities, Friendship
- Asset-based congregational planning (healthy church survey)
- Church polity consulting
- Outreach development (e.g., service learning)
- Restorative practices (from Office of Social Justice)
- Congregational justice mobilizing

## DEVELOPING LEADERS

FY2014 Staffing: 10.00 FTEs

FY2014 Budget: \$1,109,214

### Leadership Development

- Officebearer training
- Leadership materials
- Staffing match (ordained and unordained)
- Vocational discernment and assessment for pastors
- Coach/train
- Ordination—offices and elders/deacons
- Classis health
- Endorsement and credentialing
- Recruitment
- Nurture/mentoring/encouragement
- Strengthening ecclesiastical structures/governance (BOT, synod, etc.)
- Chaplaincy

## SUPPORT SERVICES

FY2014 Staffing: 14.65 FTE

FY2014 Budget: \$1,964,627

### 1. Creative and Production Services

- Print
- E-Publishing
- Creative
- Publishing
- Copyright management (incl. selling rights)
- Distribution and order fulfillment
- Copyediting and proofreading
- Translation

## **2. Administrative Services**

- Financial services
- Personnel services
- Customer service
- Data management
- Information services
- Facilities services
- Advancement services
- Purchasing/distribution/warehouse

## **3. Communication Services**

- News
- Training/Education
- Mobilization resources
- Information delivery
- Ecommerce/website development
- Official denominational communication
- Media and public relations
- Marketing and sales
- Market research and reporting
- Advocacy communication

## **MISCELLANEOUS**

(unplaced staff/unallocated program monies)

\$1,346,700

(Unassigned functions to be addressed by the BOT)

World Literature Ministries

RCA Partnership

The proposed realignment will affect staffing and budget during FY2014. The specifics of these adjustments are beyond the mandate of our team and will be handled by appropriate management staff.

## **II. For the long-term implementation of this realignment, we suggest an approach that includes the following elements:**

- A. For special nurture and careful observation, select the following existing—or proposed—high energy engagement, demand-based, and unusually collaborative projects that can grow into examples of a possible delivery model and become seeds of a new denominational structure and culture:
- Global Coffee Break—an ongoing collaborative project aimed at increased evangelism around the world using an established ministry model grown out of a North American context that is being received as new and fresh by a global audience. The core ministry principles are being successfully applied to global audiences. The global growth of Coffee Break is also re-energizing North American Coffee Break groups.

(This initiative currently involves Home Missions, World Missions, Back to God Ministries International, and Faith Alive.)

- Assessment project—a collaborative project aimed at increased effectiveness of the vocational discernment of those in or entering professional ministry. A pilot project is scheduled to begin July 1, 2013, and, assuming positive outcomes, these assessment resources could be broadened to include missionaries, pre-seminary students, etc. (This is a collaborative project jointly sponsored and funded by Calvin Theological Seminary, Chaplaincy and Care Ministry, Home Missions, Pastor-Church Relations, Sustaining Congregational Excellence, and World Missions.)
- Renewing the Denominational Covenant—The BOT asked Pastor-Church Relations (PCR) to develop strategies for becoming involved earlier when pastor-congregation tensions begin to arise in the local church. The BOT endorsed the PCR proposal titled “Renewing the Denominational Covenant.” Plans are now under way to develop a multiagency table of collaboration by which the denomination will more effectively resource key classis functionaries such as church visitors, regional pastors, mentors, stated clerks, and others, with the objective of responding to congregational needs in a more local and timely manner.

- B. Identify a staff team similar to the Implementation Design Team to recommend to the ED/DED additional functional teams that are implicit in and may be ready to be formed within the categories and subcategories established previously.

### ADDITIONAL COMMENTS

We recognize the very limited scope of our recommendations. Nevertheless, there are a number of observations and ideas we feel are important for the future development of this process of realignment:

- Although we have recommended categories of similar functions and realignment of existing Faith Alive and Specialized Ministries staff and resources within those categories, these are not, for the most part, directly translatable into actual long-term work teams that would replace existing management units. The actual formation of new work teams is a longer process that needs to have wider participation. Actual work teams are, however, implicit in our categories.
- We were surprised and gratified by our own ability to detach individually from our own functional “turf” concerns and put the success of the group’s common purpose ahead of other concerns. To us this was an encouraging example that new functional teams can work.
- As actual work teams are formed and new structures and cultures evolve over the upcoming years, we suggest the implementation of a learning process that ensures specific cycles of action/implementation-reflection-realignment-action/implementation-reflection . . . and so on.

# FIVE STREAMS

## CONGREGATIONAL LIFE

- Denominational magazine(s)
- Membership data (Yearbook and other)
- Safe Church
- Consultation
- Pastoral services
- Engaging in dialogue with multiple ministries
- Cognitive learning disabilities
- Conflict resolution
- Crisis intervention
- Inclusion ministries: Race Relations, Disabilities, Friendship
- Association-based congregational planning (healthy church survey)
- Church polity consulting
- Outreach development (e.g. service learning)
- Restorative practices (from Office of Social Justice)
- Congregational justice mobilizing

## INTERGENERATIONAL LIFE-LONG LEARNING

- Children, young teen, youth, and adult education
- Sunday school
- Friendship Ministries
- Training/consulting
- Pedagogical expertise
- Discipleship
- Theological expertise
- Youth and young adult ministries
- Family ministry

## faith formation

## global missions

## servant leadership

### LEADERSHIP DEVELOPMENT

- Officiation or training
- Leadership materials
- Staffing match (ordained and unordained)
- Vocational discernment and assessment for pastors
- Coach/train
- Ordination—offices and elders/deacons
- Class health
- Endorsement and credentialing
- Recruitment
- Nurture/mentorship/encouragement
- Strengthening ecclesial structures/governance (BOT, synod, etc.)
- Chaplaincy

## gospel proclamation and worship mercy and justice

### WORSHIP AND MUSIC

- Liturgical/sacramental
- Music
- Copyright management
- Liturgical and Confessional forms
- Reformed Worship-type guidance
- Theological review and editing
- Training and consulting

## CREATIVE AND PRODUCTION SERVICES

- Print
- E-Publishing
- Creative
- Publishing
- Copyright management (incl. selling rights)
- Distribution and order fulfillment
- Copyediting and proofreading
- Translation

## ADMINISTRATIVE SERVICES

- Financial services
- Personnel services
- Customer service
- Data management
- Information services
- Facilities services
- Advancement services
- Purchasing/distribution/warehouse

## COMMUNICATION SERVICES

- News
- Training/Education
- Mobilization resources
- Information delivery
- E-commerce/website development
- Official denominational communication
- Media and public relations
- Marketing and sales
- Market research and reporting
- Advocacy communication

## Appendix C

### Summary of Denominational Investments and Compliance with Investment Policy

Synod 1998 approved a number of measures dealing with investment guidelines and disclosures. Two of these appear on page 440 of the *Acts of Synod 1998* as follows:

That the BOT annually provide synod and classical treasurers with a summary of all investments owned by the agencies and institutions of the CRCNA. The summary is to include groupings of investments listed in the investment policy.

That the BOT annually provide synod with a statement that the agencies and institutions are in compliance with the investment policy; any exception to the policy will be reported.

The accompanying summary and related footnotes constitute the Board of Trustees' response to the first of these requests. In response to the second request, the Board of Trustees reports that on December 31, 2012, all of the agencies and institutions are in compliance with the denomination's investment policy, including the guidance it provides for assets received as a result of gifts or gift-related transactions.

The Board of Trustees' discussions regarding these matters included the following:

1. As requested by synod, the investment summary contains information regarding assets held by the agencies and institutions of the denomination. In addition to these investments, the denomination is responsible for the administration of investments held by various benefit plans, including retirement plans. The BOT reports that assets held by the benefit plans also are in compliance with the denomination's investment guidelines.
2. As requested, the summary includes investments only. It tells nothing of the commitments, restrictions, and purposes attached to the investments. Persons interested in a full understanding of these aspects are encouraged to refer to the financial statements of the agencies and institutions on file with each classical treasurer or to direct their inquiries to the agencies and institutions themselves.

**THE CHRISTIAN REFORMED CHURCH  
IN NORTH AMERICA**  
Agencies and Institutions  
Investment Summary in US\$  
As of December 31, 2012

**Categories Specified by Investment Policy:**

**SHORT TERM**

CASH AND CASH EQUIVALENTS  
Cash, Money-market mutual funds & CDs  
FIXED-INCOME ISSUES  
CRCNA Funds LLC Liquidity Fund (1)  
Other short term

**CRCNA FUNDS LLC BALANCED FUND (2)**

**COMMON AND PREFERRED STOCKS**  
Publicly traded common, preferred,  
and convertible preferred stock  
Equity mutual funds

**FIXED-INCOME ISSUES (LONG TERM)**  
U.S. treasuries or Canadian gov't bonds  
Publicly traded bonds and notes  
(Investment grade, at least A-rated)  
Bond mutual funds  
CIBC / TAL overdraft accounts

**Interagency Investments (Obligations):**

Loans to CRCNA (Denom. Services)

**Other Investments:**

Private equity fund  
Partnerships  
Land contracts  
Life insurance cash value  
Notes receivable  
Common stock -- non-listed  
Real estate (non-operating)

Total

	Back to God Ministries International	Calvin College	Calvin Seminary	Faith Alive	Denominational Services
\$	1,780,754	\$ 1,335,608	\$ 378,548	\$ 454,718	\$ 4,109,040 (9)
	312,674	-	-	3,156	-
	100,510	-	-	-	2,850,562
	3,684,436	-	-	10,335	-
	525,636 (3)	1,747,790 (3) 107,202,596 (10)	-	- (10)	-
	-	1,578,167	-	-	13,697,833 (9)
	167,730 (3)	360,018 14,684,233	-	-	6,946,270 (9)
			4,205,988 (1)	-	-
	-	-	-	-	(23,068,210) (9)
	73,000	-	-	-	(4,383,000)
			1,202,247 (4) 823,476 (4)	-	-
	5,000	28,279,093 (4)	-	-	-
				-	-
	463,929 (5)	366,521 (5)	111,812 (5)	-	-
	-	1,377,206 (6)	-	-	-
		1,807,359 (7)	-	-	-
	42,555 (8)	18,573,084 (8)	1,152,576 (8)	-	-
\$	7,156,124	\$ 177,311,675	\$ 36,292,158	\$ 468,209	\$ 162,497

Numbers in parentheses are footnote numbers. See the footnotes that follow.

**THE CHRISTIAN REFORMED CHURCH  
IN NORTH AMERICA**  
Agencies and Institutions  
Investment Summary in US\$  
As of December 31, 2012

	CRC Foundation	Home Missions	Loan Fund	World Missions	World Renew
<b>Categories Specified by Investment Policy:</b>					
<b>SHORT TERM</b>					
CASH AND CASH EQUIVALENTS					
Cash, Money-market mutual funds & CDs	639,597	\$ 1,728,822	\$ 3,246,997	\$ 2,610,921	\$ 14,133,896
<b>FIXED-INCOME ISSUES</b>					
CRCNA Funds LLC Liquidity Fund (1)	-	660,266	-	-	24,860
Other short term	-	-	-	-	-
<b>CRCNA FUNDS LLC BALANCED FUND (2)</b>	38,903	1,180,105	-	3,746,648	4,485,597
<b>COMMON AND PREFERRED STOCKS</b>					
Publicly traded common, preferred, and convertible preferred stock	-	-	-	-	-
Equity mutual funds	-	864	-	254,949	(3)
<b>FIXED-INCOME ISSUES (LONG TERM)</b>					
U.S. treasuries or Canadian gov't bonds	-	-	-	-	-
Publicly traded bonds and notes	-	-	-	-	-
(Investment grade, at least A-rated)	-	-	-	154,114	(3)
Bond mutual funds	-	-	-	-	-
CIBC / TAL overdraft accounts	-	-	-	-	-
<b>Interagency Investments (Obligations):</b>					
Loans to CRCNA (Denom. Services)	12,000	45,000	2,000,000	53,000	2,200,000
<b>Other Investments:</b>					
Private equity fund	-	-	-	-	-
Partnerships	-	-	-	-	-
Land contracts	-	-	-	-	-
Life insurance cash value	15,249	(5)	-	-	36,503
Notes receivable	-	-	-	-	(5)
Common stock -- non-listed	-	-	-	-	-
Real estate (non-operating)	-	42,957	-	16,043	-
<b>Total</b>	\$ 705,749	\$ 3,658,014	\$ 5,246,997	\$ 6,835,675	\$ 20,880,856

Numbers in parentheses are footnote numbers. See the footnotes that follow.

THE CHRISTIAN REFORMED CHURCH  
IN NORTH AMERICA  
Benefit Plans  
Investment Summary  
As of December 31, 2012

	Employees' Retirement Plan - U.S. in U.S. \$	Ministers' Pension Plan U.S. in U.S. \$	Special Assistance Fund U.S. in U.S. \$	Consolidated Group Insurance U.S. in U.S. \$	Employees' Retirement Plan - Canada in Canadian \$	Ministers' Pension Plan Canada in Canadian \$	Special Assistance Fund Canada in Canadian \$	Consolidated Group Insurance Canada in Canadian \$
<b>Categories Specified by Investment Policy:</b>								
<b>SHORT TERM</b>								
CASH AND CASH EQUIVALENTS	\$ -	\$ 2,780,877	\$ 127,684	\$ 678,620	\$ 184,254	\$ 1,059,746	\$ 211,682	\$ 90,693
Cash, CDs and money-market mutual funds								
<b>FIXED-INCOME ISSUES</b>								
Guaranteed investment contracts	-	-	-	-	211,606	-	-	-
Stable Asset Income Fund	2,616,865	-	-	-	-	-	-	-
<b>COMMON AND PREFERRED STOCKS</b>								
Publicly traded common, preferred, and convertible preferred stock	-	57,536,951	-	-	-	25,149,930	-	-
Diversified/Alternative mutual fund	2,918,953	9,833,960	-	-	1,923,005	-	-	-
Equity mutual funds	14,805,086	-	-	-	699,228	-	-	-
<b>FIXED-INCOME ISSUES (LONG TERM)</b>								
U.S. treasuries, Canadian govt bonds or Publicly traded bonds and notes	-	14,012,071	-	2,092,866	-	7,643,409	-	-
(investment grade, at least A-rated)	4,831,025	-	-	-	409,765	-	-	-
Bond mutual funds	-	9,491,715	-	-	-	1,684,712	-	-
<b>REAL ESTATE INVESTMENT TRUSTS</b>								
<b>Total</b>	\$ 25,171,929	\$ 93,655,574	\$ 127,684	\$ 2,771,486	\$ 3,427,858	\$ 35,537,797	\$ 211,682	\$ 90,693



### **Footnotes to the December 31, 2012, Investment Summary**

1. CRCNA Funds LLC pooled/ unitized fixed income account for agencies.
2. CRCNA Funds LLC pooled/ unitized balanced account (fixed income 52%, equities 48%) for agencies.
3. Donated publicly traded stock or mutual funds.
4. Ownership interest in private equity funds, including unrealized gains and reinvestments.
5. Cash value of life insurance contracts received as gifts.
6. Includes promissory notes received in the sale of real estate.
7. Includes investment in Creative Dining Services, owned jointly with Hope College.
8. Real estate received as a gift or held for investment purposes.
9. These investments, which provide security for the overdraft accounts, are part of a Canadian agency concentration/netting for interest cash management and investment program.
10. Includes equity, commodity, and hedged equity mutual funds.

**I. Background**

Forty-eight hours before the May Board of Trustees meeting, the Executive Director Search Committee's single nominee for the position of ED withdrew from consideration. The Board decided that "further decisions regarding the possible startup of an ED Search Committee will be addressed at a subsequent meeting of the BOT Executive Committee."

The BOT Executive Committee met by conference call on May 30, 2013, and decided to appoint a smaller committee from the original Search Committee and ask that they begin a new search for the next ED. Committee membership will be made public at a later date, pending acceptance of their appointments. Also appointed to the committee are Dr. Anthony Diekema, professional search consultant; Ms. Dee Recker, staff support; and Rev. Joel Boot, staff adviser.

To assist the search committee in its work, the BOT Executive Committee, with the endorsement of the full Board of Trustees, requests that Synod 2013 grant the BOT permission to consider the possibility, by way of exception to the rule, of a non-ordained nominee for the position of ED. The proposal allows for an "exception" that will be person-specific and that will ensure the nominee be a leader appropriate for a church-based mission organization.

*Grounds:*

1. Permitting the BOT to make an exception (for valid reasons) will allow for greater diversity in the pool of potential candidates.
2. The projected leadership team (surrounding the ED) can be tailored to meet a diversity of skills and experiences required for the position.
3. There are unordained leaders who, though not seminary trained, know and understand Reformed theology and are excellent servants of the church.

**II. Recommendation**

That synod grant the BOT permission to consider the possibility, by way of exception to the rule, of a non-ordained nominee for the position of ED.

*Grounds:*

1. Permitting the BOT to make an exception (for valid reasons) will allow for greater diversity in the pool of potential candidates.
2. The projected leadership team (surrounding the ED) can be tailored to meet a diversity of skills and experiences required for the position.
3. There are unordained leaders who, though not seminary trained, know and understand Reformed theology and are excellent servants of the church.

Board of Trustees of the  
Christian Reformed Church in North America  
Joel R. Boot, executive director



## Calvin College Supplement

### I. Introduction

The Calvin College Board of Trustees met May 16-18, 2013, and presents this supplement of additional matters relating to the college. The board attended a dinner meeting and program held in honor of retiring faculty members and of those with 10-year or 25-year milestones. Also honored were retiring members of the Calvin College Board of Trustees and the Calvin Alumni Association Board. The event also honored the 2013 Calvin Distinguished Alumni: Kathleen Bosscher ('67), Ardith Meekhof ('76), and Rev. Michael Meekhof ('76; M.Div., '84) for their long careers at the Zuni Christian Mission School and for Rev. Meekhof's service as pastor of the Zuni CRC congregation.

The board interviewed eleven faculty—three for tenure and eight for first reappointment, four of which were administrators with faculty status. The board members attended commencement, which conferred degrees on 850 graduates of Calvin College, including 24 of the first graduates in Calvin's new master of arts in speech pathology, and 23 graduates in the master of education program. The commencement speaker was S. Kumar Sinniah, Ph.D., Calvin professor of chemistry.

### II. Faculty matters

#### A. *Retirees*

The Calvin College Board of Trustees recommends that synod give appropriate recognition to the following individuals for service to Calvin College and the Christian Reformed Church and confer on them the titles presented here:

1. Kenneth D. Bratt, Ph.D., professor of classical languages, emeritus
2. Bert de Vries, Ph.D., professor of history, emeritus
3. David J. Diephouse, Ph.D., professor of history, emeritus
4. Linda M. McFadden, M.Ln., M.B.A., librarian, emerita
5. Robert L. Medema, M.B.A., associate professor of business and accounting, emeritus
6. Janice S. Simonson, Ph.D., professor of education
7. Glenn D. Weaver, Ph.D., professor of psychology, emeritus

B. *Faculty promotions to professor*

The board recommends that synod ratify the following faculty with tenure for promotions in rank (*italics indicate promotion to that rank*):

1. Michael E. Bolt, Ph.D., *professor of mathematics*
2. David L. Dornbos, Jr., Ph.D., *professor of biology*
3. Kathi Groenendyke, Ph.D., *professor of communication arts and sciences*
4. Stephanie L. Sandberg, Ph.D., *professor of communication arts and sciences*
5. Amber L. Warners, Ph.D., *professor of kinesiology*
6. David B. Wunder, Ph.D., *professor of engineering*

C. *Faculty reappointments*

The board recommends that synod ratify the following faculty reappointments with tenure, interviewed at the May 2013 board meeting (*italics indicate promotion to that rank*):

1. Kevin R. den Dulk, Ph.D., *professor of political science*, Paul B. Henry Chair in Christianity and Politics
2. Johanna C. Kuyvenhoven, Ph.D., *professor of education*
3. Chad D. Tatko, Ph.D., *associate professor of chemistry*

The board also recommends that synod ratify the following faculty reappointments:

1. Daniel M. Gelderloos, M.A., assistant professor of kinesiology (two years)
2. Calvin C. Jen, M.Arch., associate professor of business (three years)
3. Tracy Kuperus, Ph.D., assistant professor of international development studies (three years, reduced load)
4. Bret J. Otte, M.A., assistant professor of kinesiology (two years)
5. Kurt. A. Pyle, Ph.D., assistant professor of political science (two years)
6. Maria N. Rodriguez, M.Ed., assistant professor of Spanish (two years)
7. Debra L. Snyder, Ph.D., professor of business (two years)
8. Philip B. Stegink, M.A., assistant professor of education (three years)
9. Pablo Villalta, M.Ed., assistant professor of Spanish (one year)

D. *Administrative reappointments*

The college has made the following faculty status administrative reappointments, effective as noted, with those interviewed indicated by an asterisk (\*):

1. Russell J. Bloem, M.B.A., vice president of enrollment management (four years)
2. \*Aminah Al-Attas Bradford, M.Div., associate chaplain of residence life (shared appointment, two years)
3. \*Nathaniel Al-Attas Bradford, M.Div., associate chaplain of residence life (shared appointment, two years)
4. \*June A. De Boer, M.A., associate director of academic services (two years)
5. Donald G. De Graaf, Ph.D., director, Off-Campus Programs (four years)
6. Stanley L. Haan, Ph.D., academic dean, Natural Sciences and Mathematics Division (three years)
7. Mary S. Hulst, M.Div., college chaplain (four years)

8. Sarah E. McClure Kolk, M.S.I., instruction librarian, Hekman Library (continuing administrative appointment)
9. Irene B. Kraegel, Psy.D., counselor, Broene Counseling Center (four years)
10. Michelle R. Loyd-Paige, Ph.D., dean for multicultural affairs (three years)
11. \*Paul S. Ryan, M.Div., associate chaplain of worship (two years)

The Board recommends that synod ratify the following recommendations in faculty status administrative appointments, effective as noted:

1. David I. Smith, Ph.D., professor of education, director of the Graduate Studies in Education program (three years)
2. Katherine E. Swart, M.S.I., collection development librarian, Hekman Library (two years, effective Aug. 16, 2013)
3. Katherine E. van Liere, Ph.D., professor of history, co-director of the Rhetoric Across the Curriculum program (three years)
4. Amy M. Wilstermann, Ph.D., associate professor of biology, associate director of the Honors Program (three and one-half years, effective Jan. 28, 2013).

### III. Election of college trustees

A. The board recommends the following nominee for election to a first term as an at-large trustee:

*Dr. David L. Schutt, B.A., Calvin College; M.B.A., Johns Hopkins University; M.A., Ph.D., chemistry, Princeton University*

Dr. David Schutt is a man of integrity and education. His family shares a rich heritage with Calvin College, and he has great passion for the college and a profound gratitude for the role it continues to play in his life and career. He values the integration of faith and learning at Calvin through a Christ-centered liberal arts education that enables students to respond to God's calling through their vocation and life. Dr. Schutt has served Christian schools and CRC churches as a teacher, board member, capital campaign committee member, and as an elder and council president at Silver Spring (Md.) CRC. He has served on the board of the Calvin Alumni Association and also as president of the Washington Calvin Alumni Chapter. Dr. Schutt currently leads SAE International as CEO of a team-oriented global think-tank. He also was an alumni respondent in October 2012 at the Inaugural Lecture for President Le Roy, with Professor Julia Stronks of Whitworth University as the speaker.

B. The board recommends the following nominee for election to a first term as an alumni trustee:

*Ms. Mary C. Bonnema, B.A., Calvin College; J.D., Wayne State University*

Ms. Mary Bonnema has a generational history with Calvin College. She currently serves as president and managing shareholder at McGarry Bair PC in Grand Rapids, Michigan. She is responsible for management and leadership aspects in this intellectual property law firm, serving clients and their interests all over the world, currently specializing in foreign and domestic trademark portfolio management and intellectual property litigation for

a variety of businesses. Her board experience has included serving on the principal search committee for West Side Christian School and on the Judicial Qualifications Committee of the State Bar of Michigan. In addition, Ms. Bonnema has served as a board member of the Calvin Business Partners, the Calvin Alumni Association board, the Silent Observer board, and as a deacon at Hillside Community CRC. She and her family are members of Madison Square CRC in Grand Rapids, Michigan.

#### IV. Finance

The board proposed the tuition and room and board rates for the fiscal year ending June 30, 2014. The proposal contains an increase of 5.83 percent in the tuition rate, an increase of 2.47 percent in the room and board rate, and an increase of approximately \$4.6 million in financial aid compared to 2012-2013. The final 2013-2014 budget was adopted at the May 2013 board meeting.

Calvin College Tuition, Room, Board, and Fees				
	2012-13	2013-14	Change	%
Tuition	\$26,480	\$28,025	\$1,545	5.83%
Mandatory fees				
Student activities fee	\$75	\$75	0	0%
Technology fee	\$150	\$150	0	0%
Total fees	\$225	\$225	0	0%
Combined tuition and fees	\$26,705	\$28,250	\$1,545	5.79%
Room and board	\$9,110	\$9,335	\$225	2.47%
Total tuition, room, board and fees	\$35,815	\$37,585	\$1,770	4.94%

#### V. Recommendations

A. That synod also grant the privilege of the floor to vice-chair of the board, Ms. Michelle VanDyke, and the secretary of the board, Mr. Craig Lubben.

B. That synod give appropriate recognition to the following individuals for service to Calvin College and the Christian Reformed Church and confer on them the titles presented here:

1. Kenneth D. Bratt, Ph.D., professor of classical languages, emeritus
2. Bert de Vries, Ph.D., professor of history, emeritus
3. David J. Diephouse, Ph.D., professor of history, emeritus
4. Linda M. McFadden, M.Ln., M.B.A., librarian, emerita
5. Robert L. Medema, M.B.A., associate professor of business and accounting, emeritus
6. Janice S. Simonson, Ph.D., professor of education
7. Glenn D. Weaver, Ph.D., professor of psychology, emeritus

C. That synod ratify the following faculty with tenure for promotions in rank (*italics* indicate promotion to that rank):

1. Michael E. Bolt, Ph.D., *professor* of mathematics
2. David L. Dornbos, Jr., Ph.D., *professor* of biology
3. Kathi Groenendyke, Ph.D., *professor* of communication arts and sciences

4. Stephanie L. Sandberg, Ph.D., *professor* of communication arts and sciences
5. Amber L. Warners, Ph.D., *professor* of kinesiology
6. David B. Wunder, Ph.D., *professor* of engineering

D. That synod ratify the following faculty reappointments with tenure (*italics* indicates promotion to that rank):

1. Kevin R. den Dulk, Ph. D., *professor* of political science, Paul B. Henry Chair in Christianity and Politics
2. Johanna C. Kuyvenhoven, Ph.D., *professor* of education
3. Chad D. Tatko, Ph.D., *associate professor* of chemistry

E. That synod ratify the following faculty reappointments:

1. Daniel M. Gelderloos, M.A., assistant professor of kinesiology (two years)
2. Calvin C. Jen, M.Arch., associate professor of business (three years)
3. Tracy Kuperus, Ph.D., assistant professor of international development studies (three years, reduced load)
4. Bret J. Otte, M.A., assistant professor of kinesiology (two years)
5. Kurt. A. Pyle, Ph.D., assistant professor of political science (two years)
6. Maria N. Rodriguez, M.Ed., assistant professor of Spanish (two years)
7. Debra L. Snyder, Ph.D., professor of business (two years)
8. Philip B. Stegink, M.A., assistant professor of education (three years)
9. Pablo Villalta, M.Ed., assistant professor of Spanish (one year)

F. That synod ratify the following reappointments of administrators with faculty status.

1. Russell J. Bloem, M.B.A., vice president for enrollment management (four years)
2. Aminah Al-Attas Bradford, M. Div., associate chaplain of residence life (shared appointment, two years)
3. Nathaniel Al-Attas Bradford, M.Div., associate chaplain of residence life (shared appointment, two years)
4. June A. De Boer, M.A., associate director of academic services (two years)
5. Donald G. De Graaf, Ph.D., director, Off-Campus Programs (four years)
6. Stanley L. Haan, Ph.D., academic dean, Natural Sciences and Mathematics Division (three years)
7. Mary S. Hulst, M.Div., college chaplain (four years)
8. Sarah E. McClure Kolk, M.S.I., instruction librarian, Hekman Library (continuing administrative appointment)
9. Irene B. Kraegel, Psy.D., counselor, Broene Counseling Center (four years)
10. Michelle R. Loyd-Paige, Ph.D., dean for multicultural affairs (three years)
11. Paul S. Ryan, M.Div., associate chaplain of worship (two years)

G. That synod ratify the following administrative appointments, effective as noted:

1. David I. Smith, Ph.D., professor of education, director of the Graduate Studies in Education program (three years)



2. Katherine E. Swart, M.S.I., collection development librarian, Hekman Library (two years, effective Aug. 16, 2013)
3. Katherine E. van Liere, Ph.D., professor of history, co-director of the Rhetoric Across the Curriculum program (three years)
4. Amy H. Wilstermann, Ph.D., associate professor of biology, associate director of the Honors Program (three and one-half years, effective Jan. 28, 2013).

*H.* That synod by way of the ballot elect to a first term one at-large trustee and one alumni trustee, as nominated.

Calvin College Board of Trustees  
Craig Lubben, secretary

The Calvin Theological Seminary Board of Trustees presents this supplement of additional matters relating to the seminary.

### I. Board matters

#### A. *Board of Trustees officers*

At its meeting on May 16-17, 2013, the board elected the following officers for 2013-2014:

Rev. Paul De Vries, chair; Rev. Andrew Vander Leek, vice chair; and Ms. Susan Keesen, secretary.

#### B. *At-large trustee*

The at-large positions on the board enable the board to pursue balance with regard to diversity and skill sets. The following slate of nominees is recommended to synod for election of an at-large member to a first term on the Calvin Theological Seminary Board of Trustees:

*Dr. Yudha Thianto* was born and raised in Indonesia before coming to Calvin Theological Seminary for theological education. After earning his master of theological studies degree, he continued his studies in the Ph.D. program in historical theology, which he completed in 2003. Dr. Thianto is currently professor of theology at Trinity Christian College, where he has been teaching since 2001 and where he also serves as chair of the Department of Theology and Church and Ministry Leadership. He is a member of Hope CRC in Oak Forest, Illinois.

*Ms. Kimberly Vande Vusse* is a 1985 graduate of Calvin College, where she earned a B.A. degree in business administration with a concentration in finance and accounting. Since then, she has held several positions in both retail and commercial banking for various banks in western Michigan, and she presently holds the position of vice president and wealth management adviser at Fifth Third Bank. Ms. Vande Vusse has served on the boards of Safe Haven Ministries and Timothy Leadership Training Institute. She is a member of Hillcrest CRC in Hudsonville, Michigan.

### II. Academics

#### A. *Graduates*

Seventy-seven students graduated from the seminary's degree programs at the commencement service on May 18, 2013.

#### B. *Distinguished Alumni Award*

Rev. Alvin J. Vander Griend and Dr. James C. Vander Kam received the seminary's Distinguished Alumni Award for 2013.

#### C. *Faculty and staff appointments*

At the May meeting, trustees made the following appointments:

1. Dr. Amanda W. Benckhuysen as associate professor of Old Testament for three years. (The curriculum vitae for Dr. Benckhuysen is found in the Appendix.)
2. Rev. Peter Choi as lecturer in the history of Christianity for one year.

3. Dr. Ronald Feenstra as academic dean for three years.
4. Dr. Mary VandenBerg (reappointed) as associate professor of systematic theology for two years and as associate academic dean for three years.
5. Rev. Ronald Vander Griend as Ministry Partner Professor of Cross-Cultural Ministry for two years.

**III. Recommendations**

- A. That synod, by way of the ballot, elect to a first term one at-large trustee from the slate of nominees presented.
- B. That, following a successful interview, synod ratify the appointment of Dr. Amanda W. Benckhuysen as associate professor of Old Testament for three years, effective July 1, 2014.
- C. That synod approve the appointment of Rev. Peter Choi as lecturer in the history of Christianity for one year (2013-2014).
- D. That synod approve the reappointment of Dr. Mary VandenBerg as associate professor of systematic theology for two years, effective July 1, 2013.

Calvin Theological Seminary Board of Trustees  
Susan Keesen, secretary

**Appendix**  
**Curriculum Vitae: Amanda W. Benckhuysen**

**Areas of Specialization**

Narrative Analysis of Biblical Texts  
Theological Exegesis  
History of Biblical Interpretation

**Areas of Teaching Competence**

Biblical Languages  
The Pentateuch  
Pre-Exilic Prophets  
Psalms

**Academic Background**

University of St. Michael’s College, Toronto, ON	2010
Ph.D. in Theology with a specialization in Biblical Studies	
Dissertation: “Actualizing Hagar’s Story: The Interchange Between the Reader and the Text in the Interpretation of Genesis 16 and 21.”	
Adviser: Dr. Marion Ann Taylor	
Calvin Theological Seminary, Grand Rapids, MI	1997
M. Div.	
Queen’s University, Kingston, ON	1992
B.A. English and Political Science	

## Teaching Experience

Assistant Professor of Old Testament, Univ. of Dubuque

Theol. Seminary

Spring 2010-present

Visiting Professor of Old Testament, Calvin Theological

Seminary

Spring 2012

Instructor of Old Testament, University of Dubuque

Theological Seminary

Fall 2008-Spring 2010

Developed and taught the following residential courses:

- Biblical Languages
  - Biblical Greek
  - Biblical Hebrew
  - Biblical Hebrew Language and Exegesis using BibleWorks software (pilot)
- Old Testament Exegesis
  - Jonah
  - The Psalms
  - The Book of Genesis
  - The Book of Isaiah
- Bible Electives
  - Sabbath
  - In the Beginning (a study of the history of interpretation of Genesis 1-3)
  - Spiritual Formation

Developed and taught the following online courses:

- Intro to Biblical Hebrew
- Old Testament Exegesis
  - The Book of Genesis
  - Jonah
- Commissioned Lay Program —Intro to the Old Testament

Teaching Assistant, Biblical Division, Wycliffe College

Fall 2003-

Gave occasional lectures and led class discussions, organized and led seminar sessions and tutorials, prepared and graded quizzes, evaluated papers, assignments and exams, managed online component of courses using WebCT.

Spring 2005

Courses included:

- Intro to Old Testament I and II
- The Basics of Biblical Preaching
- Preaching the Psalms

Instructor, Diploma in Lay Ministry Program, Wycliffe College

Fall 2003

Developed and taught Women of the Bible: Changing Perspectives on Their Stories, a survey course on the women of the Bible through the history of interpretation

Instructor, Biblical Studies Department, Calvin Theological

Seminary

Winter 1997

Taught biblical exegesis using Logos Bible Software

Teaching Assistant, Calvin Theological Seminary	1996-1997
Graded assignments and exams for 1st and 2nd year Hebrew language classes	

### Pastoral Experience

Guest Preacher, Local Churches in Toronto, Ontario, and Fulton, Illinois	2002-present
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Campus Minister, Campus Chapel at the University of Michigan	1998-2001
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General goal of work was to pursue and advance the mission of God within the university community. Particular tasks included mentoring students, planning and hosting lecture series, leading worship and preaching, and engaging in activities that promote the integration of faith and scholarship. Also worked actively with Student Affairs through the Association of Religious Counselors.

### Publications

*Book Chapters and Articles:*

"Revisiting the Psalm of Jonah." *Calvin Theological Journal*. 47:1 (April 2012): 5-31.

"Reading the Story of Hagar from the Margins: Family Resemblances Between Nineteenth- and Twentieth-Century Female Interpreters" in *Strangely Familiar: Protofeminist Interpretations of Patriarchal Biblical Texts*, edited by Nancy Calvert-Koyzis and Heather Weir. Atlanta: Society of Biblical Literature, 2009: 17-32.

"Reading Between the Lines: Josephine Butler's Socially Conscious Commentary on Hagar" in *Recovering 19th Century Women Interpreters of the Bible*, edited by Christiana de Groot and Marion Ann Taylor. Atlanta: Society of Biblical Literature, 2007: 135-148.

"The Prophetic Voice of Christina Rossetti" in *Recovering 19th Century Women Interpreters of the Bible*, edited by Christiana de Groot and Marion Ann Taylor. Atlanta: Society of Biblical Literature, 2007: 165-180.

*Dictionary Entries:*

"An Collins" and "Josephine Butler" in *Handbook of Women Biblical Interpreters*, edited by Marion Ann Taylor, Grand Rapids, Mich.: Baker Academic, 2012.

*Select Non-refereed Articles:*

Regular contributor to *The Presbyterian Outlook* as writer of the Old Testament Uniform Lessons, November 2011-present.

- "Eyes of Faith." *The Presbyterian Outlook*. (May 27, 2013), p. 27.
- "Give Thanks to the Lord." *The Presbyterian Outlook*. (May 27, 2013), 26.
- "In the Year King Uzziah Died . . ." *The Presbyterian Outlook*. (May 13, 2013), 31.
- "Gabriel's Interpretation." *The Presbyterian Outlook*. (March 4, 2013), 26.
- "Daniel's Prayer." *The Presbyterian Outlook*. (February 18, 2013), 35.

- “Daniel’s Vision of Change.” *The Presbyterian Outlook*. (February 18, 2013), 34.
- “God Promised to Be with Us.” *The Presbyterian Outlook*. (August 6, 2012), 27.
- “God Promised a Righteous Branch.” *The Presbyterian Outlook*. (August 6, 2012), 26.
- “A Child Is Born.” *The Presbyterian Outlook*. (July 23, 2012), 31.
- “Praise the Lord!” *The Presbyterian Outlook*. (July 23, 2012), 30.
- “When the Lord Judges,” *The Presbyterian Outlook*. (July 9, 2012), 31
- “A King Acts on a Widow’s Behalf,” *The Presbyterian Outlook*. (July 9, 2012), 30.
- “Wisdom and Justice.” *The Presbyterian Outlook*. (June 25, 2012), 31.
- “The Marks of Good Leadership.” *The Presbyterian Outlook*. (June 25, 2012), 30.
- “Samuel Administers Justice.” *The Presbyterian Outlook*. (June 11, 2012), 31.
- “What Does the Lord Require?” *The Presbyterian Outlook*. (June 11, 2012), 30.

“Spiritual Thirst in a Barren Landscape: Offering Living Water to the College Crowd.” *Reformed Worship* 67 (March 2003).

### **Leadership Roles and Professional Affiliations**

- Candidacy Committee of the Christian Reformed Church, 2011-present
- Director of the Master of Arts in Missional Christianity program at UDS, 2010-present
- Society of Biblical Literature, 2002-present
- Committee to Study the Third Wave Movement, a denominational study committee of the Christian Reformed Church, 2004-2009
- Canadian Society of Biblical Studies, 2002-2009
- Editorial Council for *Reformed Worship*, 1998-2001
- Advisory Committee for the Institute of Christian Worship, 1998-2001

### **Licensure**

Ordained as Minister of the Word and Sacraments in the Christian Reformed Church in North America, 1998.

### **Awards**

- Lilly Theological Scholars Grant, 2012-2013
- Wycliffe College Doctoral Scholarship, 2002, 2003
- The Van Hamersveld Scholarship, 1993, 1994
- The Bernard and Dorothy Hamstra Scholarship, 1996

At its meeting on April 25-26, 2013, the joint (Canada-U.S.) board of Christian Reformed World Missions decided to make the following two requests of Synod 2013.

### **I. Request to Synod 2013 regarding the Diakonia Remixed: Office of Deacon Task Force report**

The Board of Christian Reformed World Missions requests that synod affirm and accept aspects of the Diakonia Remixed: Office of Deacon Task Force report, while at the same time withholding approval of other aspects to be assigned for review to a committee with a clearer mandate. It is our belief that the report's scriptural background, its implications for other offices (especially that of elder), and its implications for denominational boards and agencies need further work (World Missions board minute B12-13072, B and Attachment A).

#### *Grounds:*

1. Affirmations
  - a. We affirm the importance of the role of deacon to carry out the full-orbed gospel.
  - b. We affirm the place of deacons at assemblies. The perspective and voice of deacons at assemblies is very important.
  - c. We affirm the hard work of the committee and its desire to see greater impact in our society through deacons who lead the congregation in service.
  - d. We affirm the concept of holistic ministry.
  - e. We affirm that all this has been too long in coming and that synod should proceed in these areas.
2. Key concerns
  - a. The report has chosen to highlight Ephesians 4:11-13 as a resource text and to incorporate this into the changes in the Church Order. Others have lauded this as "excellent biblical work" and a good anchor for a "theological basis" for the office of deacon. (See Communications 4 and 5, from Classes Alberta South/Saskatchewan and Alberta North.) There are, however, some problems with this choice of biblical text.
  - b. Insufficient exegesis has been done in order to justify this significant action.
  - c. Although the word *diakonia* appears in the Greek text, it is a presumption to apply this word directly to the office of deacon. Rather, *diakonia* more appropriately describes the ministry of the Word or the service of every member, depending on the grammatical interpretation, and not to the office of deacon.
  - d. There is disagreement regarding how to translate this passage. The translation of the text is dependent on a grammatical interpretation, which has led to different translations from the time of the Reformation to the present.

- e. Because the report does not reference previous synodical reports and decisions, especially those dealing with office and ordination (1973), it is very difficult to engage with assertions in the report.
- f. Although it proposes major changes to the charge to deacons, the report leaves the charge to elders unchanged. The changes proposed for the office of deacon strengthen the understanding of that office quite significantly, which we applaud; but the office of elder comes across as anemic by comparison. One would never guess that the rise of the role of deacon came about as a differentiation of the task of apostle. The objection or concern behind this ground lies not so much in the rich description of the deacons' role and tasks, but that the role and tasks of elders seem to be shortchanged in the holistic character of this rich ministry.
- g. It is clear that some Church Order changes will need to be made in order to recognize a more prominent role for deacons. We are concerned, however, that the committee has exceeded its mandate with the extensive changes that they are recommending in the Church Order. Some changes appear to go beyond the needs of promoting the office of deacon. Why the word *Ministry* is substituted for *Mission* in section D of the Church Order, for instance, is unclear (see *Agenda for Synod 2013*, p. 288). We are uncertain as to how this will affect the understanding of the agencies that represent the church's mission at home and abroad. In any case, there needs to be opportunity given for these agencies, along with the whole church, to examine the implications of these changes.
- h. While the report rightly elevates the place of *diakonia*-service, it lacks balancing emphasis on *leitourgia*-worship, *kerygma*-proclamation, *martyria*-witness, and *koinonia*-fellowship as defining characteristics of the church.

For these reasons we feel these aspects of the report should be assigned to a committee for further review.

## II. Request to Synod 2013 regarding Overture 15 from Classis Northern Illinois

The board of Christian Reformed World Missions noted with great enthusiasm Overture 15 from Classis Northern Illinois with respect to the need for developing strategies for carrying out the Great Commission. We wholeheartedly endorse the need for more conversation related to this significant calling for the body of Christ in the world (World Missions board minute B12-13072, B, 3).

Christian Reformed World Missions  
Gary J. Bekker, director



### I. Board membership

The board of World Renew reports the following actions taken at its May 2013 meeting:

#### A. *Reappointment of U.S. member*

The following U.S. nominee is recommended for ratification to a second three-year term on the board of World Renew: Rev. Thea N. Leunk (U.S. pastoral adviser).

#### B. *Canada member-at-large delegates*

For information, the World Renew board received and approved resignations from the following from service to the board: Mr. Jason Gehrels (member-at-large Canada), Joel Nagtegaal (Classis B.C. South-East).

### II. Recommendation

That synod reappoint the pastoral adviser (U.S.) to a second three-year term to the board of World Renew.

World Renew

Andrew Ryskamp, director, World Renew-U.S.

Ida Kaastra-Mutoigo, director, World Renew-Canada

# STANDING COMMITTEE



# STANDING COMMITTEE SUPPLEMENT

## Candidacy Committee Supplement

### I. Candidates for minister of the Word in the Christian Reformed Church

#### A. *Candidates for ministry*

Each year it is a privilege to meet and interview the applicants for candidacy. The interviews for these candidates were conducted this year by teams of four persons. The Candidacy Committee is pleased to recommend the following fifty persons for candidacy to become ministers of the Word in the CRC. These candidates include those who graduated from the M.Div. program of Calvin Theological Seminary and those who completed M.Div. studies at other seminaries in coordination with the Ecclesiastical Program for Ministerial Candidacy. Biographical details for each of the candidates can be found in the Candidate Booklet, available for download at [www.crcna.org/candidacy](http://www.crcna.org/candidacy).

The following motion will allow their names to be approved by synod:

That synod declare the following individuals as candidates for ministry of the Word in the Christian Reformed Church, subject to completion of all remaining (if any) requirements (the list of candidates eligible for call is available on the Candidacy Committee website: [www.crcna.org/candidacy](http://www.crcna.org/candidacy)):

Matthew Ackerman  
Michael Altena  
Bernard T. Ayoola  
Kyle Brooks  
Derek Buikema  
Matthew D. Burns  
Justin Carruthers  
Yoon Chul (Daniel) Choi  
Andrew Chun  
Josiah Chung  
Kenneth M. deBoer  
Douglas J. De Groot  
Cynthia de Jong  
James DeZeeuw  
Anthony Elenbaas  
Ruth Febriana  
Jonathan Fischer  
Richard France-Coe  
Tyler Greenway  
Anthony J. Gretz

Sam J. Gutierrez  
Brandon L. Haan  
Joseph L. Hamilton  
Shannon Jammal-Hollemans  
Sang Jin  
Daniel B. Jung  
Dirk Koetje  
Jana B. Koh  
Susan LaClear  
Timothy R. Luimes  
Suzanne McDonald  
Daniel Meyer  
Cedric W. Parsels  
Victor M. Perez-Ballesteros  
Jane Porter  
Matthew Postma  
Jose Rayas  
Benjamin J. Ribbens  
Matthew Riddle  
Sue A. Rozeboom

Micah Schuurman  
 Ashley Stam-Bonnes  
 Heather Strooboscher  
 Michael Ten Haken  
 Marc Van Berkum

Joshua Van Engen  
 Justin Van Zee  
 Henry J. Veldboom  
 Beverly A. Weeks  
 Ferry Yang

### B. *Extension of candidacy*

The rules of synod require that a declared candidate by one synod must request an extension of candidacy status at the following synod if a call has not been accepted. The Candidacy Committee communicates with such persons in order to determine the validity of the request and to offer words of encouragement. The Candidacy Committee recommends the following twenty-two persons for candidacy extension approval:

Amanda Bakale  
 Samuel Boldenow  
 Kevin J. Boss  
 Timothy A. De Vries  
 Gina L. Dick  
 Kyle Dielema  
 John Mark Douglas  
 Katherine Hirschberg  
 Joshua R. Holwerda  
 Joseph Hwang  
 Lee Khang

Allan R. Kirkpatrick  
 Hitomi Urushizaki Kornilov  
 Benjamin J. Schaefer  
 Juli Stuelpnagel  
 Adam Van Gelder  
 Caitlin R. Visser  
 Richard W. Visser  
 Caleb J. Walcott  
 Kristopher R. Walhof  
 Jan Anthony Westrate  
 Douglas M. Wood

## II. **Presentation of the candidates to synod**

It is recommended that the candidates be presented to Synod 2013 on Tuesday, June 11, at 9:30 a.m. The director of candidacy and the president of Calvin Theological Seminary will formally introduce the candidates for 2013 to synod.

## III. **Article 8 candidates approved**

Our process for guiding pastors ordained in other denominations who wish to become ordained in the CRC is described in Church Order Article 8. Church Order Supplement, Article 8, F directs the Candidacy Committee to be intimately involved in this process and to submit for synod's approval the names of those approved for Article 8. The Candidacy Committee has concurred on *need* for the following persons in the past year. In each case, the appropriate documents are on file with the director of candidacy.

Date	Name of Applicant	Classis	Former Denomination
08-30-12	Edward Yoon	Pacific Hanmi	Presbyterian Church in Korea
08-30-12	Jong Bam "Tiger" Oh	B.C. South-East	Presbyterian Church in Korea
09-04-12	Cheon Seon Lee	Pacific Hanmi	Presbyterian Church in Korea
09-04-12	Heejin Kang	Pacific Hanmi	Presbyterian Church in Korea
09-07-12	Hyonam Kim	Kalamazoo	Presbyterian Church in Korea
09-21-12	Alison Jones	Greater Los Angeles	African Methodist Episcopal
09-29-12	Myo Sook Cho	Greater Los Angeles	Assemblies of God
11-01-12	Jim Halstead	Kalamazoo	Christian and Missionary Alliance
02-20-13	Edward Kim	California South	Presbyterian Church (U.S.A.)

#### IV. A proposal regarding Church Order Article 45

After completing our committee report to Synod 2013, it occurred to us that the proposal regarding the Church Order Article 23 language pertaining to commissioned pastors may create some confusion regarding their potential delegation to synod and service in other denominational functions. Synod 2009 approved an addition to Church Order Supplement, Article 45 that allows a certain cadre of commissioned pastors to be sent to synod as a minister delegate (see Church Order Supplement, Art. 45, b, 2). The understanding at that time was that all other commissioned pastors would be allowed to be delegated to synod as elder delegates.

The proposal in the Candidacy Committee report to Synod 2013 (see *Agenda for Synod 2013*, p. 211) regarding recognition of commissioned pastors “as such” rather than “as elders” may create some confusion when it comes to synodical delegates and nomination to serve in denominational functions. The confusion can be averted by adding the following statement to Church Order Supplement, Article 45, b: “Commissioned pastors serving in emerging churches and associate staff positions may be delegated as an elder delegate to synod and nominated to serve in other denominational functions where a person must normally be an elder.” The Candidacy Committee recommends that synod approve the addition of this note as Church Order Supplement, Article 45, b, 3.

##### *Grounds:*

1. This statement clarifies confusion that may result from the deletion of the word *elder* in Church Order Article 23-a. It makes explicit the present understanding with regard to the participation of commissioned pastors at synod and in denominational functions.
2. This statement is parallel to the already existing statement in Church Order Supplement, Article 45, b, 2, which allows a certain cadre of commissioned pastors to be delegated to synod and serve in denominational functions.
3. This statement ensures that commissioned pastors not referred to in Church Order Supplement, Article 45, b, 2 are also eligible to serve the church as delegates to synod and in other denominational functions.

The Candidacy Committee notes that the matter of delegation to synod is also addressed within the report of the Office of Deacon Task Force (see proposal regarding Article 45 in the *Agenda for Synod 2013*, p. 287). It is the opinion of the Candidacy Committee that the change to Supplement, Article 45, b as proposed by our committee will be helpful, regardless of the action of Synod 2013 in response to the recommendation of the Office of Deacon Task Force. If the proposal of the Office of Deacon Task Force is adopted, the Candidacy Committee proposal regarding Church Order Supplement, Article 45, b still gives flexibility to a classis regarding the assignment of synodical delegates. If the proposal of the Office of Deacon Task Force is not adopted, the Candidacy Committee proposal gives appropriate clarification of a potential ambiguity regarding the participation of commissioned pastors in denominational ministries.

## V. Response to Overture 14

Members of the Candidacy Committee were able to review the *Agenda for Synod 2013* prior to the Candidacy Committee meeting in April 2013. In our spring meeting we had opportunity to discuss Overture 14 from Classis Heartland, which requests a modification of the two-year non-resident EPMC program for participants who have been ordained in another denomination for at least five years.

The Candidacy Committee sincerely appreciates the interest of Classis Heartland in the Ecclesiastical Program for Ministerial Candidacy (EPMC) process, and welcomes from anyone positive suggestions for improvement of our processes toward ordination. However, the Candidacy Committee believes it is not advisable for Synod 2013 to endorse the proposal presented in Overture 14. We present the following thoughts for synod's consideration:

A. The overture has as its premise a critique of a program for already-ordained pastors that is already very exceptional in nature. (See the note in the *Agenda for Synod 2013*, p. 215, first full paragraph.) The EPMC program is used for those already ordained as pastors only as an accommodation for those pastors who desire to come into CRC service without successfully using Church Order Article 8. Article 8 requires a pastor to demonstrate a persuasive need and also requires a searching congregation to do a "sustained and realistic search" for a pastor among the cadre of currently eligible CRC candidates and CRC and RCA pastors.

B. The first statement in the grounds is not accurate. The EPMC does not require of any participant courses that previously were part of their theological education. The courses are CRC specific, and available only through Calvin Theological Seminary. Their intent is to orient persons to the CRC and allow a responsible vetting process to occur.

C. The suggestion that a "one-year" EPMC program is preferable to the current "two-year program" is misleading. The current program, in fact, can be done in residence in a one semester time frame. The "two-year program" referred to has been judged by the Candidacy Committee to be a useful non-resident alternative. Experience teaches us that it needs to be two years, rather than one year, in order to sufficiently mentor the participants and ground them in the CRCNA.

D. The overture does not recognize that pastors ordained in other denominations who wish to affiliate with the CRCNA do not have to stay "in limbo" regarding their ordination for two full years. A congregation that wishes to use the services of such an individual may request their classis to ordain them as a commissioned pastor for the period of time that they are completing the EPMC program.

## VI. Recommendations

A. That synod declare those listed in section I, A as candidates for ministry of the Word in the Christian Reformed Church.

B. That synod approve the extensions of candidacy as recommended in section I, B.

C. That synod approve the work of the Candidacy Committee in declaration of *need* for those listed in section III for affiliation under Church Order Article 8.

D. That synod approve the following addition to the Church Order as Supplement, Article 45, b, 3:

Commissioned pastors serving in emerging churches and associate staff positions may be delegated as an elder delegate to synod and nominated to serve in other denominational functions where a person must normally be an elder.

*Grounds:*

1. This statement clarifies confusion that may result from the deletion of the word *elder* in Church Order Article 23-a. It makes explicit the present understanding with regard to the participation of commissioned pastors at synod and in denominational functions.
2. This statement is parallel to the already existing statement in Church Order Supplement, Article 45, b, 2, which allows a certain cadre of commissioned pastors to be delegated to synod and serve in denominational functions.
3. This statement ensures that commissioned pastors not referred to in Church Order Supplement, Article 45, b, 2 are also eligible to serve the church as delegates to synod and in other denominational functions.

E. That synod consider the Candidacy Committee's response to Overture 14 (section V) when discussing that overture.

Candidacy Committee

David R. Koll, director of candidacy





# OVERTURES AND COMMUNICATION



**Overture 20: Do Not Adopt the Proposed Changes to Church Order Articles 25-c and 73, Nor the Form for Ordination of Elders and Deacons in the Diakonia Remixed: Office of Deacon Task Force Report**

The council of Champlain Valley CRC, Waltham, Vermont, recommends that Synod 2013 not adopt the proposed changes to Church Order Articles 25-c and 73, nor the Form for Ordination of Elders and Deacons in the Diakonia Remixed: Office of Deacon Task Force report. We endorse the move to include deacons in all the assemblies of the CRC but do not believe these changes are necessary for this to happen or to enable our diaconate to flourish.

*Grounds:*

1. Taking a close look at each of these proposed changes is warranted by the report's own statement in section V, G that it "requires a major rethinking of how the CRC does ministry" (*Agenda for Synod 2013*, p. 296).
2. The elimination of the phrase "especially to those who belong to the community of believers" in Church Order Article 25-c undermines the deacons' priority of knowing and ministering to the congregation's needs. The current language seems to match Scripture's mandate to care for all people in need (Prov. 14:31) and especially those within Israel (Deut. 15:7) or the church community (Acts 6:1).
3. The removal of the language "assure the unity of word and deed" from Article 25-c obscures the way deacons are uniquely empowered to hold the congregation accountable. In a time when the world regularly charges the church with hypocrisy, the deacons' task of holding congregations accountable to practice their beliefs through generosity and service is critical. No explicit reference to ministry deeds being guided by the Word remains in the proposed revision to Article 25-c.
4. The proposed addition to Article 25-c of "calling the members to be ambassadors of reconciliation in all areas of life," brings more confusion than clarity to the idea of God's kingdom and the diaconate's work. Evil is not reconcilable but is being done away with through Christ. Furthermore, since the deacons are not uniquely called to empower the work of reconciliation, it is unclear why it should be highlighted in Article 25-c.
5. Proposed Article 73 replaces the clear imperatives of the church to "bring the gospel" and "lead them [people] into fellowship with Christ and his church" with the category of "holistic mission."

Rightly understood, “holistic mission” includes gospel proclamation and involvement in Christ’s body as the church brings tangible measures of God’s justice and mercy to the world. Yet this terminology means different things in different missiology circles, and therefore this article should retain language about the gospel and the Christian church if it adds “holistic mission” language.

6. The revised Form for Ordination (pp. 292-94) subtly creates a new parity of office. The proposed form, when read in its entirety, communicates that the elders are to lead the church and the deacons are to get the church involved and be involved in the world. The elders’ leadership in evangelism is given far less space than the deacons’ community engagement ministries. This resulting imbalance ought to be addressed before implementing this as a liturgical standard in the CRC.
7. The revised Form for Ordination adds unnecessary requirements to deacons which may result in further discouragement and confusion. Some ministry areas listed in the proposed form are feasible for deacons gifted in such areas, but it does not follow that such areas ought to be *requirements* of the office. For example, the mandate to “seek opportunities for advocacy” suggests every deacon ought to be involved in something like a community development task force or a Right to Life committee. While some deacons might become involved in such groups as part of their ministry, this should not be mandatory for deacons. Deacons who are struggling with the current list of requirements will not flourish by being given even more responsibilities. Greater clarity is needed between what is required by the office of deacon and how deacons should exercise their particular gifts to empower the whole congregation for ministry.

Council of Champlain Valley CRC,  
Waltham, Vermont  
Ron Telgen, clerk

### **Overture 21: Remove Reference to the Belhar Confession from the Proposed Public Declaration of Agreement**

Classis Hudson overtures Synod 2013 to remove reference to the Belhar Confession from the updated Public Declaration of Agreement with the Beliefs of the Christian Reformed Church in North America proposed by the Board of Trustees (*Agenda for Synod 2013*, pp. 28, 64).

#### *Grounds:*

1. The Public Declaration of Agreement should not expect synodical delegates to recognize categories of documents that are not listed in the Covenant for Officebearers.
2. Synod 2012 specifically excluded ecumenical faith declarations from the Covenant for Officebearers (*Acts of Synod 2012*, p. 766). The omission of the Belhar Confession was not an oversight but an intentional decision on the part of synod.
3. A decision to include a new category of document in the Covenant for Officebearers or the Public Declaration of Agreement is a significant

matter and, as such, should require proper notice and deliberation from councils and classes per Church Order Article 47.

4. The Board of Trustees has provided no grounds in support of its request that synod include the Belhar Confession in the Public Declaration of Agreement, despite the fact that nearly half the classes submitted overtures last year expressing concern over the status of the Belhar Confession. For the Board of Trustees to unilaterally propose such a change without even identifying it as a significant matter undermines the authority of synod and distracts from the core ministry that the CRC does together.

Classis Hudson

Joel D. Vande Werken, stated clerk

#### **Overture 22: Use the Covenant for Officebearers in Place of the Public Declaration of Agreement for Synodical Delegates**

Classis Hudson overtures Synod 2013 to use the Covenant for Officebearers in place of the Public Declaration of Agreement for synodical delegates.

*Ground:* There should be consistency of beliefs and confessional commitments at all levels of denominational participation.

Classis Hudson

Joel D. Vande Werken, stated clerk

#### **Overture 23: Modify a Sentence in the Charge to the Deacons in the Diakonia Remixed: Office of Deacon Task Force Report**

##### **I. Background**

We appreciate the work done by the Office of Deacon Task Force and support most of its recommendations. However, we have a concern about the wording of one sentence in the proposed Charge to the Deacons. This proposed sentence now reads, “Offer wise care to victims of injustice, and teach us holistic responses that respect their dignity and *mend the broken relationships that contribute to poverty*” (*Agenda for Synod 2013*, p. 294; italics added). The italicized portion of the sentence at best does not mention any of the many and complex causes of poverty beyond broken relationships, and at worst could reinforce in some hearers support for the “culture of poverty thesis,” which holds that poverty is often the result of dysfunctional families and urban areas that socialize youth into an underclass. This is highly problematic in that it ignores the structural discrimination and institutional injustice that are foundational to poverty.

It would be better to modify the sentence to acknowledge the primary role that structures play in establishing and perpetuating poverty. As it stands, the charge could be interpreted as intimating that poverty has more to do with poor choices than with an unjust system that unfairly afflicts less powerful groups of people within society. Moreover, the sentence currently

seems inconsistent: truly “holistic” responses would seek to not only mend relationships, but also to fervently engage in dismantling and subverting structural injustice. It is important that the language used in the Charge to the Deacons reflects a complicated understanding of poverty and injustice that implicates both broken relationships and broken systems. Indeed, much of the Office of Deacon Task Force report recognizes the structural nature of injustice and the calling of the church and the diaconate to combat this structural injustice (see, for example, Guiding Principles 2 and 3, *Agenda for Synod 2013*, pp. 277-78). Modifying the sentence in the charge would make it reflect the document more completely.

Census data clearly demonstrate that racial minorities in North America endure much higher rates of poverty than do whites. For the CRC (a historically white ethnic denomination) to proclaim in the Charge to the Deacons only that poverty results from “broken relationships” while ignoring systemic injustice could be easily interpreted as blaming poor racial minorities for their own plight. Further, if the CRC as a denomination is seriously interested in addressing issues of poverty and injustice, we must engage these problems in terms of both relationships and structures. Since “language matters” (p. 280), our language should be reflective of that endeavor. Language shapes worldviews and understanding, and we should be ever vigilant about how we employ it. For that reason, the Charge to the Deacons should not be taken lightly. It should be considered a formative statement that both reflects and prescribes how the CRC engages culture and society.

## II. Overture

Classis Grand Rapids East overtures synod to modify the fourth sentence in the proposed Charge to the Deacons in the *Diakonia Remixed: Office of Deacon Task Force* report by adding the words “exploitive structures and systems” so that it would read, “Offer wise care to victims of injustice, and teach us holistic responses that respect their dignity and mend the broken relationships and exploitive structures and systems that contribute to poverty.”

### *Grounds:*

1. This addition would make the Charge to the Deacons more consistent with Guiding Principles 2 and 3 in the *Diakonia Remixed: Office of Deacon Task Force* report.
2. It is important that the language we use in the Charge to the Deacons is reflective of an accurate and complex understanding of poverty and injustice that implicates both broken relationships and broken systems.

Classis Grand Rapids East  
Alfred E. Mulder, stated clerk

## **Overture 24: Do Not Adopt the Proposed Public Declaration of Agreement with the Beliefs of the Christian Reformed Church in North America**

Classis Zeeland wishes to communicate to Synod 2013 the classis’s disagreement with the Proposed Public Declaration of Agreement with the Beliefs of the Christian Reformed Church in North America (*Agenda for Synod*

2013, pp. 28, 64-65), and we overture Synod 2013 not to accede to the Board of Trustees' recommendation to adopt this statement. This proposed agreement includes the following language, with which we disagree: "We recognize . . . the Belhar Confession, adopted by synod as an Ecumenical Faith Declaration."

*Grounds:*

1. Synod 2012 specifically dealt with the issue of the need for officebearers to subscribe to any faith declaration included in the newly created Ecumenical Faith Declarations category, and adopted a very specific decision that such faith declarations "are not considered part of the confessional basis of the CRCNA" (see Recommendation 3, b, *Acts of Synod 2012*, p. 766). To now ask officebearers to rise and make a public declaration of agreement to any faith declaration (e.g., the Belhar Confession) in the Ecumenical Faith Declaration category is contrary to Synod 2012's decision and, therefore, ought to be ruled out-of-order.
2. The proposed Public Declaration of Agreement introduces a significant change to the current understanding of the role of synodical delegates rising to signify their agreement and submission to the Forms of Unity of the CRCNA. The current form of agreement used is titled "Public Declaration of Agreement with the *Forms of Unity*." The proposed Public Declaration of Agreement is titled "Public Declaration of Agreement with the *Beliefs* of the Christian Reformed Church in North America."
  - a. The current public agreement requires officebearers to rise to restate their agreement with the Covenant for Officebearers that they have previously subscribed to. This is the only form or covenant that officebearers have signed and ought to be held in submission to.
  - b. The proposed revision by the BOT of this public declaration of agreement binds the delegated officebearers in a way that the Covenant for Officebearers does not, and therefore ought to be declared procedurally out-of-order.
  - c. The proposed change in wording of the Public Declaration of Agreement signifies a substantial change from the historic practice of rising to signify publicly one's agreement and submission to the Forms of Unity, as currently expressed through the adopted Covenant for Officebearers.
  - d. There are a substantial number of officebearers who have some significant concerns about parts of the Belhar Confession, and therefore they would be unable to stand in agreement to it.

Classis Zeeland

Ronald J. Meyer, stated clerk





## Communication 6: Classis Toronto

Classis Toronto wishes to communicate to Synod 2013 its desire for synod to accept the report of the Diakonia Remixed: Office of Deacon Task Force and to adopt the recommendations of the report.

### *Grounds:*

1. We support the broadening of the theological basis of the office of deacon as found in Acts 6 to include Ephesians 4:11-13.
2. We agree that *diakonia*, as the work of service that restores *shalom*, is not confined to any particular office but belongs to the church as a whole. The calling of deacons is not to perform that service on behalf of the church but to equip, empower, and enable the church to live out its own diaconal calling.

Classis Toronto  
John Meiboom, stated clerk



# FINANCIAL REPORTS



## Operating Budget (000s of U.S.\$) Fiscal Year 2013-2014

	Fiscal 10-11 Actual	Fiscal 11-12 Actual	Fiscal 12-13 Budget	Fiscal 13-14 Proposed
<b>INCOME:</b>				
Ministry Share	\$ 3,663	\$ 3,603	\$ 3,663	\$ 3,660
% of Total Income	39.1%	36.0%	36.6%	35.1%
Other Gift Income:				
Gifts & Offerings	\$ 3,823	\$ 4,224	\$ 4,787	\$ 5,225
Estate Gifts	\$ 1,254	\$ 1,944	\$ 1,300	\$ 1,300
Total Gift Income	5,077	6,168	6,087	6,525
% of Total Income	54.2%	61.7%	60.9%	62.7%
Other Income:				
Tuition & Sales	\$ -	\$ -	\$ -	\$ -
Grants-Animation/Capital	\$ -	\$ -	\$ -	\$ -
Miscellaneous	\$ 624	\$ 226	\$ 250	\$ 230
Total Other Income	624	226	250	230
% of Total Income	6.7%	2.3%	2.5%	2.2%
<b>TOTAL INCOME</b>	<b>9,364</b>	<b>9,997</b>	<b>10,000</b>	<b>10,415</b>
<b>EXPENSES (FTE = Full Time Employee):</b>				
Program Services:				
English	\$ 2,210	\$ 2,428	\$ 2,345	\$ 2,440
FTEs	12	14	15	15
International	\$ 4,239	\$ 4,633	\$ 4,642	\$ 4,875
FTEs	17	17	17	17
Education	\$ 120	\$ 151	\$ 196	\$ 200
FTEs	2	2	2	2
Social Media – Cross Ministry Initiatives	\$ -	\$ -	\$ 361	\$ 350
	-	-	3	3
Total Program Service \$	\$ 6,569	\$ 7,212	\$ 7,544	\$ 7,865
Total Program Service FTEs	31	33	37	37
% of Total \$	70.0%	74.9%	75.4%	75.5%
% of Total FTEs	75.6%	76.7%	78.7%	78.7%
Support Services:				
Management & General	\$ 1,044	\$ 731	\$ 911	\$ 925
FTEs	4	4	4	4
Plant Operations	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Fund-raising	\$ 1,769	\$ 1,684	\$ 1,545	\$ 1,625
FTEs	6	6	6	6
Total Support Service \$	2,813	2,415	2,456	2,550
Total Support Service FTEs	10	10	10	10
% of Total \$	30.0%	25.1%	24.6%	24.5%
% of Total FTEs	24.4%	23.3%	21.3%	21.3%
<b>TOTAL EXPENDITURES</b>	<b>\$ 9,382</b>	<b>\$ 9,627</b>	<b>\$ 10,000</b>	<b>\$ 10,415</b>
<b>TOTAL FTEs</b>	<b>41</b>	<b>43</b>	<b>47</b>	<b>47</b>
<b>NET INCOME / (EXPENSE)</b>	<b>\$ (18)</b>	<b>\$ 370</b>	<b>\$ -</b>	<b>\$ -</b>

**Operating Budget (000s of U.S.\$)  
Fiscal Year 2013-2014**

	Fiscal 10-11 Actual	Fiscal 11-12 Actual	Fiscal 12-13 Budget	Fiscal 13-14 Proposed
<b>INCOME:</b>				
Ministry Share	\$ 2,624	\$ 2,653	\$ 2,653	\$ 2,653
% of Total Income	2.1%	2.1%	1.9%	1.9%
Other Gift Income:				
Gifts & Offerings	\$ 2,914	\$ 2,950	\$ 4,221	\$ 4,221
Estate Gifts	\$ 20	\$ 23	\$ 18	\$ 18
Total Gift Income	2,934	2,973	4,239	4,239
% of Total Income	2.4%	2.4%	3.1%	3.0%
Other Income:				
Tuition & Sales	\$ 115,870	\$ 118,035	\$ 126,539	\$ 130,019
Grants	\$ -	\$ -	\$ -	\$ -
Miscellaneous	\$ 2,923	\$ 1,146	\$ 4,161	\$ 4,161
Total Other Income	118,793	119,181	130,700	134,180
% of Total Income	95.5%	95.5%	95.0%	95.1%
<b>TOTAL INCOME</b>	<b>124,351</b>	<b>124,807</b>	<b>137,592</b>	<b>141,072</b>
<b>EXPENSES (FTE = Full Time Employee):</b>				
Program Services:				
Education	\$ 104,590	\$ 108,119	\$ 118,250	\$ 121,206
FTEs	606	605	604	604
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
Total Program Service \$	\$ 104,590	\$ 108,119	\$ 118,250	\$ 121,206
Total Program Service FTEs	606	605	604	604
% of Total \$	84.9%	85.0%	85.9%	85.9%
% of Total FTEs	76.6%	77.0%	77.1%	77.1%
Support Services:				
Management & General	\$ 7,466	\$ 7,720	\$ 7,822	\$ 8,018
FTEs	71	68	66	66
Plant Operations	\$ 8,073	\$ 8,023	\$ 8,234	\$ 8,440
FTEs	74	73	73	73
Fund-raising	\$ 3,020	\$ 3,300	\$ 3,285	\$ 3,367
FTEs	40	40	40	40
Total Support Service \$	18,559	19,043	19,341	19,825
Total Support Service FTEs	185	181	179	179
% of Total \$	15.1%	15.0%	14.1%	14.1%
% of Total FTEs	23.4%	23.0%	22.9%	22.9%
<b>TOTAL EXPENDITURES</b>	<b>\$ 123,149</b>	<b>\$ 127,162</b>	<b>\$ 137,591</b>	<b>\$ 141,031</b>
<b>TOTAL FTEs</b>	<b>791</b>	<b>786</b>	<b>783</b>	<b>783</b>
<b>NET INCOME / (EXPENSE)</b>	<b>\$ 1,202</b>	<b>\$ (2,355)</b>	<b>\$ 1</b>	<b>\$ 41</b>

**Operating Budget (000s of U.S.\$)  
Fiscal Year 2013-2014**

	Fiscal 10-11 Actual	Fiscal 11-12 Actual	Fiscal 12-13 Budget	Fiscal 13-14 Proposed
<b>INCOME:</b>				
Ministry Share	\$ 2,945	\$ 2,923	\$ 3,135	\$ 3,135
% of Total Income	42.8%	42.6%	39.3%	36.6%
Other Gift Income:				
Above Ministry Share	\$ 711	\$ 805	\$ 1,000	\$ 994
Estate Gifts	\$ 200	\$ 85	\$ 200	\$ 150
Total Gift Income	911	890	1,200	1,144
% of Total Income	13.2%	13.0%	15.0%	13.4%
Other Income:				
Tuition & Sales	\$ 2,161	\$ 2,284	\$ 2,450	\$ 3,179
Grants	\$ 829	\$ 747	\$ 1,166	\$ 1,075
Miscellaneous	\$ 36	\$ 22	\$ 34	\$ 35
Total Other Income	3,026	3,053	3,650	4,289
% of Total Income	44.0%	44.5%	45.7%	50.1%
<b>TOTAL INCOME</b>	<b>6,882</b>	<b>6,866</b>	<b>7,985</b>	<b>8,568</b>
<b>EXPENSES (FTE = Full Time Employee):</b>				
Program Services:				
Instructional	\$ 2,587	\$ 2,867	\$ 3,577	\$ 3,801
FTEs	29	29	30	31
Public Service	\$ 72	\$ 38	\$ 76	\$ 83
FTEs	1	1	1	1
Academic Support	\$ 1,080	\$ 552	\$ 1,149	\$ 1,255
FTEs	4	4	5	7
Student Services	\$ 496	\$ 574	\$ 635	\$ 618
FTEs	4	4	5	7
Student Aid	\$ 346	\$ 385	\$ 346	\$ 331
FTEs	2	2	1	1
	\$ -	\$ -	\$ -	\$ -
Total Program Service \$	4,581	4,416	5,783	6,088
Total Program Service FTEs	40	40	42	47
% of Total \$	67.1%	65.7%	72.4%	71.1%
% of Total FTEs	72.7%	72.7%	71.2%	74.6%
Support Services:				
Management & General	\$ 1,252	\$ 1,153	\$ 981	\$ 1,156
FTEs	9	9	9	9
Plant Operations	\$ 499	\$ 574	\$ 576	\$ 659
FTEs	2	2	2	2
Fund-raising	\$ 495	\$ 574	\$ 645	\$ 665
FTEs	4	4	6	5
Total Support Service \$	2,246	2,301	2,202	2,480
Total Support Service FTEs	15	15	17	16
% of Total \$	32.9%	34.3%	27.6%	28.9%
% of Total FTEs	27.3%	27.3%	28.8%	25.4%
<b>TOTAL EXPENDITURES</b>	<b>\$ 6,827</b>	<b>\$ 6,717</b>	<b>\$ 7,985</b>	<b>\$ 8,568</b>
<b>TOTAL FTEs</b>	<b>55</b>	<b>55</b>	<b>59</b>	<b>63</b>
Post-retirement cost other than pension >		(352)		
<b>NET INCOME / (EXPENSE)</b>	<b>\$ 55</b>	<b>\$ (203)</b>	<b>\$ -</b>	<b>\$ -</b>



**Operating Budget (000s of U.S.\$)  
Fiscal Year 2013-2014**

	Fiscal 10-11 Actual	Fiscal 11-12 Actual	Fiscal 12-13 Budget	Fiscal 13-14 Proposed
<b>INCOME:</b>				
Ministry Share	\$ -	\$ -	\$ -	\$ -
% of Total Income	0.0%	0.0%	0.0%	0.0%
Other Gift Income:				
Gifts & Offerings	\$ -	\$ -	\$ -	\$ -
Estate Gifts	\$ -	\$ -	\$ -	\$ -
Total Gift Income	-	-	-	-
% of Total Income	0.0%	0.0%	0.0%	0.0%
Other Income:				
Tuition & Sales	\$ -	\$ -	\$ -	\$ -
Grants	\$ -	\$ -	\$ -	\$ -
Note Interest	\$ 1,282	\$ 1,190	\$ 1,252	\$ 1,202
Total Other Income	1,282	1,190	1,252	1,202
% of Total Income	100.0%	100.0%	100.0%	100.0%
<b>TOTAL INCOME</b>	<b>1,282</b>	<b>1,190</b>	<b>1,252</b>	<b>1,202</b>
<b>EXPENSES (FTE = Full Time Employee):</b>				
Program Services:				
Loan Interest	\$ 681	\$ 561	\$ 600	\$ 550
FTEs	1	1	1	1
Provision for loan losses	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
Total Program Service \$	\$ 681	\$ 561	\$ 600	\$ 550
Total Program Service FTEs	1	1	1	1
% of Total \$	70.9%	65.9%	63.1%	60.5%
% of Total FTEs	33.3%	33.3%	50.0%	50.0%
Support Services:				
Management & General	\$ 280	\$ 290	\$ 351	\$ 359
FTEs	1	1	1	1
Plant Operations	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Fund-raising	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Total Support Service \$	280	290	351	359
Total Support Service FTEs	1	1	1	1
% of Total \$	29.1%	34.1%	36.9%	39.5%
% of Total FTEs	66.7%	66.7%	50.0%	50.0%
<b>TOTAL EXPENDITURES</b>	<b>\$ 961</b>	<b>\$ 851</b>	<b>\$ 951</b>	<b>\$ 909</b>
<b>TOTAL FTEs</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>
<b>NET INCOME / (EXPENSE)</b>	<b>\$ 321</b>	<b>\$ 339</b>	<b>\$ 301</b>	<b>\$ 293</b>

**Operating Budget (000s of U.S.\$)  
Fiscal Year 2013-2014**

	Fiscal 10-11 Actual	Fiscal 11-12 Actual	Fiscal 12-13 Budget	Fiscal 13-14 Proposed
<b>INCOME:</b>				
Ministry Share	\$ 3,709	\$ 3,792	\$ 3,915	\$ 3,795
% of Total Income	65.3%	51.8%	57.3%	62.1%
Other Gift Income:				
Gifts & Offerings	\$ 1,320	\$ 1,677	\$ 2,407	\$ 1,775
Estate Gifts	\$ 258	\$ 1,213	\$ 300	\$ 300
Total Gift Income	1,578	2,890	2,707	2,075
% of Total Income	27.8%	39.5%	39.6%	33.9%
Other Income:				
Tuition & Sales	\$ -	\$ -	\$ -	\$ -
Grants	\$ 112	\$ 522	\$ 98	\$ 128
Miscellaneous	\$ 282	\$ 111	\$ 113	\$ 117
Total Other Income	394	633	211	245
% of Total Income	6.9%	8.7%	3.1%	4.0%
<b>TOTAL INCOME</b>	<b>5,681</b>	<b>7,315</b>	<b>6,833</b>	<b>6,115</b>
<b>EXPENSES (FTE = Full Time Employee):</b>				
Program Services:				
Ministry Teams	\$ 4,841	\$ 4,308	\$ 4,369	\$ 3,714
FTEs	24	22	21	20
Ministry Devel & Planning	\$ 563	\$ 733	\$ 780	\$ 946
FTEs	5	5	7	7
	\$ -	\$ -	\$ -	\$ -
	-	-	-	-
	\$ -	\$ -	\$ -	\$ -
	-	-	-	-
	\$ -	\$ -	\$ -	\$ -
	-	-	-	-
	\$ -	\$ -	\$ -	\$ -
	-	-	-	-
Total Program Service \$	\$ 5,404	\$ 5,041	\$ 5,149	\$ 4,660
Total Program Service FTEs	29	27	28	27
% of Total \$	79.8%	78.8%	74.8%	74.0%
% of Total FTEs	78.4%	77.1%	75.7%	77.1%
Support Services:				
Management & General	\$ 734	\$ 668	\$ 814	\$ 829
FTEs	2	2	2	2
Plant Operations	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Fund-raising	\$ 636	\$ 688	\$ 925	\$ 806
FTEs	6	6	7	6
Total Support Service \$	1,370	1,356	1,739	1,635
Total Support Service FTEs	8	8	9	8
% of Total \$	20.2%	21.2%	25.2%	26.0%
% of Total FTEs	21.6%	22.9%	24.3%	22.9%
<b>TOTAL EXPENDITURES</b>	<b>\$ 6,774</b>	<b>\$ 6,397</b>	<b>\$ 6,888</b>	<b>\$ 6,295</b>
<b>TOTAL FTEs</b>	<b>37</b>	<b>35</b>	<b>37</b>	<b>35</b>
<b>NET INCOME / (EXPENSE)</b>	<b>\$ (1,093)</b>	<b>\$ 918</b>	<b>\$ (55)</b>	<b>\$ (180)</b>

**Operating Budget (000s of U.S.\$)  
Fiscal Year 2013-2014**

	Fiscal 10-11 Actual	Fiscal 11-12 Actual	Fiscal 12-13 Budget	Fiscal 13-14 Proposed
<b>INCOME:</b>				
Ministry Share	\$ 4,982	\$ 4,946	\$ 5,206	\$ 5,005
% of Total Income	37.1%	33.6%	36.3%	33.4%
Other Gift Income:				
Above Ministry Share	\$ 6,905	\$ 7,565	\$ 7,871	\$ 8,688
Estate Gifts	\$ 653	\$ 1,726	\$ 702	\$ 750
Total Gift Income	7,558	9,291	8,573	9,438
% of Total Income	56.3%	63.1%	59.8%	63.0%
Other Income:				
Tuition & Sales	\$ -	\$ -	\$ -	\$ -
Grants	\$ -	\$ -	\$ -	\$ -
Miscellaneous	\$ 885	\$ 493	\$ 569	\$ 531
Total Other Income	885	493	569	531
% of Total Income	6.6%	3.3%	4.0%	3.5%
<b>TOTAL INCOME</b>	<b>13,425</b>	<b>14,730</b>	<b>14,348</b>	<b>14,974</b>
<b>EXPENSES (FTE = Full Time Employee):</b>				
Program Services:				
Africa	\$ 3,602	\$ 3,643	\$ 3,507	\$ 3,583
FTEs	23	24	24	25
Eurasia	\$ 2,611	\$ 2,966	\$ 2,714	\$ 2,582
FTEs	16	17	17	18
Latin America	\$ 3,968	\$ 4,022	\$ 3,860	\$ 3,467
FTEs	22	22	21	22
Global/other Int'l program	\$ 1,154	\$ 1,240	\$ 1,166	\$ 1,905
FTEs	19	19	11	16
Education	\$ -	\$ -	\$ 809	\$ 987
FTEs	-	-	8	8
	\$ -	\$ -	\$ -	\$ -
Total Program Service \$	\$ 11,335	\$ 11,871	\$ 12,056	\$ 12,524
Total Program Service FTEs	80	82	81	89
% of Total \$	84.5%	84.8%	84.0%	83.7%
% of Total FTEs	82.5%	82.8%	85.3%	84.0%
Support Services:				
Management & General	\$ 879	\$ 1,036	\$ 1,154	\$ 1,142
FTEs	5	5	4	4
Plant Operations	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Fund-raising	\$ 1,196	\$ 1,085	\$ 1,138	\$ 1,301
FTEs	12	12	10	13
Total Support Service \$	2,075	2,121	2,292	2,443
Total Support Service FTEs	17	17	14	17
% of Total \$	15.5%	15.2%	16.0%	16.3%
% of Total FTEs	17.5%	17.2%	14.7%	16.0%
<b>TOTAL EXPENDITURES</b>	<b>\$ 13,410</b>	<b>\$ 13,992</b>	<b>\$ 14,348</b>	<b>\$ 14,967</b>
<b>TOTAL FTEs</b>	<b>97</b>	<b>99</b>	<b>95</b>	<b>106</b>
<b>NET INCOME / (EXPENSE)</b>	<b>\$ 15</b>	<b>\$ 738</b>	<b>\$ -</b>	<b>\$ 7</b>

# Faith Formation/Faith Alive Christian Resources

## Operating Budget (000s of U.S.\$) Fiscal Year 2013-2014

	Fiscal 10-11 Actual	Fiscal 11-12 Actual	Fiscal 12-13 Budget	Fiscal 13-14 Proposed
<b>INCOME:</b>				
Ministry Share	\$ 1,035	\$ 1,017	\$ 1,600	\$ 1,900
% of Total Income	20.3%	20.3%	24.4%	28.7%
Other Gift Income:				
Gifts & Offerings	\$ 300	\$ 317	\$ 355	\$ 310
Estate Gifts	\$ -	\$ -	\$ -	\$ -
Total Gift Income	300	317	355	310
% of Total Income	5.9%	6.3%	5.4%	4.7%
Other Income:				
Tuition & Sales	\$ 3,204	\$ 3,363	\$ 4,356	\$ 4,176
Grants	\$ 212	\$ 235	\$ 213	\$ 203
Miscellaneous	\$ 336	\$ 69	\$ 46	\$ 36
Total Other Income	3,752	3,667	4,615	4,415
% of Total Income	73.8%	73.3%	70.2%	66.6%
<b>TOTAL INCOME</b>	<b>5,087</b>	<b>5,001</b>	<b>6,570</b>	<b>6,625</b>
<b>EXPENSES (FTE = Full Time Employee):</b>				
Program Services:				
Banner	\$ 1,275	\$ 1,322	\$ 1,324	\$ 1,382
FTEs	4	4	4	4
Education	\$ 3,433	\$ 3,843	\$ 3,811	\$ 4,423
FTEs	19	19	19	18
World Literature	\$ 415	\$ 465	\$ 502	\$ -
FTEs	3	3	2	-
Teacher Training	\$ 145	\$ 145	\$ 150	\$ -
FTEs	1	1	1	-
	\$ -	\$ -	\$ -	\$ -
	-	-	-	-
	-	-	-	-
	-	-	-	-
Total Program Service \$	\$ 5,268	\$ 5,775	\$ 5,787	\$ 5,805
Total Program Service FTEs	26	26	26	22
% of Total \$	87.2%	87.7%	88.1%	87.6%
% of Total FTEs	92.9%	92.9%	92.9%	91.7%
Support Services:				
Management & General	\$ 773	\$ 808	\$ 782	\$ 820
FTEs	2	2	2	2
Plant Operations	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Fund-raising	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Total Support Service \$	773	808	782	820
Total Support Service FTEs	2	2	2	2
% of Total \$	12.8%	12.3%	11.9%	12.4%
% of Total FTEs	7.1%	7.1%	7.1%	8.3%
<b>TOTAL EXPENDITURES</b>	<b>\$ 6,041</b>	<b>\$ 6,583</b>	<b>\$ 6,569</b>	<b>\$ 6,625</b>
<b>TOTAL FTEs</b>	<b>28</b>	<b>28</b>	<b>28</b>	<b>24</b>
<b>NET INCOME / (EXPENSE)</b>	<b>\$ (954)</b>	<b>\$ (1,582)</b>	<b>\$ 1</b>	<b>\$ -</b>

## Specialized Ministries

### Operating Budget (000s of U.S.\$) Fiscal Year 2013-2014

	Fiscal 10-11 Actual	Fiscal 11-12 Actual	Fiscal 12-13 Budget	Fiscal 13-14 Proposed
<b>INCOME:</b>				
Ministry Share	\$ 3,363	\$ 3,614	\$ 3,962	\$ 3,782
% of Total Income	75.1%	76.5%	83.9%	82.5%
Other Gift Income:				
Gifts & Offerings	\$ 543	\$ 580	\$ 508	\$ 516
Estate Gifts	\$ 13	\$ 4	\$ -	\$ -
Total Gift Income	556	584	508	516
% of Total Income	12.4%	12.4%	10.8%	11.3%
Other Income:				
Tuition & Sales	\$ 208	\$ 239	\$ 247	\$ 288
Grants	\$ 7	\$ -	\$ -	\$ -
Services & Misc	\$ 347	\$ 289	\$ 3	\$ -
Total Other Income	562	528	250	288
% of Total Income	12.5%	11.2%	5.3%	6.3%
<b>TOTAL INCOME</b>	<b>4,481</b>	<b>4,726</b>	<b>4,720</b>	<b>4,586</b>
<b>EXPENSES (FTE = Full Time Employee):</b>				
Program Services:				
Chaplaincy Services	\$ 219	\$ 209	\$ 246	\$ 257
FTEs	1	1	2	2
Race Relations	\$ 453	\$ 449	\$ 526	\$ 568
FTEs	3	3	4	4
Pastor-Church Relations/SCE/SPE	\$ 1,410	\$ 1,327	\$ 1,187	\$ 1,203
FTEs	5	5	6	6
Safe Church Ministry	\$ 230	\$ 187	\$ 265	\$ 252
FTEs	1	1	2	2
Disability Concerns	\$ 244	\$ 280	\$ 286	\$ 285
FTEs	2	2	2	2
Social & Restorative Justice	\$ 445	\$ 540	\$ 534	\$ 539
FTEs	4	4	5	5
Ministries in Canada	1,028	1,251	1,197	1,270
FTEs	4	4	5	5
Volunteer Services	\$ 253	\$ 246	\$ 150	\$ 182
FTEs	3	3	2	2
Network/Healthy Church	\$ 381	\$ 265	\$ 300	\$ -
FTEs	1	1	2	-
Total Program Service \$	\$ 4,663	\$ 4,754	\$ 4,691	\$ 4,556
Total Program Service FTEs	24	24	30	28
% of Total \$	99.0%	97.9%	98.9%	99.0%
% of Total FTEs	96.0%	96.0%	96.8%	96.6%
Support Services:				
Management & General	\$ 10	\$ -	\$ -	\$ -
FTEs	-	-	-	-
	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Fund-raising	\$ 37	\$ 102	\$ 51	\$ 48
FTEs	1	1	1	1
Total Support Service \$	47	102	51	48
Total Support Service FTEs	1	1	1	1
% of Total \$	1.0%	2.1%	1.1%	1.0%
% of Total FTEs	4.0%	4.0%	3.2%	3.4%
<b>TOTAL EXPENDITURES</b>	<b>\$ 4,710</b>	<b>\$ 4,856</b>	<b>\$ 4,742</b>	<b>\$ 4,604</b>
<b>TOTAL FTEs</b>	<b>25</b>	<b>25</b>	<b>31</b>	<b>29</b>
<b>NET INCOME / (EXPENSE)</b>	<b>\$ (229)</b>	<b>\$ (130)</b>	<b>\$ (22)</b>	<b>\$ (18)</b>

## Synodical Administrative Services

### Operating Budget (000s of U.S.\$) Fiscal Year 2013-2014

	Fiscal 10-11 Actual	Fiscal 11-12 Actual	Fiscal 12-13 Budget	Fiscal 13-14 Proposed
<b>INCOME:</b>				
Ministry Share	\$ 3,265	\$ 3,337	\$ 2,752	\$ 3,169
% of Total Income	82.3%	82.7%	88.6%	89.8%
Other Gift Income:				
Gifts & Offerings	\$ 22	\$ 24	\$ 22	\$ 154
Estate Gifts	\$ -	\$ -	\$ -	\$ -
Total Gift Income	22	24	22	154
% of Total Income	0.6%	0.6%	0.7%	4.4%
Other Income:				
Tuition & Sales	\$ -	\$ -	\$ -	\$ -
Grants	\$ -	\$ -	\$ 75	\$ 75
Services & Misc	\$ 680	\$ 672	\$ 256	\$ 130
Total Other Income	680	672	331	205
% of Total Income	17.1%	16.7%	10.7%	5.8%
<b>TOTAL INCOME</b>	<b>3,967</b>	<b>4,033</b>	<b>3,105</b>	<b>3,528</b>
<b>EXPENSES (FTE = Full Time Employee):</b>				
Program Services:				
Synodical Services & Grants	\$ 1,420	\$ 2,883	\$ 1,363	\$ 1,438
FTEs	5	5	4	4
Communications	\$ 505	\$ 547	\$ 567	\$ 681
FTEs	3	3	4	4
CRC Plan	\$ 8	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Leadership Programs	\$ 197	\$ 174	\$ 132	\$ 30
FTEs	1	1	1	
Total Program Service \$	\$ 2,130	\$ 3,604	\$ 2,062	\$ 2,149
Total Program Service FTEs	9	9	9	8
% of Total \$	57.7%	71.9%	61.6%	61.3%
% of Total FTEs	60.0%	60.0%	56.3%	53.3%
Support Services:				
Management & General	\$ 943	\$ 993	\$ 949	\$ 955
FTEs	4	4	4	4
D.E.D.	\$ 219	\$ 188	\$ 237	\$ 280
FTEs	1	1	2	2
Fund-raising (Foundation & LE)	\$ 402	\$ 228	\$ 100	\$ 119
FTEs	1	1	1	1
Total Support Service \$	1,564	1,409	1,286	1,354
Total Support Service FTEs	6	6	7	7
% of Total \$	42.3%	28.1%	38.4%	38.7%
% of Total FTEs	40.0%	40.0%	43.8%	46.7%
<b>TOTAL EXPENDITURES</b>	<b>\$ 3,694</b>	<b>\$ 5,013</b>	<b>\$ 3,348</b>	<b>\$ 3,503</b>
<b>TOTAL FTEs</b>	<b>15</b>	<b>15</b>	<b>16</b>	<b>15</b>
<b>NET INCOME / (EXPENSE)</b>	<b>\$ 273</b>	<b>\$ (980)</b>	<b>\$ (243)</b>	<b>\$ 25</b>

**Operating Budget (000s of U.S.\$)  
Fiscal Year 2013-2014**

	Fiscal 10-11 Actual	Fiscal 11-12 Actual	Fiscal 12-13 Budget	Fiscal 13-14 Proposed
<b>INCOME:</b>				
Ministry Share	\$ -	\$ -	\$ -	\$ -
% of Total Income	-	-	-	-
Other Gift Income:				
Gifts & Offerings	\$ 20,298	\$ 20,343	\$ 17,154	\$ 20,382
Estate Gifts	\$ 1,569	\$ 2,524	\$ 1,219	\$ 1,757
Total Gift Income	21,867	22,867	18,373	22,139
% of Total Income	55.4%	51.4%	68.2%	61.0%
Other Income:				
Tuition & Sales	\$ -	\$ -	\$ -	\$ -
Grants	\$ 16,892	\$ 21,234	\$ 8,258	\$ 13,740
Miscellaneous	\$ 734	\$ 394	\$ 290	\$ 425
Total Other Income	17,626	21,628	8,548	14,165
% of Total Income	44.6%	48.6%	31.8%	39.0%
<b>TOTAL INCOME</b>	<b>39,493</b>	<b>44,495</b>	<b>26,921</b>	<b>36,304</b>
<b>EXPENSES (FTE = Full Time Employee):</b>				
Program Services:				
Overseas programs	\$ 10,287	\$ 10,053	\$ 8,566	\$ 9,933
FTEs	28	28	28	28
No. America programs	\$ 1,232	\$ 1,090	\$ 1,758	\$ 1,708
FTEs	9	9	8	8
Disaster relief programs	\$ 1,384	\$ 1,656	\$ 1,605	\$ 1,784
FTEs	16	16	15	16
Above-budget relief costs	\$ 21,617	\$ 25,178	\$ 12,903	\$ 16,330
FTEs	-	-	-	-
Education	\$ 1,064	\$ 1,074	\$ 1,222	\$ 1,200
FTEs	6	6	6	7
	\$ -	\$ -	\$ -	\$ -
	-	-	-	-
	\$ -	\$ -	\$ -	\$ -
	-	-	-	-
Total Program Service \$	35,584	39,051	26,054	\$ 30,955
Total Program Service FTEs	59	59	57	59
% of Total \$	90.6%	92.2%	86.9%	87.6%
% of Total FTEs	78.7%	78.7%	76.0%	73.8%
Support Services:				
Management & General	1,737	1,255	1,985	\$ 2,085
FTEs	5	5	5	5
Plant Operations	-	-	-	-
FTEs	-	-	-	-
Fund-raising	1,937	2,030	1,931	\$ 2,277
FTEs	11	11	13	16
Total Support Service \$	3,674	3,285	3,916	4,362
Total Support Service FTEs	16	16	18	21
% of Total \$	9.4%	7.8%	13.1%	12.4%
% of Total FTEs	21.3%	21.3%	24.0%	26.3%
<b>TOTAL EXPENDITURES</b>	<b>39,258</b>	<b>42,336</b>	<b>29,970</b>	<b>\$ 35,317</b>
<b>TOTAL FTEs</b>	<b>75</b>	<b>75</b>	<b>75</b>	<b>80</b>
<b>NET INCOME / (EXPENSE)</b>	<b>235</b>	<b>2,159</b>	<b>(3,049)</b>	<b>\$ 987</b>

# Ministers' Pension and Special Assistance Funds - Canada

## Changes in Net Assets (000s of Canadian \$)

	MPF 2011 Actual	MPF 2012 Actual	SAF 2011 Actual	SAF 2012 Actual
<b>ADDITIONS:</b>				
Ministry Share	\$ -	\$ -	\$ 29	\$ 11
% of Total Income	0.0%	0.0%	90.6%	78.6%
Other Gift Income:				
Above Ministry Share	\$ -	\$ -	\$ -	\$ -
Estate Gifts	\$ -	\$ -	\$ -	\$ -
Total Gift Income	-	-	-	-
% of Total Income	0.0%	0.0%	0.0%	0.0%
Other Income:				
Participant Assessments	\$ 4,079	\$ 3,196	\$ -	\$ -
Grants	\$ -	\$ -	\$ -	\$ -
Investment gains (losses)	\$ (730)	\$ 3,287	\$ 3	\$ 3
Total Other Income	3,349	6,483	3	3
% of Total Income	100.0%	100.0%	9.4%	21.4%
<b>TOTAL ADDITIONS</b>	<b>3,349</b>	<b>6,483</b>	<b>32</b>	<b>14</b>
<b>DEDUCTIONS (FTE = Full-Time Employee):</b>				
Program Services:				
Distributions	\$ 2,318	\$ 2,444	\$ 14	\$ 121
FTEs	-	-	-	-
FTEs	\$ -	\$ -	\$ -	\$ -
FTEs	\$ -	\$ -	\$ -	\$ -
FTEs	\$ -	\$ -	\$ -	\$ -
FTEs	\$ -	\$ -	\$ -	\$ -
FTEs	\$ -	\$ -	\$ -	\$ -
FTEs	\$ -	\$ -	\$ -	\$ -
Total Program Service \$	\$ 2,318	\$ 2,444	\$ 14	\$ 121
Total Program Service FTEs	-	-	-	-
% of Total \$	81.8%	79.5%	100.0%	100.0%
% of Total FTEs	0.0%	0.0%		
Support Services:				
Management & General	\$ 517	\$ 629	\$ -	\$ -
FTEs	1	1	-	-
Plant Operations	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Fund-raising	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Total Support Service \$	517	629	-	-
Total Support Service FTEs	1	1	-	-
% of Total \$	18.2%	20.5%	0.0%	0.0%
% of Total FTEs	100.0%	100.0%		
<b>TOTAL DEDUCTIONS</b>	<b>\$ 2,835</b>	<b>\$ 3,073</b>	<b>\$ 14</b>	<b>\$ 121</b>
<b>TOTAL FTEs</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>-</b>
<b>NET ADDITIONS / (DEDUCTIONS)</b>	<b>\$ 514</b>	<b>\$ 3,410</b>	<b>\$ 18</b>	<b>\$ (107)</b>



## Ministers' Pension and Special Assistance Funds - U.S.

### Changes in Net Assets (000s of U.S. \$)

	MPF 2011 Actual	MPF 2012 Actual	SAF 2011 Actual	SAF 2012 Actual
<b>ADDITIONS:</b>				
Ministry Share	\$ -	\$ -	\$ 33	\$ 21
% of Total Income	0.0%	0.0%	97.1%	9.5%
Other Gift Income:				
Above Ministry Share	\$ -	\$ -	\$ -	\$ -
Estate Gifts	\$ -	\$ -	\$ -	\$ -
Total Gift Income	-	-	-	-
% of Total Income	0.0%	0.0%	0.0%	0.0%
Other Income:				
Participant Assessments	\$ 5,045	\$ 5,222	\$ -	\$ -
Grants	\$ -	\$ -	\$ -	\$ 200
Investment gains (losses)	\$ 1,185	\$ 12,036	\$ 1	\$ 1
Total Other Income	6,230	17,258	1	201
% of Total Income	100.0%	100.0%	2.9%	90.5%
<b>TOTAL ADDITIONS</b>	<b>6,230</b>	<b>17,258</b>	<b>34</b>	<b>222</b>
<b>DEDUCTIONS (FTE = Full-Time Employee):</b>				
Program Services:				
Distributions	\$ 8,994	\$ 9,947	\$ 135	\$ 161
FTEs	-	-	-	-
FTEs				
FTEs				
FTEs				
FTEs				
FTEs				
Total Program Service \$	\$ 8,994	\$ 9,947	\$ 135	\$ 161
Total Program Service FTEs	-	-	-	-
% of Total \$	89.2%	90.1%	100.0%	100.0%
% of Total FTEs	0.0%	0.0%		
Support Services:				
Management & General	\$ 1,090	\$ 1,091	\$ -	\$ -
FTEs	2	2	-	-
Plant Operations	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Fund-raising	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Total Support Service \$	1,090	1,091	-	-
Total Support Service FTEs	2	2	-	-
% of Total \$	10.8%	9.9%	0.0%	0.0%
% of Total FTEs	100.0%	100.0%		
<b>TOTAL DEDUCTIONS</b>	<b>\$ 10,084</b>	<b>\$ 11,038</b>	<b>\$ 135</b>	<b>\$ 161</b>
<b>TOTAL FTEs</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>-</b>
<b>NET ADDITIONS / (DEDUCTIONS)</b>	<b>\$ (3,854)</b>	<b>\$ 6,220</b>	<b>\$ (101)</b>	<b>\$ 61</b>

## Employees' Retirement Plan - U.S.

### Changes in Net Assets (000s)

	2011 Actual	2012 Actual
<b>ADDITIONS:</b>		
Ministry Share	\$ -	\$ -
% of Total Income	0.0%	0.0%
Other Gift Income:		
Above Ministry Share	\$ -	\$ -
Estate Gifts	\$ -	\$ -
Total Gift Income	-	-
% of Total Income	0.0%	0.0%
Other Income:		
Contributions	\$ 1,857	\$ 2,059
Grants	\$ -	\$ -
Investment gains (losses)	\$ (375)	\$ 2,975
Total Other Income	1,482	5,034
% of Total Income	100.0%	100.0%
<b>TOTAL ADDITIONS</b>	<b>1,482</b>	<b>5,034</b>
<b>DEDUCTIONS (FTE = Full-Time Employee):</b>		
Program Services:		
Distributions	\$ 1,525	\$ 1,326
FTEs	-	-
FTEs	-	-
FTEs	-	-
FTEs	-	-
FTEs	-	-
FTEs	-	-
FTEs	-	-
Total Program Service \$	\$ 1,525	\$ 1,326
Total Program Service FTEs	-	-
% of Total \$	92.5%	90.2%
% of Total FTEs	0.0%	0.0%
Support Services:		
Management & General	\$ 124	\$ 144
FTEs	1	1
Plant Operations	\$ -	\$ -
FTEs	-	-
Fund-raising	\$ -	\$ -
FTEs	-	-
Total Support Service \$	124	144
Total Support Service FTEs	1	1
% of Total \$	7.5%	9.8%
% of Total FTEs	100.0%	100.0%
<b>TOTAL DEDUCTIONS</b>	<b>\$ 1,649</b>	<b>\$ 1,470</b>
<b>TOTAL FTEs</b>	<b>1</b>	<b>1</b>
<b>NET ADDITIONS / (DEDUCTIONS)</b>	<b>\$ (167)</b>	<b>\$ 3,564</b>

## Consolidated Group Insurance - U.S.

### Changes in Net Assets (000s)

	2011 Actual	2012 Actual
<b>ADDITIONS:</b>		
Ministry Share	\$ -	\$ -
% of Total Income	0.0%	0.0%
Other Gift Income:		
Above Ministry Share	\$ -	\$ -
Estate Gifts	\$ -	\$ -
Total Gift Income	-	-
% of Total Income	0.0%	0.0%
Other Income:		
Participant Premiums	\$ 10,528	\$ 10,851
Grants	\$ -	\$ -
Investment gains (losses)	\$ 74	\$ 62
Total Other Income	10,602	10,913
% of Total Income	100.0%	100.0%
<b>TOTAL ADDITIONS</b>	<b>10,602</b>	<b>10,913</b>
<b>DEDUCTIONS (FTE = Full-Time Employee):</b>		
Program Services:		
Claims Expense	\$ 8,679	\$ 7,913
FTEs	-	-
Insurance Premiums	\$ 1,482	\$ 1,656
FTEs	-	-
TPA & PPO Fees	\$ 448	\$ 239
FTEs	-	-
	\$ -	\$ -
	\$ -	\$ -
	\$ -	\$ -
	\$ -	\$ -
Total Program Service \$	\$ 10,609	\$ 9,808
Total Program Service FTEs	-	-
% of Total \$	97.2%	96.6%
% of Total FTEs	0.0%	0.0%
Support Services:		
Management & General	\$ 309	\$ 345
FTEs	3	3
Plant Operations	\$ -	\$ -
FTEs	-	-
Fund-raising	\$ -	\$ -
FTEs	-	-
Total Support Service \$	309	345
Total Support Service FTEs	3	3
% of Total \$	4.3%	4.3%
% of Total FTEs	100.0%	100.0%
<b>TOTAL DEDUCTIONS</b>	<b>\$ 10,918</b>	<b>\$ 10,153</b>
<b>TOTAL FTEs</b>	<b>3</b>	<b>3</b>
<b>NET ADDITIONS / (DEDUCTIONS)</b>	<b>\$ (316)</b>	<b>\$ 760</b>

# REPORT OF SYNOD 2013



# SERVICE OF PRAYER AND PRAISE

Sunday, June 9, 2013

3:00 p.m.

Roosevelt Park Christian Reformed Church

Grand Rapids, Michigan

## Gathering

Prelude

Call to Worship (in song): "Come, All You People"

God's Greetings to Delegates and Congregation . . . . . Rev. Reggie Smith  
Rev. Pablo Canche

Call to Worship (in word) . . . . . Rev. Joel Boot  
Rev. Pablo Canche, Translator

We Greet Each Other

Prayer of Confession/ Assurance of Pardon . . . . . Rev. Pablo Canche

## Songs of Praise and Worship

"Cantad al Señor"

"Glory to God"

"I Give Myself Away"

"Here I Am to Worship"

Prayer of Adoration

## Bringing Our Prayers and Offerings to the Lord

Prayer for

Our World – Rev. Bill Huyser and Ms. Maribel Secundino

Our Community – Ms. Deb Reeves

Our Church Ministries – President of Synod, Dr. William T. Koopmans

Synod – Mrs. Sharon Smith

Concluding Prayer – Rev. Pablo Canche

Offerings: . . . . . General Fund (for our church ministries)  
CRC Pastor-Church Relations (denominational cause)

Offertory: "Oceans (Where Feet May Fail)"

## God Speaks to Us

Text: John 1:1-8 / Juan 1:1-8

Message: "Bearing Fruit" / "Dando Fruto" . . . . . Rev. Reggie Smith

Prayer and Response Time

## Sacrament of Communion

Communion Leader. . . . . Rev. Pablo Canche

Formulary

Passing the Bread

"Open Our Eyes"  
"Before the Throne"  
"Breathe on Me, Breath of God"  
"Grace/Gracia"

Passing the Wine

"All Who Are Thirsty"  
"How Deep the Father's Love for Us"  
"When Peace Like a River"  
"You Are My Hiding Place"

Conclusion of Communion

"Holy, Holy, Holy"

## We Leave Ready to Serve

Final Challenge and God's Blessing . . . . . Rev. Reggie Smith  
Rev. Pablo Canche

Song of Going Out

"Till We Meet Again"  
(Join hands together across the aisles to show unity in Christ.)

Postlude

## Worship Participants

Speaker . . . . . Rev. Reggie Smith  
Worship Leader . . . . . Rev. Pablo Canche  
Praise Team Leader . . . . . Mrs. Sarah Van Timmeren

# MINUTES OF SYNOD 2013

## FRIDAY MORNING, June 7, 2013 First Session

### ARTICLE 1

President pro tem Dr. Reginald Smith, pastor of Roosevelt Park Community Christian Reformed Church, Grand Rapids, Michigan, the convening church of synod, welcomes the delegates to Synod 2013.

The president pro tem introduces Dr. Michael K. LeRoy, president of Calvin College, who welcomes delegates to the Calvin College campus.

Dr. Smith leads in opening prayer.

Ms. Sarah Van Timmeren, praise team leader at Roosevelt Park CRC, Mr. Calvin Jackson, and Dr. Smith lead delegates in singing "Come, Now Is the Time to Worship" as the call to worship. Pastor Pablo Canche, associate pastor of Roosevelt Park CRC, leads in prayer. The delegates join in singing "You Are Good" and "O the Deep, Deep Love of Jesus."

Dr. Smith reads from Ephesians 4:7-13 and addresses delegates on "The Miracle Church." He closes the time of worship with prayer.

Delegates conclude by singing "O, Come Let Us Adore Him" as a song of response.

### ARTICLE 2

The president pro tem requests executive director Rev. Joel R. Boot to call the roll of delegates listed on the credentials of the forty-seven classes:

### DELEGATES TO SYNOD 2013

Classis	Ministers	Elders
Alberta North	Victor Young Ko Arthur L. Verboon	Wayne H. Bouwman Rick P. VanManen
Alberta South/Saskatchewan	Paul W. Verhoef J. Cameron Fraser	Calvin C. Offereins Marvin Vandervalk
Arizona	Jeffrey A. Dykema Jose Antonio Lara	Jose Rayas David A. Reynolds
Atlantic Northeast	Christopher A. Fluit Nicholas W. Monsma	Walter Bruinsma William Hanchett
B.C. North-West	Johannes Schouten David A. Salverda	Aaltje van Grootheest Peter C. Van Ooyen
B.C. South-East	Bert Slofstra William C. Veenstra	Fred A. Meyerink William L. Tinsley
California South	William Verhoef Cornelius Pool	LeeVale Butler Joel Verhoef
Central California	Douglas J. Bouws Bruce A. Persenaire	Jay A. Sankey Titus E. Davis



Central Plains	Gary W. Brouwers	Lee Veldhuizen
Chatham	Sheldon Starkenburg	Wen-Yau Hseih
Chicago South	William T. Koopmans	Calvin P. Davies
Columbia	Norman J. Visser	Peter Weening
Eastern Canada	Mark D. Timmer	Dorothy J. Wassenaar
Georgetown	Tim S. Bossenbroek	Michael J. Brinks
Grand Rapids East	William S. Wilton	Walt Wierenga
Grand Rapids North	Perry J. Tinklenberg	Ken McChesney
Grand Rapids South	Daniel G. Brown	Jack Van Starkenburg
Grandville	Chad M. Vandervalk	Gladys Baart
Greater Los Angeles	David E. DenHaan	Bernard R. Winkle
Hackensack	David L. Jolman	Donald C. Veltman
Hamilton	Emmett A. Harrison	George N. Monsma, Jr.
Heartland	Rebecca Jordan Heys	Rosemary Vroon
Holland	Neil P. Jasperse	Jay Tans
Hudson	Sean M. Baker	Jerry L. Elenbaas
Huron	Reginald Smith	Arnold Koster
Iakota	William J. Renkema	Jolene M. DeHeer
Illiana	Douglas R. Fauble	Gerrit L. DenHartog
Kalamazoo	Kent A. Rottman	James Heethuis
Lake Erie	Daniel J. Brink	Melvin O. Jackson
Lake Superior	Fernando Valencia	Thomas H. Byma
Minnkota	Peter B. Armstrong	Anton E. Brown
Muskegon	Gary Roest	Steven Meyer
Niagara	Kevin P. DeRaaf	Jacob Ellens
Northcentral Iowa	Henry P. Kranenburg	George Elzinga
Northern Illinois	John W. Van Der Heide	Loren J. Veldhuizen
Northern Michigan	Mark A. Vande Zande	John J. Kooiker
Pacific Hanmi	Chad M. Steenwyk	Fred Mireles
Pacific Northwest	Steve J. Dozeman	Thomas Waalkes
	Joseph C. Byun	Vacant
	Mary B. Stegink	Natalie Beattie
	David A. Tigchelaar	Lenard Bakelaar
	Andrew J. Vis	Amanda Bakale
	Clifford Hoekstra	Mick E. Vanden Bosch
	David J. Prince	Ron J. De Weerd
	Ildefonso Torres	Paul J. Epley
	Jeffrey R. Bulthuis	Richard L. Vandenberg
	Philip D. Kok	George VanderWey
	Benjamin M. Hulst	John H. Slenk
	Kory L. Plockmeyer	Grace J. Kreulen
	Jung Un Park	Bruce W. Holleboom
	Archie L. VanderHart	Casey T. Soerens
	H. John Vanderburgh	Bonnie B. Smith
	Timothy J. Ouwinga	Rick A. Fey
	Joseph Vanden Akker	Rod J. Spronk
	Ronald G. Baker	Susanne Jordan
	Drew K. Sweetman	Dee Ann Hordyk
	Greg A. Fluit	Karen M. Gerritsma
	Benjamin J. Ponsen	Louis den Bak
	Steven L. Shulz	Daniel N. Lindley
	Michael L. Bentley	Arlie Olsen
	Mark W. van Stee	John Bakker, Sr.
	Phillip Stel	Alan Bilthouse
	Steve J. Van Noort	Ruby N. Meekhof
	Alex D. Snider	Vacant
	Jason J. Jun	Kang Won Kim
	Jonathan J. Kim	Young Ryul Ki
	Peter R. Byma	John Orange
	Rob W. Jansons	Linda Ackerman

Quinte	Shawn R. Brix	Hans Vink
Red Mesa	Keith D. Buist	Sid Vander Wilp
	Stanley Jim	Linda M. Hekman
Rocky Mountain	John J. Greydanus	Randy L. Freeland
	Michael S. Johnson	Michael Bomgaars
Southeast U.S.	Tom D. Draayer	Richard Katte
	Randall J. Dieleman	Sandy Wagner
Thornapple Valley	Juan Pablo Sanchez	Jerry Antoon
	Rodolfo Galindo	Phyllis J. Moes
Toronto	David J. Bosscher	Robert Reitsma
	Hendrik P. Bruinsma	Joseph W. Bowman
Wisconsin	John H. Bouwers	Theody Corton
	Larry L. Meyer	Paul M. Boersma
Yellowstone	Kenneth Prol	Calvin DeWitt
	Brian D. Tebben	George Den Hartigh
Zeeland	George N. DenOudsten	Clifton G. Sanders
	Timothy Howerzyl	Michael J. Miedema
	Vern D. Swieringa	Stanley Zemaitis

The roll indicates that the following delegates are absent with notice: Mr. Arlie Olsen (Northcentral Iowa).

The president pro tem declares that a quorum of the membership is present and that the assembly of Synod 2013 is duly constituted.

#### ARTICLE 3

The executive director welcomes and individually introduces the faculty advisers who are present: Dr. Lyle D. Bierma, Dr. Dean B. Deppe, Rev. Alvern Gelder, Dr. David M. Rylaarsdam, Rev. Kathleen S. Smith, and Dr. Calvin P. Van Reken.

The executive director welcomes and individually introduces to synod the ethnic advisers who are present: Rev. John Harold Caicedo, Ms. Bev De Vries, Rev. Jimmy Han, and Ms. Sue Silversmith.

The executive director welcomes and individually introduces to synod the young adult representatives who are present: Mr. Nicholas Chuba, Ms. Laura de Jong, Mr. Cedric Parsels, Mr. Kyle Schaap, Ms. Nicole Scholten, and Ms. Nicole Veenkamp.

The executive director, on behalf of synod, welcomes a fraternal delegate who is present: Rev. Pieter G. Sinia, Netherlands Reformed Churches.

#### ARTICLE 4

The assembly proceeds to elect officers. The following are elected:

President: Dr. William T. Koopmans  
Vice President: Dr. Reginald Smith  
First Clerk: Mr. Loren J. Veldhuizen  
Second Clerk: Rev. William Verhoef

#### ARTICLE 5

Dr. Smith welcomes the officers to the podium and congratulates them.

Dr. William T. Koopmans expresses the appreciation of synod to Dr. Smith for his participation in the opening of synod.

On behalf of himself and the other officers, Dr. Koopmans thanks synod for the confidence it has placed in them to lead synod and asks for prayer for the officers in the coming week.

## ARTICLE 6

The president proceeds with the reading of the Public Declaration of Agreement with the Forms of Unity. The delegates rise to show their assent.

## ARTICLE 7

The executive director introduces the synod news office staff, *The Banner* staff, the synod office staff, the prayer coordinators, Calvin College staff, and denominational staff present.

## ARTICLE 8

The following schedule is presented for information: morning session, 8:15-11:45 a.m.; afternoon, 1:15-5:00 p.m.; evening, 7:00-9:00 p.m.; coffee breaks at 9:45 a.m. and 3:00 p.m.

## ARTICLE 9

The executive director calls the attention of delegates and visitors to the following matters:

### I. Confidentiality of the executive sessions of synod

The Board of Trustees calls the matter of confidentiality to the attention of Synod 2013 and urges that all necessary precautions be taken to prevent violations of confidentiality.

Synod 1954 stated that “the very principle of executive sessions, or sessions that are not open to the public, involves the practical implication that reporters may not ‘report’” (*Acts of Synod 1954*, p. 15). Synod 1982 added, “If reporters are not permitted to report on executive sessions of synod, it is certainly a breach of confidentiality also for delegates to the synodical assembly to report—publicly, orally, or in print—on the discussions held in an executive session of synod” (*Acts of Synod 1982*, p. 16).

### II. Audio and video recordings of synod

Synod 1979 authorized the making of an official audio recording of the entire proceedings of the general sessions of synod as a way to verify the written record of the synodical proceedings. Although the general sessions of synod are recorded, executive sessions are not recorded. Delegates to synod are informed at the opening session of synod that all the general sessions are being recorded. Synod has designated that the office of the executive director be responsible for the use and storage of these materials.

The following regulations were adopted by Synod 1989 concerning audio and video recordings of synodical sessions by media representatives and visitors:

- A. Representatives of the media are permitted to make video recordings of synodical proceedings provided they observe the restrictions placed upon them by the synodical news office under the direction of the stated clerk of synod.
- B. Visitor privileges
  1. Members of the gallery (visitors) are at liberty to make audio recordings of the public proceedings of synod provided it is done unobtrusively (i.e., that it in no way inhibits or disturbs either the proceedings of synod, the synodical delegates, or other persons . . .).

2. Video recordings are permitted provided the following restrictions are observed:
  - a. Video cameras are permitted only at the entrances . . . , not backstage or in the wings.
  - b. Auxiliary lighting is not permitted.
  - c. Videotaping is to be done unobtrusively (i.e., in such a way that it in no way inhibits or disturbs either the proceedings of synod, the synodical delegates, or other persons . . . ).

(*Acts of Synod 1989*, p. 445)

## ARTICLE 10

The executive director presents the report of the Program Committee, which recommends the following advisory committees for Synod 2013:

### *Committee 1 – Synodical Services I – Polity Matters*

**Chair:** Emmett A. Harrison; **reporter:** Archie L. VanderHart; **ministers:** Shawn R. Brix, John J. Greydanus, Timothy Howerzyl, Neil P. Jasperse, Jonathan J. Kim, William J. Koopman, Perry J. Tinklenberg, John W. Van Der Heide, Steve J. Van Noort, Andrew J. Vis; **elders:** Gerrit L. DenHartog, Jacob Ellens, Bruce W. Holleboom, Wen-Yau Hsieh, Steven Meyer, Fred Mireles, Phyllis J. Moes, Dave A. Reynolds, John H. Slenk, Aaltje van Grootheest, Dorothy J. Wassenar; **advisers:** John Harold Caicedo, Calvin P. Van Reken; **young adult representative:** Nicole Veenkamp.

### *Committee 2 – Synodical Services II – Program Matters*

**Chair:** Tom D. Draayer; **reporter:** Peter R. Byma; **ministers:** Peter B. Armstrong, Sean M. Baker, Daniel J. Brink, Jason J. Jun, Jose A. Lara, Timothy J. Ouwinga, Benjamin J. Ponsen, Chad M. Steenwyk, Philip Stel, John H. Vanderburgh; **elders:** Jerry G. Antoon, Lenard Bakelaar, Randy L. Freeland, Susanne Jordan, Ruby N. Meekhof, Fred Meyerink, George VanderWey, Sid Vander Wilp, Peter C. Van Ooyen, Lee Veldhuizen, Joel Verhoef; **advisers:** Lyle D. Bierma, Sue Silversmith; **young adult representative:** Chadd Huizenga.

### *Committee 3 – Education and Candidacy*

**Chair:** Douglas R. Fauble; **reporter:** William C. Veenstra; **ministers:** David E. Den Haan, George N. DenOudsten, Randall J. Dieleman, Clifford Hoekstra, Philip D. Kok, Steven L. Schulz, Reginald Smith, Mary B. Stegink, Ildefonso Torres, Chad M. Vandervalk; **elders:** Alan Bilthouse, Wayne H. Bouwman, Anton E. Brown, Theody Corton, Karen M. Gerritsma, William Hanchett, Ken McChesney, Calvin C. Offereins, Robert Reitsma, Jay Tans, Rosemary Vroon; **adviser:** Dean Deppe; **young adult representative:** Nicole Scholten.

### *Committee 4 – Faith Formation and Publications*

**Chair:** William J. Renkema; **reporter:** Mark D. Timmer, **ministers:** Keith D. Buist, Jeffrey R. Bulthuis, Kevin P. DeRaaf, Greg A. Fluit, Rob W. Jansons, Michael S. Johnson, Nicholas W. Monsma, Johannes Schouten, Fernando Valencia, William Verhoef. **elders:** Joseph W. Bowman, Titus E. Davis, Calvin DeWitt, Linda M. Hekman, John J. Kooiker, John K. Orange, Clifton G. Sanders, Rod J. Spronk, Rick P. VanManen, Sandra Wagner, Walt Wierenga; **advisers:** Jimmy Han, David M. Rylaarsdam; **young adult representative:** Nicholas Chuba.

#### *Committee 5—Mission and Ministry*

**Chair:** Kent A. Rottman; **reporter:** Jeff A. Dykema; **ministers:** Ronald G. Baker, John H. Bouwers, Douglas J. Bouws, Gary W. Brouwers, Victor Young Ko, Jung Un Park, Kenneth Prol, Gary Roest, David A. Saverda, William S. Wilton; **elders:** Linda Ackerman, John H. Bakker Sr., Natalie S. Beattie, Jolene M. DeHeer, George Den Hartigh, Kang Won Kim, Daniel N. Lindley, Casey T. Soerens, William L. Tinsley, Marvin Vandervalk, Hans Vink, Stanley Zemaitis; **adviser:** Alvern Gelder; **young adult representative:** Laura de Jong.

#### *Committee 6—Financial Matters*

**Chair:** Mark W. van Stee; **reporter:** Drew K. Sweetman; **ministers:** Daniel G. Brown, Joseph C. Byun, Steve J. Dozeman, J. Cameron Fraser, Rodolfo Galindo, David J. Prince, Alex D. Snider; **elders:** Paul M. Boersma, Michael Bomgaars, Walter Bruinsma, Thomas H. Byma, Louis den Bak, Jerry L. Elenbaas, George Elzinga, Rick A. Fey, Arlie Olsen, Jose Rayas, Jay A. Sankey, Loren J. Veldhuizen, Donald C. Veltman, Peter Weening.

#### *Committee 7—Interdenominational Matters*

**Chair:** Bonnie B. Smith; **reporter:** Christopher A. Fluit; **ministers:** Michael L. Bentley, David J. Bosscher, Stanley Jim, David L. Jolman, Larry L. Meyer, Juan Pablo Sanchez, Vern D. Swieringa, Brian D. Tebben, David A. Tigchelaar, Arthur L. Verboon, Paul W. Verhoef; **elders:** Gladys Baart, Michael J. Brinks, LeeVale Butler, Calvin P. Davies, Ron J. DeWeerd, James Heethuis, Young Ryul Ki, Grace J. Kreulen, George N. Monsma, Jr., Richard L. Vandenberg; **young adult representative:** Kyle Schaap.

#### *Committee 8—Church Order and Appeals*

**Chair:** Bert Slofstra; **reporter:** Bruce A. Persenaire; **ministers:** Tim S. Bosenbroek, Hendrik P. Bruinsma, Benjamin M. Hulst, Rebecca Jordan Heys, Henry Kranenburg, Kory L. Plockmeyer, Cornelius Pool, Sheldon Starkenburg, Joseph Vanden Akker, Mark A. Vande Zande, Norman J. Visser; **elders:** Amanda Bakale, Paul J. Epley, Dee A. Hordyk, Melvin O. Jackson, Richard Katte, Arnold Koster, Michael J. Miedema, Mick E. Vanden Bosch, Jacques T. Van Starkenburg, Thomas Waalkes, Bernard R. Winkle; **advisers:** Bev De Vries, Kathleen S. Smith; **young adult representative:** Cedric Parcels.

*Recommendation:* That synod adopt the report of the Program Committee, including membership on the advisory committees for Synod 2013.

—Adopted

#### ARTICLE 11

The president of synod, Dr. William T. Koopmans, leads in closing prayer. Synod adjourns at 11:02 a.m. Synod will reconvene Saturday at 8:15 a.m.

**SATURDAY MORNING, June 8, 2013**  
**Second Session**

**ARTICLE 12**

Rev. Mary Stegink (Classis Hudson) leads delegates in a call to worship litany. The worship committee leads the delegates in singing "Speak, O Lord."

Rev. John Harold Caicedo, ethnic adviser, leads the delegates in a responsive reading, and Rev. Stegink opens in prayer. The delegates respond with a litany of Psalm 31 and sing "My Times Are in Your Hands."

Rev. Mary Stegink addresses the delegates on "Comfort Food" and closes in prayer. As a song of response, delegates sing "His Eye Is on the Sparrow." Rev. Stegink gives the benediction from Deuteronomy 31:7b-8.

Worship concludes with singing "There Is a Redeemer."

The roll indicates that the following delegate is still absent: Elder delegate Mr. Arlie Olsen (Northcentral Iowa). The following delegates are not present today: Rev. John H. Bouwers (Toronto), Rev. Daniel J. Brink (Greater Los Angeles), Elder delegate Melvin O. Jackson (Greater Los Angeles).

Rev. Robert De Moor, editor in chief of *The Banner*, returned home after learning about the death of his father-in-law. Rev. Jeff Dykema (Arizona) will be absent for the remainder of the day to attend the funeral of his sister.

The ED announces that young adult representative Mr. Chadd Huizenga is now present.

**ARTICLE 13**

The officers of synod announce the following appointments:

**Worship Planning Committee:**

Rev. Joyce Borger  
(Hymnal Committee)  
Rev. Melvin O. Jackson  
Elder delegate Mr. Jose Rayas  
Rev. Mary B. Stegink

**Sergeant at Arms:**

Elder delegate Mr. Gerrit L.  
Den Hartog

**Minutes Review Committee**

Elder delegate Natalie S. Beattie  
Rev. Shawn R. Brix

**Hospitality Committee:**

Dr. Peter Borgdorff  
Dr. Emily Brink  
Dr. William T. Koopmans  
Dr. Shirley Roels

**Testimonial Banquet Committee:**

Elder delegate Ms. Jolene M.  
DeHeer  
Rev. Bruce Persenaire  
Rev. Paul W. Verhoef

**ARTICLE 14**

The president presents the following recommendations by the officers of synod:

A. That synod approve the following requests for privilege of the floor by the BOT, agencies, educational institutions, standing committees, and study committees of synod contained within the reports to Synod 2013:

1. Board of Trustees of the CRCNA – Rev. John Terpstra, chair of the Board of Trustees; Rev. Joel R. Boot, executive director; and members of the executive staff as needed

2. Back to God Ministries International – Rev. Bruce Persenaire, president; and Rev. Kurt Selles, director
3. Calvin College – Mr. Scott A. Spoelhof, chair of the board; Ms. Michelle VanDyke, vice-chair of the board; Mr. Craig Lubben, secretary of the board; and Dr. Michael K. Le Roy, president of the college
4. Calvin Theological Seminary – Rev. Paul R. De Vries, chair of the board of trustees, and Rev. Julius T. Medenblik, president
5. Christian Reformed Home Missions – Rev. Moses Chung, director
6. Christian Reformed World Missions – Rev. Joseph Kamphuis, president of the World Missions-U.S.A. board; Rev. Derek A. Bouma, president of the World Missions-Canada board; and Dr. Gary J. Bekker, director
7. Christian Reformed Church Loan Fund, Inc., U.S. – the Loan Fund director or any member of the board of directors
8. Faith Alive Christian Resources –  
 For the board: Rev. David Schuringa, secretary; and Mr. Mark Rice, director  
 For *The Banner*: Rev. Robert De Moor, editor in chief  
 For the Editorial Department: Rev. Leonard Vander Zee, theological editor
9. Pensions and Insurance – members of the Canadian Pension Trustees and of the U.S. Board of Pensions, and Mr. John H. Bolt, director of finance and administration
10. World Renew – Mr. Roy Zuidema, president of World Renew-U.S.; Mr. James Joosse, president of World Renew-Canada; Mr. Andrew Ryskamp, director of World Renew-U.S.; and Ms. Ida Kaastra-Mutoigo, director of World Renew-Canada
11. Candidacy Committee – Rev. David R. Koll, director of candidacy
12. Ecumenical and Interfaith Relations Committee – Rev. Joel R. Boot and Dr. Peter Borgdorff, ecumenical officers
13. Historical Committee – Dr. Richard H. Harms, CRC archivist
14. Diakonia Remixed: Office of Deacon Task Force – Mr. Terry Woodnorth, chair; Rev. Roy Berkenbosch, reporter; and task force members Mr. Andrew Ryskamp and Mrs. Lori Wiersma
15. Diversity in Leadership Planning Group II – Mr. Bing Goei, Rev. Emmett Harrison, and Rev. Joel R. Boot
16. Faith Formation Committee – Dr. John D. Witvliet, chair; Dr. Howard Vanderwell, secretary; and other members of the committee
17. Task Force Reviewing Structure and Culture – Rev. Joel R. Boot, chair; and Rev. Julius T. Medenblik, reporter

—*Granted*



B. That synod approve the following requests for special offerings for the agencies, ministries, and educational institutions of the CRC that are contained within the reports to Synod 2013:

1. That synod approve two offerings for Calvin Theological Seminary (the Facing Your Future program and Distance Education) (*Agenda*, p. 126).
2. That synod encourage all Christian Reformed churches to recognize Easter Sunday and Reformation Day Sunday as significant opportunities to receive an offering for Christian Reformed Home Missions (*Agenda*, p. 137).
3. That synod along with the Board of Trustees encourage all Christian Reformed churches to recognize Pentecost Sunday as a significant opportunity to pray for, and take an offering for, Christian Reformed World Missions (*Agenda*, p. 148).
4. That synod commend the work of mercy carried on by World Renew and urge the churches to take at least four offerings per year in lieu of ministry-share support (*Agenda*, p. 185).

—*Adopted*

C. The president announces that three overtures were received well past the deadline. They do not relate to reports in the *Agenda for Synod 2013* (see *Rules for Synodical Procedure*, p. 8). The officers have unanimously ruled them out of order.

#### ARTICLE 15

The executive director presents the ballot for board and committee elections, and the delegates vote. Voting for agency and committee members is done electronically. The ballot results (boards and committees lists) will later be ratified by synod.

The president announces that all ballot-related recommendations in the *Agenda for Synod 2013* and the Supplementary Reports (for appointment, reappointment, or ratification of members for denominational boards or committees) have been satisfied upon completion of the ballot.

#### ARTICLE 16

The president welcomes an ecumenical guest who has arrived: Rev. Stephen Kendall from the Presbyterian Church in Canada.

#### ARTICLE 17

The morning session is adjourned at 9:22 a.m. so that delegates can work in advisory committees. Ethnic adviser Ms. Sue M. Silversmith leads in closing prayer.



**MONDAY MORNING, June 10, 2013**  
**Third Session**

**ARTICLE 18**

Rev. Rebecca Jordan Heys leads delegates in a call to worship litany. The worship committee leads the delegates in singing “Your Name.” Ms. Susanne Jordan leads the delegates in a responsive litany from Psalm 95, and delegates respond by singing “Lord, Our Lord, Your Glorious Name,” followed by a responsive litany of affirmation led by Rev. Jordan Heys.

Rev. Victor Young Ko reads Genesis 1:1 and Galatians 4:6 and addresses the delegates, sharing that our Creator God is almighty, is able, and desires to do all things for our sake to his glory. Rev. Ko leads in prayer. Delegates respond by singing “To God Be the Glory” and with a responsive litany of service and prayer led by Ms. Susanne Jordan.

Worship concludes with singing “The Lord’s Prayer.” Rev. Jordan Heys gives the benediction.

Roll call indicates that Elder delegate Mr. Arlie Olsen (Northcentral Iowa) is still absent.

**ARTICLE 19**

Advisory Committee 1, Synodical Services I, Rev. Archie VanderHart reporting, presents the following:

**Board of Trustees**

A. *Materials*: Board of Trustees Report (sections I; II, A, 1-5, 8-20, 22, 25-26; Appendices A-D), pp. 21-25, 27-35, 46-67; Board of Trustees Supplement (sections I, A-B, D-J, including Appendix A)

B. *Privilege of the floor*: Rev. John Terpstra, chair of the Board of Trustees; Rev. Joel R. Boot, executive director; and members of the executive staff, as needed

C. *Recommendations*

1. That synod approve the interim appointments made by the Board for synodical deputies and alternate synodical deputies (II, A, 3), as well as to the agency and institution boards as needed.

— *Adopted*

2. That synod accept the invitation of First CRC, Pella, Iowa, with the participation of Faith CRC, Pella, as the convening church of Synod 2014 (II, A, 12).

— *Adopted*

3. That synod adopt the following proposed changes to the sections identified within the Rules for Synodical Procedure (II, A, 14):

- a. That the following addition be made to section II, C, 3 (addition in *italics*)

3. The record shall not contain:

- a. Any rejected motion except when it is a main motion;
- b. Any motion that is withdrawn;

c. *Any disclosure of names in cases where such disclosure is judged to be potentially damaging to their reputation.*

b. That the following addition be made to section V, B:

*New point #11. Confidential materials*

*Non-printed appeals, communications, or other materials legally before synod judged by the ED, in consultation with the Program Committee or Board of Trustees, to be confidential in nature, will be distributed only to the advisory committee to which they are assigned. Any disclosure of names in cases where such disclosure is judged to be potentially damaging to their reputation will be removed from the document, and the matter will be dealt with by the advisory committee in executive session.*

*Note: The current #11 and #12 will be renumbered #12 and #13, respectively.*

c. That the following additions be made to sections VI, F, 4, b; and VI, F, 6, a, as indicated (additions in italics):

4, b. Recommendations of the Judicial Code Committee shall be presented to synod in writing, shall be accompanied with grounds, *shall omit any disclosure of names in cases where such disclosure is judged to be potentially damaging to their reputation*, and shall be openly discussed in plenary sessions of synod. An executive or strict executive session of synod can be declared as per normal synodical rules.

6, a. The written report from the Judicial Code Committee to synod must set forth the significant facts as found by the Judicial Code Committee and adequate rationale for the committee's recommendation. This will generally require more than a brief statement of grounds for each recommendation. *The report shall not include disclosure of names in cases where such disclosure is judged to be potentially damaging to their reputation.* The Judicial Code Committee must give copies of its report and recommendation to the parties or their representatives as promptly as possible.

d. That synod, upon adoption of the recommended changes to the Rules for Synodical Procedure above, instruct the ED to update Church Order Supplement, Article 30-c, Judicial Code of Rights and Procedures Article 25 to reflect these changes.

— *Adopted*

4. That synod take note of the BOT's endorsement of the direction offered by the Imagining Ministry in the CRC in Canada report (BOT Supplement section I, D and Appendix A).

— *Adopted*

5. That Synod 2013 reserve time (approximately 45 minutes) to hear a presentation on the results of the 2012 Denominational Survey (BOT Supplement section I, J).

— *Adopted*

(The report of Advisory Committee 1 is continued in Article 43.)

## ARTICLE 20

Advisory Committee 4, Faith Formation and Publications, Rev. Mark D. Timmer reporting, presents the following:

### I. Board of Trustees

#### A. *Materials*

1. Board of Trustees Report (sections II, B, 2-3), pp. 36-38
2. Board of Trustees Supplement (sections II, A, including Appendix B)

B. *Privilege of the floor*: Rev. John Terpstra, chair of the Board of Trustees; Rev. Joel R. Boot, executive director; and members of the executive staff as needed

#### C. *Recommendations*

1. That synod approve the BOT's response to the Faith Alive situation and approve the dissolution of the Faith Alive board effective June 30, 2013 (II, B, 2).

— *Adopted*

2. That synod note the reorganization of the Specialized Ministries in support of the faith formation initiative (II, B, 3).

— *Adopted*

3. That synod take note of the following actions taken (BOT Supplement section II, A):

- a. Endorsement by the BOT of the proposed direction of the Implementation Design Team report regarding the convergence of the critical functions of Faith Alive Christian Resources and the faith formation initiative.

- b. The formal endorsement of the Implementation Design Team report by the synodical Faith Formation Committee.

— *Adopted*

### II. Faith Alive Christian Resources

A. *Materials*: Faith Alive Christian Resources Report, pp. 153-67

#### B. *Recommendations*

1. That synod recognize, in the dissolution of the Faith Alive board and the transition of this important ministry, the diligence, honesty, and grace of the board and staff; the painful human cost of change and uncertainty; and the core of crucial service that will continue.

— *Adopted*

2. That synod convey its deep gratitude to God for *Lift Up Your Hearts: Psalms, Hymns, and Spiritual Songs* (LUYH), for his grace seen throughout the process of developing this hymnal, and for how he has blessed his church already through this process.

— *Adopted*

3. That synod thank senior editor Joyce Berger, editors Martin Tel and John D. Witvliet, and their assistants; the *Lift Up Your Hearts* editorial committee; and the advisory committee for their excellent and pastoral work.

*Ground:* These dedicated people searched the work of a wide array of poets, writers, and composers to bring together a remarkable assembly of their works of praise and worship, doing so in ways that unite and inspire all to the glory of God.

— *Adopted*

4. That synod encourage local congregations and ministries to make use of this rich resource.

*Grounds:*

- a. LUYH is broad, deep, biblical, multicultural, and Reformed.
- b. LUYH has already been well-received and highly-praised with more than 12,000 copies sold prior to publication.
- c. LUYH is available not only in print but also in many digital formats.
- d. LUYH is more than a hymnal for corporate worship.
  - There are additional services for morning, evening, and night prayer useful for small groups and the opening of meetings.
  - Pastoral care resources are included that can be used for events in the life of the church; this hymnal is also a useful resource for hospital and home visits.
  - For personal and family devotions, the songs, prayers, and Scriptures can be sung, played, or read.
  - Accessible accompaniments throughout the book, including some intentionally simplified accompaniments, encourage younger musicians to grow and develop into the next generation of church musicians.
  - The contents can also be used as part of a curriculum for teaching both new and lifelong Christians the overarching story of God’s love.

(from the *Preface*)

— *Adopted*

### III. Dynamic Youth Ministries

#### A. Calvinist Cadet Corps

1. Materials: Calvinist Cadet Corps Report, p. 254
2. Recommendation

That synod note with gratitude the work of the Calvinist Cadet Corps, including the addition of badge work on church leadership.

— *Adopted*

#### B. GEMS Girls’ Clubs

1. Materials: GEMS Girls’ Clubs Report, p. 255

## 2. Recommendation

That synod note with gratitude the 55 years of GEMS ministry and recognize the appointment of a new executive director, Kathryn Miller, and urge prayers for her ministry.

—Adopted

### C. *Youth Unlimited*

#### 1. Materials: Youth Unlimited Report, p. 256

#### 2. Recommendation

That synod affirm the work of Youth Unlimited as it encourages student leadership and participation in the life of the church. The health and vitality of the CRCNA is dependent upon the involvement of the millennial generation, just as these young adults are dependent upon the influence of the church for their faith formation. We are grateful for the continuing relationship that the CRCNA has with Youth Unlimited.

—Adopted

## IV. Friendship Ministries

### A. *Materials*: Friendship Ministries Report, pp. 257-58

### B. *Recommendation*

That synod commend Friendship Ministries for its extensive and multifaceted ministry, and extend Christian sympathy to the board and the family of Mrs. Nella Uitvlugt in the recent passing away of this devoted leader who served as executive director since 1996.

—Adopted

## V. Faith Formation Committee

### A. *Materials*: Faith Formation Committee Report, including Appendices A-C, pp. 318-47

### B. *Recommendations*

#### 1. That synod encourage congregations to make use of the following resources:

- a. A Primer for Welcoming Children to the Lord's Supper and the Role of Public Profession of Faith (Appendix A)
- b. Strengthening Profession of Faith: A Guide for Councils (Appendix B)
- c. New products developed by Faith Alive related to our work:
  - *A Place at the Table: Welcoming Children to the Lord's Supper*
  - *You're Invited: A Week of Family Devotions on the Lord's Supper* for use by families the week prior to celebrating communion
  - *Taste and See: Preparing Children to Participate in the Lord's Supper*, a two-session course featuring lessons on each sacrament and designed for intergenerational learning

—Adopted

#### 2. That synod approve the forms for baptism and profession of faith as found in Appendix C.

*Grounds:*

- a. These forms are consistent with scriptural teaching about the sacraments and with the Reformed confessions.
- b. These forms strengthen our existing set of explicitly approved forms by, for example, providing ways of linking the profession of faith before the elders and the public profession of faith and by providing a model for celebrating profession of faith and baptism in the same service.
- c. Expanding the pool of explicitly approved synodical forms is valuable both for congregations that use only the exact text of approved forms and congregations that more freely adapt them.
- d. Approving these forms developed by the Reformed Church in America further strengthens organic unity and collaboration with our sister denomination.

— *Adopted*

3. That synod accept the work of the Faith Formation Committee as fulfilling each of the various mandates assigned by Synods 2007 and 2011, and that synod dismiss the committee with profound thanks.

*Ground:* The committee shepherded the church through weighty issues and polity changes with careful work that fostered church unity and enthusiasm for the ongoing task of faith formation.

— *Adopted*

4. That synod instruct the BOT to advise future synods to consider the shepherding model of the Faith Formation Committee when study committees are formed.

*Ground:* The Faith Formation Committee was able to listen to the denomination, develop consensus on a challenging issue with pastoral sensitivity, provide education, and assist the denomination through significant change over a period of time. Future difficult issues may require similar shepherding.

— *Adopted*

5. That synod instruct the BOT to continue the foundational work of the Faith Formation Committee by making intergenerational lifelong learning and discipleship integral to the realignment of Faith Alive and denominational structures.

*Grounds:*

- a. Although the study committee has fulfilled its specific mandates, the work of faith formation is not complete.
- b. Our denominational structures should reflect that the work of faith formation has been a strength of our Reformed tradition and, in its lifelong nature, needs increasingly to become a central component of the church's life.

— *Adopted*

(The report of Advisory Committee 4 is continued in Article 51.)

## ARTICLE 21

Advisory Committee 3, Education and Candidacy, Rev. William C. Veenstra reporting, presents the following:

### I. Calvin College

#### A. *Materials*

1. Calvin College Report, pp. 119-22
2. Calvin College Supplement

B. *Privilege of the floor*: President of the college, Dr. Michael K. Le Roy; chair of the board, Mr. Scott A. Spoelhof; vice-chair of the board, Ms. Michelle VanDyke; and secretary of the board, Mr. Craig Lubben

#### C. *Recommendations*

1. That synod ratify the following administrative reappointments to various positions with faculty status (*italics* indicate promotion to that rank):
  - a. Joel A. Carpenter, Ph.D., director, Nagel Institute for the Study of World Christianity (three years)
  - b. Karin Y. Maag, Ph.D., H. Henry Meeter Center for Calvin Studies (five years)
  - c. Leanne Doornbos Nagel, M.A., ESL instructor and academic counselor, Academic Services (four years)
  - d. James K. Rooks, Ph.D., dean of education, *professor* of education (three years)
  - e. Sarah E. TenBroek, M.S.W., counselor, Broene Counseling Center (four years, reduced load)
  - f. Randall G. Van Dragt, Ph.D., director, Ecosystem Preserve (three years)  
— *Adopted*
2. That synod ratify the following reappointments with tenure (*italics* indicate promotion to that rank):
  - a. Carolyn E. Anderson, Ph.D., *associate* professor of chemistry
  - b. David E. Benson, Ph.D., associate professor of chemistry and science education
  - c. Young R. Kim, Ph.D., *associate* professor of history
  - d. Carolyn L. Rossman, M.S.N., *professor* of nursing
  - e. Jennifer Hardy Williams, Ph.D., *associate* professor of English
  - f. Benita Wolters-Fredlund, Ph.D., *associate* professor of music
  - g. Jane C. Zwart, Ph.D., *associate* professor of English  
— *Adopted*
3. That synod ratify the change in rank for the following faculty: Joel M. P. Navarro, D.M.A., *professor* of music.  
— *Adopted*
4. That synod give appropriate recognition to the following individuals for service to Calvin College and the Christian Reformed Church and confer on them the titles presented here:

- a. Kenneth D. Bratt, Ph.D., professor of classical languages, emeritus
- b. Bert de Vries, Ph.D., professor of history, emeritus
- c. David J. Diephouse, Ph.D., professor of history, emeritus
- d. Linda M. McFadden, M.Ln., M.B.A., librarian, emerita
- e. Robert L. Medema, M.B.A., associate professor of business and accounting, emeritus
- f. Janice S. Simonson, Ph.D., professor of education, emerita
- g. Glenn D. Weaver, Ph.D., professor of psychology, emeritus

— Adopted

5. That synod ratify the following faculty with tenure for promotions in rank (*italics indicate promotion to that rank*):

- a. Michael E. Bolt, Ph.D., *professor of mathematics*
- b. David L. Dornbos, Jr., Ph.D., *professor of biology*
- c. Kathi Groenendyke, Ph.D., *professor of communication arts and sciences*
- d. Stephanie L. Sandberg, Ph.D., *professor of communication arts and sciences*
- e. Amber L. Warners, Ph.D., *professor of kinesiology*
- f. David B. Wunder, Ph.D., *professor of engineering*

— Adopted

6. That synod ratify the following faculty reappointments with tenure (*italics indicates promotion to that rank*):

- a. Kevin R. den Dulk, Ph. D., *professor of political science*, Paul B. Henry Chair in Christianity and Politics
- b. Johanna C. Kuyvenhoven, Ph.D., *professor of education*
- c. Chad D. Tatko, Ph.D., *associate professor of chemistry*

— Adopted

7. That synod ratify the following faculty reappointments:

- a. Daniel M. Gelderloos, M.A., assistant professor of kinesiology (two years)
- b. Calvin C. Jen, M.Arch., associate professor of business (three years)
- c. Tracy Kuperus, Ph.D., assistant professor of international development studies (three years, reduced load)
- d. Bret J. Otte, M.A., assistant professor of kinesiology (two years)
- e. Kurt. A. Pyle, Ph.D., assistant professor of political science (two years)
- f. Maria N. Rodriguez, M.Ed., assistant professor of Spanish (two years)
- g. Debra L. Snyder, Ph.D., professor of business (two years)
- h. Philip B. Stegink, M.A., assistant professor of education (three years)
- i. Pablo Villalta, M.Ed., assistant professor of Spanish (one year)

— Adopted

8. That synod ratify the following reappointments of administrators with faculty status:

- a. Russell J. Bloem, M.B.A., vice president for enrollment management (four years)
- b. Aminah Al-Attas Bradford, M. Div., associate chaplain of residence life (shared appointment, two years)



- c. Nathaniel Al-Attas Bradford, M.Div., associate chaplain of residence life (shared appointment, two years)
- d. June A. De Boer, M.A., associate director of academic services (two years)
- e. Donald G. De Graaf, Ph.D., director, Off-Campus Programs (four years)
- f. Stanley L. Haan, Ph.D., academic dean, Natural Sciences and Mathematics Division (three years)
- g. Mary S. Hulst, M.Div., college chaplain (four years)
- h. Sarah E. McClure Kolk, M.S.I., instruction librarian, Hekman Library (continuing administrative appointment)
- i. Irene B. Kraegel, Psy.D., counselor, Broene Counseling Center (four years)
- j. Michelle R. Loyd-Paige, Ph.D., dean for multicultural affairs (three years)
- k. Paul S. Ryan, M.Div., associate chaplain of worship (two years)

— *Adopted*

9. That synod ratify the following administrative appointments, effective as noted:

- a. David I. Smith, Ph.D., professor of education, director of the Graduate Studies in Education program (three years)
- b. Katherine E. Swart, M.S.I., collection development librarian, Hekman Library (two years, effective Aug. 16, 2013)
- c. Katherine E. van Liere, Ph.D., professor of history, co-director of the Rhetoric Across the Curriculum program (three years)
- d. Amy H. Wilstermann, Ph.D., associate professor of biology, associate director of the Honors Program (three and one-half years, effective Jan. 28, 2013).

— *Adopted*

*Note:* The advisory committee would like to acknowledge that President LeRoy was very forthcoming when asked about details regarding the recent financial concerns that have been raised about the long-term debt at Calvin College. He supplied us with a four-page summary of recent findings and the remedial steps that have been taken as well as long-term plans to address the challenges associated with the situation.

## II. Candidacy Committee

### A. *Materials*

1. Candidacy Committee Report, including the Appendix, pp. 207-18
2. Candidacy Committee Supplement

B. *Privilege of the floor:* Rev. David R. Koll, director of candidacy.

### C. *Recommendations*

1. That synod approve the following change to Church Order Article 23-a (additions in **bold**; deletions in ~~strikethrough~~):

Commissioned pastors shall be acknowledged as **such in elders** of their calling churches ~~with corresponding privileges and responsibilities~~. Normally, their work **on the church council as**

elders shall be limited to the ministries in which they serve as commissioned pastors.

*Grounds:*

- a. These changes make more explicit the recognition that commissioned pastors serve the church as pastors, and describe how they currently function in the church.
- b. These changes maintain the desire expressed when synod first recognized the office that commissioned pastors serve on the church council for matters that pertain to their work (see *Acts of Synod 1978*, pp. 74-78).
- c. These changes also maintain the limitation of commissioned pastors relative to the council, making explicit that their involvement is normally limited to their particular area of ministry.
- d. These changes are consistent with the desire of Synod 2007 that synod give more use, more value, and more support for this office (see *Agenda for Synod 2007*, pp. 298-303).

—Adopted

2. That synod approve the following addition to Church Order Supplement, Article 23-a (to be inserted after the opening paragraph in Supplement, Article 23-a):

Before a person who will serve as the solo pastor of an emerging or an organized church is examined for a position as a commissioned pastor, that person, in cooperation with classis, shall develop and complete a contextualized learning plan, adopted by classis and approved by the Candidacy Committee. Ordinarily the learning plan would include an introduction to the CRC Church Order, CRC history, CRC ministry, CRC creeds and confessions, Reformed hermeneutics, and an introduction to the discipline and art of preaching.

*Grounds:*

- a. This ensures that those who provide primary spiritual leadership in CRC congregations have been adequately trained in the basic denominational information that the church expects of its primary spiritual leaders.
- b. This enables a classis to have flexibility in the training mechanisms it uses for commissioned pastors, as a given learning plan can include many elements and learning experiences.
- c. This balances local flexibility and contextual sensitivity with a denominational voice via the Candidacy Committee, which is advantageous for consistency in denominational awareness among leaders in the CRC.

—Adopted

*Note:* The advisory committee agrees with the assessment of the Candidacy Committee “that these two proposals are not significant in nature, and can therefore be approved by Synod 2013 without waiting an additional year” (*Agenda for Synod 2013*, p. 211), as is usually required for the ratification of a change to the Church Order. The advisory committee therefore recommends:

3. That synod judge that Recommendation 1 is not a substantial change to the Church Order and as such will not require ratification by Synod 2014 (see Church Order Art. 47).

*Ground:* The change and addition recommended clarify a situation that has caused confusion and does not substantially change our polity.

— Adopted

4. That synod refer syndical deputies, church councils, church visiting teams, and classes of the CRCNA to *The Banner* article (“The Scarlet Number”) on the uses of Church Order Article 17 that appeared in the March 2012 issue, and encourage the church to recognize that there are many uses of Article 17-a that indicate a healthy relationship between pastors and churches.

— Adopted

5. That synod remind all churches, pastor search committees, counselors of vacant churches, and church visitors of our covenantal commitment to each other as expressed in Church Order Article 8 (see Art. 8-d, and Supplement, Art. 8, E, 1 and 3). Churches are to engage in meaningful pastoral search conversations with pastors ordained outside of the CRC and RCA only after consulting with the Candidacy Committee.

*Grounds:*

- a. The Article 8 requirement that churches engage in a “*sustained and realistic search*” (Supplement Article 8, E, 1) among current candidates and ordained CRC and RCA pastors has been disregarded by some churches in recent years.
- b. The CRC currently has a large number of candidates and available ordained ministers of the Word, making it all the more crucial that we keep our commitment to them.
- c. Church Order Article 8 does not prohibit congregations searching for a pastor from enlisting the pastoral services of qualified, godly individuals, but encourages congregations to do so in an ordered way that is of benefit to the denomination, our seminary, our congregations, and the pastors who serve us.

— Adopted

6. That synod declare the following as candidates for ministry of the Word in the Christian Reformed Church:

Matthew Ackerman  
Michael Altena  
Bernard T. Ayoola  
Kyle Brooks  
Derek Buikema  
Matthew D. Burns  
Justin Carruthers  
Yoon Chul (Daniel) Choi  
Andrew Chun  
Josiah Chung  
Kenneth M. deBoer

Douglas J. De Groot  
Cynthia de Jong  
James DeZeeuw  
Anthony Elenbaas  
Ruth Febriana  
Jonathan Fischer  
Richard France-Coe  
Tyler Greenway  
Anthony J. Gretz  
Sam J. Gutierrez  
Brandon L. Haan

Joseph L. Hamilton  
 Shannon Jammal-Hollemans  
 Sang Jin  
 Daniel B. Jung  
 Dirk Koetje  
 Jana B. Koh  
 Susan LaClear  
 Timothy R. Luimes  
 Suzanne McDonald  
 Daniel Meyer  
 Cedric W. Parsels  
 Victor M. Perez-Ballesteros  
 Jane Porter  
 Matthew Postma

Jose Rayas  
 Benjamin J. Ribbens  
 Matthew Riddle  
 Sue A. Rozeboom  
 Micah Schuurman  
 Ashley Stam-Bonnes  
 Heather Strooboscher  
 Michael Ten Haken  
 Marc Van Berkum  
 Joshua Van Engen  
 Justin Van Zee  
 Henry J. Veldboom  
 Beverly A. Weeks  
 Ferry Yang

— *Adopted*

7. That synod approve the following extensions of candidacy:

Amanda Bakale  
 Samuel Boldenow  
 Kevin J. Boss  
 Timothy A. De Vries  
 Gina L. Dick  
 Kyle Dielema  
 John Mark Douglas  
 Katherine Hirschberg  
 Joshua R. Holwerda  
 Joseph Hwang  
 Lee Khang

Allan R. Kirkpatrick  
 Hitomi Urushizaki Kornilov  
 Benjamin J. Schaefer  
 Juli Stuelpnagel  
 Adam Van Gelder  
 Caitlin R. Visser  
 Richard W. Visser  
 Caleb J. Walcott  
 Kristopher R. Walhof  
 Jan Anthony Westrate  
 Douglas M. Wood

— *Adopted*

8. That synod approve the work of the Candidacy Committee in declaration of *need* for affiliation under Church Order Article 8-c for the following persons:

Edward Yoon  
 Jong Bam “Tiger” Oh  
 Cheon Seon Lee  
 Heejin Kang  
 Hyonam Kim  
 Alison Jones  
 Myo Sook Cho  
 Jim Halstead  
 Edward Kim

Pacific Hanmi  
 B.C. South-East  
 Pacific Hanmi  
 Pacific Hanmi  
 Kalamazoo  
 Greater Los Angeles  
 Greater Los Angeles  
 Kalamazoo  
 California South

Presbyterian Church in Korea  
 Presbyterian Church in Korea  
 Presbyterian Church in Korea  
 Presbyterian Church in Korea  
 Presbyterian Church in Korea  
 African Methodist Episcopal  
 Assemblies of God  
 Christian and Missionary Alliance  
 Presbyterian Church (U.S.A.)

— *Adopted*

9. That synod approve the following addition to the Church Order as Supplement, Article 45, b, 3:

Commissioned pastors serving in emerging churches and associate staff positions may be delegated as elder delegates to synod and nominated to serve in other denominational functions where a person must normally be an elder.

*Grounds:*

- a. This statement clarifies confusion that may result from the deletion of the word *elder* in Church Order Article 23-a. It makes explicit the present understanding with regard to the participation of commissioned pastors at synod and in denominational functions.
- b. This statement is parallel to the already existing statement in Church Order Supplement, Article 45, b, 2, which allows a certain cadre of commissioned pastors to be delegated to synod and serve in denominational functions.
- c. This statement ensures that commissioned pastors not referred to in Church Order Supplement, Article 45, b, 2 are also eligible to serve the church as delegates to synod and in other denominational functions.

— *Adopted*

10. That synod take note of the various initiatives and challenges identified by the Candidacy Committee as noted in its report.

— *Adopted*

### **III. Sermons for Reading Services**

A. *Materials:* Sermons for Reading Services Report, p. 239

B. *Observations*

The advisory committee suggests that synod forward the following observations to the Sermons for Reading Services committee:

1. It would be helpful to those seeking information about sermon availability if the full website address would be supplied in reports to synod.
2. In an age of technological development, it is time to offer sermons on video to be shown instead of supplying sermons to be read.
3. More could be done to contextualize the sermons for the local setting. Of particular concern are sermons that can be used in multiethnic churches and settings.

C. *Recommendation*

That synod approve the work of the committee and encourage the churches to avail themselves of the sermons for reading services on the CRC website.

— *Adopted*

### **IV. Dordt College**

A. *Materials:* Dordt College Report, pp. 243-44

B. *Recommendations*

1. That synod receive the report for information, taking appreciative note of the expanded programs at Dordt College, including construction management, actuarial science, and Christianity and pop culture.

— *Adopted*

2. That synod take note of the appreciation expressed by the college for the financial support that has been received.

— *Adopted*

3. That synod acknowledge the inauguration of Dordt's fourth president, Dr. Erik Hoekstra, in the fall of 2012.

— *Adopted*

## **V. Institute for Christian Studies**

A. *Materials:* Institute for Christian Studies Report, pp. 245-46

B. *Recommendations*

1. That synod receive the report for information, noting the appointments of Drs. Tom and Dawn Wolthuis, who have been selected to divide the role of the presidency between them.

— *Adopted*

2. That synod note with interest the development of a new research center: The Centre for Philosophy, Religion, and Social Ethics.

— *Adopted*

## **VI. The King's University College**

A. *Materials:* The King's University College Report, pp. 247-48

B. *Recommendations*

1. That synod receive the report for information, noting the appointment of Dr. Melanie Humphries as the new president of The King's University College.

— *Adopted*

2. That synod acknowledge with appreciation the faithful leadership provided by Dr. Harry Fernhout during his eight years as president of The King's University College.

— *Adopted*

## **VII. Kuyper College**

A. *Materials:* Kuyper College Report, pp. 249-50

B. *Recommendation*

That synod receive the report for information, noting that Kuyper College will be celebrating its 75th anniversary during the 2013-2014 academic year.

— *Adopted*

## **VIII. Redeemer University College**

A. *Materials:* Redeemer University College Report, pp. 251-52

B. *Recommendation*

That synod receive the report for information, noting that Redeemer celebrated its 30th anniversary during the past academic year (2012-2013).

— *Adopted*

## **IX. Trinity Christian College**

A. *Materials:* Trinity Christian College Report, p. 253

B. *Recommendations*

1. That synod receive the report of Trinity Christian College for information.  
— *Adopted*
2. That synod take note of the appreciation expressed by the college for the financial support that has been received.  
— *Adopted*

## **X. Timothy Leadership Training Institute**

A. *Materials:* Timothy Leadership Training Institute Report, p. 260

B. *Recommendations*

1. That synod receive the report for information, noting with appreciation the scope of the work, the strength of its partnerships with the CRCNA, and the impact it has in developing nations.  
— *Adopted*
2. That synod note that the director, Mr. Charles Powell, has taken a new position as the regional director for India.  
— *Adopted*

(The report of Advisory Committee 3 is continued in Article 26.)

## **ARTICLE 22**

The president introduces Dr. Michael K. Le Roy, president of Calvin College, who addresses delegates on the work of Calvin College. A comprehensive review of programs, resources, and finances was accomplished with the help of many people. Through this review, the strengths, weaknesses, opportunities, and threats for the college were discovered. To help Calvin College in the future, plans are to search for six to eight goals that will form the direction of the college's future.

The president responds.

## **ARTICLE 23**

The morning session adjourns at 11:49 a.m. BOT president-elect Rev. Sheila E. Holmes leads in closing prayer.

## **MONDAY AFTERNOON, June 10, 2013**

### **Fourth Session**

## **ARTICLE 24**

The afternoon session convenes at 1:20 p.m. Rev. John J. Greydanus leads in opening prayer.

## ARTICLE 25

The president introduces and welcomes Dr. Stephen Lytch, director of Fund Development of the World Communion of Reformed Churches, who is now present.

## ARTICLE 26

(The report of Advisory Committee 3 is continued from Article 21.)

Advisory Committee 3, Education and Candidacy, Rev. William C. Veenstra reporting, presents the following:

### **Calvin Theological Seminary**

#### *A. Materials*

1. Calvin Theological Seminary Report, pp. 123-26
2. Calvin Theological Seminary Supplement, including Appendix

*B. Privilege of the floor:* Rev. Paul R. De Vries, chair, and Rev. Julius T. Medenblik, president

#### *C. Recommendations*

1. That, following a successful interview, synod ratify the appointment of Dr. Amanda W. Benckhuysen as associate professor of Old Testament for three years, effective July 1, 2014.

*Note:* The advisory committee has assigned Rev. David E. Den Haan to conduct the initial thirty-minute interview on behalf of synod.

— *Tabled*

2. That synod approve the appointment of Rev. Peter Choi as lecturer in the history of Christianity for one year (2013-2014).

— *Adopted*

3. That synod approve the reappointment of Dr. Mary VandenBerg as associate professor of systematic theology for two years, effective July 1, 2013.

— *Adopted*

4. That synod approve the appointment of Dr. Mary VandenBerg as associate academic dean for three years.

— *Adopted*

5. That synod approve the appointment of Dr. Ronald Feenstra as academic dean for three years.

— *Adopted*

6. That synod approve the appointment of Rev. Ronald Vander Griend as ministry partner professor of cross-cultural ministry for two years.

— *Adopted*

(The report of Advisory Committee 3 is continued in Article 41.)



## ARTICLE 27

The president introduces Mr. Mark Rice, director of Faith Alive Christian Resources, who gives thanks to many people and staff who have struggled with the future of Faith Alive. Mr. Rice also comments about various future changes that need to be made. The president responds.

## ARTICLE 28

Advisory Committee 2, Synodical Services II, Rev. Peter R. Byma reporting, presents the following:

### **Response to Overture 8: Appoint a Study Committee to Formulate a CRC Position on Capital Punishment**

A. *Materials*: Overture 8, pp. 413-15

B. *Recommendation*

That synod not accede to Overture 8.

*Grounds*:

1. The CRC already has a denominational position on capital punishment.
2. The grounds are insufficient to merit a study committee.

—*Adopted*

(The report of Advisory Committee 2 is continued in Article 64.)

## ARTICLE 29

Advisory Committee 6, Financial Matters, Rev. Drew K. Sweetman reporting, presents the following:

### **I. Board of Trustees**

A. *Materials*

1. Board of Trustees Report (section II, C and D), including Appendix F, pp. 38-39; 76-106
2. Board of Trustees Supplement (sections II, B-C, including Appendix C)

B. *Privilege of the floor*: Rev. John Terpstra, chair of the Board of Trustees; Rev. Joel R. Boot, executive director; and members of the executive staff

C. *Recommendations*

1. That synod receive as information the condensed financial statements for the agencies and educational institutions (see Appendix F).

—*Adopted*

2. That synod receive the agencies and institutional unified budget as information and approve a ministry share of \$332.79 for calendar year 2014 (BOT Supplement, sections II, B, 1-2).

—*Adopted*

3. That synod adopt the following recommendations with reference to agencies requesting to be placed on the recommended-for-offerings list:

- a. That synod approve the list of above-ministry share and specially designated offerings for the agencies and institutions of the CRC and denominationally related ministries, and recommend these to the churches for consideration (BOT Supplement, section II, B, 3).
- b. That synod receive as information the list of nondenominational agencies, previously accredited, that have been approved for calendar year 2014 (BOT Supplement, section II, B, 4).
- c. That synod accept the following new request for inclusion on the list of accredited nondenominational agencies (BOT Supplement, section II, B, 5):

*United States*

**Care of Creation**

Care of Creation, founded in 2005, was formed for the promotion of environmental stewardship by various means in the United States and other countries. Its primary project is focused on the restoration of the indigenous forest in Kenya, research, and training events related to conservation agriculture in Kenya—and on a limited goal of mobilizing the church in Kenya to respond to the ongoing environmental challenges in that country. Care of Creation is beginning a similar program in Tanzania. In addition, Care of Creation offers *Our Father's World* weekend seminars for churches.

*Ground:* Approval is in alignment with the direction of Synod 2012 (Article 74, B, 7 in the *Acts of Synod 2012*, p. 805).

—*Adopted*

4. That synod adopt the denominational salary grid for senior positions as proposed (BOT Supplement, section II, B, 6).

—*Adopted*

## **II. CRC Loan Fund, Inc., U.S.**

- A. *Materials:* CRC Loan Fund, Inc., U.S. Report, pp. 150-52
- B. *Privilege of the floor:* the Loan Fund director or any members of the board of directors of the Christian Reformed Church Loan Fund, Inc., U.S.
- C. The report of the CRC Loan Fund, Inc., U.S. was reviewed and received for information.

## **III. Pensions and Insurance**

- A. *Materials:* Pensions and Insurance Report, pp. 168-73
- B. *Privilege of the floor:* Mr. John H. Bolt, director of finance and administration, and members of the Canadian Board of Pensions and the U.S. Board of Pensions
- C. *Recommendation*  
That synod designate up to 100 percent of a minister's early or normal retirement pension or disability pension for 2014 as housing allowance for

United States income-tax purposes (IRS Ruling 1.107-1) but only to the extent that the pension is used to rent or provide a home.

—Adopted

#### **IV. Response to Overture 16: Adjust the Pension System to Distribute Benefits Fairly to Clergy Couples Sharing a Single Pastoral Position**

A. *Materials*: Overture 16, pp. 423-25

B. *Recommendation*

That synod not accede to Overture 16.

*Grounds*:

1. The pension trustees have already offered to allow the clergy couple to participate as full participants in the plan as long as the church pays according to the payment schedule for multiple pastors.
2. There are other retirement options for all clergy (e.g., defined contribution plans). The pension office provides assistance in establishing these plans in the churches.
3. The accommodation for full participation in the pension plan is a just response to the concern raised on behalf of part-time ministers (20 hours or more).

—Adopted

#### **V. Response to Overture 17: Revisit Funding Formula for the CRCNA Ministers' Pension Program**

A. *Materials*: Overture 17, p. 425

B. *Recommendation*

That synod not accede to Overture 17.

*Grounds*:

1. The denomination and many classes provide multiple options for budget relief to smaller churches (e.g., ministry-share relief for churches with fewer than 193 members; churches with fewer than 72 members receive a 50% reduction).
2. Synod 1990 declared that ministers' pension payments are to be a priority for churches, since pension is to be considered part of a minister's overall compensation (*Acts of Synod 1990*, p. 667).
3. Reduction of pension payments for smaller churches would shift the cost to larger churches that are already paying much higher amounts. This was addressed by Synod 2009 (*Acts of Synod 2009*, p. 583).
4. Since the pension plan is currently underfunded, this is not the time to reduce funding.

—Adopted

## **VI. Response to Overture 15: Mandate Denominational Agencies and the Board of Trustees to Develop Concrete Strategies to Carry Out the Great Commission**

A. *Materials*: Overture 15, p. 422-23

B. *Recommendations*

1. That synod not accede to Overture 15.

*Grounds*:

- a. The Ministry Plan of the Christian Reformed Church includes both the stated goals and the accountability suggested in the overture.
- b. The reports of the denominational agencies presented to synod make it clear that the denomination is carrying out the work of the Great Commission.
- c. Addressing social and environmental issues are components of carrying out the Great Commission (“teaching them to obey everything I have commanded you”).
- d. The concern raised in Ground 4 of the overture does not reflect the breadth of work that is occurring throughout the denominational agencies and ministries, including partnering with local churches.

— *Adopted*

2. That synod affirm the work being done by the BOT and denominational agencies and encourage their direction as illustrated in the report of the Task Force Reviewing Structure and Culture and their discussion of the “Five Streams” (denominational priorities) (*Agenda for Synod 2013*, p. 348-93).

The above recommendation is tabled until after the report of the Task Force Reviewing Structure and Culture.

— *Tabled*

### **ARTICLE 30**

The president introduces Dr. Gary J. Bekker, director of Christian Reformed World Missions (CRWM), who introduces Rev. Derek Bouma, president of the World Missions-Canada board; and Rev. Joseph Kamphuis, president of the World Missions-U.S. board. Delegates view three short videos and are addressed by the following speakers:

Dr. Gary J. Bekker reflects on God’s faithfulness over the past 125 years. Through the decades, God called CRC men and women to serve him in unfamiliar places and among unfamiliar people. These missionaries could not accomplish their work without the support of the Christian Reformed Church. Prayer uplifted them when the work seemed futile, and encouraged them to rely on God for wisdom and strength. God has answered and continues to answer those prayers.

Rev. Derek Bouma shares how CRWM missionaries are strengthening local Christian leaders for ministry across the globe. God is on the move, knocking on hearts and stirring people to live for him. The CRC and CRWM have faithfully responded to this call for the past 125 years and with God’s help will continue to draw people to a fuller life in Christ.

Rev. Joseph Kamphuis reflects on CRWM's unfinished task and the many people who still do not know Christ. God's kingdom will expand only when businesspeople, church leaders, politicians, and laborers embrace their calling to serve Jesus in all they do.

Dr. Bekker presents the president and the vice president of synod with a copy of the CRWM 125th-anniversary book, *Generations Faithful to His Call*.

The president responds.

#### ARTICLE 31

The president introduces Mr. Neil Carlson and Dr. Rodger Rice, who present a summary of the results of the 2012 Denominational Survey, including background information, trends, stewardship, church life cycle, measuring and explaining congregational health, contemporary learning modes, and "five keys" from the 2007 report.

The president responds.

#### ARTICLE 32

The president introduces Rev. John Terpstra, president of the Board of Trustees, who addresses delegates on the work of the Board of Trustees and the executive director. They serve us with deep faith, an abiding love of Jesus Christ, and the hope of the gospel that resides within them. Rev. Terpstra expresses gratitude that our current ED, Rev. Joel Boot, and the deputy ED, Dr. Peter Borgdorff, have agreed to serve for another year in their current positions.

Rev. Terpstra shares that as we gather together at Synod 2013, God is inviting us to anticipate new life, new opportunities, and new challenges. He encourages the synod of the CRC and the churches throughout Canada and the United States to be filled with hope as we live, worship, and serve together as a family of God known as the Christian Reformed Church.

The president responds.

#### ARTICLE 33

The afternoon session adjourns at 5:11 p.m. Rev. Stanley W. Jim leads in closing prayer.

### MONDAY EVENING, June 10, 2013

#### Fifth Session

#### ARTICLE 34

The evening session convenes at 7:04 p.m. Rev. Emmett A. Harrison leads in opening prayer.

#### ARTICLE 35

Rev. Joel R. Boot, executive director, addresses the delegates on "The State of Our Church." He shares that the CRCNA is in the midst of a launch into a new kind of future. There are task forces working on planning, conceived with prayer and effort. Things happening are divine nudgings. We are being led by the Spirit. We should not give up—God doesn't give up.

Rev. Boot adds that God continues to call us with many opportunities around the world to work with others in mission. Rev. Boot urges and begs delegates to both prayer and planning. Psalm 62:5 tells us to find rest in God alone because our hope comes from him. Delegates respond in unison with a reading of Heidelberg Catechism Q. and A. 1.

Delegates are provided opportunity to ask questions. The second clerk leads in prayer for the ED.

## ARTICLE 36

Advisory Committee 7, Interdenominational Matters, Rev. Christopher A. Fluit reporting, presents the following:

### I. Historical Committee

A. *Materials*: Historical Committee Report, pp. 231-38

B. *Privilege of the floor*: Dr. Richard H. Harms

C. *Recommendations*

1. That synod encourage all churches and classes to send duplicates of their articles of incorporation and /or bylaws to the archives.
2. That synod encourage the 39 classes whose 170 member churches more than ten years old have not had their minutes duplicated to contact the archives to have this done.

—Adopted

—Adopted

### II. Response to Overture 9: Appoint a Study Committee to Equip Our Church in Regard to the Related Issues of Religious Persecution and Religious Liberty

A. *Materials*: Overture 9, pp. 415-16

B. *Recommendation*

That synod accede to Overture 9 by appointing a study committee to provide a biblical and theological framework regarding religious persecution and religious liberty, and to propose ways to equip and empower the church to walk alongside and intercede on behalf of those who are subject to religious persecution or denied religious liberty in both global and local contexts.

*Grounds:*

1. The cause of Christians and all those suffering religious persecution calls urgently for response.
2. The study of religious persecution demands that we also study religious liberty so that we can send a coherent message to all people.
3. The related issues of religious persecution and religious liberty are urgent, complex, and comprehensive enough to merit the church's attention in the form of a study committee.

—Adopted

(The report of Advisory Committee 7 is continued in Article 40.)

#### ARTICLE 37

The president introduces fraternal delegate Rev. Dr. Gerrit Dawson from the Evangelical Presbyterian Church.

#### ARTICLE 38

The evening session adjourns at 8:25 p.m. Rev. Rob W. Jansons leads in closing prayer.

### TUESDAY MORNING, June 11, 2013 Sixth Session

#### ARTICLE 39

Rev. Joyce Borger leads delegates in a call to worship with singing “Jesus Christ Is with Us” and a litany. Delegates respond by singing “I Love You, Lord, Today” and “I Stand Amazed.” Delegates participate in a litany of affirmation from Heidelberg Catechism Q. and A. 43 and 45, followed by singing “He Is Lord.”

Rev. Larry L. Meyer reads John 11:17-27 and leads in opening prayer. Rev. Meyer reflects on “What’s the Good Word?” and leads in a responsive reading from *Our World Belongs to God*. Delegates respond by singing “In Christ Alone” and “On Christ the Solid Rock.” Rev. Meyer leads in the benediction taken from 1 Corinthians 15.

The president gives thanks and recognition to Rev. Joyce Borger for her contributions in the publishing of the *Lift Up Your Hearts* hymnal (which includes all songs and litanies used in worship at synod this year). Delegates respond by singing “Let All Things Now Living.”

Roll call indicates that Elder delegate Mr. Arlie Olsen (Northcentral Iowa) and Rev. John H. Bouwers (Toronto) are absent with notice.

#### ARTICLE 40

(The report of Advisory Committee 7 is continued from Article 36.)

Advisory Committee 7, Interdenominational Matters, Rev. Christopher A. Fluit reporting, presents the following:

##### **I. Board of Trustees**

A. *Materials*: Board of Trustees Report (section II, A, 23; section III, Recommendation L), pp. 33, 43

B. *Privilege of the floor*: Rev. John Terpstra, chair of the Board of Trustees; Rev. Joel R. Boot, executive director; and members of the executive staff

C. *Recommendation*: That synod adopt the following resolution to commemorate the 450th anniversary of the Heidelberg Catechism (II, A, 23), revised as follows:

## **Resolution to Commemorate the 450th Anniversary of the Heidelberg Catechism**

The synod of the Christian Reformed Church in North America remembers that 2013 is the 450th anniversary of the Heidelberg Catechism, and recommends that members, congregations, classes, agencies, publications, educational institutions, and staff renew their study of its insights and contributions to the Christian life, and explore creative and culturally appropriate ways of using and celebrating the role of the Heidelberg Catechism in the life of the church. Our “only comfort in life and in death” is that we are not our own, “but belong—body and soul, in life and in death—to [our] faithful Savior, Jesus Christ” (Heidelberg Catechism, Q. and A. 1).

As an expression of our unity in Christ and to commemorate our great appreciation for this gift to the Christian church, synod encourages all Christian Reformed congregations to recite in unison Heidelberg Catechism Q. and A. 1 during the primary worship service on Sunday, September 15, 2013.

—Adopted

### **II. Response to Overture 10: Plan an Official Anniversary Acknowledgment or Celebration in Honor of the 450th Anniversary of the Heidelberg Catechism**

A. *Materials*: Overture 10, p. 416

B. *Recommendation*: That synod declare that the response to Board of Trustees Report section II, A, 23, and section III, Recommendation L, constitute its response to Overture 10.

—Adopted

### **III. Response to Overture 11: Appoint a Task Force to Study Eastern Mystical Practices and Their Spiritual Impact on the Church**

A. *Materials*: Overture 11, pp. 417-18

B. *Recommendations*

1. That synod not appoint a study committee on the subject of Eastern mystical practices and their influence on the church.
2. That synod ask those involved in faith formation to take note of the concerns of Overture 11, and the need of the church to be guided as it engages with practices of mystical or spiritual origin that have become mainstream in North American culture, such as karate and yoga, or that are significant to our Christian Reformed community, such as Native spiritual practices.

—Adopted



*Grounds:*

- a. The overture has too narrow a scope for a denominational study committee.
- b. Some resources already exist on principles of discernment that classes and local churches can use in evaluating these practices.

—*Adopted*

(The report of Advisory Committee 7 is continued in Article 42.)

#### ARTICLE 41

The president of synod welcomes the candidates to Synod 2013. Rev. David Koll, director of the Candidacy Committee, introduces the 2013 candidates for ministry of the Word in the Christian Reformed Church. (Names in **bold** print indicate those present at Synod 2013; names in *italics* indicate those who are not present.)

**Matthew Ackerman**

*Michael Altena*

**Bernard T. Ayoola**

**Kyle Brooks**

**Derek Buikema**

**Matthew D. Burns**

**Justin Carruthers**

**Yoon Chul (Daniel) Choi**

*Andrew Chun*

**Josiah Chung**

*Kenneth M. deBoer*

*Douglas J. De Groot*

**Cynthia de Jong**

**James DeZeeuw**

**Anthony Elenbaas**

*Ruth Febriana*

**Jonathan Fischer**

*Richard France-Coe*

**Tyler Greenway**

**Anthony J. Gretz**

*Sam J. Gutierrez*

**Brandon Haan**

**Joseph L. Hamilton**

**Shannon Jammal-Hollemans**

*Sang Jin*

**Daniel B. Jung**

*Dirk Koetje*

*Jana B. Koh*

*Susan LaClear*

*Timothy R. Luimes*

*Suzanne McDonald*

*Daniel Meyer*

**Cedric W. Parsels**

*Victor M. Perez-Ballesteros*

**Jane Porter**

**Matt Postma**

**Jose Rayas**

*Benjamin J. Ribbens*

**Matthew Riddle**

**Sue A. Rozeboom**

**Micah Schuurman**

**Ashley Stam-Bonnes**

**Heather Strooboscher**

**Michael Ten Haken**

**Marc Van Berkum**

*Joshua Van Engen*

**Justin Van Zee**

**Henry J. Veldboom**

**Beverly A. Weeks**

**Ferry Yang**

Rev. Julius T. Medenblik, president of Calvin Theological Seminary, addresses delegates and candidates by reflecting on “What Is God Up To in the Christian Reformed Church?” This is a time of love, support, and encouragement as these candidates seek ordination. God is calling the candidates as leaders; Rev. Medenblik encourages them to be strong and courageous, for God loves them and will be with them.

Candidates and delegates respond by singing “There’s No God as Great,” followed by a litany of celebration and dedication. Delegates and candidates sing “Day by Day” and respond with a litany from *Our World Belongs to God*.

The president addresses the candidates and closes in prayer. Delegates and candidates close with singing “God Be with You Till We Meet Again.”

## ARTICLE 42

(The report of Advisory Committee 7 is continued from Article 40.)

Advisory Committee 7, Interdenominational Matters, Rev. Christopher A. Fluit reporting, presents the following:

### I. Ecumenical and Interfaith Relations Committee

A. *Materials*: Ecumenical and Interfaith Relations Committee Report, including Appendices A-B, pp. 219-30

B. *Privilege of the floor*: Rev. Joel R. Boot and Dr. Peter Borgdorff, ecumenical officers

C. *Recommendations*

1. That synod express its gratitude to Dr. Emily Brink and Rev. Pedro Aviles for serving the cause of ecumenicity for the CRC.

—Adopted

2. That synod note the observations in Appendix A regarding an Ecumenical Faith Declaration (*Agenda for Synod 2013*, pp. 225-28) and the criteria contained in it and refer them back to the EIRC for further discussion within the CRC and with our ecumenical partners before resubmitting the observations and criteria to synod.

—Adopted

3. That synod encourage the Executive Director and the EIRC as they explore options for discussing the concept of and criteria for Ecumenical Faith Declarations with our ecumenical partners.

*Ground*: Many of our ecumenical partners have already expressed interest to the EIRC in the concept of Ecumenical Faith Declarations, and it's important that the CRC continue this discussion with them.

—Adopted

4. That synod approve the appointment of an ad hoc committee to draft a statement of agreement about the collaborative relationship between the CRC and the RCA for approval by Synod 2014.

—Adopted

### II. Response to Overture 18: Recognize the Witness of “Ecumenical Faith Declarations” in the Covenant for Officebearers

A. *Materials*: Overture 18, pp. 426-27

B. *Background*

Synod 2012 created gracious space for the unity of the CRCNA around the issue of the Belhar Confession by establishing the category of Ecumenical Faith Declarations. Synod 2012 decided that “documents in this category, while important and contributing to the CRCNA’s worldwide witness and

ministry, are not considered part of the confessional basis of the CRCNA and, therefore, will not be listed in the Covenant for Officebearers" (*Acts of Synod 2012*, p. 766).

C. *Recommendation*

That synod not accede to Overture 18.

*Grounds:*

1. While Synod 2012 created the category of Ecumenical Faith Declarations (EFD), synod did not define criteria for inclusion in this new category.
2. The EIRC is continuing to work on the criteria of an EFD with our ecumenical partners, and it would be appropriate to wait for their completed work and not address the request of Overture 18 at this time.
3. Other documents may be added to the EFD category in the future, and it is inappropriate to include an EFD in the Covenant for Officebearers without defined criteria.

—*Adopted*

(The report of Advisory Committee 7 is continued in Article 90.)

ARTICLE 43

(The report of Advisory Committee 1 is continued from Article 19.)

Advisory Committee 1, Synodical Services I, Rev. Archie VanderHart reporting, presents the following:

**Board of Trustees**

A. *Materials*

1. Board of Trustees Report (sections I; II, A, 1-5, 8-20, 22, 25-26; Appendices A-D), pp. 21-25, 27-35, 46-67
2. Board of Trustees Supplement (sections I, A-B, D-J, including Appendix A)
3. Overtures 21, 22, and 24

B. *Privilege of the floor:* Rev. John Terpstra, chair of the Board of Trustees; Rev. Joel R. Boot, executive director; and members of the executive staff as needed

C. *Recommendations*

1. That synod adopt the Public Declaration of Agreement with the Beliefs of the Christian Reformed Church in North America as amended from the BOT recommendation in Appendix B (II, A, 13) by removal of the phrase "and of the Belhar Confession, adopted by synod as an Ecumenical Faith Declaration."

*Ground:* This aligns the Public Declaration of Agreement with the Beliefs of the Christian Reformed Church of North America with the Covenant for Officebearers.

—*Adopted*

The following negative vote is registered: Steven Meyer (Hackensack).

2. That this be synod's answer to Overtures 21, 22, and 24.

— *Adopted*

3. That synod take special note of the recommendation by the Task Force Reviewing Structure and Culture to give the BOT authorization to approve forthcoming position descriptions and the search for, appointment of, and ratification of final candidates for senior leadership team positions (BOT Supplement, section I, E).

— *Adopted*

4. That synod take note of the start-up of a new search for an executive director of the CRCNA with the hope of presenting a nominee to Synod 2014 (BOT Supplement, section I, G).

— *Adopted*

(The report of Advisory Committee 1 is continued in Article 47.)

#### ARTICLE 44

The president welcomes the following fraternal delegates to Synod 2013:

Rev. Pieter G. Sinia, chair of the National and International Ecumenical Faith Relations Committee from the Netherlands Reformed Churches.

Rev. Stephen Kendal, principal clerk from the Presbyterian Church in Canada.

Dr. Peter Borgdorff, deputy executive director, welcomes the following fraternal delegates to Synod 2013:

Dr. Stephen Lytch, director of fund development for the World Communion of Reformed Churches.

Rev. Dr. Gerrit Dawson from the Evangelical Presbyterian Church.

Rev. Joel Boot, executive director, welcomes Rev. Thomas De Vries, general secretary of the Reformed Church in America. Rev. Boot and Rev. De Vries dialogue together regarding catalyzing collaboration to multiply mission, and delegates witness the signing of a partnership agreement between the CRC's World Renew and the RCA's Reformed Church World Service agencies.

#### ARTICLE 45

The morning session adjourns at 11:50 a.m. Young adult representative Ms. Nicole G. Scholten leads in closing prayer.

### TUESDAY AFTERNOON, June 11, 2013

#### Seventh Session

#### ARTICLE 46

The afternoon session convenes at 1:18 p.m. Ms. Laura de Jong, young adult representative, opens the afternoon session with prayer.

## ARTICLE 47

(The report of Advisory Committee 1 is continued from Article 43.)

Advisory Committee 1, Synodical Services I, Rev. Archie L. VanderHart reporting, presents the following:

### I. Board of Trustees

#### A. *Materials*

1. Board of Trustees Report (sections I; II, A, 1-5, 8-20, 22, 25-26; Appendices A-D), pp. 21-25, 27-35, 46-67
2. Board of Trustees Supplement (sections I, A-B, D-J, including Appendix A)
3. Overtures 21, 22, and 24

B. *Privilege of the floor*: Rev. John Terpstra, chair of the Board of Trustees; Rev. Joel R. Boot, executive director; and members of the executive staff as needed

#### C. *Recommendations*

1. That synod grant the BOT permission to consider the possibility, by way of exception to the rule, of a non-clergy nominee for the position of ED, providing that person is or becomes an officebearer in the CRC (BOT Supplement II).

##### *Grounds:*

- a. Permitting the BOT to make an exception (for valid reasons) will allow for greater diversity in the pool of potential candidates.
- b. The projected leadership team (surrounding the ED) can be tailored to meet a diversity of skills and experiences required for the position.
- c. There are unordained leaders who, though not seminary trained, know and understand Reformed theology and are excellent servants of the church.

— *Adopted*

2. That synod adopt a schedule of holding synod normally four out of every five years in Grand Rapids, Michigan, on the campus of Calvin College (BOT Supplement, section I, H).

##### *Grounds:*

- a. The logistics for a meeting of synod are most manageable when the facilities at Calvin College are used.
- b. Adopting such a schedule will help Calvin College in its advance planning for use of its facilities, allowing the college to book other conferences and events when synod meets elsewhere.

— *Adopted*

3. That synod accept the invitation of Crossroads Community CRC in Schererville, Indiana, to serve as the convening church of Synod 2017, and that synod be held on the campus of Trinity Christian College, Palos Heights, Illinois, (BOT Supplement, section I, I).

*Grounds:*

- a. Crossroads Community CRC has extended this invitation, and Trinity Christian College's facilities are available.
- b. A study of the costs of holding synod on the campus of Trinity Christian College indicates that costs are comparable to those of holding synod in Grand Rapids, Michigan, at Calvin College.

—*Adopted*

## **II. Task Force Reviewing Structure and Culture**

A. *Materials:* Task Force Reviewing Structure and Culture Report (including appendices A-D), pp. 348-93

B. *Privilege of the floor:* Rev. Joel R. Boot, chair; and Rev. Julius T. Medenblik, reporter

C. *Recommendation*

That synod allow forty-five minutes to hear a presentation of "Five Smooth Stones" as background to the proposed "Five Streams" for use as ministry priorities and values for organizational development within the Christian Reformed Church in North America.

*Grounds:*

- a. The Five Streams proposal provides a framework for breaking down "silos" and forming collaboration tables.
- b. The Five Streams proposal informs the CRCNA's strategic planning process that is currently under way.
- c. The Five Streams proposal emphasizes outcomes rather than the work of agencies.
- d. The Five Streams proposal provides a communication model to help the local church and denomination intersect and interact.
- e. The Five Streams proposal provides a framework to analyze and continue to review structure and culture.

—*Adopted*

## **III. Board of Trustees**

A. *Materials*

1. Board of Trustees Report (sections II, A, 10)
2. Appendix A, pp. 28, 40-42, 46-64

B. *Privilege of the floor:* Rev. John Terpstra, chair of the Board of Trustees; Rev. Joel R. Boot, executive director; and members of the executive staff as needed

C. *Recommendation*

That synod recommit to the BOT the recommendations contained in the Role of Advisers to Synod Report (II, A, 10; Appendix A).

*Grounds:*

1. The guidelines recommended do not adequately differentiate among the various types of advisers to synod.
2. The recommendations of the report fail to represent the unique role of faculty advisers.

3. The recommendations would unduly restrict the voice(s) of advisers and young adult representatives in the deliberations of synod.
4. The recommendations could benefit from more input from the various types of advisers.

— *Adopted*

#### **IV. Response to Overtures 1, 2, 5, 6**

A. *Materials*: Overtures 1, 2, 5, and 6, pp. 397, 406-11

B. *Recommendations*

1. That synod approve the transfer of Urim CRC in Lake Forest, California, from Classis California South to Classis Pacific Hanmi.

*Grounds*:

- a. Classis Pacific Hanmi has approved the transfer of Urim CRC from Classis California South at their February 2013 meeting, contingent upon the completion of future transfer procedures from Classis California South and the synodical office.
- b. The Urim CRC leadership have been participating in the Classis Pacific Hanmi meetings and events as informal members and contributing significantly.
- c. Classis California South has approved the transfer of Urim CRC to Classis Pacific Hanmi.
- d. Belonging to Classis Pacific Hanmi will result in enhanced communication by minimizing the language barrier.

— *Adopted*

2. That this be synod's response to Overtures 1 and 2.

— *Adopted*

3. That synod not accede to Overture 6.

*Ground*: The requested reflection is already taking place and will continue to take place within the Task Force Reviewing Structure and Culture.

— *Adopted*

4. That synod not accede to Overture 5.

*Grounds*:

- a. The overture requests action that presently happens informally.
- b. For the CRCNA-Canada Corporation to bring recommendations directly to synod, bypassing the BOT, would violate the Constitution and Bylaws of the Board of Trustees of the CRCNA.
- c. The concern of the overture is already being addressed by the Task Force Reviewing Structure and Culture.
- d. The overture preempts the process already put in place by the BOT by having the Director of Canadian Ministries participate in exploring the proposed pathways for cultivating binationality, including governance implications, contained in the report of the Task Force Reviewing Structure and Culture.

— *Adopted*

(The report of Advisory Committee 1 is continued in Article 55.)

## ARTICLE 48

Advisory Committee 5, Mission and Ministry, Rev. Jeff A. Dykema reporting, presents the following:

### I. Back to God Ministries International

A. *Materials*: Back to God Ministries International Report, pp. 109-18.

B. *Privilege of the floor*: Rev. Kurt Selles, director of Back to God Ministries International, and Rev. Bruce Persenaire, board president.

#### C. *Observations*

The mission of Back to God Ministries International is to lead the church into international witness through media programming and related activities that communicate the Reformed faith in response to the need for conversion, discipleship, and cultural transformation. It is noted with much joy and thanksgiving that Back to God Ministries International has ten main language ministries in approximately 150 countries.

Having received more than 17 million responses to these varied forms of media gospel presentation is a testimony to God's grace and the blessings of ever-changing technology. The continuing advances in media technology have multiplied, many times over, the reach of the gospel to places formerly unreachable.

#### D. *Recommendation*

That synod recognize with appreciation the work of Back to God Ministries International in the field of multimedia gospel ministry.

—Adopted

### II. Christian Reformed Home Missions

A. *Materials*: Christian Reformed Home Missions Report, pp. 127-37

B. *Privilege of the floor*: Rev. Moses Chung, director

#### C. *Observations*

Christian Reformed Home Missions (CRHM) is passionately committed to starting and strengthening churches, strengthening clusters and classes, and catalyzing and cultivating missional leadership and discipleship. Currently CRHM is working with more than 40 cluster groups of leaders from established churches, new churches, and campus ministries. Located throughout North America, they are truly discovering how to work better together—and sharing their learning with others. By God's grace, CRHM will plant 300 new churches in the next ten years. All of this work moves forward through dedicated regional leaders, four ethnic leaders, and goal specialists, as well as binational office staff in Grand Rapids, Michigan, and Burlington, Ontario. Through their efforts, new churches receive training, equipping, and encouragement. Established churches receive consultations, assessments, resources, and training. New leaders are discovered through emerging leader programs, Leadership Development Networks, and internships.



#### *D. Recommendation*

That synod recognize with appreciation the work of Christian Reformed Home Missions.

—*Adopted*

### **III. Christian Reformed World Missions**

#### *A. Materials*

1. Christian Reformed World Missions Report, pp. 138-49
2. Christian Reformed World Missions Supplement (section II *only*)

*B. Privilege of the floor:* The president of the World Missions-Canada board, Rev. Derek A. Bouma; the president of the World Mission-U.S.A. board, Rev. Joseph Kamphuis; and the director of World Missions, Dr. Gary J. Bekker

#### *C. Observations*

God is gathering the church through the direct speaking of the gospel of repentance and salvation. We are called to persist and be faithful, trusting God to give the increase, while we present the gospel in ways that people can understand within the current cultural context.

Cross-cultural ministry is happening at home as well as abroad. This is evident in our mission to Arabs and Muslims. South Sudan is flourishing with sixteen church plants. Yet approximately 1.5 billion Muslims still need to hear the gospel, and many of them are found in North America.

Structure, finance, personnel, and communications are all areas of change facing CRWM. There will likely be seventeen retirements from leadership positions over the next four years. Missionaries will need to raise 90 percent of their funding, a change from the previous amount to be raised: 60 percent.

#### *D. Recommendations*

1. That synod celebrate Christian Reformed World Missions' 125 years of ministry in spreading the good news worldwide.

—*Adopted*

2. That synod recognize with appreciation the work of Christian Reformed World Missions.

—*Adopted*

### **IV. World Renew**

#### *A. Materials*

1. World Renew Report, pp. 174-85
2. World Renew Supplement

*B. Privilege of the floor:* Mr. Roy Zuidema, president of World Renew-U.S.; Mr. James Joosse, president of World Renew-Canada; Mr. Andrew Ryskamp, director of World Renew-U.S.; and Ms. Ida Kaastra-Mutoigo, director of World Renew-Canada

#### *C. Observations*

World Renew is eager to engage and support the CRC church family in being agents of transformation to come alongside communities caught in the

cycle of poverty, disaster, and injustice. Building on solid principles of sustainable ministry, we work together to continue God's work of renewing all things.

The task of World Renew is to engage communities at home and abroad to generate change. The role of the church is to be involved as a body in the transformation of lives and communities. Bringing the church and community together along with other Christian networks enables World Renew to reach out to fight poverty, help refugees, and assess other human needs. World Renew and Disaster Response Services often take the lead in meeting these various needs.

Some of the main areas of focus include food security, worldview challenges, local and national sustainability, constituent engagement, disaster response, and development under the social justice umbrella.

*D. Recommendation*

That synod recognize with appreciation the work of World Renew.

—*Adopted*

## **V. Partners Worldwide**

*A. Materials:* Partners Worldwide Report, p. 259

*B. Observations*

God has used Partners Worldwide to equip thousands of businesspeople and entrepreneurs around the world. In 2012, 17,000 businesses created 33,604 jobs, making a direct impact on 170,000 lives. To God be the glory!

*C. Recommendation*

That synod recognize with appreciation the work of Partners Worldwide.

—*Adopted*

(The report of Advisory Committee 5 is continued in Article 73.)

## **ARTICLE 49**

The afternoon session adjourns at 3:22 p.m. for a reading break. Delegates conclude the session by singing "He Is Lord." Young adult representative Cedric Parsels leads in closing prayer.

## **TUESDAY EVENING, June 11, 2013**

### **Eighth Session**

## **ARTICLE 50**

The evening session convenes at 7:00 p.m. Rev. Rebecca Jordan Heys leads in opening prayer.

## **ARTICLE 51**

The president introduces Dr. Peter Borgdorff, deputy executive director, who addresses delegates on the work of the faith formation initiative and how it relates to the reorganization of Faith Alive Christian Resources.

Dr. Borgdorff introduces Dr. Howard Vanderwell, reporter for the synodical Faith Formation Committee, who addresses the delegates on the six years of work of the committee.

Dr. Borgdorff introduces Mr. Ben Vandezande, who addresses the delegates regarding the faith formation initiative and next steps in a pilot project to be led by Dr. Syd Hielema. This project will need room to grow.

Dr. Borgdorff continues to address the delegates on engaging youth in global ministry and on the proposed design to better serve the churches through our faith formation initiative.

## ARTICLE 52

(The report of Advisory Committee 3 is continued from Article 41.)

### Calvin Theological Seminary

#### A. *Materials*

1. Calvin Theological Seminary Report, pp. 123-26
2. Calvin Theological Seminary Supplement, including Appendix

B. *Privilege of the floor*: Rev. Paul R. De Vries, chair; and Rev. Julius T. Medenblik, president

#### C. *Recommendation*

Synod proceeds according to the adopted procedure. Rev. David E. Den Haan introduces Dr. Amanda W. Benckhuysen and conducts the interview. Following the interview, synod enters into executive session and considers the following recommendation:

That synod ratify the appointment of Dr. Amanda W. Benckhuysen as associate professor of Old Testament for three years, effective July 1, 2014.

— *Adopted*

Synod returns to open session. The president congratulates Dr. Benckhuysen on her new appointment.

(The report of Advisory Committee 3 is continued in Article 65.)

## ARTICLE 53

The evening session adjourns at 9:30 p.m. Elder delegate Mrs. Dorothy J. Wassenaar leads in closing prayer.

## WEDNESDAY MORNING, June 12, 2013

### Ninth Session

## ARTICLE 54

Rev. Joyce Berger leads the call to worship, and delegates sing “Come, Holy Spirit.” Delegates participate in reading Joel 2:28-29 in a variety of languages. Delegates respond by singing “Come, Holy Ghost.” Rev. Kory L. Plockmeyer leads in prayer, and delegates respond with a litany of affirmation and sing “One People, Here We Gather.”

Pastor Melvin O. Jackson reads John 16:7-16, and delegates respond with singing “We Need the Power.” Pastor Jackson addresses delegates on “I Believe in the Holy Spirit.” Worship is closed with the singing of “Holy Spirit, Living Breath.”

Roll call indicates that Elder delegate Mr. Arlie Olsen (Northcentral Iowa) is still absent.

ARTICLE 55

(The report of Advisory Committee 1 is continued from Article 47.)

Advisory Committee 1, Synodical Services I, Rev. Archie L. VanderHart reporting, presents the following:

I. Ministerial retirements

A. *Information:* Synod has received notice of the following ministerial retirements:

Minister	Classis	Effective date
Henry Admiraal	Grand Rapids North	September 9, 2012
Carlos Aranguiz	Greater Los Angeles	October 16, 2012
Donald Belanus	Hackensack	March 30, 2013
Karl H. Bratt	Wisconsin	June 24, 2013
Fred. M Bultman	Alberta North	July 18, 2012
John A. Byker	Holland	January 17, 2013
G. David Daley	Lake Erie	November 5, 2012
Daniel W. De Groot	Iakota	February 15, 2013
James C. Dekker	Niagara	June 20, 2013
Merle Den Bleyker	Northern Illinois	June 30, 2013
Timothy H. Douma	Northern Illinois	August 31, 2013
Gerald R. Erffmeyer	Chicago South	July 6, 2013
J. Cameron Fraser	Alberta South/Saskatchewan	August 31, 2013
Terry L. Genzink	Georgetown	June 15, 2013
John J. Gonzales	California South	July 1, 2013
Cindy K. Holtrop	Grand Rapids East	April 22, 2013
G. Duane Nieuwsma	Grandville	June 30, 2013
John M. Ouwinga	Grand Rapids South	January 1, 2014
Eleanor M. Rietkerk	Pacific Northwest	January 27, 2013
Roger Y. Ryu	Pacific Hanmi	March 17, 2013
David L. Smit	Lake Superior	October 14, 2012
Lee R. Smits	Northern Illinois	January 18, 2013
Ildefonso Torres	Illiana	July 1, 2013
Duane Van Loo	Chicago South	June 1, 2013
John A. Van Schepen	Pacific Northwest	October 8, 2013
Kenneth Van Schelven	Columbia	September 7, 2013
Robert W. Vance	Lake Superior	May 31, 2013
Jack Vanden Heuvel	Northcentral Iowa	June 10, 2013
Ryan W. Veeneman	Muskegon	February 7, 2013
Jacob Weeda	Kalamazoo	June 30, 2013

B. *Recommendations*

1. That synod instruct the executive director to send a letter of appreciation to each of the retirees who have been identified.

— Adopted

2. That synod offer a prayer of gratitude for these servants of God, and for the many years of service they represent.

—*Adopted*

Rev. VanderHart offers a prayer for these pastors as they lay down their mantel of service and move into other areas of meaningful service in their retirement.

## II. Work of the synodical deputies

### A. *Ministers from other denominations, Church Order Article 8*

1. Synodical deputies B.A. Persenaire (Central California), S.J. Kang (Pacific Hanmi), and J.J. Greydanus (Red Mesa), having heard the colloquium doctum (doctrinal conversation) of **Reverend Sung Chil Choi**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Greater Los Angeles, in session on October 11, 2012, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Together Community CRC of Santa Fe Springs, California.
2. Synodical deputies R.L. Boersma (Grand Rapids South), H. Admiraal (Grand Rapids North), and M.A. Palsrok (Georgetown), having heard the colloquium doctum (doctrinal conversation) of **Reverend James Halstead**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Kalamazoo, in session on January 22, 2013, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Fort Wayne Community CRC of Fort Wayne, Indiana.
3. Synodical deputies B.A. Persenaire (Central California), S.J. Kang (Pacific Hanmi), and J.J. Greydanus (Red Mesa), having heard the colloquium doctum (doctrinal conversation) of **Reverend Joseph Won Hyun**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Greater Los Angeles, in session on October 11, 2012, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is All Nations CRC of Lake View Terrace, California.
4. Synodical deputies B.A. Persenaire (Central California), S.J. Kang (Pacific Hanmi), and J.J. Greydanus (Red Mesa), having heard the colloquium doctum (doctrinal conversation) of **Reverend Alison Jones**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Greater Los Angeles, in session on October 11, 2012, to declare her eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Los Angeles Community CRC of Los Angeles, California.

5. Synodical deputies B.A. Persenaire (Central California), P.N. Ryu (Pacific Hanmi), and W. Verhoef (California South), having heard the colloquium doctum (doctrinal conversation) of **Reverend Byoungchul Joseph Jun**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Greater Los Angeles, in session on February 23, 2012, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is TtoKamsa Mission CRC of Los Angeles, California.
6. Synodical deputies R.L. Boersma (Grand Rapids South), G.A. Koning (Georgetown), and G. Bouma (Thornapple Valley), having heard the colloquium doctum (doctrinal conversation) of **Reverend Hyonam Kim**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Kalamazoo, in session on October 16, 2012, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Korean CRC of Vicksburg, Michigan.
7. Synodical deputies B.A. Persenaire (Central California), S.J. Kung (Pacific Hanmi), and J.J. Greydanus (Red Mesa), having heard the colloquium doctum (doctrinal conversation) of **Reverend Tae Kim**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Greater Los Angeles, in session on October 11, 2012, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is All Nations CRC of Lake View Terrace, California.
8. Synodical deputies G.G. Vink (Central California), E.D. Westra (Greater Los Angeles), and W. Verhoef (California South), having heard the colloquium doctum (doctrinal conversation) of **Reverend Cheon Seon Lee**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Pacific Hanmi, in session on September 11, 2012, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Southern California Brothers CRC of Cypress, California.
9. Synodical deputies J.C. Fraser (Alberta South/Saskatchewan), P. Brouwer (B.C. North-West), and L.M. Korf (Columbia), having heard the colloquium doctum (doctrinal conversation) of **Reverend Jong Bam "Tiger" Oh**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis B.C. South-East, in session on March 5, 2013, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is New Life CRC of Abbotsford, British Columbia.
10. Synodical deputies G.G. Vink (Central California), E.D. Westra (Greater Los Angeles), and W. Verhoef (California South), having heard the

colloquium doctum (doctrinal conversation) of **Reverend Edward Won-Hwan Yoon**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Pacific Hanmi, in session on September 11, 2012, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Phoenix Korean Presbyterian CRC of Phoenix, Arizona.

*Recommendation:* That synod approve the work of the synodical deputies.

— *Adopted*

*B. Classical examination of candidates, Church Order Article 10*

1. Synodical deputies H.J. Weidenaar (Arizona), G.M. Stevens (Greater Los Angeles), and G.G. Vink (Central California), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis California South, in session October 11, 2012, to admit candidate **Glenn S. Adams** to the ministry of the Word in the Christian Reformed Church in North America.
2. Synodical deputies R.L. Boersma (Grand Rapids South), H. Admiraal (Grand Rapids North), and M.N. Buwalda (Thornapple Valley), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Grand Rapids East, in session February 21, 2013, to admit candidate **Sarah Meekhof Albers** to the ministry of the Word in the Christian Reformed Church in North America.
3. Synodical deputies G.H. Pols (Alberta North), B. Slofstra (B.C. South-East), and K.D. Koeman (Pacific Northwest), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis B.C. North-West, in session March 5, 2013, to admit candidate **Andrew J. Aukema** to the ministry of the Word in the Christian Reformed Church in North America.
4. Synodical deputies G.H. Pols (Alberta North), T.J. Kok (Pacific Northwest), and D. Cheung (B.C. North-West), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis B.C. South-East, in session October 10, 2012, to admit candidate **S. Nicholas Bierma** to the ministry of the Word in the Christian Reformed Church in North America.
5. Synodical deputies B. Slofstra (B.C. South-East), P. Brouwer (B.C. North-West), and B.A. Persenaire (Central California), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Pacific Northwest, in session March 7, 2013, to admit candidate **Michael S. Boerkoel** to the ministry of the Word in the Christian Reformed Church in North America.
6. Synodical deputies J.J. Hoytema (Niagara), J. Kerkhof (Chatham), and N.C. Overduin (Toronto), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Hamilton, in session October 16, 2012, to admit candidate



**Joel T. Bootsma** to the ministry of the Word in the Christian Reformed Church in North America.

7. Synodical deputies D.A. Struyk (Grand Rapids South), T.D. Slachter (Grand Rapids North), and G.A. Koning (Georgetown), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Thornapple Valley, in session October 2, 2012, to admit candidate **David J. Bosscher** to the ministry of the Word in the Christian Reformed Church in North America.
8. Synodical deputies D.A. Struyk (Grand Rapids South), M.N. Buwalda (Thornapple Valley), and R.A. Arbogast (Lake Erie), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Grand Rapids East, in session August 30, 2012, to admit candidate **Aminah Al-Attas Bradford** to the ministry of the Word in the Christian Reformed Church in North America.
9. Synodical deputies R.L. Boersma (Grand Rapids South), M.A. Palsrok (Georgetown), and W.C. De Vries (Grand Rapids East), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Grand Rapids North, in session March 21, 2013, to admit candidate **Benjamin S. Browneye** to the ministry of the Word in the Christian Reformed Church in North America.
10. Synodical deputies J. Van Marion (Lake Superior), T.M. Zuidema (Heartland), and A.L. Kuiper (Iakota), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Minnkota, in session September 13, 2012, to admit candidate **Jon R. Bushnell** to the ministry of the Word in the Christian Reformed Church in North America.
11. Synodical deputies R. Koops (Hamilton), R.G. Fisher (Huron), and N.C. Overduin (Toronto), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Niagara, in session October 17, 2012, to admit candidate **Wesley C. Collins** to the ministry of the Word in the Christian Reformed Church in North America.
12. Synodical deputies W.C. De Vries (Grand Rapids East), H. Admiraal (Grand Rapids North), and G.A. Koning (Georgetown), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Grand Rapids South, in session October 25, 2012, to admit candidate **Julie M. DeGraaf** to the ministry of the Word in the Christian Reformed Church in North America.
13. Synodical deputies T.D. Draayer (Rocky Mountain), J. Huttinga (Yellowstone), and K.D. Koeman (Pacific Northwest), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Columbia, in session September 22, 2012, to admit candidate **Michael P. DeWitt** to the ministry of the Word in the Christian Reformed Church in North America.
14. Synodical deputies T.M. Zuidema (Heartland), J. Van Marion (Lake Superior), and A.L. Kuiper (Iakota), having heard the examination for



ordination in accordance with Church Order Article 10, concur in the decision of Classis Minnkota, in session March 7, 2013, to admit candidate **Bryan A. Dick** to the ministry of the Word in the Christian Reformed Church in North America.

15. Synodical deputies T.J. Ouwinga (Minnkota), D.L. Heilman (Heartland), and A.L. Kuiper (Iakota), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Lake Superior, in session March 5, 2013, to admit candidate **Kenneth G. Douma** to the ministry of the Word in the Christian Reformed Church in North America.
16. Synodical deputies T.J. Kok (Pacific Northwest), W. Verhoef (California South), and J.J. Greydanus (Red Mesa), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Rocky Mountain, in session October 5, 2012, to admit candidate **John O. Eigege** to the ministry of the Word in the Christian Reformed Church in North America.
17. Synodical deputies R.L. Boersma (Grand Rapids South), G.A. Koning (Georgetown), and P.V. De Jonge (Grand Rapids East), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Grand Rapids North, in session September 18, 2012, to admit candidate **Shaun M. Furniss** to the ministry of the Word in the Christian Reformed Church in North America.
18. Synodical deputies T.J. Brown (Minnkota), T.J. Niehof (Northcentral Iowa), and D.L. Heilman (Heartland), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Iakota, in session September 18, 2012, to admit candidate **Matthew A. Haan** to the ministry of the Word in the Christian Reformed Church in North America.
19. Synodical deputies D.A. Struyk (Grand Rapids South), M.N. Buwalda (Thornapple Valley), and R.A. Arbogast (Lake Erie), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Grand Rapids East, in session August 30, 2012, to admit candidate **Nicholas D. Hopkins** to the ministry of the Word in the Christian Reformed Church in North America.
20. Synodical deputies A.L. Kuiper (Iakota), T.M. Zuidema (Heartland), and T.J. Ouwinga (Minnkota), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Lake Superior, in session September 18, 2012, to admit candidate **Joseph Kim** to the ministry of the Word in the Christian Reformed Church in North America.
21. Synodical deputies J.J. Hoytema (Niagara), H.D. Praamsma (Toronto), and J.M. Van de Hoef (Eastern Canada), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Quinte, in session May 8, 2012, to admit candidate **Kyle P. Kloostra** to the ministry of the Word in the Christian Reformed Church in North America.

22. Synodical deputies D.A. Struyk (Grand Rapids South), S.J. VanderKlay (Atlantic Northeast), and R.A. Arbogast (Lake Erie), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Southeast U.S., in session September 19, 2012, to admit candidate **Simon Ko** to the ministry of the Word in the Christian Reformed Church in North America.
23. Synodical deputies E.D. Westra (Greater Los Angeles), H.J. Weidenaar (Arizona), and W. Verhoef (California South), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Central California, in session October 2, 2012, to admit candidate **Braden L. Kok** to the ministry of the Word in the Christian Reformed Church in North America.
24. Synodical deputies B.A. Persenaire (Central California), S.J. Kung (Pacific Hanmi), and J.J. Greydanus (Red Mesa), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Greater Los Angeles, in session October 11, 2012, to admit candidate **Petr Kornilov** to the ministry of the Word in the Christian Reformed Church in North America.
25. Synodical deputies W.C. De Vries (Grand Rapids East), H. Admiraal (Grand Rapids North), and M.D. Bennik (Georgetown), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Northern Michigan, in session March 5, 2013, to admit candidate **Jeffrey S. Kroondyk** to the ministry of the Word in the Christian Reformed Church in North America.
26. Synodical deputies T.D. Slachter (Grand Rapids North), D.A. Struyk (Grand Rapids South), and R.D. De Young (Zeeland), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Holland, in session June 28, 2012, to admit candidate **Kenneth C. Kruithoff** to the ministry of the Word in the Christian Reformed Church in North America.
27. Synodical deputies R. Koops (Hamilton) and J.J. Hoytema (Niagara), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Chatham, in session January 22, 2013, to admit candidate **George W. Lubbers** to the ministry of the Word in the Christian Reformed Church in North America.
28. Synodical deputies D.H. Bratt (Hackensack), J. Kuipers (Quinte), and J.M. Van de Hoef (Eastern Canada), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Atlantic Northeast, in session March 22, 2013, to admit candidate **Kurt A. Monroe** to the ministry of the Word in the Christian Reformed Church in North America.
29. Synodical deputies J.P. Groenewold (Columbia), J.C. Fraser (Alberta South/Saskatchewan), and B. Slofstra (B.C. South-East), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Alberta North, in session October 16,

2012, to admit candidate **Jonathan Nicolai-deKoning** to the ministry of the Word in the Christian Reformed Church in North America.

30. Synodical deputies J.R. Huizinga (Northern Illinois), M.J. Kooy (Chicago South), and J. Van Marion (Lake Superior), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Wisconsin, in session September 25, 2012, to admit candidate **Jessica J. Oosterhouse** to the ministry of the Word in the Christian Reformed Church in North America.
31. Synodical deputies J.J. Hoytema (Niagara), B.B. Bakker (Quinte), and R. Koops (Hamilton), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Toronto, in session October 4, 2012, to admit candidate **Roelof Peereboom** to the ministry of the Word in the Christian Reformed Church in North America.
32. Synodical deputies G.A. Koning (Georgetown), H. Admiraal (Grand Rapids North), and W.C. De Vries (Grand Rapids East), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Lake Erie, in session October 6, 2012, to admit candidate **Kory L. Plockmeyer** to the ministry of the Word in the Christian Reformed Church in North America.
33. Synodical deputies D.A. Struyk (Grand Rapids South), M.N. Buwalda (Thornapple Valley), and R.A. Arbogast (Lake Erie), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Grand Rapids East, in session August 30, 2012, to admit candidate **Katrina M. Schaafsma** to the ministry of the Word in the Christian Reformed Church in North America.
34. Synodical deputies A.L. Hoksbergen (Muskegon) and H. Admiraal (Grand Rapids North), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Northern Michigan, in session October 29, 2012, to admit candidate **Alex D. Snider** to the ministry of the Word in the Christian Reformed Church in North America.
35. Synodical deputies M. Winnowski (Wisconsin), M.J. Kooy (Chicago South), and C.J. Aardsma (Illiana), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Northern Illinois, in session March 2, 2013, to admit candidate **Adam Stout** to the ministry of the Word in the Christian Reformed Church in North America.
36. Synodical deputies M. Winnowski (Wisconsin), M.J. Kooy (Chicago South), and C.J. Aardsma (Illiana), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Northern Illinois, in session March 2, 2013, to admit candidate **Erin (Marshalek) Stout** to the ministry of the Word in the Christian Reformed Church in North America.
37. Synodical deputies C.J. Aardsma (Illiana), J.R. Huizinga (Northern Illinois), and M. Winnowski (Wisconsin), having heard the examination for

ordination in accordance with Church Order Article 10, concur in the decision of Classis Chicago South, in session February 21, 2013, to admit candidate **David C. Ten Clay** to the ministry of the Word in the Christian Reformed Church in North America.

38. Synodical deputies N.C. Overduin (Toronto), J.J. Hoytema (Niagara), and R. Koops (Hamilton), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Chatham, in session September 25, 2012, to admit candidate **Aaron M. Thompson** to the ministry of the Word in the Christian Reformed Church in North America.
39. Synodical deputies A.L. Kuiper (Iakota), T.M. Zuidema (Heartland), and T.J. Ouwinga (Minnkota), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Lake Superior, in session September 18, 2012, to admit candidate **Thyra D. Van Keeken** to the ministry of the Word in the Christian Reformed Church in North America.
40. Synodical deputies D.A. Struyk (Grand Rapids South), T.D. Slachter (Grand Rapids North), and G.A. Koning (Georgetown), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Thornapple Valley, in session October 2, 2012, to admit candidate **Bryan J. Van Soelen** to the ministry of the Word in the Christian Reformed Church in North America.
41. Synodical deputies D.W. Visser (Central Plains), T.J. Brown (Minnkota), and A.L. Kuiper (Iakota), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Northcentral Iowa, in session September 11, 2012, to admit candidate **Kelly L. Vander Woude** to the ministry of the Word in the Christian Reformed Church in North America.
42. Synodical deputies D.H. Bratt (Hackensack), J. Kuipers (Quinte), and G.F. Vander Weit (Lake Erie), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Atlantic Northeast, in session October 4, 2012, to admit candidate **Phillip T. Westra** to the ministry of the Word in the Christian Reformed Church in North America.
43. Synodical deputies J.J. Hoytema (Niagara), R. Vander Kooij (Huron), and J.M. Van de Hoef (Eastern Canada), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Quinte, in session September 22, 2012, to admit candidate **John T. Wildeboer** to the ministry of the Word in the Christian Reformed Church in North America.

*Recommendation:* That synod approve the work of the synodical deputies.

*— Adopted*

The president responds.

*C. Ministers in specialized services, Church Order Article 12-c*

1. Synodical deputies J.C. Fraser (Alberta South/Saskatchewan), P. Brouwer (B.C. North-West), and K.D. Koeman (Pacific Northwest), having reviewed the evidence supplied by the council of Bridge Community Christian Reformed Church of Langley, British Columbia, and having been satisfied that lines of accountability have been established, according to Church Order Article 12-c, concur in the decision of Classis B.C. South-East, in session on March 6, 2013, to approve the position of Chaplain at Brookswood Counseling as consistent with the ministry of the Word. This position is to be filled by **Reverend Michael R. Dadson**.
2. Synodical deputies R.G. Fisher (Huron), J. Kuipers (Quinte), and R. Koops (Hamilton), having reviewed the evidence supplied by the council of Richmond Hill Christian Reformed Church of Richmond, Ontario, and having been satisfied that lines of accountability have been established, according to Church Order Article 12-c, concur in the decision of Classis Toronto, in session on May 16, 2013, to approve the position of Dean of Students, Tyndale Seminary, Toronto, as consistent with the ministry of the Word. This position is to be filled by **Reverend Joan De Vries**.
3. Synodical deputies C.A. Fluit (Atlantic Northeast), M.J. Kooy (Chicago South), and S.A. Vander Ploeg (Southeast U.S.), having reviewed the evidence supplied by the council of Silver Spring Christian Reformed Church of Silver Spring, Maryland, and having been satisfied that lines of accountability have been established, according to Church Order Article 12-c, concur in the decision of Classis Hackensack, in session on September 18, 2012, to approve the position of Director of Congregational Care as consistent with the ministry of the Word. This position is to be filled by **Reverend Charles L. Geschiere**.
4. Synodical deputies R.L. Boersma (Grand Rapids South), H. Admiraal (Grand Rapids North), and M.A. Palsrok (Georgetown), having reviewed the evidence supplied by the council of Westwood Christian Reformed Church of Kalamazoo, Michigan, and having been satisfied that lines of accountability have been established, according to Church Order Article 12-c, concur in the decision of Classis Kalamazoo, in session on March 5, 2013, to approve the position of Chaplain at Genesis Health Care System as consistent with the ministry of the Word. This position is to be filled by **Reverend William L. Harris**.
5. Synodical deputies T.J. Brown (Minnkota), C. Hoekstra (Iakota), and J. Van Marion (Lake Superior), having reviewed the evidence supplied by the council of Calvary Christian Reformed Church of Orange City, Iowa, and having been satisfied that lines of accountability have been established, according to Church Order Article 12-c, concur in the decision of Classis Heartland, in session on March 2, 2013, to approve the position of Executive Director of Siouxland Tanzania Educational Medical Ministries as consistent with the ministry of the Word. This position is to be filled by **Reverend David L. Heilman**.
6. Synodical deputies G.A. Koning (Georgetown), H. Admiraal (Grand Rapids North), and R.D. De Young (Zeeland), having reviewed the evidence

supplied by the council of LaGrave Christian Reformed Church of Grand Rapids, Michigan, and having been satisfied that lines of accountability have been established, according to Church Order Article 12-c, concur in the decision of Classis Grand Rapids South, in session on January 17, 2013, to approve the position of Chaplain at Quorum Review I.R.B. as consistent with the ministry of the Word. This position is to be filled by **Reverend Fred Koning**.

7. Synodical deputies J.R. Huizinga (Northern Illinois), M.J. Kooy (Chicago South), and J. Van Marion (Lake Superior), having reviewed the evidence supplied by the council of Living Hope Christian Reformed Church of Fox Lake, Wisconsin, and having been satisfied that lines of accountability have been established, according to Church Order Article 12-c, concur in the decision of Classis Wisconsin, in session on September 25, 2012, to approve the position of Chaplain as consistent with the ministry of the Word. This position is to be filled by **Reverend Jessica J. Oosterhouse**.
8. Synodical deputies H. Admiraal (Grand Rapids North), G.A. Koning (Georgetown), and W.C. De Vries (Grand Rapids East), having reviewed the evidence supplied by the council of River Terrace Christian Reformed Church of Lansing, Michigan, and having been satisfied that lines of accountability have been established, according to Church Order Article 12-c, concur in the decision of Classis Lake Erie, in session on October 6, 2012, to approve the position of Campus Pastor as consistent with the ministry of the Word. This position is to be filled by **Reverend Kory L. Plockmeyer**.
9. Synodical deputies J.R. Huizinga (Northern Illinois), M.J. Kooy (Chicago South), and J. Van Marion (Lake Superior), having reviewed the evidence supplied by the council of Second Christian Reformed Church of Randolph, Wisconsin, and having been satisfied that lines of accountability have been established, according to Church Order Article 12-c, concur in the decision of Classis Wisconsin, in session on September 25, 2012, to approve the position of Chaplain as consistent with the ministry of the Word. This position is to be filled by **Reverend Robert A. Sizemore**.

*Recommendation:* That synod approve the work of the synodical deputies.

— *Adopted*

*D. Loaning a minister to another denomination according to Church Order Article 13-c*

1. Synodical deputies C.A. Fluit (Atlantic Northeast), M.J. Kooy (Chicago South), and S.A. Vander Ploeg (Southeast U.S.), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis Hackensack, in session on September 18, 2012, to approve loaning **Reverend Charles L. Geschiere** to serve Vienna Presbyterian Church of Vienna, Virginia.
2. Synodical deputies D.A. Bratt (Hackensack), J. Kuipers (Quinte), and G.F. Vander Weit (Lake Erie), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis Atlantic Northeast, in session on October 4, 2012, to



approve loaning **Reverend James C. Kirk** to serve Trinity Presbyterian Church of Rye, New York.

3. Synodical deputies B.A. Persenaire (Central California), S.J. Kang (Pacific Hanmi), and J.J. Greydanus (Red Mesa), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis Greater Los Angeles, in session on October 11, 2012, to approve loaning **Reverend Hyuksoo Kwon** to serve Seenglee Presbyterian Church of Ilisan, Korea.
4. Synodical deputies B.B. Bakker (Quinte), R.G. Fisher (Huron), and R. Kooops (Hamilton), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis Toronto, in session on May 10, 2012, to approve loaning **Reverend Philip F. Reinders** to serve Knox Presbyterian Church of Toronto, Ontario.
5. Synodical deputies W.C. De Vries (Grand Rapids East), D.A. Struyk (Grand Rapids South), and G.A. Koning (Georgetown), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis Grand Rapids North, in session on January 15, 2013, to approve loaning **Reverend Daniel Rhee** to serve Korean Presbyterian Church of Detroit, Michigan.
6. Synodical deputies D.A. Struyk (Grand Rapids South), M.N. Buwalda (Thornapple Valley), and R.A. Arbogast (Lake Erie), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis Grand Rapids East, in session on August 30, 2012, to approve loaning **Reverend Katrina M. Schaafsma** to serve Trinity Reformed Church of Grand Rapids, Michigan.
7. Synodical deputies D.A. Struyk (Grand Rapids South), M.N. Buwalda (Thornapple Valley), and R.A. Arbogast (Lake Erie), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis Grand Rapids East, in session on September 20, 2012, to approve loaning **Reverend Ellen Van Tongeren** to serve Iglesia Emmanuel Presbyterian Church of Durham, North Carolina.

*Recommendation:* That synod approve the work of the synodical deputies.

— *Adopted*

*E. Release from office to enter a ministry outside the Christian Reformed Church under Church Order Article 14-b*

1. Synodical deputies A.L. Kuiper (Iakota), J.R. Huizenga (Northern Illinois), and C.J. Aardsma (Illiana), having heard the discussions relating to the resignation of **Rev. Bobbyjon Bauman** in accordance with Church Order Article 14-b, concur in the decision of Classis Wisconsin in session on February 26, 2013, to declare that **Rev. Bobbyjon Bauman** is honorably released from the office of minister of the Word in the Christian Reformed Church in North America.
2. Synodical deputies B.A. Persenaire (Central California), S.J. Kang (Pacific Hanmi), and J.J. Greydanus (Red Mesa), having heard the discussions

relating to the resignation of **Rev. Brian Kim** in accordance with Church Order Article 14-b, concur in the decision of Classis Greater Los Angeles in session on October 11, 2012, to declare that **Rev. Brian Kim** is released from the office of minister of the Word in the Christian Reformed Church in North America.

3. Synodical deputies J.C. Fraser (Alberta South/Saskatchewan), P. Brouwer (B.C. North-West), and K.D. Koeman (Pacific Northwest), having heard the discussions relating to the resignation of **Rev. Seong Soo (Bob) Kim** in accordance with Church Order Article 14-b, concur in the decision of Classis B.C. South-East in session on March 6, 2013, to declare that **Rev. Seong Soo (Bob) Kim** is honorably released from the office of minister of the Word in the Christian Reformed Church in North America.
4. Synodical deputies B.A. Persenaire (Central California), S.J. Kang (Pacific Hanmi), and J.J. Greydanus (Red Mesa), having heard the discussions relating to the resignation of **Rev. Roy Palavicini** in accordance with Church Order Article 14-b, concur in the decision of Classis Greater Los Angeles in session on October 11, 2012, to declare that **Rev. Roy Palavicini** is honorably released from the office of minister of the Word in the Christian Reformed Church in North America.
5. Synodical deputies B.A. Persenaire (Central California), S.J. Kang (Pacific Hanmi), and J.J. Greydanus (Red Mesa), having heard the discussions relating to the resignation of **Rev. Leonard V.M. Siregar** in accordance with Church Order Article 14-b, concur in the decision of Classis Greater Los Angeles in session on October 11, 2012, to declare that **Rev. Leonard V.M. Siregar** is dismissed from the office of minister of the Word in the Christian Reformed Church in North America.
6. Synodical deputies J.J. Hoytema (Niagara), R. Vander Kooij (Huron), and J.M. Van de Hoef (Eastern Canada), having heard the discussions relating to the resignation of **Rev. John D. Suk** in accordance with Church Order Article 14-b, concur in the decision of Classis Quinte in session on September 22, 2012, to declare that **Rev. John D. Suk** is honorably released from the office of minister of the Word in the Christian Reformed Church in North America.
7. Synodical deputies H. Admiraal (Grand Rapids North), C.J. De Vos (Holland), and M.A. Palsrok (Georgetown), having heard the discussions relating to the resignation of **Rev. Gilbert Varela** in accordance with Church Order Article 14-b, concur in the decision of Classis Grand Rapids South in session on May 16, 2013, to declare that **Rev. Gilbert Varela** is released from the office of minister of the Word in the Christian Reformed Church in North America.
8. Synodical deputies B.A. Persenaire (Central California), S.J. Kang (Pacific Hanmi), and J.J. Greydanus (Red Mesa), having heard the discussions relating to the resignation of **Rev. Hugo Venegas** in accordance with Church Order Article 14-b, concur in the decision of Classis Greater Los Angeles in session on October 11, 2012, to declare that **Rev. Hugo Venegas** is honorably released from the office of minister of the Word in the Christian Reformed Church in North America.



9. Synodical deputies R.D. De Young (Zeeland), D.A. Kamstra (Grandville), and G.A. Koning (Georgetown), having heard the discussions relating to the resignation of **Rev. Trent Walker** in accordance with Church Order Article 14-b, concur in the decision of Classis Holland in session on January 17, 2013, to declare that **Rev. Trent Walker** is honorably released from the office of minister of the Word in the Christian Reformed Church in North America.

*Recommendation:* That synod approve the work of the synodical deputies.

— *Adopted*

*F. Release from office to enter a nonministerial vocation under Church Order Article 14-c*

1. Synodical deputies B. Slofstra (B.C. South-East), P. Brouwer (B.C. North-West), and B.A. Persenaire (Central California), having heard the discussion of Classis Pacific Northwest, in session on March 7, 2013, concur in the decision of classis to declare, in accordance with Church Order Article 14-c, that **Rev. Kyung Soo (Christopher) Kim** is released from the office of minister of the Word in the Christian Reformed Church in North America.
2. Synodical deputies B.A. Persenaire (Central California), S.J. Kang (Pacific Hanmi), and J.J. Greydanus (Red Mesa), having heard the discussion of Classis Greater Los Angeles, in session on October 11, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 14-c, that **Rev. Hendry L. Lie** is released from the office of minister of the Word in the Christian Reformed Church in North America to enter a nonministerial vocation.
3. Synodical deputies B. Slofstra (B.C. South-East), P. Brouwer (B.C. North-West), and B.A. Persenaire (Central California), having heard the discussion of Classis Pacific Northwest, in session on March 7, 2013, concur in the decision of classis to declare, in accordance with Church Order Article 14-c, that **Rev. Paul ChulHong Park** is released from the office of minister of the Word in the Christian Reformed Church in North America.

*Recommendation:* That synod approve the work of the synodical deputies.

— *Adopted*

*G. Release from office of one whose vocation is judged to be nonministerial under Church Order Article 14-d*

1. Synodical deputies S.J. Vander Klay (Atlantic Northeast), D.A. Struyk (Grand Rapids South), and R.A. Arbogast (Lake Erie), having heard the discussion of Classis Southeast U.S., in session on September 19, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 14-d, that **Rev. Daniel G. Buis**, having entered a vocation that is judged to be nonministerial, is honorably released from the office of minister of the Word in the Christian Reformed Church in North America.
2. Synodical deputies S.J. Vander Klay (Atlantic Northeast), D.A. Struyk (Grand Rapids South), and R.A. Arbogast (Lake Erie), having heard the discussion of Classis Southeast U.S., in session on September 19, 2012, concur in the decision of classis to declare, in accordance with Church

Order Article 14-d, that **Rev. Milton Willanveva**, having entered a vocation that is judged to be nonministerial, is honorably released from the office of minister of the Word in the Christian Reformed Church in North America.

*Recommendation:* That synod approve the work of the synodical deputies.

—*Adopted*

*H. Return to office of one who was released to enter a nonministerial vocation under Church Order Article 14-e*

Synodical deputies E.D. Westra (Greater Los Angeles), H.J. Weidenaar (Arizona), and W. Verhoef (California South), having heard the interview of the applicant and the discussion of Classis Central California, in session on October 2, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 14-e, that **Mr. Timothy E. Van Zalen** is eligible for call to the ministry of the Word in the Christian Reformed Church in North America.

*Recommendation:* That synod approve the work of the synodical deputies.

—*Adopted*

*I. Release from ministry in a congregation under Church Order Article 17-a*

1. Synodical deputies R. Koops (Hamilton), R.G. Fisher (Huron), and N.C. Overduin (Toronto), having heard the weighty reasons provided and the discussion of Classis Niagara, in session on October 17, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. E.J. de Waard** is released from ministerial service in Bethany Christian Reformed Church of Fenwick, Ontario.
2. Synodical deputies R.L. Boersma (Grand Rapids South), H. Admiraal (Grand Rapids North), and M.A. Palsrok (Georgetown), having heard the weighty reasons provided and the discussion of Classis Kalamazoo, in session on January 22, 2013, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Wayne R. De Young** is released from ministerial service in Christian Reformed World Missions of the Christian Reformed Church in North America.
3. Synodical deputies W.C. De Vries (Grand Rapids East), D.A. Struyk (Grand Rapids South), and M.A. Palsrok (Georgetown), having heard the weighty reasons provided and the discussion of Classis Grand Rapids North, in session on May 21, 2013, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Jack D. DeJong** is released from ministerial service in Mayfair Christian Reformed Church of Grand Rapids, Michigan.
4. Synodical deputies J.J. Greydanus (Red Mesa), T.J. Kok (Pacific Northwest), and W. Verhoef (California South), having heard the weighty reasons provided and the discussion of Classis Rocky Mountain, in session on March 5, 2013, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Joy Engelsman** is released from ministerial service in First Christian Reformed Church of Denver, Colorado.

5. Synodical deputies G.A. Koning (Georgetown), H. Admiraal (Grand Rapids North), and R.D. De Young (Zeeland), having heard the weighty reasons provided and the discussion of Classis Grand Rapids South, in session on January 17, 2013, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Todd Grotenhuis** is released from ministerial service in Ideal Park Christian Reformed Church of Wyoming, Michigan.
6. Synodical deputies T.J. Niehof (North Central Iowa), T.J. Brown (Minnkota), and C. Hoekstra (Iakota), having heard the weighty reasons provided and the discussion of Classis Heartland, in session on August 30, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. David L. Heilman** is released from ministerial service in Calvary Christian Reformed Church of Orange City, Iowa.
7. Synodical deputies B. Slofstra (B.C. South-East), B.A. Persenaire (Central California), and P. Brouwer (B.C. North-West), having heard the weighty reasons provided and the discussion of Classis Pacific Northwest, in session on March 7, 2013, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Ladan A. Jennings** is released from ministerial service in Mill Creek Community Christian Reformed Church of Mill Creek, Washington.
8. Synodical deputies D. Cheung (B.C. North-West), B. Slofstra (B.C. South-East), and G.H. Pols (Alberta North), having heard the weighty reasons provided and the discussion of Classis Alberta South/Saskatchewan, in session on October 26, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Kevin L. Jordan** is released from ministerial service in Nobleford Christian Reformed Church of Nobleford, Alberta.
9. Synodical deputies S.J. Vander Klay (Atlantic Northeast), B. Bolkema (Hackensack), and M.J. Kooy (Chicago South), having heard the weighty reasons provided and the discussion of Classis Hudson, in session on May 10, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Kook Sung Kim** is released from ministerial service in Tree of Life Christian Reformed Church of Englewood, New Jersey.
10. Synodical deputies G.H. Pols (Alberta North), B. Slofstra (B.C. South-East), and T.J. Kok (Pacific Northwest), having heard the weighty reasons provided and the discussion of Classis B.C. North-West, in session on October 16, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Vinh Paul Le** is released from ministerial service in New Westminster Christian Reformed Church of Burnaby, British Columbia.
11. Synodical deputies H. Admiraal (Grand Rapids North), M. DeVries (Holland), and W.C. DeVries (Grand Rapids East), having heard the weighty reasons provided and the discussion of Classis Muskegon, in session on October 4, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. David P. Loew** is

released from ministerial service in Lakeside Christian Reformed Church of Ludington, Michigan.

12. Synodical deputies J. Kerkhof (Chatham), N.C. Overduin (Toronto), and R.G. Fisher (Huron), having heard the weighty reasons provided and the discussion of Classis Eastern Canada, in session on October 26, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Michael F. Miedema** is released from ministerial service in Kanata Community Christian Reformed Church of Ottawa, Ontario.
13. Synodical deputies R. Koops (Hamilton), N.C. Overduin (Toronto), and J. Kerkhof (Chatham), having heard the weighty reasons provided and the discussion of Classis Huron, in session on May 8, 2013, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Christopher B. Pool** is released from ministerial service in Collingwood Christian Reformed Church of Collingwood, Ontario.
14. Synodical deputies G.G. Vink (Central California), E.D. Westra (Greater Los Angeles), and P.N. Ryu (Pacific Hanmi), having heard the weighty reasons provided and the discussion of Classis California South, in session on February 21, 2013, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Dae Won Shin** is released from ministerial service in Yung Kwang Christian Reformed Church of Las Vegas, Nevada.
15. Synodical deputies R. Koops (Hamilton), N.C. Overduin (Toronto), and J. Kerkhof (Chatham), having heard the weighty reasons provided and the discussion of Classis Huron, in session on May 8, 2013, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Siemen A. Speelman** is released from ministerial service in Vanastra Community Christian Reformed Church of Vanastra, Ontario.
16. Synodical deputies R. Koops (Hamilton), N.C. Overduin (Toronto), and J. Kerkhof (Chatham), having heard the weighty reasons provided and the discussion of Classis Huron, in session on May 8, 2013, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Thomas J. van Milligen** is released from ministerial service in New Life Christian Reformed Church of Guelph, Ontario.
17. Synodical deputies J.J. Hoytema (Niagara), R. Vander Kooij (Huron), and J.M. Van de Hoef (Eastern Canada), having heard the weighty reasons provided and the discussion of Classis Quinte, in session on September 22, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Kasey Vander Veen** is released from ministerial service in Bethany Christian Reformed Church of Bloomfield, Ontario.
18. Synodical deputies J.R. Huizinga (Northern Illinois), M. Winnowski (Wisconsin), and C.J. Aardsma (Illiana), having heard the weighty reasons provided and the discussion of Classis Chicago South, in session on September 19, 2012, concur in the decision of classis to declare, in

accordance with Church Order Article 17-a, that **Rev. John Wilczewski** is released from ministerial service in Grace Community Christian Reformed Church of Oak Lawn, Illinois.

*Recommendation:* That synod approve the work of the synodical deputies.

— *Adopted*

*J. Extension of eligibility for call under Church Order Article 17-c*

1. Synodical deputies R.A. Arbogast (Lake Erie), M.N. Buwalda (Thornapple Valley), and H. Admiraal (Grand Rapids North), having heard the discussion of Classis Lake Erie, in session on March 2, 2013, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Peter Y. Choi's** eligibility for call is extended for one year.
2. Synodical deputies C.A. Fluit (Atlantic Northeast), M.J. Kooy (Chicago South), and S.A. Vander Ploeg (Southeast U.S.), having heard the discussion of Classis Hackensack, in session on September 18, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Mr. Efren Echipare's** eligibility for call is extended for one year.
3. Synodical deputies D.H. Bratt (Hackensack), J. Kuipers (Quinte), and G.F. Vander Weit (Lake Erie), having heard the discussion of Classis Atlantic Northeast, in session on October 2, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Edward H. Gerber's** eligibility for call is extended for one year.
4. Synodical deputies R.L. Boersma (Grand Rapids South), P.V. De Jonge (Grand Rapids East), and G.A. Koning (Georgetown), having heard the discussion of Classis Grand Rapids North, in session on September 18, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Jesus Augusto Liza's** eligibility for call is extended for one year.
5. Synodical deputies J.J. Hoytema (Niagara), R.G. Fisher (Huron), and R. Koops (Hamilton), having heard the discussion of Classis Chatham, in session on May 28, 2013, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Elzo Tenyenhuis's** eligibility for call is extended for one year.
6. Synodical deputies J.J. Hoytema (Niagara), H.D. Praamsma (Toronto), and J.M. Van de Hoef (Eastern Canada), having heard the discussion of Classis Quinte, in session on January 22, 2013, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Lisa R. Vander Leek's** eligibility for call is extended for one year.
7. Synodical deputies G.H. Pols (Alberta North), B. Slofstra (B.C. South-East), and K.D. Koeman (Pacific Northwest), having heard the discussion of Classis B.C. North-West, in session on March 5, 2013, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Peter L. VanderBeek's** eligibility for call is extended for one year.
8. Synodical deputies A.L. Kuiper (Iakota), T.M. Zuidema (Heartland), and T.J. Ouwinga (Minnkota), having heard the discussion of Classis Lake

Superior, in session on September 18, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Jeffrey C. Vanderhooff's** eligibility for call is extended for one year.

*Recommendation:* That synod approve the work of the synodical deputies  
— *Adopted*

*K. Release from the office of minister of the Word under Church Order Article 17-c*

Synodical deputies A.L. Kuiper (Iakota), T.M. Zuidema (Heartland), and T.J. Ouwinga (Minnkota), having heard the discussion of Classis Lake Superior, in session on September 18, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Robert M. Brenton** is released from the office of minister of the Word in the Christian Reformed Church in North America.

*Recommendation:* That synod approve the work of the synodical deputies.  
— *Adopted*

*L. Release from the office of minister of the Word under Church Order Article 17-d*

Synodical deputies P. Brouwer (B.C. North-West), J.C. Fraser (Alberta South/Saskatchewan), and K.D. Koeman (Pacific Northwest), having heard the discussion of Classis B.C. South-East, in session on March 6, 2013, concur in the decision of classis to declare, in accordance with Church Order Article 17-d, that **S. John Gerrits** is released from the office of minister of the Word in the Christian Reformed Church in North America.

*Recommendation:* That synod approve the work of the synodical deputies.  
— *Tabled*

*M. Declaration that a commissioned pastor position fits synodical guidelines under Church Order Article 23-a*

1. Synodical deputies D. Cheung (B.C. North-West), B. Slofstra (B.C. South-East), and G.H. Pols (Alberta North), having examined the written materials submitted by the council of Emmanuel Christian Reformed Church of Calgary, Alberta, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Alberta South/Saskatchewan, in session on October 26, 2012, that the commissioned pastor position to be filled by **Mr. Richard J. Braaksma** is in keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.
2. Synodical deputies B. Slofstra (B.C. South-East), B.A. Persenaire (Central California), and J.P. Groenewold (Columbia), having examined the written materials submitted by the council of Third Christian Reformed Church of Columbia, South Carolina, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Pacific Northwest, in session on October 11, 2012, that the commissioned pastor position to be filled by **Mr. Marco Daniel** is in keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.



3. Synodical deputies N.C. Overduin (Toronto), J.J. Hoytema (Niagara), and J. Kerkhof (Chatham), having examined the written materials submitted by the council of Ancaster Christian Reformed Church of Ancaster, Ontario, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Hamilton, in session on October 16, 2012, that the commissioned pastor position to be filled by **Mr. Mike Fallon** is in keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.
4. Synodical deputies H.J. Weidenaar (Arizona), B.A. Persenaire (Central California), and W. Verhoef (California South), having examined the written materials submitted by the council of Bethlehem Christian Reformed Church of Tohlokai, New Mexico, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Red Mesa, in session on September 15, 2012, that the commissioned pastor position to be filled by **Mr. Randy Freeland** is in keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.
5. Synodical deputies G.G. Vink (Central California), E.D. Westra (Greater Los Angeles), and P.N. Ryu (Pacific Hanmi), having examined the written materials submitted by the council of Hope Community Christian Reformed Church of Riverside, California, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis California South, in session on February 21, 2013, that the commissioned pastor position to be filled by **Mr. Ron Glass** is in keeping with synodical guidelines for commissioned pastor. The position title is Director of Evangelism.
6. Synodical deputies K.D. Koeman (Pacific Northwest), J. Huttinga (Yellowstone), and G.G. Vink (Central California), having examined the written materials submitted by the council of New Hope Christian Reformed Church of Spokane, Washington, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Columbia, in session on March 2, 2013, that the commissioned pastor position to be filled by **Mr. Michael Gulotta** is in keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.
7. Synodical deputies T.J. Niehof (Northcentral Iowa), A.L. Kuiper (Iakota), and G.R. Erffmeyer (Chicago South), having examined the written materials submitted by the council of Trinity Christian Reformed Church of St. Louis, Missouri, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Central Plains, in session on September 22, 2012, that the commissioned pastor position to be filled by **Mr. Tyler J. Humphrey** is in keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.
8. Synodical deputies J.R. Huizinga (Northern Illinois), M.J. Kooy (Chicago South), and J. Van Marion (Lake Superior), having examined the written

materials submitted by the council of Brookfield Christian Reformed Church of Brookfield, Wisconsin, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Wisconsin, in session on September 25, 2012, that the commissioned pastor position to be filled by **Mr. Brent Janke** is in keeping with synodical guidelines for commissioned pastor. The position title is Chaplain.

9. Synodical deputies B. Slofstra (B.C. South-East), P. Brouwer (B.C. North-West), and B.A. Persenaire (Central California), having examined the written materials submitted by the council of Crosspoint Community Christian Reformed Church of Anchorage, Alaska, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Pacific Northwest, in session on March 7, 2013, that the commissioned pastor position to be filled by **Mr. Dave Kuiper** is in keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.
10. Synodical deputies T.J. Brown (Minnkota), T.J. Niehof (Northcentral Iowa), and D.L. Heilman (Heartland), having examined the written materials submitted by the council of Harrison Christian Reformed Church of Harrison, South Dakota, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Iakota, in session on September 18, 2012, that the commissioned pastor position to be filled by **Mr. Gary Maas** is in keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.
11. Synodical deputies W.C. De Vries (Grand Rapids East), M.A. Palsrok (Georgetown), and D.A. Struyk (Grand Rapids South), having examined the written materials submitted by the council of River Rock Christian Reformed Church of Rockford, Michigan, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Grand Rapids North, in session on May 21, 2013, that the commissioned pastor position to be filled by **Ms. Jenne Maher** is in keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.
12. Synodical deputies G.A. Koning (Georgetown), H. Admiraal (Grand Rapids North), and W.C. De Vries (Grand Rapids East), having examined the written materials submitted by the council of Community Christian Reformed Church of Saginaw, Michigan, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Lake Erie, in session on October 6, 2012, that the commissioned pastor position to be filled by **Mr. Shawn May** is in keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.
13. Synodical deputies M. Winnowski (Wisconsin), M.J. Kooy (Chicago South), and C.J. Aardsma (Illiana), having examined the written materials submitted by the council of Loop Christian Ministries Christian Reformed Church of Chicago, Illinois, and having compared them with



the synodical guidelines regarding office and ordination, concur with the decision of Classis Northern Illinois, in session on September 19, 2012, that the commissioned pastor position to be filled by **Mr. Glenn McCarthy** is in keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.

14. Synodical deputies A.L. Kuiper (Iakota), R.J. Huizenga (Northern Illinois), and C.J. Aardsma (Illiana), having examined the written materials submitted by the council of Faith Community Christian Reformed Church of Beaver Dam, Wisconsin, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Wisconsin, in session on February 26, 2013, that the commissioned pastor position to be filled by **Mr. Bruce McMurry** is in keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.
15. Synodical deputies M.A. Palsrok (Georgetown), R.L. Boersma (Grand Rapids South), and W.C. De Vries (Grand Rapids East), having examined the written materials submitted by the council of Coit Avenue Christian Reformed Church of Grand Rapids, Michigan, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Grand Rapids North, in session on March 21, 2013, that the commissioned pastor position to be filled by **Mr. Chris Meehan** is in keeping with synodical guidelines for commissioned pastor. The position title is Pastor of Congregational Life.
16. Synodical deputies D.A. Struyk (Grand Rapids South), M.N. Buwalda (Thornapple), and R.A. Arbogast (Lake Erie), having examined the written materials submitted by the council of Woodlawn Christian Reformed Church of Grand Rapids, Michigan, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Grand Rapids East, in session on September 20, 2012, that the commissioned pastor position to be filled by **Mr. Neal Muasa** is in keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.
17. Synodical deputies H. Admiraal (Grand Rapids North), D.A. Struyk (Grand Rapids South), and R.D. De Young (Zeeland), having examined the written materials submitted by the council of Cottonwood Christian Reformed Church of Jenison, Michigan, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Georgetown, in session on May 16, 2013, that the commissioned pastor position to be filled by **Mr. Cory Nederveld** is in keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.
18. Synodical deputies G.A. Koning (Georgetown), T.D. Slachter (Grand Rapids North), and D.D. Struyk (Grand Rapids South), having examined the written materials submitted by the council of Brookside Christian Reformed Church of Grand Rapids, Michigan, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Thornapple Valley, in session on January

15, 2013, that the commissioned pastor position to be filled by **Ms. Sandi Nemecek** is in keeping with synodical guidelines for commissioned pastor. The position title is Chaplain.

19. Synodical deputies M. Winnowski (Wisconsin), J.R. Huizinga (Northern Illinois), and G.R. Erffmeyer (Chicago South), having examined the written materials submitted by the council of First Christian Reformed Church of DeMotte, Indiana, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Illiana, in session on September 19, 2012, that the commissioned pastor position to be filled by **Mr. Kyle Sanford** is in keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.
20. Synodical deputies B. Slofstra (B.C. South-East), J.C. Fraser (Alberta South/Saskatchewan), and J.P. Groenewold (Columbia), having examined the written materials submitted by the council of The River Community Christian Reformed Church of Edmonton, Alberta, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Alberta North, in session on March 6-7, 2013, that the commissioned pastor position to be filled by **Mr. Luke Seinen** is in keeping with synodical guidelines for commissioned pastor. The position title is Youth Pastor.
21. Synodical deputies H. Admiraal (Grand Rapids North), D.A. Struyk (Grand Rapids South), and R.D. De Young (Zeeland), having examined the written materials submitted by the council of Georgetown Christian Reformed Church of Hudsonville, Michigan, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Georgetown, in session on May 16, 2013, that the commissioned pastor position to be filled by **Mr. Josh Shaarda** is in keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.
22. Synodical deputies B. Slofstra (B.C. South-East), P. Brouwer (B.C. North-West), and B.A. Persenaire (Central California), having examined the written materials submitted by the council of First Christian Reformed Church of Seattle, Washington, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Pacific Northwest, in session on March 7, 2013, that the commissioned pastor position to be filled by **Mr. John Shepard** is in keeping with synodical guidelines for commissioned pastor. The position title is Pastor for Global Mission.
23. Synodical deputies H. Admiraal (Grand Rapids North), M.N. Buwalda (Thornapple), and D.A. Struyk (Grand Rapids South), having examined the written materials submitted by the council of Union Christian Reformed Church of Battle Creek, Michigan, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Kalamazoo, in session on May 14, 2013, that the commissioned pastor position to be filled by **Mr. Dean Sinclair** is in

keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.

24. Synodical deputies B. Slofstra (B.C. South-East), B.A. Persenaire (Central California), and J.P. Groenewold (Columbia), having examined the written materials submitted by the council of Sonlight Christian Reformed Church of Lynden, Washington, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Pacific Northwest, in session on October 11, 2012, that the commissioned pastor position to be filled by **Mr. Mike Slofstra** is in keeping with synodical guidelines for commissioned pastor. The position title is Family Life Pastor.
25. Synodical deputies B. Slofstra (B.C. South-East), P. Brouwer (B.C. North-West), and B.A. Persenaire (Central California), having examined the written materials submitted by the council of Sanctuary Christian Reformed Church of Seattle, Washington, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Pacific Northwest, in session on March 7, 2013, that the commissioned pastor position to be filled by **Mr. Tim Soerens** is in keeping with synodical guidelines for commissioned pastor. The position title is Director of the Parish Collective.
26. Synodical deputies J.J. Hoytema (Niagara), N.C. Overduin (Toronto), and J. Kerkhof (Chatham), having examined the written materials submitted by the council of Bethel Christian Reformed Church of Waterdown, Ontario, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Hamilton, in session on February 19, 2013, that the commissioned pastor position to be filled by **Mr. John Span** is in keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.
27. Synodical deputies D.A. Struyk (Grand Rapids South), P.V. De Jonge (Grand Rapids East), and H. Admiraal (Grand Rapids North), having examined the written materials submitted by the council of Hillcrest Christian Reformed Church of Hudsonville, Michigan, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Georgetown, in session on December 6, 2012, that the commissioned pastor position to be filled by **Mr. Kevin Van Whye** is in keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.
28. Synodical deputies B. Slofstra (B.C. South-East), J.C. Fraser (Alberta South/Saskatchewan), and J.P. Groenewold (Columbia), having examined the written materials submitted by the council of Mosaic House Community Christian Reformed Church of Edmonton, Alberta, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Alberta North, in session on March 6-7, 2013, that the commissioned pastor position to be filled by **Ms. Anne Vanderhoeke** is in keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.

29. Synodical deputies J. Kerkhof (Chatham), N.C. Overduin (Toronto), and R.G. Fisher (Huron), having examined the written materials submitted by the council of Calvin Christian Reformed Church of Ottawa, Ontario, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Eastern Canada, in session on October 26, 2012, that the commissioned pastor position is in keeping with synodical guidelines for commissioned pastor. The position title is Commissioned Pastor.
30. Synodical deputies H. J. Weidenaar (Arizona), G.M. Stevens (Greater Los Angeles), and G.G. Vink (Central California), having examined the written materials submitted by the council of San Diego Christian Reformed Church of San Diego, California, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis California South, in session on October 11, 2012, that the commissioned pastor position is in keeping with synodical guidelines for commissioned pastor. The position title is Lead Pastor.

*Recommendation:* That synod approve the work of the synodical deputies.

—*Adopted*

*N. Article 23-a commissioned pastors, filling previously approved positions*

The following commissioned pastors have been examined by the classis indicated for positions previously approved by synodical deputies (in addition to those listed above in the synodical deputy reports for Church Order Article 23-a):

Name	Classis	Date
Marco Arandia	Greater Los Angeles	February 26, 2013
Eric Cepin	Arizona	March 3, 2012
Dr. Robert Dusek	Rocky Mountain	October 5, 2012
Pablo Gaggero	Rocky Mountain	October 5, 2012
Jose Gonzalez	Southeast U.S.	September 17, 2012
Ron Hosmar	Eastern Canada	March 1, 2012
Steven Hull	Rocky Mountain	March 5, 2012
T.J. Humphrey	Central Plains	February 22, 2013
Gary Maas	Iakota	March 5, 2013
Joe Nasvytis	California South	February 21, 2013
Andrew Nunn	Huron	September 19, 2012
Barbara Schultze	Grand Rapids East	June 28, 2012
Onephahn Vilay	Central California	October 2, 2012
Charles Woodward	Southeast U.S.	September 17, 2012
Kathy QiaoHong Xu	Greater Los Angeles	October 16, 2012

*Recommendation:* That synod recognize the appointments of the above commissioned pastors.

—*Adopted*

*O. Service of a commissioned pastor in an organized church as solo pastor under Church Order Article 23-b or c*

1. Synodical deputies D.H. Bratt (Hackensack), J. Kuipers (Quinte), and J.M. Van de Hoef (Eastern Canada), having examined the request submitted by the council of Immanuel Christian Reformed Church of Wappingers Falls, New York, concur with the decision of Classis Atlantic Northeast, in

session on March 22, 2013, that **Mr. William M. Hanchett** (commissioned pastor) may serve the congregation as its solo pastor.

2. Synodical deputies M.J. Kooy (Chicago South), J.R. Huizinga (Northern Illinois), and C.J. Aardsma (Illiana), having examined the request submitted by the council of Oasis Community Christian Reformed Church of Winter Garden, Florida, concur with the decision of Classis Southeast U.S., in session on March 22, 2013, that **Mr. William Karshima** (commissioned pastor) may serve the congregation as its solo pastor.
3. Synodical deputies D.H. Bratt (Hackensack), J. Kuipers (Quinte), and J.M. Van de Hoef (Eastern Canada), having examined the request submitted by the council of Sacred Journey Christian Reformed Church of Providence, Rhode Island, concur with the decision of Classis Atlantic Northeast, in session on March 22, 2013, that **Mr. Todd J. Murphy** (commissioned pastor) may serve the congregation as its solo pastor.
4. Synodical deputies B. Slofstra (B.C. South-East), P. Brouwer (B.C. North-West), and B.A. Persenaire (Central California), having examined the request submitted by the council of Tacoma Community Christian Reformed Church of Tacoma, Washington, concur with the decision of Classis Pacific Northwest, in session on March 7, 2013, that **Mr. Clay M. Warren** (commissioned pastor) may serve the congregation as its solo pastor.

*Recommendation:* That synod approve the work of the synodical deputies.

— *Adopted*

*P. Calling a commissioned pastor to serve in an organized church as solo pastor under Church Order Article 23-d*

Synodical deputies H. J. Weidenaar (Arizona), B. A. Persenaire (Central California), and W. Verhoef (California South), having examined the materials submitted by the council of Bethlehem Christian Reformed Church of Tohlakai, New Mexico, and having compared them with the synodical guidelines for calling a commissioned pastor to an organized congregation, concur with the decision of Classis Red Mesa, in session on September 15, 2012, that **Mr. Randy Freeland** (commissioned pastor) may serve the congregation as its solo pastor.

*Recommendation:* That synod approve the work of the synodical deputies.

— *Adopted*

*Q. Deposition of a minister of the Word under Church Order Articles 82 and 83*

1. Synodical deputies M. Winnowski (Wisconsin), J.R. Huizinga (Northern Illinois), and G.R. Erffmeyer (Chicago South), having heard the grounds submitted by the council of Sunrise Christian Reformed Church of Lafayette, Indiana, and the discussion of Classis Illiana, in session on September 19, 2012, concur in the decision of classis to approve, in accordance with Church Order Articles 82 and 83, the deposition of **Mr. Robert A. Lyzenga** from the ministry of the Word in the Christian Reformed Church in North America.

2. Synodical deputies N.C. Overduin (Toronto), R.L. Koops (Hamilton), and J.J. Hoytema (Niagara), having heard the grounds submitted by the council of First Christian Reformed Church of London, Ontario, and the discussion of Classis Chatham, in session on September 25, 2012, concur in the decision of classis to approve, in accordance with Church Order Articles 82 and 83, the deposition of **Mr. Pieter Pereboom** from the ministry of the Word in the Christian Reformed Church in North America.
3. Synodical deputies D. A. Struyk (Grand Rapids South), S. J. VanderKlay (Atlantic Northeast), and R. A. Arbogast (Lake Erie), having heard the grounds submitted by the council of Lake Worth Christian Reformed Church of Lake Worth, Florida, and the discussion of Classis Southeast U.S., in session on September 19, 2012, concur in the decision of classis to approve, in accordance with Church Order Articles 82 and 83, the deposition of **Mr. Xavier L. Suarez** from the ministry of the Word in the Christian Reformed Church in North America.

*Recommendation:* That synod approve the work of the synodical deputies.

*— Adopted*

Rev. Emmett Harrison offers a prayer for healing, forgiveness, strength, and encouragement.

(The report of Advisory Committee 1 is continued in Article 57.)

#### ARTICLE 56

Synod enters into executive session to address the report of Advisory Committee 8, Church Order and Appeals, as presented by Rev. Bruce A. Persenaire, reporter for the committee.

Vice president Dr. Reginald Smith leads in prayer prior to the address of the report of Advisory Committee 8.

Following deliberation regarding the personal appeal, synod takes the following action:

That synod sustain the appeal of Mr. J. and Mrs. K. Weber (from a decision of Classis Pacific Northwest made on October 11, 2012, to deny the appeal from the Webers, dated May 29, 2012) and instruct Classis Pacific Northwest to hold a hearing in a session of classis to address the original appeal (July 8, 2011) brought by the Webers, per Article 30-c of the Church Order.

#### *Grounds:*

1. Classis did not hear the full text of the appeal, but only a redacted version of it in considering and deciding not to hear the appeal.
2. Significant information has been brought forward of which classis was not aware.
3. The charges of the Webers' appeal are of substance and warrant a hearing before the full classis.

*— Adopted*

(The report of Advisory Committee 8 is continued in Article 75.)

Synod returns to open session.

The vice president of synod assumes the chair.



## ARTICLE 57

The vice president welcomes Rev. R. Scott Greenway, member of the Task Force Reviewing Structure and Culture, who provides a presentation on the “Five Smooth Stones” as background to the proposed “Five Streams.” “Five Streams” are proposed as ministry priorities and values for organizational development within the Christian Reformed Church in North America.

(The report of Advisory Committee 1 is continued in Article 60.)

## ARTICLE 58

The morning session adjourns at 11:50 a.m. Young adult representative Mr. Nicholas Chuba leads in closing prayer.

## WEDNESDAY AFTERNOON, June 12, 2013

### Tenth Session

## ARTICLE 59

The afternoon session convenes at 1:58 p.m. The vice president continues as chair.

## ARTICLE 60

(The report of Advisory Committee 1 is continued from Article 57.)

Delegates resume conversation about the “Five Streams” and transition into the report of Advisory Committee 1, Synodical Services I. Rev. Archie L. VanderHart, reporter for the advisory committee, presents the following:

### Task Force Reviewing Structure and Culture

A. *Materials*: Task Force Reviewing Structure and Culture Report (including appendices A-D), pp. 348-93

B. *Privilege of the floor*: Rev. Joel R. Boot, chair, and Rev. Julius T. Medenblik, reporter

#### C. *Recommendations*

1. That synod endorse the ministry priorities, as identified in the “Five Streams” document in Appendix B to the Task Force Reviewing Structure and Culture Report (*Agenda*, p. 381), for discussion and discernment within the church, its agencies, boards, and planning groups.

—*Adopted*

2. That synod instruct the Board of Trustees to explore the proposed pathways for cultivating binationality, including its governance implications, presented in this report, in consultation with the senior leader within Canada and the executive director (secs. V-VI).

—*Adopted*

3. That synod instruct the Board of Trustees to encourage the executive director to identify the process for providing participatory training to staff and the BOT in order to develop a “collaborative culture” in which staff, leaders, and congregants are heard and work together to share, develop, and implement a common vision for the denomination (sec. VII, B).

— Adopted

4. That synod instruct the Board of Trustees to mandate the executive director and leadership to explore, embrace, model, promote, and implement a cultural model in the CRCNA that enhances collaboration and effective communication within (and between) its offices, the Board of Trustees, and congregations as described in the above suggestions (sec. VII, B).

— Adopted

5. That synod instruct the Board of Trustees to request that the newly appointed executive director, when one is appointed and within eighteen months of being in the position, initiate a survey similar to the *Wilder Research Collaboration Factors* survey with CRCNA departments, ministries, and agencies to determine success in making a cultural change within predetermined “projects” requiring three or more groups working together on a particular ministry (sec. VII, B).

— Adopted

6. That synod appoint the new executive director, as soon as one is appointed, to serve on the Task Force Reviewing Structure and Culture (sec. VII, B).

— Adopted

7. That synod affirm that the Board of Trustees is authorized to approve revised senior leadership position descriptions when presented to the Board by the Task Force Reviewing Structure and Culture. Upon approval of the revised position descriptions, appropriate search processes may begin in order to fill the senior leadership team (sec. X).

— Adopted

The following negative vote is registered: Steven Meyer (Hackensack).

(The report of Advisory Committee 1 is continued in Article 62.)

## ARTICLE 61

The vice president introduces Rev. Steve Van Zanen (CRWM-USA) and Mr. Steve Kabetu (CRWM-Canada), who explain the change that now requires missionaries to raise 90 percent of their funding (up from 60%).



## ARTICLE 62

(The report of Advisory Committee 1 is continued from Article 60.)

Advisory Committee 1, Synodical Services I, Rev. Archie L. VanderHart reporting, presents the following:

### **Board of Trustees**

A. *Materials*: Task Force Reviewing Structure and Culture Report (including Appendices A-D), pp. 348-93

B. *Privilege of the floor*: Rev. Joel R. Boot, chair, and Rev. Julius T. Medenblik, reporter

#### C. *Recommendation*

That synod affirm the work being done by the BOT and denominational agencies and encourage their direction as illustrated in the report of the Task Force Reviewing Structure and Culture and their discussion of the “Five Streams” (denominational priorities) (*Agenda for Synod 2013*, pp. 348-93).

— *Adopted*

(The report of Advisory Committee 1 is continued in Article 82.)

The president resumes the chair.

## ARTICLE 63

The president introduces Ms. Shannon Jammal-Hollemaans, who addresses delegates on the work of Specialized Ministries. Delegates watch a video presentation on the CRC Specialized Ministries and thank the staff who are present.

## ARTICLE 64

(The report of Advisory Committee 2 is continued from Article 28.)

Advisory Committee 2, Synodical Services II, Rev. Peter R. Byma reporting, presents the following:

### **I. Board of Trustees**

#### A *Materials*

1. Board of Trustees Report (sections II, A, 6-7, 21, 24; B, 1, 4, including Appendix E), pp. 26-27; 32, 34, 36, 38, 67-75
2. Board of Trustees Supplement (section I, C)

B. *Privilege of the floor*: Rev. John Terpstra, chair of the Board of Trustees; Rev. Joel R. Boot, executive director; and members of the executive staff as needed

#### C. *Recommendations*

1. That synod encourage all Christian Reformed churches to adopt a church policy on disability and to appoint at least one person in the congregation to serve as a church disability advocate.

*Grounds:*

- a. Churches that have a policy on disability and a church disability advocate have both a framework and a person to help them comply with the synodical decision of 1993 that calls all portions of the CRC located in the United States and Canada to comply fully with the provisions and regulations of the Americans with Disabilities Act. Subsequent to the decision of Synod 1993, federal and provincial governments in Canada have ratified the international Convention on the Rights of Persons with Disabilities that provides a standard for Canada.
  - b. Church advocates can provide direction to pastors, elders, and deacons not only to make the church building, programs, and communication accessible, but also to find appropriate assistance for persons affected by disabilities.
  - c. When the apostle Paul urged the churches of Corinth to take up an offering for the impoverished church in Jerusalem, he argued that “your abundance at the present time should supply their need, so that their abundance may supply your need, that there may be fairness” (2 Cor. 8:14, ESV). Churches that commit to a policy on disability will make their buildings, programs, and communication accessible for all members (including those with disabilities), so that “there may be fairness.” In doing so, these churches proclaim that everybody belongs, and everybody has the opportunity to serve.
  - d. Churches that have a church advocate and commit to a church policy on disability will be better able to provide assistance and prevent further harm for people who experience the often traumatic onset of disabilities.
  - e. Churches that have a policy and advocate are more likely to take the necessary steps to take their churches beyond the minimum requirements of the law, and lead their communities in engaging people with disabilities.
  - f. Our Lord’s call to reach people with the gospel includes reaching the 20 percent of the population who have disabilities, in addition to their family members and friends. Churches that seek to fulfill the calls of our Lord in Matthew 28:18-20 and Luke 14:13-14 will benefit greatly from committing to a policy and appointing an advocate.
- Adopted*
2. That synod encourage Christian Reformed churches, classes, and educational institutions to sponsor events to celebrate Disability Week from October 14-20, 2013.

*Grounds:*

- a. Specific and intentional events that recognize the importance of breaking down barriers and including people with disabilities will remind God’s people of the welcome our Lord gives to all of his people (Luke 14:15-24) and will encourage them to press on toward becoming a community in which every member knows that he or she is indispensable (1 Cor. 12:12-27).
- b. This date coincides with the denominational schedule for offerings, which assigns the third Sunday in October to Disability Concerns.

- c. The Bible calls God's people to be a caring community as the covenant people of God. In 1985, the CRC committed itself as a denomination to eliminate barriers of architecture, communication, and attitude "in order to use the gifts of all people in our life together as God's family." Although our Lord Jesus calls all of his people to ministry in his church, the church has not always made it possible for people with disabilities to participate fully and sometimes has isolated them and their families.

— Adopted

3. That Synod 2013 adopt the following revisions to Church Order Article 12-b (indicated by strikethrough and italic):

b. A minister of the Word who (1) enters into the work of missions, ~~or~~ chaplaincy, *or specialized transitional ministry*; or (2) is appointed directly by synod; or (3) whose appointment is ratified by synod shall be called in the regular manner by a local church, which acts in cooperation with the appropriate committees of classis or synod.

*Grounds:*

- a. It is not desirable to have an interim minister of the Word called by each church that he or she serves for a relatively short period of time and have credentials forwarded upon every move to another congregation.
- b. The congregation that currently holds the credentials of one entering into specialized transitional ministry or another congregation of the minister's choosing can call this person for all future service in this capacity, acting in cooperation with Pastor-Church Relations and councils of congregations to be served.
- c. Supervision of specialized transitional ministers can be regulated according to Article 13-b in its current form.

— Adopted

*Note:* Synod judged the above change to the Church Order not to be a substantial alteration and, therefore, is effective immediately.

4. That synod affirm "A Better Together Proposal" (*Agenda for Synod 2013*, pp. 67-75) and recommend that the BOT instruct Pastor-Church Relations to continue the multiagency collaboration in developing strategies for implementation.

— Adopted

## II. Specialized Ministries of the Christian Reformed Church

### A. *Materials*

1. Chaplaincy and Care Ministry Report, pp. 186-89
2. Committee for Contact with the Government Report, pp. 189-90
3. Disability Concerns Report, pp. 190-94
4. Pastor-Church Relations Report, pp. 194-97
5. Race Relations Report, pp. 197-98
6. Safe Church Ministry Report, pp. 199-201

7. Social Justice and Hunger Action Report, pp. 201-204

8. Urban Aboriginal Ministries Report, p. 204

*B. Recommendation*

That synod receive these reports as information and recognize with deep thanks the excellent and often challenging work of Specialized Ministries of the CRCNA. The work of Specialized Ministries in a changing ministry environment needs our constant prayer and support. Synod recognizes Specialized Ministries as contributing to the health and vitality of the CRCNA in profound ways. The Advisory Committee felt very privileged to meet with the leaders of these ministries, hear their vision, and pray with them.

—*Adopted*

Rev. Peter Byma offers a prayer for the work of Specialized Ministries of the CRCNA.

(The report of Advisory Committee 2 is continued in Article 85.)

ARTICLE 65

(The report of Advisory Committee 3 is continued from Article 52.)

Advisory Committee 3, Candidacy and Education, Rev. William C. Veenstra reporting, presents the following:

**Response to Overtures 12 and 13**

**Overture 12: Appoint a Study Committee to Expand on the 1973 Report and Conclusions on Homosexuality**

**Overture 13: Provide Pastoral Advice on the Issue of Gay Marriage**

*A. Materials:* Overtures 12 and 13, pp. 418-20

*B. Recommendation*

That synod accede to Overtures 12 and 13 by appointing a study committee to report to Synod 2016.

*Grounds:*

1. The reports from 1973 and 2002 have served the denomination very well by laying out the biblical principles and foundations clearly, where read and applied. Nevertheless, they could not take into consideration later political, legal, and social developments. Such developments include legalized same-sex marriage and the significant shifting of public opinion, which also makes an impact on the membership of the denomination.
2. In light of these developments, it is prudent for the denomination to expand the applications of the teachings and conclusions of 1973 and 2002 in order to give guidance and clarification on how members, clergy, and churches can speak prophetically in a loving fashion within North America.

—*Tabled*

The above motion was tabled after a time of discussion and will be addressed when synod reconvenes in the evening session.

(The report of Advisory Committee 3 is continued in Article 69.)

## ARTICLE 66

Mr. Andrew Ryskamp, director of World Renew, introduces some participants in the upcoming Sea to Sea bike ride across the United States and Canada. Cyclists will ride to help end poverty. Ms. Claire Elgersma explains the tour, the daily devotional booklet, and the partnership of CRC and RCA churches involved. Ms. Ida Kaastra-Mutoigo offers a prayer for all involved.

## ARTICLE 67

The afternoon session adjourns at 5:17p.m. Rev. Douglas R. Fauble leads in closing prayer.

## WEDNESDAY EVENING, June 12, 2013 Eleventh Session

## ARTICLE 68

The evening session convenes at 7:00 p.m. Dr. Reginald Smith leads in opening prayer, remembering especially elder delegate Walter Bruinsma (Atlantic Northeast), who had to be taken to the hospital. Prayers are also offered for a couple from Northcentral Iowa (members of Wright CRC) who lost their home to a tornado and for those affected by wildfires in Colorado.

Elder delegate Donald C. Veltman (Georgetown) and elder delegate Walter M. Bruinsma (Atlantic Northeast) are absent with notice.

## ARTICLE 69

(The report of Advisory Committee 3 is continued from Article 65.)

Advisory Committee 3, Candidacy and Education, Rev. William C. Veenstra reporting, presents the following:

### Response to Overtures 12 and 13

#### **Overture 12: Appoint a Study Committee to Expand on the 1973 Report and Conclusions on Homosexuality**

#### **Overture 13: Provide Pastoral Advice on the Issue of Gay Marriage**

A. *Materials:* Overtures 12 and 13, pp. 418-20

B. *Recommendations*

1. That synod accede to Overtures 12 and 13 by appointing a study committee to report to Synod 2016.

#### *Grounds:*

- a. The reports from 1973 and 2002 have served the denomination very well by laying out the biblical principles and foundations clearly, where read and applied. Nevertheless, they could not take into consideration later political, legal, and social developments. Such developments include legalized same-sex marriage and the significant shifting of public opinion, which also makes an impact on the membership of the denomination.

- b. In light of these developments, it is prudent for the denomination to expand the applications of the teachings and conclusions of 1973 and 2002 in order to give guidance and clarification on how members, clergy, and churches can speak prophetically in a loving fashion within North America.

—*Adopted*

2. That synod adopt the following mandate for the proposed study committee:

This study committee will give guidance and clarification on how members, clergy, and churches can apply the biblical teachings reflected in the *Acts of Synod 1973 Report 42* (cf. also the report to Synod 2002) in light of the legality of same-sex marriage in certain jurisdictions, as well as how to communicate these teachings in a truthful and gracious way within North America.

- Address questions on same-sex marriage, including but not limited to those in Overtures 12 and 13.
- Identify and guide the churches, members, and clergy regarding the ramifications of the legal, ethical, and spiritual issues that they face.
- Identify resources and best practices that will facilitate ministry and directly communicate them to the churches.
- Follow the shepherding model used by the synodical Faith Formation Committee.

—*Adopted*

3. That synod declare this to be its response to Overtures 12 and 13.

*Ground:* Both overtures essentially ask the same thing and, as such, can be addressed by the same study committee.

—*Adopted*

(The report of Advisory Committee 3 is continued in Article 72.)

#### ARTICLE 70

Synod adjourns at 9:21 p.m. Elder delegate Jolene M. DeHeer leads in closing prayer.

### THURSDAY MORNING, June 13, 2013 Twelfth Session

#### ARTICLE 71

Rev. Kathleen S. Smith leads delegates in a responsive call to worship and the singing of “Somos Uno en Cristo/We Are One in Christ” and “They’ll Know We Are Christians by Our Love.” Delegates respond with a litany of affirmation, “The Unity of the Body,” and they join together in singing “Koinonia.” Pastor Jose Rayas reads 1 Corinthians 12:12-18 and addresses delegates on unity, sharing that the church is one body and everything needs

to work together from the smallest to the largest part, according to God's will. Pastor Rayas concludes the meditation in prayer.

Delegates respond with singing "I Love Your Church, O Lord," and Rev. Smith leads in a responsive reading of "A Prayer for the Mission of the Church." Pastor Rayas offers the benediction, and worship closes with the singing of "Sizohamba Naye/We Will Walk with God."

Roll call indicates that the following is absent: Walter Bruinsma (Atlantic Northeast).

## ARTICLE 72

(The report of Advisory Committee 3 is continued from Article 69.)

Advisory Committee 3, Education and Candidacy, Rev. William C. Veenstra reporting, presents the following:

### **Response to Overture 14: Modify the Two-Year EPMC Program for Ordained Pastors Who Have Already Served in Parish Ministry**

A. *Materials*: Overture 14, pp. 420-21

B. *Recommendation*

That synod not accede to Overture 14.

*Grounds*:

1. The EPMC program has been carefully prepared over recent years to provide a uniform road of access to ministry in the CRCNA. Its integrity should be protected.
2. While the EPMC program can be done in residence in a one semester timeframe, the two-year program has been judged to be a useful non-resident alternative allowing the EPMC supervisors to get to know the candidates well, to sufficiently speak into the lives of the participants, and to ground them in the CRCNA.

—*Adopted*

(The report of Advisory Committee 3 is continued in Article 89.)

## ARTICLE 73

(The report of Advisory Committee 5 is continued from Article 48.)

Advisory Committee 5, Missions and Ministry, Rev. Jeff A. Dykema reporting, presents the following:

### **Creation of a New Classis in Michigan**

A. *Materials*

1. Overture 3, pp. 398-400
2. Overture 4, pp. 400-406
3. Communication 1, p. 429

## B. Recommendations

1. That synod not accede to Overtures 3 and 4, requesting an affinity classis.

### *Grounds:*

- a. The creation of a separate classis based upon and restricted to a single theological conviction will create a fixed uniformity that runs contrary to biblical principles and practices of unity in the CRC (1 Cor. 12:12-31).
- b. This is consistent with the past decision of synod not to accede to the “formation of a classis based on theological affinity” (*Acts of Synod 1996*, Article 76, C, 4, p. 561).
- c. The creation of such a classis may address the issues of conscience and the discomfort of protesting the presence of women officebearers at the classical level, but this does not resolve those same issues at the synodical level.

— *Adopted*

2. That synod grant Trinity CRC in Sparta, Michigan, and Second CRC in Kalamazoo, Michigan, the option to move to the classis in closest proximity that is willing to receive them and which they are willing to join.

### *Grounds:*

- a. After Synod 2010 did not accede to the overture to allow the move to Classis Minnkota, these churches exhaustively explored geographically closer options. They have satisfied Synod 2010’s concern that they explore classes of closer proximity.
- b. In view of the diligent efforts of these two churches, the desire of their classes to help them move forward, and the desire of these churches to end the hurt and tension within their classes, this decision offers grace into this reality.
- c. This is consistent with the synodical precedent that allows the transfer of churches to another classis (see *Acts of Synod 1995, 2000, 2006, 2007*).

— *Adopted*

3. That synod communicate the following to Trinity CRC, Sparta; Second CRC, Kalamazoo; and their respective classes:

- a. We commend these two churches for their faithful perseverance in these matters and for their desire to remain in the CRC.
- b. We encourage these churches to seek ways to continue in their current classes.
- c. We encourage these churches and classes to engage in some process of reconciliation, healing, and blessing.
- d. We also encourage these churches to seek ways to continue to work together with local CRC churches to communicate and live out the gospel of Jesus Christ in their regions.

— *Adopted*



## ARTICLE 74

Rev. Joel Boot welcomes ethnic adviser Rev. Jimmy Han to give a report on behalf of the ethnic advisers to synod. He offers the hope that someday ethnic advisers will not be needed at synod, when every church and classis will be able to offer ethnic sensitivity, all done in love.

## ARTICLE 75

(The report of Advisory Committee 8 is continued from Article 56.)

Members of the Diakonia Remixed: Office of Deacon Task Force are provided opportunity to address delegates on the work and report of the task force.

Advisory Committee 8, Church Order and Appeals, Rev. Bruce A. Persenaire reporting, presents the following:

### **Diakonia Remixed: Office of Deacon Task Force**

#### *A. Materials*

1. Diakonia Remixed: Office of Deacon Task Force Report, pp. 263-98
2. Overtures 19, 20, and 23, pp. 427-28 and Supplemental report
3. Communications 3, 4, 5, and 6, pp. 430-31 and Supplemental reports
4. Christian Reformed World Missions Supplement

*B. Privilege of the floor:* Mr. Terry Woodnorth, chair; Rev. Roy Berkenbosch, reporter; and task force members Mr. Andrew Ryskamp and Mrs. Lori Wiersma

#### *C. Background*

Your committee wants to take note of the deep gratitude we have for the work done by the task force. They have worked hard and have given us not just a vision of the office of deacon that has merit, but also a vision of the church, which is significant.

Your committee began by looking at the report as a whole and discussing our response to the report and its recommendations. We met with members of the task force, hearing about their journey and how they came to the conclusion that the task and work of deacons needed to be revitalized. We then expressed to them some of our concerns and heard their reaction. We then began the work of considering the recommendations, one by one. As we began the process of doing this work, the advisory committee soon found itself not adopting some of the proposed changes in Church Order, adopting others, and modifying still others. After spending a good deal of time doing this, it became apparent to the committee that further work and study needed to be done to bring forward many of the good recommendations that the task force suggests.

#### *D. Observations*

1. Of all the recommendations and changes that the task force proposes, one of the most significant is that deacons need to be brought to our major assemblies so that the church can fully benefit from their gifts and input

and have all offices fully represented. Our committee wants to honor that desire and that change.

2. Before that change can be implemented, we believe that more work needs to be done in distinguishing between the unique work of elders and deacons. While the task force has done good work in casting a new vision for a revitalized diaconate; we believe that the office of elder and its work as defined in the Church Order needs a new look. Before Church Order changes can be made to the work and role of deacons, we believe the church will be best served if a similar study is done for the work and role of elder.
3. With regard to the work done by the task force regarding revitalizing and giving a new vision for the work of the deacons, we believe that more study needs to be done regarding the task and mandate of both classis and synod. What will deacons do there, especially after having been given this revitalized vision of the diaconal task? Will there be work done at synod and classis that is unique to the office of elder and that is also unique to the office of deacon? These are things that the task force believed did not need to be addressed; we believe they need to be answered in study.
4. We had several difficulties with the task force's use and application of Ephesians 4:11-13 and shared the concerns expressed in CRWM's supplement regarding the task force's use of the word *diakonia*. This concern was also raised in several of the overtures.
5. The work of the task force may have been hampered by the presence of three distinct agendas:
  - a. Review of the Church Order articles relating to the office of deacons and major assemblies.
  - b. The work of revitalizing the diaconate.
  - c. The effective coordination of ministry efforts by the whole church for the transformation of communities.

#### *E. Recommendation*

That synod propose the following changes to Church Order Articles 40 and 45 for adoption by Synod 2015, with full implementation of Article 45—seating of deacons at Synod 2016.

*Note:* **Boldface text** indicates changes from the current Church Order.

#### *Proposed Article 40*

- a. The council of each church shall delegate a minister, an elder, **and a deacon** to the classis. If a church is without a minister, or the minister is prevented from attending, **another elder** shall be delegated **in place of the minister**. Officebearers who are not delegated may also attend classis and may be given an advisory voice.

#### *Proposed Supplement, Article 40-a*

**The gender** of delegates to a classis shall be consistent with the decisions of that classis concerning the supplement to Article 3-a

of the Church Order. Delegates who believe the seating of women delegates is in violation of the Word of God may record their protest on the appropriate credentials. Their names, along with their protests, shall be included in the official record of each classis meeting. If a classis so desires, it may also invite emerging churches to delegate **three** officebearers to the meetings of classis.

(*Acts of Synod 1997*, p. 621)

(Amended *Acts of Synod 2007*, p. 612)

(Amended *Acts of Synod 2009*, p. 613)

*Proposed Supplement, Article 40-a and -c*

*Modification for Churches of Classis Red Mesa*

a. The council of each church shall delegate a minister, **an elder, and a deacon** to the classis. If a church is without a minister or a minister, **elder, or deacon delegate** is prevented from attending, **any combination of three officebearers may be delegated**. Officebearers who are not delegated also may attend classis and may be given an advisory voice.

c. The presiding officers of classis shall be selected from officebearers within the classis. **Ordinarily** the same presiding officers shall not be chosen twice in succession.

(*Acts of Synod 1981*, p. 16)

*Proposed Article 45*

**Synod** is the assembly representing the churches of all the classes. Each classis shall delegate **one minister, one elder, one deacon, and one other officebearer** to synod.

*Grounds:*

1. Numerous requests over the years have asked that the major assemblies seat deacons in order to have full representation and participation in carrying out the mission of the church.
2. Previous synodical reports have said that the Bible and the confessions do not prohibit the seating of deacons at major assemblies.
3. Delayed adoption and implementation will allow for clarification on outstanding issues, and thus allow for fuller conversation and ownership within the church.

Following deliberation regarding the above recommendation, discussion is tabled until the afternoon session.

(The report of Advisory Committee 8 is continued in Article 78.)

**ARTICLE 76**

The morning session adjourns at 11:48 a.m. Rev. Rodolfo Galindo leads in closing prayer.

**THURSDAY AFTERNOON, June 13, 2013**  
**Thirteenth Session**

**ARTICLE 77**

The afternoon session convenes at 1:18 p.m. Rev. Jonathan J. Kim leads in opening prayer.

**ARTICLE 78**

(The report of Advisory Committee 8 is continued from Article 75.)

Advisory Committee 8, Church Order and Appeals, Rev. Bruce A. Persenaire reporting, presents the following:

**Diakonia Remixed: Office of Deacon Task Force**

*A. Materials*

1. Diakonia Remixed: Office of Deacon Task Force Report, pp. 263-98
2. Overtures 19, 20, and 23, pp. 427-28 and Supplemental report
3. Communications 3, 4, 5, and 6, pp. 430-31 and Supplemental reports
4. Christian Reformed World Missions Supplement

*B. Privilege of the floor:* Mr. Terry Woodnorth, chair; Rev. Roy Berkenbosch, reporter; and task force members Mr. Andrew Ryskamp and Mrs. Lori Wiersma

*Note:* Synod returns to the address of the recommendation tabled at the morning session, and proceeds after approving to split the recommendation.

*C. Recommendations*

1. That synod propose the following changes to Church Order Article 40 for adoption by Synod 2015, with implementation following adoption:

*Note:* **Boldface text** indicates changes from the current Church Order.

*Proposed Article 40*

- a. The council of each church shall delegate a minister, an elder, **and a deacon** to the classis. If a church is without a minister, or the minister is prevented from attending, **another elder** shall be delegated **in place of the minister**. Officebearers who are not delegated may also attend classis and may be given an advisory voice.

*Proposed Supplement, Article 40-a*

**The gender of** delegates to a classis shall be consistent with the decisions of that classis concerning the supplement to Article 3-a of the Church Order. Delegates who believe the seating of women delegates is in violation of the Word of God may record their protest on the appropriate credentials. Their names, along with their protests, shall be included in the official record of each classis meeting. If a classis so desires, it may also invite emerging churches to delegate **three** officebearers to the meetings of classis.

*Acts of Synod 1997, p. 621)*

*(Amended Acts of Synod 2007, p. 612)*

*(Amended Acts of Synod 2009, p. 613)*

*Modification for Churches of Classis Red Mesa*

a. The council of each church shall delegate a minister, **an elder, and a deacon** to the classis. If a church is without a minister, or a minister, elder, or deacon delegate is prevented from attending, **any combination of three officebearers may be delegated**. Officebearers who are not delegated also may attend classis and may be given an advisory voice.

c. The presiding officers of classis shall be selected from officebearers within the classis. **Ordinarily** the same presiding officers shall not be chosen twice in succession.

*(Acts of Synod 1981, p. 16)*

*Grounds:*

- a. Numerous requests over the years have asked that the major assemblies seat deacons in order to have full representation and participation in carrying out the mission of the church.
- b. Previous synodical reports have said that the Bible and the confessions do not prohibit the seating of deacons at major assemblies.
- c. Delayed adoption and implementation will allow for clarification on outstanding issues, and thus allow for fuller conversation and ownership within the church.

*—Adopted*

2. That synod propose the following changes to Church Order Article 45 for adoption by Synod 2015, with full implementation (delegation of a deacon) at Synod 2016.

*Proposed Article 45*

**Synod** is the assembly representing the churches of all the classes. Each classis shall delegate **one minister, one elder, one deacon, and one other officebearer** to synod.

*Grounds:*

- a. Numerous requests over the years have asked that the major assemblies seat deacons in order to have full representation and participation in carrying out the mission of the church.
- b. Previous synodical reports have said that the Bible and the confessions do not prohibit the seating of deacons at major assemblies.
- c. Delayed adoption and implementation will allow for clarification on outstanding issues, and thus allow for fuller conversation and ownership within the church.

*—Adopted*

The following negative vote is registered: Joseph W. Bowman (Toronto).

3. That synod appoint a revised task force to address the following areas for the consideration and approval of synod prior to the adoption of the proposed changes to Articles 40 and 45:

a. Questions

- 1) Church Order Article 35 assigns “tasks which belong to the common administration of the church” to the council (pastors, elders, and deacons). What biblical and confessional basis exists for those tasks, which on the congregational level belong distinctively to the office of elder and to the office of deacon (Church Order Art. 35), to be assigned collectively to elder and deacon delegates on the classical and synodical levels?
  - 2) What is the unity that the offices share, and how are the “dignity and honor” of the offices distinguished from how they differ in “mandate and task” (Church Order Article 2)? What does it mean to have parity of office?
  - 3) How do the distinctiveness of each office, the unique giftedness, the parity of offices, and yet the differences in “mandate and task” influence and shape the agendas of major assemblies that would have both elders and deacons seated?
  - 4) In what ways can the agendas of the major assemblies be shaped for meaningful inclusion and participation by deacons, without tying the hands of the individual classes and their local expression (minimal regulation for maximum engagement)?
  - 5) What changes, highlights, or broadening of the mandate of synod would help make the seating of all officebearers at synod meaningful and beneficial?
- b. Development of a plan for resourcing and revitalizing both elders and deacons, including plans for its implementation.
- c. Recommendations for appropriate changes to the Church Order, including review of the proposed changes within the report of the 2013 Office of Deacon Task Force, considering further changes relating to the other offices, and clarifying a missional vision, all with a view to integrating such recommended changes.

*Grounds:*

- a. Persistent concerns have been raised about perceived blurring of the lines distinguishing the offices while at the same time highlighting the need for acknowledging the unique giftedness of each office.
- b. There is a perceived difference in how the report of the Office of Deacon Task Force addresses parity of office and how Church Order Article 2 addresses it.
- c. Addressing these questions and concerns will help the church integrate the seating of deacons with the intended agenda of the major assembly.
- d. A plan for resourcing and revitalizing the offices will help ensure that we do not end up simply making changes in the composition of current structures, but make these changes for the purpose of revitalized offices.

- e. The current Office of Deacon Task Force, as per their mandate, addressed only one of the offices. There is value in doing the same for all the offices, as may be appropriate, so that it is done in a complete and integrated manner rather than piecemeal.

— *Adopted*

4. That synod, in appointing a new task force, include two members of the current Office of Deacon Task Force, as well as others representing the offices and missional interests of the CRCNA, to address the matters identified in Recommendation 3 above. They will report their findings and recommendations to Synod 2015 and give a progress report of their work to Synod 2014.

*Grounds:*

- a. Having two members of the current task force will give continuity to the work they have done.  
b. Adding those with expertise in the other offices, as well as those with expertise in the area of mission, will allow for a fuller and more integrated inclusion of the diaconal office at major assemblies and will help move the “mission” of assemblies in more missional directions.

— *Adopted*

5. That synod instruct the BOT to appoint up to seven deacons in the CRC during the interim years of Synod 2014 and Synod 2015 to represent the interests of deacons at synod, using the same guidelines for ethnic advisers and young adult representatives.

*Ground:* Diaconal advisers are representative voices of the diaconal membership of the CRC.

— *Adopted*

6. That synod mandate the Task Force Reviewing Structure and Culture to consider how the inclusion of deacons at major assemblies will affect the culture and structure of the CRCNA.

— *Adopted*

7. That synod instruct the BOT to ask World Renew to take the lead role in facilitating the collaboration and networking necessary to support deacons. This will be done primarily by bringing leaders of resourcing organizations together for effective collaboration.

— *Adopted*

8. That synod refer the balance of the Office of Deacon Task Force Report, Recommendation G, to the new task force.

— *Adopted*

9. That synod thank the Office of Deacon Task Force for its significant work toward a revitalized diaconate and toward a revitalized council, classis, and synod, and that synod dismiss the task force with thanks.

— *Adopted*

10. That synod declare this to be its answer to Overtures 19, 20, and 23; Communications 3-6; and the Christian Reformed World Missions Supplement.

— *Adopted*



Ms. Lori Wiersma, member of the Office of Deacon Task Force, leads in a prayer of thanksgiving for the work of Diakonia Remixed: Office of Deacon Task Force and Advisory Committee 8. She also prays for the work of the new task force that synod has commissioned.

(The report of Advisory Committee 8 is continued in Article 91.)

#### ARTICLE 79

Rev. Steven L. Shulz, Mr. Daniel N. Lindley, and Rev. Michael L. Bentley, delegates from Northcentral Iowa are now absent for the remainder of synod because of an emergency for one of the travelers.

#### ARTICLE 80

Young adult representative Nicholas Chuba shared thoughts on that group's observations of synod. They have experienced love and commitment and have felt warmly welcomed and encouraged. They have expressed enthusiasm about church matters and have noted that delegates are also enthusiastic about the work they do. It has been an encouraging and hope-filled week.

#### ARTICLE 81

A delegate presents the following motion:

That synod thank Classis Grand Rapids South for Overture 11 and encourage the classis and the Monroe Community CRC to create a task force regarding Overture 11. Synod encourages them to seek resources the denomination may have to offer to assist them in this work.

*Grounds:*

1. This follows up on the good suggestions from the floor that seem to lean in this direction.
2. This keeps alive the good intent of Overture 11.
3. This empowers local churches and the classes in the important ministry of careful study and reflection.

—*Adopted*

#### ARTICLE 82

(The report of Advisory Committee 1 is continued from Article 62.)

Advisory Committee 1, Synodical Services I, Rev. Archie L. VanderHart reporting, presents the following:

#### **Work of the synodical deputies**

*A. Release from office to enter a ministry outside the Christian Reformed Church under Church Order Article 14-b*

Synodical deputies J.J. Hoytema (Niagara), R. Koops (Hamilton), and N.C. Overduin (Toronto), having heard the discussions relating to the resignation of **Rev. George J. Rowaan** in accordance with Church Order Article 14-b, concur in the decision of Classis Chatham in session on September 25, 2012, to declare that **Rev. George J. Rowaan** is in the status of one



deposed from the office of minister of the Word in the Christian Reformed Church in North America.

*Note:* Synod notes that it was the intent of the synodical deputies to concur with classis to indicate that the status is that of one deposed, although the classis' use of Article 14-b (to enter another ministry) does not apply in this situation.

*B. Release from the office of minister of the Word under Church Order Article 17-c*

Synodical deputies P. Brouwer (B.C. North-West), J.C. Fraser (Alberta South/Saskatchewan), and K.D. Koeman (Pacific Northwest), having heard the discussion of Classis B.C. South-East, in session on March 6, 2013, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **S. John Gerrits** is released from the office of minister of the Word in the Christian Reformed Church in North America.

*Note:* The above deputy action is amended to be a Church Order Article 17-c action instead of a Church Order Article 17-d action, as reported by the synodical deputies.

**ARTICLE 83**

The afternoon session adjourns at 3:45 p.m. Rev. Tom D. Draayer leads in closing prayer.

**THURSDAY EVENING, June 13, 2013**  
**Fourteenth Session**

**ARTICLE 84**

The evening session convenes at 7:00 p.m. Rev. Nick W. Monsma leads in opening prayer.

Vice president Dr. Reginald Smith is absent for the evening session while teaching a class.

**ARTICLE 85**

(The report of Advisory Committee 2 is continued from Article 64.)

Advisory Committee 2, Synodical Services II, Rev. Peter R. Byrna reporting, presents the following:

**Diversity in Leadership Planning Group II**

*A. Materials*

1. Diversity in Leadership Planning Group II Report (including Appendices A and B), pp. 299-317
2. Overture 7, pp. 411-12
3. Communication 2, p. 430

B. *Privilege of the floor*: Mr. Bing Goei, Rev. Emmett A. Harrison, and Rev. Joel R. Boot

C. *Recommendations*

*Recruitment*

1. That synod mandate the executive director to oversee the development and implementation of a comprehensive plan, in consultation with others as deemed appropriate, for the identification and recruitment of multiethnic leadership in denominational positions. This plan shall include the development and establishment of the following:
  - a. A better and broader system for identifying candidates, including
    - 1) A database of multiethnic candidates available for future positions, with names gathered from but not limited to CRCNA agencies, multiethnic focused entities, classes, educational institutions, and local CRC churches.
    - 2) A system for contacting potential candidates beyond the CRC by collaborative recruitment ventures with denominations and inter-denominational groups such as the Reformed Church in America, the Evangelical Covenant Church, Christian Churches Together in the U.S.A., the National Association of Evangelicals, and other Christian organizations.
  - b. A strong focus on attracting, recruiting, and retaining multiethnic leaders by creating
    - 1) A welcoming environment of hospitality in CRCNA ministry offices in Grand Rapids, Michigan, and Burlington, Ontario, as well as in every regional CRCNA office (i.e., purposefully build a culture and climate of care that demonstrates mutual respect for each other).
    - 2) An awareness of the compelling ministry opportunities and challenges available in the CRC.
    - 3) Funded internships for the purpose of recruiting ethnic minority leaders and establishing a pool of ethnic minority candidates for future hires within our denomination and the broader Christian community.
  - c. Clear accountability: Each CRC agency, Calvin College, and Calvin Theological Seminary will submit, as part of their strategic plan, diversity goals and timelines in their leadership, administrative, and regional ministry teams. Annual reports to and by the BOT will show how these strategic plans are being accomplished and shall be included in the executive director's annual Diversity Report. This Diversity Report from the executive director shall be a standing item on the BOT agenda.

—*Adopted*

*Timeline*: The plan shall be developed and reported to the BOT by February 2014, and shall include an implementation plan with specific timelines and accountability plans.

## *Training*

2. That synod affirm the importance of increasing and improving denominational training efforts for all ethnic minority groups (as well as for the denomination at large) by focusing on equipping for service at the congregational, classical, and denominational levels; developing awareness, ownership, and commitment to the ministries and mission of the CRCNA; and enhancing unity by dismantling racism and promoting diversity. The following elements are essential in this training effort:
  - a. Review, enhance, and promote existing materials and practices.
    - 1) The executive director will assemble an in-house task force to review current training resources and determine what additional resources could be added (e.g., providing basic training related to history, polity, leadership, and so forth).
    - 2) Based on the modules provided, local churches, classes, and agencies are encouraged to develop and conduct orientation programs for all members, including topics on antiracism strategies and diversity education, especially for greater diversity in leadership bodies.
  - b. Schedule and arrange training events such as regional conferences and workshops, Days of Encouragement, binational conferences, and the Multiethnic Conference where recommended training materials (see Recommendation 2, a, 1 above) will be used and promoted.
  - c. Promote continuing education and learning communities through mentoring and coaching.
  - d. Enhance professional development for staff through ongoing in-service training and professional development opportunities in diversity education and cultural sensitivity for all staff. This will help ensure that employees remain current in their knowledge and best practices in diversity, and will encourage and support attainment of diversity goals and build in accountability.

*Timeline:* To begin immediately upon adoption by Synod 2013.

— *Adopted*

## *Equal Opportunity Action Plan*

3. That synod mandate the executive director to instruct the director of Human Resources, the director of the Office of Race Relations, and the CRC mission and ministry directors to develop an action plan that includes establishing annual reviews of all employment policies and practices related to recruitment, hiring, performance management, promotions, and demotions to ensure equitable treatment of all staff. The action plan will include specific, measurable, and quantifiable goals and objectives.

*Timeline:* Report to Board of Trustees in February 2014.

— *Adopted*

### *Job Descriptions*

4. That synod affirm that all job postings and job requirements will continue to be thoroughly reviewed by the offices of Human Resources and Race Relations. These offices will work with CRC ministries to discern an appropriate process or team of people to review job descriptions in a way that removes potential barriers to diversity.

*Timeline:* Ongoing.

— Adopted

### *Nomination Process for Denominational Leadership*

5. That synod direct all CRC denominational boards and the Board of Trustees to adopt the goal of 25 percent multiethnic representation—the same goal that synod has adopted for itself and for senior denomination-al staff. The strategies to achieve this goal shall include the following:
  - a. The nomination processes for agency boards, educational institution boards, specialized ministry advisory committees, and the Board of Trustees shall ensure that the goal of 25 percent multiethnic representation on boards is actively pursued.
  - b. Identification and selection of potential multiethnic nominees who primarily have a heart for God and for his people and a passion for the CRC.
  - c. Inform and educate CRC members regarding the need to solicit multiethnic nominees at the congregational and classical levels.
  - d. Encourage pastors to solicit multiethnic members to participate.
  - e. Classical involvement
    - 1) Classes are to be intentional about nominating diverse people to CRC denominational boards.
    - 2) Classes shall ensure that denominational board members and representatives report back at their meetings.
    - 3) Classes should utilize the database of multiethnic candidates and the resources of the Office of Race Relations to identify multiethnic candidates for board positions.
  - f. Synod to mandate the use of at-large positions as a tool to increase multiethnic representation on boards.
  - g. Board and classis level training
    - 1) Hold seminars on the importance of participation on CRC denominational boards, the culture of denominational boards, how boards function, how meetings are conducted, and how to become effective board members.
    - 2) At the classical level, orient delegates about issues and procedures at meetings (how to make motions, read financial statements, deal with issues).
    - 3) Conduct regional workshops on board and classis meetings.

*Timeline:* Work should begin immediately, and a plan should be reported and reviewed annually in September by the BOT.

— *Adopted*

*Role of the Office of Race Relations*

6. That synod affirm that the Office of Race Relations shall continue to engage collaboratively with all denominational ministries, boards, and committees to ensure that the denomination's commitment to a racism-free environment and multiethnic diversity will be strengthened and sustained. This shall include but not be limited to the following:
  - a. Encouraging continued dialogue, increasing mutual understanding among cultures, and building relationships with the goal of being the church of Revelation 7.
  - b. Providing appropriate antiracism and diversity training for all members of denominational boards and committees.
  - c. Affirming the fulfillment of the current mandate for the Office of Race Relations, as follows:

CRC Race Relations will initiate and provide effective and collaborative training, programs, and organizing actions in ways that mobilize Christian Reformed agencies and educational institutions, as well as classes and congregations, to recognize, expose, and dismantle racism in all its forms and to experience true biblical reconciliation as a diverse and unified people of God. (*Acts of Synod 2004*, p. 558)

— *Adopted*

*Recommendations for Implementation*

7. That synod instruct the executive director to develop a comprehensive strategy and organizational alignment that addresses all of the multicultural and ethnic minority concerns that need to be considered and that brings us closer to the goal of more closely reflecting the diverse communities we inhabit and the visions expressed in the book of Revelation.

— *Adopted*
8. That synod adopt a budget allocation of \$100,000 annually for two years from within the existing budget beginning fiscal year 2014, allocated through the office of the executive director, in order to provide the personnel and resources for implementing this plan.

— *Adopted*
9. That synod declare this to be its response to Overture 7 and Communication 2.

— *Adopted*
10. That synod accept this work as fulfilling the mandate of the Diversity in Leadership Planning Group II and dismiss them with deep thanks.

— *Adopted*

ARTICLE 86

Synod adjourns at 8:45 p.m. Rev. Peter R. Byma leads in a prayer of thanksgiving, noting especially the work of the Diversity in Leadership Planning Group II.

FRIDAY MORNING, June 14, 2013  
Fifteenth Session

ARTICLE 87

Delegates open with singing “Better Is One Day,” and Rev. Peter B. Armstrong leads in opening prayer.

Roll call indicates that the following delegates are absent with notice: Mr. Arlie Olsen (Northcentral Iowa), Rev. Steven L. Shulz (Northcentral Iowa), Mr. Daniel N. Lindley (Northcentral Iowa), Rev. Michael L. Bentley (Northcentral Iowa), and Rev. Kory L. Plockmeyer (Lake Erie).

ARTICLE 88

Appointments, officers, and functionaries are presented for review. This listing reflects the results of the synodical elections and appointments and includes study committees that are synodically approved.

I. Officers, functionaries, and convening church for Synod 2014

A. Officers

- 1. Executive director: Rev. Joel R. Boot
- 2. Deputy executive director: Dr. Peter Borgdorff
- 3. Director of synodical services: Ms. Dee S. Recker
- 4. Director of finance and administration: Mr. John H. Bolt
- 5. Director of Canadian ministries: To be determined

B. Functionaries

Arrangements for Synod 2014: Mr. Lowell Olivier-Shaw, director of conference and special events at Central College, Pella, Iowa.

C. Convening church

Convening church for Synod 2014: First CRC, Pella, Iowa, with the participation of Faith CRC, Pella.

II. Synodical deputies

Classis	Deputy	Alternate	Term Expires
Alberta North	Rev. Gordon H. Pols	Rev. Allan C. Groen	2015(2)
Alberta South/ Saskatchewan	Rev. J. Cameron Fraser	Rev. Jake Corvers	2016(2)
Arizona	Rev. Harry J. Weidenaar	Rev. Robert Walter, Jr.	2014(1)
Atlantic Northeast	Rev. Christopher A. Fluit	Rev. Brent A. Pennings	2015(1)
B.C. North-West	Rev. David Cheung	Rev. Henry Jonker	2015(1)
B.C. South-East	Rev. Bert Slofstra	Rev. Andrew G. Vander Leek	2016(2)
California South	Rev. William Verhoef	Mr. Steve Wunderink	2016(2)
Central California	Vacant	Rev. Bruce A. Persenaire	2016(2)
Central Plains	Rev. Gilbert J. Kamps	Rev. Dale W. Visser	2015(2)
Chatham	Rev. Jacob Kerkhof	Rev. Richard T. Vander Vaart	2014(1)
Chicago South	Rev. Michael J. Kooy	Rev. Gerald R. Erffmeyer	2014(2)
Columbia	Rev. Jelmer P. Groenwold	Rev. Louis P. Korf	2014(1)

Eastern Canada	Rev. Jacob (Jack) M. Van de Hoef	Rev. Pieter A. Heerema	2015(2)
Georgetown	Rev. Matthew A. Palsrok	Rev. Mark D. Bennink	2016(1)
Grand Rapids East	Rev. William C. De Vries	Rev. Philip V. De Jonge	2015(1)
Grand Rapids North	Rev. Sidney Draayer	Rev. Henry Admiraal	2016(1)
Grand Rapids South	Dr. Raymond A. Blacketer	Rev. Robert L. Boersma	2016(1)
Grandville	Rev. Douglas R. Fauble	Rev. Hank F. Vlaardingerbroek	2016(1)
Greater Los Angeles	Rev. Erick D. Westra	Rev. Gary M. Stevens	2015(1)
Hackensack	Rev. Douglas H. Bratt	Rev. Brian Bolkema	2015(2)
Hamilton	Rev. Ralph Koops	Rev. Henry P. Kranenburg	2016(2)
Heartland	Rev. Todd M. Zuidema	Rev. David L. Heilman	2015(1)
Holland	Rev. Michael De Vries	Rev. Adam M.H. Barton	2016(2)
Hudson	Rev. Rod D. Gorter	Rev. Norman F. Brown	2016(1)
Huron	Rev. Ronald G. Fisher	Rev. Ray Vander Kooij	2016(2)
Iakota	Rev. Aldon L. Kuiper	Rev. Clifford Hoekstra	2016(2)
Illiana	Rev. Calvin J. Aardsma	Rev. Bernard F. Tol	2016(1)
Kalamazoo	Rev. Kenneth A. Baker	Rev. Gregory P. Timmer	2014(2)
Lake Erie	Rev. Robert A. Arbogast	Rev. George F. Vander Weit	2014(2)
Lake Superior	Rev. Jack Van Marion	Rev. Henry G. Gunnink	2015(1)
Minnkota	Rev. Timothy J. Brown	Rev. Timothy J. Ouwinga	2016(2)
Muskegon	Rev. John Rop, Jr.	Rev. Gerald D. Postema	2016(1)
Niagara	Rev. Jerry J. Hoytema	Rev. James C. Dekker	2014(2)
Northcentral Iowa	Rev. Thomas J. Niehof	Rev. Frank E. Pott	2016(2)
Northern Illinois	Rev. John F. Schuurman	Rev. John R. Huizinga	2015(2)
Northern Michigan	Rev. Jaclyn D. Guikema Busch	Rev. Chris Kostelansky	2016(2)
Pacific Hanmi	Rev. Theodore Lim	Rev. Seung Jai Kang	2016(1)
Pacific Northwest	Rev. Richard J. DeRuiter	Rev. Kenneth D. Koeman	2016(1)
Quinte	Rev. Jake Kuipers	Rev. B. Bernard Bakker	2016(2)
Red Mesa	Rev. John J. Greydanus	Rev. John W. Dykhuis	2015(1)
Rocky Mountain	Vacant	Vacant	2013(2)
Southeast U.S.	Vacant	Vacant	2013(2)
Thornapple Valley	Rev. Merlin N. Buwalda	Rev. Gerard Bouma	2016(2)
Toronto	Rev. Herman D. Praamsma	Rev. Hendrik P. Bruinsma	2016(1)
Wisconsin	Rev. Michael Winnowski	Rev. Karl H. Bratt	2014(1)
Yellowstone	Rev. Jack Huttinga	Rev. Jerry L. Blom	2016(2)
Zeeland	Rev. Ronald D. De Young	Rev. Timothy Howerzyl	2014(2)

### III. Denominational boards

*Note:* Members of the regional boards (Board of Trustees of the CRCNA, the boards of Back to God Ministries International, Calvin College, Calvin Theological Seminary, Christian Reformed Home Missions, and Christian Reformed World Missions) are elected from the following twelve regions:

*Region 1*—Classes B.C. North-West and B.C. South-East

*Region 2*—Classes Alberta North, Alberta South/Saskatchewan, and Lake Superior (Canadian congregations)

*Region 3*—Classes Eastern Canada, Quinte, and Toronto

*Region 4*—Classes Chatham, Hamilton, Huron, and Niagara

*Region 5*—Classes Columbia, Pacific Northwest, and Yellowstone

*Region 6*—Classes California South, Central California, Greater Los Angeles, and Pacific Hanmi

*Region 7*—Classes Arizona, Red Mesa, and Rocky Mountain

*Region 8*—Classes Central Plains, Heartland, Iakota, Lake Superior (U.S. congregations), Minnkota, and Northcentral Iowa

*Region 9*—Classes Chicago South, Illiana, Northern Illinois, and Wisconsin

*Region 10*—Classes Georgetown, Holland, Kalamazoo, Muskegon, Northern Michigan, and Zeeland

*Region 11*—Classes Grand Rapids East, Grand Rapids North, Grand Rapids South, Grandville, Lake Erie, and Thornapple Valley

*Region 12*—Classes Atlantic Northeast, Hackensack, Hudson, and Southeast U.S.

## A. Board of Trustees of the Christian Reformed Church in North America

District	Member	Term Expires
<i>Canadian members</i>		
Alberta North	Mr. Michael Wevers	2014(1)
Alberta South/ Saskatchewan	Rev. Dale Melenberg	2015(2)
B.C. North-West	Rev. Trevor Vanderveen	2015(2)
B.C. South-East	Ms. Gavielle (Gavy) Tran	2014(1)
Chatham	Mrs. Grace Miedema	2014(2)
Eastern Canada	Ms. Katherine M. Vandergrift	2016(2)
Hamilton	Mr. Garry Sytsma	2016(1)
Huron	Dr. Darren Roorda	2014(1)
Lake Superior	Rev. Harold De Jong	2014(1)
Niagara	Mr. Bert Witvoet	2015(1)
Quinte	Mr. Wybe Bylsma	2014(2)
Toronto	Mr. Peter Noteboom	2016(2)
At-large	Mr. Bruce Dykstra	2015(2)
	Mrs. Verney Kho	2016(1)
	Rev. William C. Veenstra	2016(2)
<i>U.S. members</i>		
Region 5	Rev. Peter J. DeVries	2016(2)
Region 6	Mr. Kyu Paek	2014(1)
Region 7	Mr. David De Ridder	2016(1)
Region 8	Rev. Calvin Hoogendoorn	2016(1)
	Mr. Loren J. Veldhuizen	2014(2)
Region 9	Dr. Steve Timmermans	2015(1)
Region 10	Rev. Kenneth Baker	2015(1)
	Ms. Angela Taylor Perry	2016(2)
Region 11	Ms. Joan Flikkema	2015(2)
	Dr. R. Scott Greenway	2016(2)
	Mr. Chris Van Spronsen	2014(1)
Region 12	Rev. Sheila Holmes	2014(2)
At-large	Mr. Mark Charles	2015(2)
	Rev. Christian Y. Oh	2016(2)
	Dr. Peter Szto	2015(1)
Ex officio	Rev. Joel R. Boot, interim executive director	

## B. Back to God Ministries International

Region	Member	Term Expires
Region 1	Mr. John Vegt	2014(1)
Region 2	Rev. Gerrit Bomhof	2014(2)
Region 3	Rev. Ed Visser	2015(2)
Region 4	Rev. Gregory A. Fluit	2016(1)
Region 5	Mr. Stanley Vander Pol	2014(2)
Region 6	Mrs. Alison Libolt Renkema	2016(1)
Region 7	Rev. Bobby Boyd	2014(2)
Region 8	Mr. Leland Vanderaa	2016(1)
Region 9	Rev. Dr. Calvin J. Aardsma	2016(2)
Region 10	Mr. Wayne Brower	2015(1)
	Ms. Cynthia (Cindi) Veenstra	2014(1)
Region 11	Dr. Reginald Smith	2014(1)
	Ms. Julie Voskuil	2015(1)
Region 12	Rev. Joel Vande Werken	2015(1)
At-large	Ms. Karyl Groeneveld	2014(2)
	Mr. Mark Van Beveren	2016(1)



### *C. Calvin College Board of Trustees*

Region	Member	Term Expires
Regions 1 and 2	Ms. Margaret Verboon (Pan Zhang)	2014(1)
Region 3	Dr. Laurens Vandergrift	2015(2)
Region 4	Dr. Wytse van Dijk	2016(2)
Region 5	Mr. Dale H. Venhuizen	2015(2)
Region 6	Mr. Daniel Meester	2016(2)
Region 7	Mr. Michael K. DenBleyker	2016(1)
Region 8	Ms. Andrea (Harms) Van Kooten	2016(2)
Region 9	Mr. William J. Katt	2015(2)
	Dr. Richard Vanden Berg	2014(2)
Region 10	Mr. R. Scott Boot	2015(1)
	Rev. Michael D. Koetje	2016(2)
	Mr. David VanRandwyk	2015(2)
Region 11	Rev. Dr. Randall D. Engle	2015(2)
	Mr. Thomas A Geelhoed	2015(1)
	Mr. Thomas J. Nobel, Jr.	2014(2)
Region 12	Dr. Jack R. Van Der Slik	2014(2)
Alumni	Ms. Mary Bonnema	2016(1)
	Ms. Ruth Palma	2015(2)
	Ms. Paula Wigboldy	2014(1)
At-large	Dr. Dale J. Andringa	2014(1)
	Dr. Philip J. Brondsema	2014(1)
	Mr. Bradley Haverkamp	2015(2)
	Mr. Allen E. Hoekstra	2015(1)
	Ms. Wendy Granger Hofman	2015(1)
	Ms. Marjorie Hage Hoogeboom	2015(1)
	Mr. Craig H. Lubben	2014(1)
	Ms. Christine A. Metzger	2014(2)
	Mr. David Schutt	2016(1)
	Mr. Scott A. Spoelhof	2015(3)
	Ms. Michelle L. Van Dyke	2014(3)
	Dr. Jack Veltkamp	2014(2)

### *D. Calvin Theological Seminary Board of Trustees*

Region	Member	Term Expires
Region 1	Rev. Andrew Vander Leek	2016(2)
Region 2	Rev. Victor Y. Ko	2014(1)
Region 3	Ms. Wendy Gritter	2016(2)
Region 4	Rev. M. Jeffery Klingenberg	2014(1)
	Mr. Hank Vander Laan	2015(2)
Region 5	Rev. William S. Wilton	2015(2)
Region 6	Mr. Hyung Jung Kim	2014(1)
Region 7	Rev. John Dykhuis	2015(1)
Region 8	Rev. Timothy Ouwinga	2015(1)
Region 9	Rev. William R. Sytsma	2014(1)
Region 10	Rev. Jaclyn Guikema Busch	2016(1)
Region 11	Rev. Paul R. De Vries	2014(2)
Region 12	Dr. Donald G. Belanus	2016(2)
Regional at-large		
Region 8	Dr. Karen De Mol	2015(1)
Region 10	Mr. Myles Kuperus	2014(1)
Region 11	Mrs. Teresa Renkema	2015(1)
At-large	Mr. Sidney Jansma, Jr.	2016(2)
	Ms. Susan Keesen	2016(3)
	Dr. Yudha Thianto	2016(1)

### *E. Christian Reformed Home Missions Board*

Region	Member	Alternate	Term Expires
Region 1	Rev. Harvey J. Roosma	Rev. Richard C. Koopmans	2015(2)
Region 2	Rev. Bruce Gritter		2015(2)
Region 3	Mr. David Harlow		2014(2)
Region 4	Mr. Gerald Klein-Geltink	Ms. Beth Fellingier	2015(1)
Region 5	Pastor Gerry Muller	Rev. George Den Oudsten	2015(1)
Region 6	Rev. Daniel Brink	Rev. Doug Bouws	2016(2)
Region 7	Rev. B. Joy Engelsman		2015(1)
Region 8	Ms. Gaye Mellema		2016(2)
Region 9	Mr. Bruce McMurry		2015(1)
Region 10	Rev. Larry Baar		2014(2)
Region 11	Vacant		2016(1)
Region 12	Dr. Peter Steensma	Ms. Ruth Kuder	2016(1)
At-large	Ms. Sara De Moor		2016(1)
	Ms. Jenna Huitink		2016(1)
	Mr. John Hwang		2016(1)
	Mr. James Jones		2014(2)
	Mr. Allan Kramer		2016(2)
	Mr. Ricardo Tavaréz		2016(1)

### *F. Christian Reformed World Missions Board*

Region	Member	Term Expires
Region 1	Ms. Jenny Siebring-deGroot	2015(1)
Region 2	Ms. Cora Rempel	2016(1)
Region 3	Rev. Jacob Boer	2015(2)
Region 4	Rev. Derek A. Bouma	2014(2)
Canada at-large	Ms. Andrea Bootsma	2016(2)
	Rev. Thomas Oosterhuis	2015(2)
Region 5	Rev. Bomsu Kim	2015(1)
Region 6	Rev. Elmer Tandayu	2016(1)
Region 7	Rev. John Eigege	2016(1)
Region 8	Ms. Dee Kramer	2015(1)
Region 9	Ms. Lois Ooms	2016(2)
Region 10	Rev. Ronald J. Meyer	2015(1)
Region 11	Dr. Kojo A. Quartey	2014(2)
Region 12	Mr. Colin Watson	2014(2)
U.S. at-large	Rev. Eduardo Gonzalez	2014(1)
	Rev. Joseph Kamphuis	2015(2)
	Rev. Dr. William (Bill) Svelmoe	2016(2)
At-large	Ms. Lisa Thomson	2016(1)

### *G. World Renew*

Classis	Member	Term Expires
Alberta North	Ms. Sarah Nicolai	2014(1)
Alberta North/Central	Ms. Janet Zadoorian	2015(1)
Alberta South/ Saskatchewan	Ms. Truusje Genesis*	2015(2)
Arizona	Mr. Dennis Preston	2015(2)
Atlantic Northeast	Ms. Hyacinth Douglas-Bailey	2016(1)
B.C. North-West	Mr. George Horlings	2015(1)
B.C. South-East	Vacant	2016(1)
California South	Mr. Joel Verhoef	2015(2)
Central California	Rev. Daniel J. Hutt	2014(1)
Central Plains	Ms. Marilyn Harms	2015(1)
Chatham	Mr. John DeGroot*	2016(1)

Chicago South	Rev. Roger Nelson		2014(1)
Columbia	Ms. Joy Anema*		2015(1)
Eastern Canada	Mr. Nick Van Dyke*		2016(2)
Georgetown	Ms. Jodi Cole Meyer*		2014(1)
Grand Rapids East	Ms. Gail Hanson		2016(1)
Grand Rapids North	Mr. Roy Zuidema*		2014(2)
Grand Rapids South	Mr. Harry Faber		2014(1)
Grandville	Mr. Steve Westra*		2016(2)
Greater Los Angeles	Mr. Dick Van Eck, Jr.		2015(2)
Hackensack	Rev. John Algera		2016(2)
Hamilton	Mr. Bert Hofland		2014(2)
Heartland	Dr. Harlan VanderGriend		2014(1)
Holland	Mr. Bruce Heckman		2015(1)
Hudson	Mr. Roy Heerema		2016(1)
Huron	Ms. Mary Both		2014(2)
lakota	Rev. Carl H. Bruxvoort		2014(1)
Illiana	Mr. James L. Groen		2014(1)
Kalamazoo	Ms. Cheri Dykstra		2016(1)
Lake Erie	Ms. Mary Rupke		2016(1)
Lake Superior (Canada)	Mr. Don Miedema		2016(1)
Lake Superior (U.S.)	Mr. Michael Pluimer		2015(2)
Minnkota	Mr. Harold Van Hulzen		2014(1)
Muskegon	Mr. Cornelius Van Tol		2016(2)
Niagara	Mr. Rob Van Wely		2016(1)
Northcentral Iowa	Mr. William Janssen		2016(2)
Northern Illinois	Ms. Bonnie Zigterman		2015(2)
Northern Michigan	Mr. Dennis Anderson		2014(1)
Pacific Hanmi	Rev. Dong-il Kim		2014(3)
Pacific Northwest	Vacant		
Quinte	Mr. Hans Vink		2016(1)
Red Mesa	Mr. Caleb Dickson		2014(1)
Rocky Mountain	Mr. Henk Dykhouse		2015(1)
Southeast U.S.	Ms. Erika Izquierdo		2016(1)
Thornapple Valley	Mr. Nathan Terbeek		2015(1)
Toronto	Ms. Suzanne Christie		2015(1)
Wisconsin	Mr. Garry Friesema		2015(2)
Yellowstone	Vacant		
Zeeland	Mr. Donald Kloosterhouse		2014(1)
Pastoral adviser (U.S.)	Rev. Thea Leunk*		2016(2)
At-large Canada	Mr. José Francisco Angulo*		2014(2)
	Mr. Jeff Becker		2016(1)
	Mr. John DeWilde*		2016(2)
	Mr. Al Hummel		2015(1)
	Mr. Jim Joosse*		2014(1)
	Rev. Rita S. Klein-Geltink*		2015(1)
	Ms. Danielle Kooy		2015(2)
At-large U.S.	Ms. Marguerite Ridder		2016(1)
	Dr. Mariano Avila		2015(1)
	Mr. Lyman Howell*		2015(1)
	Dr. Joel Navarro		2015(1)
	Ms. Sarah B. Rinsema-Sybenga		2016(1)
	Rev. Phonh Sinbondit		2015(1)
	Ms. Mary vanBuren (Ritsema)		2016(1)
Youth at-large U.S.	Mr. Paul Wassink*		2014(2)
	Rev. Andrew Woja Henry		2015(1)
	(Calvin College)	Vacant	
	(Dordt College)	Mr. Dirk Oudman	2014(1)
	(Trinity College)	Vacant	
* Also a member of the Board of Directors			
Joint Ministry Council = 7 members from each national board			

#### IV. Service committees

##### A. Candidacy Committee

Dr. Amanda Benckhuysen (2014/1), Rev. Peter Choi (2014/2), Rev. Melvin Jackson (2015/2), Rev. Joel Kok (2015/1), Ms. Kristin Pikaart (2015/2), Rev. Mary-Lee Bouma (2016/2), Dr. LaVerne Jordan (2016/1), Rev. Ken Koeman (2016/2), Rev. Fernando Valencia (2016/1), Rev. David R. Koll (staff), Rev. Joel R. Boot (*ex officio* as ED), Rev. Julius T. Medenblik (*ex officio* as Calvin Theological Seminary representative).

##### B. Christian Reformed Church Loan Fund, Inc., U.S. Committee

Ms. Andrea P. Kaarsten (2014/1), Mr. Thomas J. Sinke (2014/1), Mr. Scott K. Ritsema (2015/1), Mr. Jon Swets (2015/2), Ms. Chery De Boer (2016/1), Mr. Kenneth J. Stienstra (2016/1), Mr. David E. Veen (*ex officio* member).

##### C. Ecumenical and Interfaith Relations Committee

Rev. Jay Shim (2014/1), Rev. Peter Slofstra (2014/2), Ms. Rebecca Warren (2014/2), Rev. Karen Norris (2015/1), Dr. James Payton (2015/1), Dr. Shirley Roels (2015/2), Dr. Robert Sweetman (2015/1), Rev. Emmett Harrison (2016/1), Mr. Anthony Elenbaas (2016/1), Ms. Debra Vasquez (2016/2), Dr. Peter Borgdorff, (*ex officio* member), Rev. Joel R. Boot (*ex officio* member), Dr. William T. Koopmans (*ex officio* member).

##### D. Historical Committee

Dr. Lyle Bierma (2014/1), Dr. Robert Schoone-Jongen (2015/1), Rev. Paul Bremer (2016/1), Dr. Kristin Kobes DuMez (2016/1), Dr. Richard Harms, secretary (*ex officio*).

##### E. Judicial Code Committee

Ms. Laura B. Bakker (2014/1), Rev. Leslie Kuiper (2014/2), Mr. James Mutoigo (2014/2), Ms. Deb De Jong (2015/2), Mr. Joel Hoekstra (2015/2), Mr. Charles C. Adams (2016/2), Ms. Rita Buitendorp (2016/1), Mr. Ron Nightingale (2016/1), Dr. John Van Schepen (2016/2), Mr. Joel D. Vos (2016/1).

##### F. Ministers' Pension Funds committees

###### Canadian Pension Trustees

Mr. Henry Eygenraam (2015/1), Ms. MaryAnn Kokan-Nyhof (2015/1), Rev. Kevin te Brake (2015/2), Mr. Keith Oosthoek (2016/2), Ms. Cynthia Stutski (2016/1).

###### U.S. Board of Pensions

Mr. Jack Byeman (2015/2), Mr. Thomas Dykhous (2015/1), Mr. Kurt Knoll (2015/2), Rev. Joel Sheeres (2016/1), Mr. Howard Van Mersbergen (2016/2).

##### G. Sermons for Reading Services Committee

Rev. Kenneth F. Benjamins (2014/2), Rev. Mark Verbruggen (2014/1), Rev. Lambert J. Sikkema (2015/1), Rev. John H. Noordhof (2016/1).

## V. Synodical study committees and task forces

### A. *Doctrine of Discovery Task Force* (scheduled to report in 2015)

Ms. Carissa Bakker-Johnson, Mr. Mark Charles, Mr. Mike Hogeterp (chair), Mr. Steve Kabetu, Ms. Liz Kuipers, Mr. Harold Roscher, Ms. Susie Silversmith, Mr. Peter Vander Meulen.

### B. *Task Force Reviewing Structure and Culture* (scheduled to report in 2015)

Rev. Joel A. De Boer, Dr. R. Scott Greenway, Mrs. Ida Kaastra-Mutoigo, Rev. Julius T. Medenblik, Mr. Peter Meerveld, Mr. Terry Van Der Aa, Mrs. Jane Vander Haagen, Ms. Katherine Vandergrift, Mr. Colin Watson, Rev. Joel R. Boot (chair).

### C. *Task Force to Study the Offices of Elder and Deacon* (scheduled to report in 2015)

Membership to be determined following acceptance of synod's appointment.

### D. *Committee to Study Religious Persecution and Liberty* (scheduled to report in 2016)

Membership to be determined following acceptance of synod's appointment.

### E. *Committee to Provide Pastoral Guidance re Same-sex Marriage* (scheduled to report in 2016)

Membership to be determined following acceptance of synod's appointment.

## VI. Recommendation

That synod approve the list of boards and committees.

— *Adopted*

## ARTICLE 89

(The report of Advisory Committee 3 is continued from Article 72.)

Advisory Committee 3, Candidacy and Education, Rev. William C. Veenstra reporting, presents the following:

### Response to Overtures 12 and 13

#### **Overture 12: Appoint a Study Committee to Expand on the 1973 Report and Conclusions on Homosexuality**

#### **Overture 13: Provide Pastoral Advice on the Issue of Gay Marriage**

### A. *Materials*: Overtures 12 and 13, pp. 418-20

### B. *Recommendations*

1. That synod adopt the following mandate for the Committee to Provide Pastoral Guidance re Same-sex Marriage:

This study committee shall

- a. Give guidance and clarification on how members, clergy, and churches can apply the biblical teachings reflected in the *Acts of Synod 1973*, Report

42 (cf. also the report to Synod 2002) in light of the legality of same-sex marriage in certain jurisdictions, as well as how to communicate these teachings in a truthful and gracious way within North America.

- b. Address questions on same-sex marriage, including but not limited to those in Overtures 12 and 13.
- c. Identify and guide the churches, members, and clergy regarding the ramifications of the legal, ethical, and spiritual issues that they face.
- d. Identify resources and best practices that will facilitate ministry and directly communicate them to the churches.
- e. Follow the shepherding model used by the synodical Faith Formation Committee.

—*Adopted*

2. That synod appoint the following diverse and qualified candidates to serve on the Committee to Provide Pastoral Guidance re Same-sex Marriage:

Mr. Joseph Bowman  
Ms. Jessica Driesenga  
Ms. Wendy Gritter

Rev. Karl Van Harn  
Mr. Curtis Witte

—*Adopted*

*Note:* The above have agreed to serve at the time of the printing of the *Acts*.  
(The report of Advisory Committee 3 is continued in Article 93.)

## ARTICLE 90

(The report of Advisory Committee 7 is continued from Article 42.)

Advisory Committee 7, Interdenominational Matters, Rev. Christopher A. Fluit reporting, presents the following:

### **Response to Overture 9: Appoint a Study Committee to Equip Our Church in Regard to the Related Issues of Religious Persecution and Religious Liberty**

A. *Materials:* Overture 9, pp. 415-16

B. *Recommendations*

1. That synod adopt the following mandate for the Committee to Study Religious Persecution and Liberty:  
The committee shall
  - a. Provide a Reformed framework that establishes a biblical and theological grounding for religious liberty and the injustice of religious persecution.
  - b. Propose individual and group action that empowers the church in our increasingly secularized North American setting to walk alongside and intercede on behalf of those who are subject to religious persecution or denied religious liberty at home or abroad.
  - c. Report on their progress to Synod 2015 and provide the completed study to Synod 2016.

*Note:* This study may be referred to the Ecumenical and Interfaith Relations Committee (EIRC) to promote dialogue among our Reformed brothers and sisters about religious liberty and religious persecution, encouraging them to develop similar individual and group actions particular to their individual, social, and religious contexts.

—*Adopted*

2. That synod nominate the following diverse and qualified candidates to serve on the Committee to Study Religious Persecution and Liberty:

Prof. Jane Bruin

Dr. Kevin den Dulk

Dr. Rob Joustra

Rev. Jonathan J. Kim

Dr. James Payton, Jr. (faculty adviser)

Mr. Stephen R. Snow

Rev. Naji Umran

Rev. Ken Van De Griend

Ms. Ruth Veltkamp

—*Adopted*

*Note:* The above have agreed to serve at the time of the printing of the *Acts*.

## ARTICLE 91

(The report of Advisory Committee 8 is continued from Article 78.)

Advisory Committee 8, Church Order and Appeals, Rev. Bruce A. Perse-naire reporting, presents the following:

### **Diakonia Remixed: Office of Deacon Task Force**

*A. Materials:* Diakonia Remixed: Office of Deacon Task Force Report, pp. 263-98

*B. Recommendations*

1. That synod adopt the following mandate for the Task Force to Study the Offices of Elder and Deacon:
  - a. Address the following questions:
    - 1) Church Order Article 35 assigns “tasks which belong to the common administration of the church” to the council (pastors, elders, and deacons). What biblical and confessional basis exists for those tasks, which on the congregational level belong distinctively to the office of elder and to the office of deacon (Church Order Art. 35), to be assigned collectively to elder and deacon delegates on the classical and synodical levels?
    - 2) What unity do these offices share, and how are the “dignity and honor” of the offices distinguished from how they differ in “mandate and task” (Church Order Article 2)? What does it mean to have parity of office?
    - 3) How do the distinctiveness of each office, the unique giftedness, the parity of offices, and yet the differences in “mandate and task” influence and shape the agendas of major assemblies that would have both elders and deacons seated?

- 4) In what ways can the agendas of the major assemblies be shaped for meaningful inclusion and participation by deacons, without tying the hands of the individual classes and their local expression (minimal regulation for maximum engagement)?
  - 5) What changes, highlights, or broadening of the mandate of synod would help make the seating of all officebearers at synod meaningful and beneficial?
- b. That the task force develop a plan for resourcing and revitalizing both elders and deacons, including plans for its implementation.
- 1) That the Task Force to Study the Offices of Elder and Deacon recommend appropriate changes to the Church Order. This would include reviewing the proposed changes within the report of the 2013 Office of Deacon Task Force, considering further changes relating to the other offices, and clarifying a missional vision, all with a view to integrating such recommended changes.
  - 2) That the Task Force to Study the Offices of Elder and Deacon study Recommendation G of the Office of Deacon Task Force 2013 for suitable ways to be implemented.
  - 3) That the task force report to Synod 2015 and forward an update to Synod 2014.
- Adopted*
2. That synod appoint the following diverse and qualified candidates to serve on the committee:
- |  |  |
|--|--|
| <p>Ms. Amanda Bakale<br/> Rev. Roy Berkenbosch<br/> (member of the original task force)<br/> Dr. Chris Ganski<br/> Mr. Rudy Gonzalez<br/> Dr. Calvin Hoogendoorn</p> | <p>Rev. Nick Monsma<br/> Ms. Rosetta Polk-Pugh<br/> Mr. Terry Woodnorth (member of the original task force)<br/> Mr. Andy Ryskamp (staff)<br/> Dr. Henry De Moor</p> |
|--|--|
- Adopted*

*Note:* The above have agreed to serve at the time of the printing of the *Acts*.

## ARTICLE 92

Rev. Joel Boot offers a prayer for synod office staff member Ms. Theona Cooke, who fell and was taken to the hospital to treat her ankle.

## ARTICLE 93

A delegate presents the following motion:

That synod request the Committee to Provide Pastoral Guidance re Same-sex Marriage to consult extensively with pastors in Canada and the United States, members of different ethnic minorities, and others who have a broad range of experience and expertise (i.e., biblical, pastoral, ethnic) to both inform and provide feedback regarding the work of the committee.



*Grounds:*

1. The approved list of committee members does not include pastors active in congregations.
2. The approved list of committee members does not have an adequate racial diversity to represent the stated goals of synod and the CRCNA.
3. This will promote engagement within the churches of the denomination in the spirit of the shepherding model.

— *Adopted*

ARTICLE 94

The president of synod, Dr. William T. Koopmans, expresses thanks to fellow officers Dr. Reginald Smith, Mr. Loren J. Veldhuizen, and Rev. William Verhoef. He thanks Dr. Michael K. Le Roy and the Calvin College staff: Mr. Jeff Stob, Ms. Connie Porte, and Mr. Carl Hordyk. The president thanks Ms. Lisa De Young and Mr. David Tannor of Roosevelt Park CRC for their service as prayer coordinators, as well as others from Roosevelt Park CRC.

The president expresses gratitude to the synod office staff: Ms. Thena Cooke, Ms. Kim De Vries, Ms. Staci De Vries, Ms. Beverly Koetje, Ms. Mari-beth Stech, Ms. Carol Vander Ark, Ms. Dorothy Vandersteen, and Ms. Dorothy Wallinga. He expresses thanks to the IT staff: Mr. Matt Andrews, Mr. Jim Boldenow, Ms. Shirley De Vries, Mr. Lee Schiebel, and Ms. Carol Spiering; the synod news office staff: Mr. Henry Hess, Mr. Tim Postuma, and Mr. Jonathan Wilson; and the *Banner* staff: Rev. Robert De Moor, Mr. Charles Honey, Ms. Karen Huttenga, Ms. Gayla Postma, Mr. Ryan Struyk, and Ms. Roxanne Van Farowe.

The president of synod expresses appreciation for faculty advisers, ethnic advisers, young adult representatives, fraternal delegates, and the presidents of Calvin College and Calvin Theological Seminary: Dr. Michael K. Le Roy and Rev. Julius T. Medenblik. He also expresses the appreciation of synod to staff consultants: Mr. John Bolt, Dr. Peter Borgdorff, Ms. Dee Recker, and Mr. Ben Vandezande. He also thanks all the delegates for their hard work and dedication to the task at hand and offers gratitude to our gracious God, who has been the object of our worship this week.

The president expresses the gratitude of synod delegates and attendees, as well as of the denomination, to Rev. Joel R. Boot for his leadership in his role as executive director.

The vice president, Dr. Reginald Smith, expresses thanks on behalf of synod to the president, Dr. William T. Koopmans, for his leadership during Synod 2013.

The executive director expresses the gratitude of synod to the four officers and presents them with gifts.

ARTICLE 95

Synod 2013 concludes its business and spends time in closing worship. Delegates sing “Open the Eyes of My Heart” and “Holy, Holy, Holy! Lord God Almighty.” The president of synod, Dr. William T. Koopmans, opens worship with a greeting followed by delegates responding in a litany. Delegates continue in worship by singing “Great Is Thy Faithfulness” and “We Will Extol You, God and King.” Ms. Beverly De Vries leads in confession and

assurance from various passages in Scripture and leads in prayer. Delegates respond by singing "I Know Not Why God's Wondrous Grace."

Dr. Koopmans offers prayer and reads Ephesians 4:11-16. He reflects on "Giving Form to the Body of Christ," encouraging delegates from verse 16: "From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work." Delegates respond by singing "Christian Hearts in Love United," and the vice president leads in closing prayer. Delegates recite the Apostles' Creed and sing "To God Be the Glory." Dr. Koopmans and Dr. Smith give the sending blessing in unison, and delegates close by singing "My Friends May You Grow in Grace."

#### ARTICLE 96

Synod is adjourned at 11:40 a.m.



# DENOMINATIONAL MINISTRY SHARES AND RECOMMENDED AGENCIES FOR 2014



# DENOMINATIONAL MINISTRY SHARES AND RECOMMENDED AGENCIES FOR 2014

## I. Denominational Ministry Shares for 2014

AGENCY	Area 1	Area 2	Area 3	Area 4	Area 5	Area 6	Area 7	Area 8
Base amount per member	301.19	301.19	301.19	301.19	301.19	301.19	301.19	301.19
Calvin College*	87.60	51.80	34.40	7.70	48.80	16.30	6.90	3.10
Total ministry shares per member	388.79	352.99	335.59	308.89	349.99	317.49	308.09	304.29

\*Areas which benefit from a ministry shares reduction should employ the following monies saved to finance their area colleges:

Per professing member	-	14.37	31.77	58.47	17.37	49.87	59.27	63.07
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### Classis Area Table for Calvin College amount:

<b>AREA 1</b>	Grand Rapids East; Grand Rapids North; Grand Rapids South; Grandville; Thornapple Valley
<b>AREA 2</b>	Georgetown; Holland; Kalamazoo; Lake Erie; Muskegon; Northern Michigan; Zeeland
<b>AREA 3</b>	Chicago South; Illinois; Northern Illinois; Southeast U.S.; Wisconsin
<b>AREA 4</b>	Central Plains; Heartland; Dakota; Lake Superior; Minnesota; Northcentral Iowa
<b>AREA 5</b>	Atlantic Northeast; Hackensack; Hudson
<b>AREA 6</b>	Arizona; Columbia; California South; Central California; Greater Los Angeles; Pacific Northwest; Pacific Northwest; Red Mesa; Rocky Mountain; Yellowstone
<b>AREA 7</b>	Chatham; Eastern Canada; Hamilton; Huron; Niagara; Quinte; Toronto
<b>AREA 8</b>	Alberta North; Alberta South/Saskatchewan; B.C. North-West; B.C. South-East

## Denominational ministry shares allocation

	2013 ministry shares allocation eff. 1/01/2013	2013 ministry shares allocation eff. 7/01/2013	2014 ministry shares allocation eff. 1/01/2014
BACK TO GOD MINISTRIES INTERNATIONAL	\$ 43.97	\$ 43.97	\$ 43.97
CALVIN COLLEGE*	31.60	31.60	31.60
CALVIN THEOLOGICAL SEMINARY	35.91	35.91	35.91
CHRISTIAN REFORMED HOME MISSIONS	46.88	46.88	46.88
CHRISTIAN REFORMED WORLD MISSIONS	60.56	60.56	60.56
FAITH ALIVE CHRISTIAN RESOURCES	21.99	-	-
FAITH FORMATION	-	21.99	28.52
WORLD RENEW	-	-	-
SYNODICAL ADMINISTRATIVE SERVICES Synod assembly, BOT, and general administration	34.84	34.84	37.05
SPECIALIZED MINISTRIES Chaplaincy and Care Ministry Committee for Contact with the Government Disability Concerns Pastor-Church Relations Race Relations Safe Church Ministry ServiceLink Social Justice and Hunger Action Urban Aboriginal Ministries	50.15	50.15	47.94
SPECIAL ASSISTANCE FUND	0.36	0.36	0.36
	<u>\$ 326.26</u>	<u>\$ 326.26</u>	<u>\$ 332.79</u>

\*Represents the composite rate. Actual rate varies by area.

## II. Agencies recommended for financial support in 2014

### A. Denominational agencies recommended for one or more offerings

Canadian Business Number

1. Back to God Ministries International—  
above-ministry-share needs ..... 13240 2090 RR0001
2. Calvin College—above-ministry-share needs ..... (per Schedule VIII)
3. Calvin Theological Seminary ..... (per Schedule VIII)
  - a. The Facing Your Future program
  - b. Distance Education program
4. Christian Reformed Church Foundation ..... 883678708 RR0001
5. CR Home Missions—above-ministry-share needs ..... 10691 9640 RR0001
6. CR World Missions—above-ministry-share needs ..... 11881 2643 RR0001
7. Denominational Ministry Programs—above-ministry-share needs
  - a. Chaplaincy and Care Ministry ..... 856901285 RR0002
  - b. Committee for Contact with the Government ..... 856901285 RR0002
  - c. Disability Concerns ..... 856901285 RR0002
  - d. Pastor-Church Relations ..... 856901285 RR0002
  - e. Race Relations ..... 856901285 RR0002
  - f. Safe Church Ministry ..... 856901285 RR0002
  - g. ServiceLink ..... 856901285 RR0002
  - h. Social Justice and Hunger Action ..... 856901285 RR0002
  - i. Urban Aboriginal Ministries ..... 856901285 RR0002
8. Faith Formation
9. World Renew—one offering per quarter because World Renew  
receives no ministry-share support ..... 118857366 RR0001

### B. Denominationally related or affiliated agencies recommended for one or more offerings

1. Diaconal Ministries Canada ..... 89309 3377 RR0001
2. Dynamic Youth Ministries
  - a. GEMS ..... 88992 0799 RR0001
  - b. Calvinist Cadet Corps ..... 88992 0799 RR0001
  - c. Youth Unlimited ..... 88992 0799 RR0001
3. Friendship Ministries (Friendship Ministries - Canada) ..... 11893 2375 RR0001
4. Partners Worldwide ..... 83675 7807 RR0001
5. Timothy Leadership Training Institute ..... NA

### C. Nondenominational agencies recommended for financial support but not necessarily for one or more offerings

Note should be made of the action of Synod 1992 related to the financial support provided by Christian Reformed churches relative to these agencies:

... in light of the growing number of agencies seeking recommendation for financial support, [synod] remind[s] the congregations of the synodical decision of 1970 wherein “synod urge[d] all the classes to request their churches to pay denominational causes before making gifts to nondenominational causes on the synod-approved accredited list.

Grounds: Our denominational causes should have priority in our giving. . . .”  
(Acts of Synod 1970, p. 81)

### United States agencies

#### A. Benevolent agencies

1. Bethany Christian Services
2. Cary Christian Center, Inc.



3. Hope Haven
  4. The Luke Society
  5. Mississippi Christian Family Services (MCFS)
  6. Pine Rest Christian Mental Health Services
  7. Quiet Waters Ministries
- B. Educational agencies*
1. Ascending Leaders
  2. Christian Schools International
  3. Christian Schools International Foundation (for textbook development)
  4. CLC Network
  5. Dordt College
  6. Elim Christian Services
  7. Friends of ICS (U.S. Foundation of Institute for Christian Studies)
  8. Hunting Park Christian Academy
  9. ITEM—International Theological Education Ministries, Inc.
  10. Kid’s Hope USA
  11. The King’s University College (through the U.S. Foundation)
  12. Kuyper College
  13. Langham Partnership (formerly John Stott Ministries)
  14. Providence Christian College
  15. Redeemer University College (through the U.S. Foundation)
  16. Rehoboth Christian School
  17. Trinity Christian College
  18. Worldwide Christian Schools
  19. Zuni Christian Mission School
- C. Miscellaneous agencies*
1. Association for a More Just Society
  2. Audio Scripture Ministries
  3. Bible League International
  4. Biblica U.S., Inc.
  5. Care of Creation
  6. Center for Public Justice
  7. Crossroad Bible Institute
  8. IN Network U.S.
  9. InterVarsity Christian Fellowship (endorsed for local specified staff support only)
  10. Middle East Reformed Fellowship, U.S. (MERF)
  11. Mission India
  12. Paidia International Development
  13. The Tract League
  14. World Communion of Reformed Churches (WCRC)
  15. Wycliffe Bible Translators, Inc.

## Canadian agencies

<i>A. Benevolent agencies</i>	Canadian Business Number
1. Beginnings Family Services .....	11880 2388 RR0001
2. Homestead Christian Care .....	13129 5198 RR0001
3. Shalem Mental Health Network .....	13056 6011 RR0001
<i>B. Educational agencies</i>	
1. Canadian Christian Education Foundation, Inc. (for textbook development) .....	11883 0207 RR0001
2. Dordt College .....	(per Schedule VIII)

3. Edu Deo Ministries (formerly Worldwide Christian Schools – Canada) ..... 88945 9970 RR0001
  4. Institute for Christian Studies..... 10750 8434 RR0001
  5. The King's University College ..... 10808 5911 RR0001
  6. Kuyper College ..... (per Schedule VIII)
  7. Ontario Association of Christian Schools Foundation ..... 85861 0926 RR0001
  8. Redeemer University College..... 12331 3660 RR0001
  9. Trinity Christian College ..... (per Schedule VIII)
- C. *Miscellaneous agencies*
1. Bible League of Canada ..... 10822 2084 RR0001
  2. Cardus (Work Research o/a Cardus) ..... 11892 9207 RR0001
  3. Citizens for Public Justice (CJL Foundation)..... 89438 3512 RR0001
  4. Evangelical Fellowship of Canada ..... 10735 3922 RR0001
  5. Gideons International in Canada ..... 10808 2991 RR0001
  6. International Needs (IN Network Canada o/a International Needs)..... 129943072 RR0001
  7. InterVarsity Christian Fellowship of Canada ..... 10751 3160 RR0001
  8. Middle East Reformed Fellowship, Canada (MERF)..... 89085 1058 RR0001
  9. One Book (Global Partner Link Society o/a One Book) ..... 813175957 RR0001
  10. World Communion of Reformed Churches (WCRC)
  11. Wycliffe Bible Translators of Canada, Inc. .... 10822 3371 RR0001



# INDEX



(Page numbers in **boldface type** refer to the minutes of synod; page numbers in regular type refer to the agenda and supplementary materials.)

## Acronyms and abbreviations in the *Agenda* and *Acts of Synod 2013*

ACS – Associate Customer Service  
 ADA – Americans with Disabilities Act  
 BOT – Board of Trustees  
 BTGMI – Back to God Ministries International  
 C3 – Canadian Catalytic Conversation  
 CANAAC – Caribbean and North America Area Council  
 CCC – Canadian Council of Churches  
 CCIT – Church Connection Initiative at Trinity  
 CCT-USA – Christian Churches Together in the U.S.A.  
 CCU – Commission on Christian Unity  
 CDC – Classical Diaconal Committee  
 CFA – Communities First Association  
 CFGB – Canadian Foodgrains Bank  
 CFO – Chief Financial Officer  
 CIC – Classical Interim Committee  
 CICW – Calvin Institute for Christian Worship  
 CIDA – Canadian International Development Agency  
 CJM – Congregation Justice Mobilization  
 CMD – Canadian Ministries Director  
 CMT – Canadian Ministries Team  
 CPC – Cumberland Presbyterian Church  
 CPDLT – Church Planting and Development Leadership Team  
 CRC – Christian Reformed Church  
 CRCDR – Christian Reformed Church in the Dominican Republic  
 CRCNA – Christian Reformed Church in North America  
 CRHM – Christian Reformed Home Missions  
 CRWM – Christian Reformed World Missions  
 CTS – Calvin Theological Seminary  
 DC – Disability Concerns  
 DCM – Director of Canadian Ministries  
 DCP – Director of Church Planting  
 DCV – Director of Congregational Vitality  
 DED – Deputy Executive Director  
 DFA – Director of Finance and Administration  
 DLPG – Diversity in Leadership Planning Group  
 DMC – Diaconal Ministries Canada

DO – Denominational Office  
 DORR – Dance of Racial Reconciliation  
 DR – Dominican Republic  
 DRC – Dutch Reformed Church in South Africa  
 DRS – Disaster Response Services  
 DSS – Director of Synodical Services  
 DYM – Dynamic Youth Ministries  
 ECC – Evangelical Covenant Church  
 ECO – Evangelical Covenant Order of Presbyterians  
 ED – Executive Director  
 EFC – Evangelical Fellowship of Canada  
 EFD – Ecumenical Faith Declaration  
 EIRC – Ecumenical and Interfaith Relations Committee  
 EPC – Evangelical Presbyterian Church  
 EPMC – Ecclesiastical Program for Ministerial Candidacy  
 ESV – English Standard Version  
 ETP – Evangelist Training Program  
 FEN – From Every Nation  
 GCF – Global Christian Forum  
 GDUF – *God's Diverse and Unified Family*  
 HR – Human Resources  
 ICS – Institute for Christian Studies  
 IDT – Implementation Design Team  
 IGCPR – Institute for Global Church Planting and Renewal  
 IRM – International Relief Manager  
 KEZ – Kingdom Enterprise Zone  
 LDN – Leadership Development Network  
 LMDJ – Loving Mercy and Doing Justice  
 MDG – Millennium Development Goal  
 MERF – Middle East Reformed Fellowship  
 MLC – Ministries Leadership Council  
 MLT – Ministries Leadership Team  
 MWS – Master of Worldview Studies  
 NAE – National Association of Evangelicals  
 NECT – Northeast Community Transformation  
 NPO – Nonprofit Organization  
 NRD – Nkhoma Synod of the Presbyterian Church  
 OSJ – Office of Social Justice and Hunger Action  
 PARA – Programs Assisting Refugee Acculturation  
 PCR – Pastor-Church Relations  
 PCUSA – Presbyterian Church in the USA  
 PLC – Placement, Learning, and Care  
 RCA – Reformed Church in America  
 RCJ – Reformed Church in Japan  
 SCORR – Synodical Committee on Race Relations  
 SMCC – Synodical Ministerial Candidacy Committee  
 SMT – Staff Ministry Team  
 STARS – Sustainability Tracking Assessment and Rating System  
 TFRSC – Task Force Reviewing Structure and Culture  
 TLT – Timothy Leadership Training

TLTI – Timothy Leadership Training Institute  
UNELA – Evangelical University of the Americas  
VIS – Volunteers in Service  
VSL – Village Savings and Loan  
WCRC – World Communion of Reformed Churches  
WLM – World Literature Ministries  
YALT – Young Adult Leadership Taskforce  
YU – Youth Unlimited

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