

transforming lives and communities worldwide

ACTS OF SYNOD

2012



Christian
Reformed
Church

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June 8-14, 2012
Redeemer University College
Ancaster, Ontario

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Synod 2012 convened at Redeemer University College in Ancaster, Ontario, June 8-14, 2012. 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 2012* 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 2012.
- An index for both the *Acts of Synod 2012* and the *Agenda for Synod 2012*.

It is necessary for the user of the *Acts of Synod 2012* to keep the *Agenda for Synod 2012* 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 603, following preliminary unnumbered pages. Financial reports begin on page 701. The minutes of synod follow, beginning on page 717. 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 2012.

The “Acts of Synod” are more than simply a record of official actions taken. They also demonstrate 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 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. *Interim appointments* (Committee 1)

The Board of Trustees approved on behalf of synod the following as synodical deputies:

Appointment	Classis	Member	Alternate	Term
Synodical Deputies	B.C. North-West	Rev. David Cheung		2015(1)
	Greater Los Angeles	Rev. Eric D. Westra		2015(1)
	Heartland		Rev. David L. Heilman	

B. *Board of Trustees membership* (Committee 1)

1. Trustees whose terms expire or who have resigned as of June 30, 2012:

Region/Classis	Member
Region 9	Rev. Robert A. Lyzenga
U.S. At-large	Rev. Eleanor M. Rietkerk
Classis Niagara	Mr. John TeBrake
Canada At-large	Ms. Irene Bakker

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, two of the trustees are completing their second term of service on the Board. They are Rev. Robert A. Lyzenga and Rev. Eleanor M. Rietkerk. The following Board members have resigned due to health reasons: Ms. Irene Bakker and Mr. John TeBrake. 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

a. Classis Niagara

Because of the recent resignation of Classis Niagara member Mr. John TeBrake, the Board requests that synod elect a member to a first term from the following slate of nominees:

Mr. Sylvan Gerritsma is a member of Jubilee Fellowship CRC in St. Catharines, Ontario. He has served his church as elder, vice president, and president of council. He has also been a delegate to synod four times. In addition, Mr. Gerritsma has served on the synodical Committee to Study War and Peace and is the former president of the Christian

Labour Association of Canada. He currently serves on the board of the *Christian Courier*.

Mr. Bert Witvoet is a member of Jubilee Fellowship CRC in St. Catharines, Ontario. Mr. Witvoet has served his church as an elder and has attended synod many times as a reporter for the *Christian Courier*. In addition, he has served on the CRC's Board of Publications and on the board for the Institute for Christian Studies. Mr. Witvoet is a retired educator and editor.

b. Canada At-large

Because of the recent resignation of the Canada At-large member Ms. Irene Bakker, in February 2012, the Board requests that synod appoint Rev. William C. Veenstra to fill out the first term of Ms. Irene Bakker (until 2013), after which time he would be eligible for a second three-year term:

Grounds:

- 1) Rev. Veenstra moved from Classis Hamilton in January and is completing his second year on the BOT.
- 2) Both the Board of Trustees and the BOT Executive Committee, of which he is a member, will benefit by his continued service, especially in the years ahead with the transition in denominational leadership.
- 3) His church council is agreeable to his appointment.

C. *Officers of the Board of Trustees for 2012-2013 (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. William C. Veenstra
Secretary: Mrs. Grace Miedema

2. The CRCNA-Michigan Corporation

President: Rev. John Terpstra
Vice president: Rev. Sheila Holmes
Vice-all: Rev. R. Scott Greenway

3. The binational Board of Trustees officers

President: Rev. John Terpstra
Vice president: Mrs. Katherine Vandergrift
Vice-all: Rev. Sheila Holmes

D. *Appointment of young adult representative to Synod 2012 (Committee 1)*

The Board of Trustees appointed Mr. Timothy C. Dykstra to take the place of Ms. Natasha Moes, who is unable to serve in the role of young adult representative in 2012.

E. Role of advisers to synod (Committee 1)

At the request of the BOT in September 2011, the executive director appointed a team to present to the Board a report to help clarify the role of advisers to synod. The report includes an extensive outline of the history of synodical advisers over the years. The Board provided its input and asked that further work be done on the report in the coming months and that it be submitted for additional feedback to various groups.

F. Young Adult Summit engagement (Committee 1)

Delegates to synod can anticipate an evening of engagement on Friday, June 8, in a special session planned with the attendees to the inaugural Young Adult Summit being held at Meadowlands CRC (next to the Redeemer University College campus). Synod 2011 adopted the proposal for a summit in 2012 to be held simultaneously with the convening of synod. The executive director will present his state of the church address to the gatherings of both assemblies. A member of the Young Adult Leadership Team will speak as well.

G. Task Force Reviewing Structure and Culture (Committee 1)

On synod's agenda is the report of the Task Force Reviewing Structure and Culture and the recommendations contained therein. The Board took note of the task force's request (see Recommendation G of the task force report), asking synod to "extend the term of service of the Task Force Reviewing Structure and Culture to a four-year reporting time frame, with the expectation that the task force will provide updates to the Board of Trustees and subsequent synods through 2015," and seeks clarification by synod regarding this request.

In addition, the BOT, noting the recommendation to synod that a search for a new ED be initiated (see Recommendation E of the task force report), began a process of soliciting nominations for a search committee to avoid any delay following a decision of synod.

H. Synod 2014 (Committee 1)

The Board reported by way of the *Agenda for Synod 2012* that an invitation has been received from the Reformed Church in America to hold simultaneous synods (for the RCA and CRC) in Pella, Iowa, on the campus of Central College. The BOT has received a report by the director of synodical services that a visit to the area and campus proved very favorable. Cost for such an event on the Central College campus is comparable to budgeted amounts for synod logistics.

I. Proposed Model Articles of Incorporation and Bylaw for Churches within Canada (Committee 1)

Because of recent changes to the Canadian charities laws, the CRCNA legal counsel in Canada has prepared new Model Articles of Incorporation for Churches in Canada, as well as a new Model General Operating Bylaw Number 1 for Churches in Canada. These documents are included in the Church Order Supplement, Article 32-d, sections B and D, and are thus being recommended to synod for adoption (Appendix A).

J. Faith Alive Christian Resources request (Committee 4)

In fall 2011, the editor-in-chief of Faith Alive Christian Resources announced his intended retirement, effective March 2012. Due to mounting financial challenges, the Faith Alive Christian Resources board approved leaving the editor-in-chief position vacant through the fiscal year ending June 30, 2013, or until Faith Alive's financial situation improves—whichever may come first.

The editor-in-chief position is a critical leadership role for Faith Alive. While Rev. Leonard Vander Zee (former editor-in-chief) is filling the part-time position of theological editor in the interim, the long-term plan is for the editor-in-chief position to be filled as soon as financially feasible.

Given these special circumstances, the Board of Trustees requests that synod grant the BOT power to act to appoint and, on synod's behalf, ratify the appointment of a new editor-in-chief of Faith Alive Christian Resources if a candidate is identified prior to Synod 2013.

Grounds:

1. The timing of the search for the editor-in-chief position may not coincide with the synodical calendar.
2. This request is in keeping with acceptable procedure and is allowed within the bylaws of the Board of Trustees of the CRCNA, which require it to approve the appointment of Faith Alive's editor-in-chief and submit the candidate to synod for ratification (Bylaw II, B, 12, e).

K. Director of Back to God Ministries International (Committee 5)

The Board had the privilege of meeting with Rev. Kurt D. Selles, the Back to God Ministries International board nominee for the position of director. It is with thanks to God that the Board communicates its approval of the appointment of Rev. Selles as director of Back to God Ministries International and recommends him to Synod 2012 for ratification. The curriculum vitae for Rev. Selles is found in Appendix B.

L. Christian Reformed World Missions board request (Committee 5)

The BOT, on behalf of the board of Christian Reformed World Missions, requests that Synod 2012, by way of exception, permit Mr. Colin Watson (At-large delegate) to complete the remaining two years of the second term of the Region 12 delegate, Ms. Lauren Yoon, due to her recent resignation.

Grounds:

1. This request will provide continuity on the CRWM board. It will also ease CRWM board transition because 50 percent of the board will retire from board service over the next two years.
2. Mr. Watson has been a stable, well-organized, and committed board member.
3. He has served on several denominational committees and is knowledgeable about the CRC.

M. CRWRC name change (Committee 5)

The board of CRWRC presented the proposed new name for the ministry and asked for its endorsement to synod. The Board of Trustees communicates to Synod 2012 its decision to endorse the proposed new name and logo for CRWRC: "World Renew: Living Justice/Loving Mercy/Serving Christ."

II. Program and finance matters

A. Program matters (Committee 2)

1. Ministry Plan review

The BOT has initiated a strategic planning process for a comprehensive review and update to the current Ministry Plan of the Christian Reformed Church (last updated in 2010). The ED has been instructed to form a core group to facilitate the process with an interim plan presented for review by Synod 2013 and a final plan to be presented to Synod 2014.

2. Update on the Network

The administration has been in the process of reorganizing the components of what was formerly The Network. The online piece of The Network has been moved to function within the office of CRC Communications. Reorganization options for the other special pieces are still under consideration—conversations are ongoing with the ministries affected.

3. Guidelines for Handling Allegations of Sexual Misconduct against a CRCNA Employee

In September 2011, the Board adopted a recommendation to develop guidelines for handling allegations of sexual misconduct against a CRCNA employee. Guidelines were presented and adopted at the May 2012 Board meeting for immediate implementation.

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 \$326.26 per adult member (age 18 and over) for calendar year 2013 (a 3% 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

CR World Relief Committee – one offering per quarter because the agency receives no ministry-share support

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) Social Justice and Hunger Action
- 8) Urban Aboriginal Ministries
- Faith Alive Christian Resources

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 2013—year two 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. In the intervening years, synod indicated that 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

Au Sable Institute of Environmental Studies

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.
John Stott Ministries
Kid's Hope USA
The King's University College (through the U.S. Foundation)
Kuyper College
Redeemer University College (through the U.S. Foundation)
Rehoboth Christian School
Roseland 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
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)
 Wycliffe Translators of Canada, Inc.

5. In addition, the Board of Trustees recommends the following new requests for inclusion on the list of unaffiliated recommended causes:

United States

a. Ascending Leaders

Ascending Leaders creates and sells leadership formation materials and provides leadership training and coaching. They also facilitate and/or lead one-hour talks, partial-day workshops, and multi-day retreats on various topics of leadership development.

b. World Communion of Reformed Churches (WCRC)

The World Communion of Reformed Churches (WCRC) resulted from a unification of the member churches of the Reformed Ecumenical Council and the World Alliance of Reformed Churches. The WCRC is a communion of churches that

- fosters church unity and interfaith dialogue.
- helps churches act for social and economic rights.
- facilitates mission renewal and empowerment.

6. The denominational salary grid

The BOT recommends that Synod 2012 adopt the salary grid as detailed below for use in fiscal year 2012-2013. The Board is proposing a 3 percent increase over 2011-2012, the first increase since July 2008.

Level	2012-2013 Salary Grade and Range Structure Proposed U.S. Range			Proposed Canadian Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
20	\$118,749	\$148,437	\$178,124			
19	\$107,055	\$133,818	\$160,582			
18	\$95,417	\$119,272	\$143,126	\$105,330	\$131,663	\$157,995
17	\$85,639	\$107,048	\$128,458	\$91,518	\$114,398	\$137,277
16	\$77,080	\$96,351	\$115,621	\$80,088	\$100,111	\$120,133
15	\$69,875	\$87,344	\$104,812	\$70,547	\$88,184	\$105,821
14	\$61,049	\$76,311	\$91,573	\$62,218	\$77,772	\$93,327
13	\$53,669	\$67,086	\$80,503	\$55,524	\$69,405	\$83,286

7. 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.

III. Recommendations

A. That synod approve the interim appointment of synodical deputies approved by the Board (BOT Supplement section I, A).

B. That synod by way of the ballot appoint members to the Board of Trustees from Classis Niagara (BOT Supplement section I, B, 3, a).

C. That synod appoint Rev. William C. Veenstra to fill out the first term of Ms. Irene Bakker (until 2013), after which time he would be eligible for a second three-year term (BOT Supplement section I, B, 3, b).

Grounds:

1. Rev. Veenstra moved from Classis Hamilton in January and is completing his second year on the BOT.
2. Both the Board of Trustees and the BOT Executive Committee, of which he is a member, will benefit by his continued service, especially in the years ahead with the transition in denominational leadership.
3. His church council is agreeable to his appointment.

D. That synod provide clarity for the Board with regard to Recommendation G of the Task Force Reviewing Structure and Culture report, should synod adopt the recommendation as worded (BOT Supplement section I, G).

E. That synod adopt the revised Model Articles of Incorporation and Bylaw for Churches within Canada as presented (Appendix A) and instruct the ED to reflect the changes in the Church Order Supplement, Article 32-d, sections B and D (BOT Supplement section I, I).

F. That synod grant the BOT power to act to appoint and, on synod's behalf, ratify the appointment of a new editor-in-chief of Faith Alive Christian Resources if a candidate is identified prior to Synod 2013 (BOT Supplement section I, J).

Grounds:

1. The timing of the search for the editor-in-chief position may not coincide with the synodical calendar.
2. This request is in keeping with acceptable procedure and is allowed within the bylaws of the Board of Trustees of the CRCNA, which require it to approve the appointment of Faith Alive's editor-in-chief and submit the candidate to synod for ratification (Bylaw II, B, 12, e).

G. That synod ratify the appointment of Rev. Kurt D. Selles as the director of Back to God Ministries International and invite Rev. Selles to bring greetings to the assembly (BOT Supplement section I, K).

H. That Synod 2012, by way of exception, permit Mr. Colin Watson to complete the remaining two years of the second term of the Christian Reformed World Missions Region 12 delegate, Ms. Lauren Yoon, due to her recent resignation (BOT Supplement section I, L).

Grounds:

1. This request will provide continuity on the CRWM board. It will also ease CRWM board transition because 50 percent of the board will retire from board service over the next two years.

2. Mr. Watson has been a stable, well-organized, and committed board member.
 3. He has served on several denominational committees and is knowledgeable about the CRC.
- I. That synod take note of the Board's endorsement of the following proposed new name for CRWRC: "World Renew: Living Justice/Loving Mercy/Serving Christ" (BOT Supplement section I, M).
 - J. That synod receive the agencies and institutional unified budget as information and approve a ministry share of \$326.26 for calendar year 2013 (BOT Supplement sections II, B, 1-2).
 - K. 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 2013 (BOT Supplement section II, B, 4).
 3. That synod accept the following new requests for inclusion on the list of accredited nondenominational agencies (BOT Supplement section II, B, 5):

United States

a. Ascending Leaders

Ascending Leaders creates and sells leadership formation materials and provides leadership training and coaching. They also facilitate and/or lead one-hour talks, partial-day workshops, and multi-day retreats on various topics of leadership development.

b. World Communion of Reformed Churches (WCRC)

The World Communion of Reformed Churches (WCRC) resulted from a unification of the member churches of the Reformed Ecumenical Council and the World Alliance of Reformed Churches. The WCRC is a communion of churches that

- fosters church unity and interfaith dialogue.
- helps churches act for social and economic rights.
- facilitates mission renewal and empowerment.

- L. 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

Model Articles of Incorporation and By-Laws (Canada)

Model Precedents Memorandum

Introduction

The *Canada Not-For-Profit Corporations Act*, S.O. 2009, c. 23, was proclaimed in force on October 17, 2011. This statute has made significant changes to how not-for-profit corporations will be governed going forward. Some provinces have followed suit. Federally incorporated Canadian Christian Reformed churches have three years from that date to bring their corporations into compliance with that statute, or there will be significant consequences. These model precedents have been created to assist Canadian CR churches with that task.

Creating model precedents is not an easy task. Although CR churches are bound together by a common governance structure under the Church Order, the manner in which each church organizes itself is often adapted to address the particular needs and interests of the church and its preferences and personalities. As such, we do not pretend to intimate that these will be “off the shelf” for every church. Indeed, we expect that many churches will see areas where they need to be changed to suit their way of carrying out ministry. They are simply an attempt to create model documents for use by the most common form of CR churches as we understand them. While precedents may be helpful, they rarely work for everyone. There is no “one size fits all” when it comes to legal precedents. Precedents always need to be examined to ensure that they meet the practices of the bodies who adopt them. Churches need to be reminded to first seek legal advice before adopting these precedents so that they can be adjusted where necessary to conform to their unique requirements and those of their incorporating jurisdiction.

The Model Articles of Incorporation – Choice of Jurisdiction

The previous set of model Canadian Articles of Incorporation and by-laws published by the denomination was based upon a federal incorporation. For several reasons, the new federal statute may not be viewed any longer as the preferable jurisdiction for incorporation of religious corporations. The new federal statute will not allow for ex-officio directors. Second, it includes an oppression remedy for members which can be very problematic and expensive if invoked by dissident members. Third, the exemption from the expansive new member remedies allowed for in the new federal statute have a qualified, as opposed to absolute, exemption from some of those remedies for religious corporations. This may be viewed to allow for a potential judicial intrusion into church governance. Finally, many lawyers prefer provincial incorporations.

As such, unlike the previous model precedents published by the denomination, the clauses provided for in these updated Articles of Incorporation and the updated By-Laws are meant to be generic to any jurisdiction and not specific to any particular one (i.e., federal or any province). Churches may choose to incorporate in any one of the ten provinces or federally. We have

provided the clauses that CR churches should include in any Articles of Incorporation, regardless of which jurisdiction they have selected. Additional information will likely be required to comply with legal requirements that will vary depending upon the jurisdiction of incorporation selected. We hope that providing these uniform clauses will allow maximum flexibility so that these precedents can form the basis for compliance in almost any jurisdiction CR churches may choose. We expect they will be generally acceptable in most jurisdictions, but churches should nevertheless be reminded that these documents are distributed for information purposes only and are not meant to replace legal advice.

Model Objects

The objects (or purposes) of the corporation suggested are based upon the model pre-approved Canada Revenue Agency objects published on their website. This may assist churches in obtaining charitable status more efficiently.

Model By-Laws

We prepared an earlier version of by-laws for you that were based upon the By-law Builder that has been released under the new federal legislation. It is apparent already from early commentary and feedback that that document has deficiencies and lacks the flexibility that a church by-law needs. We have therefore rewritten the by-laws using resources from leading law firms and commentators. No by-law is ever perfect. We have attempted to address various issues that we have been aware of from time to time in the previous denominational Articles of Incorporation and by-laws. By-laws can be fluid, and they generally need to be adjusted from time to time to address the changing needs of the church. The specific areas of revision that we wish to make you aware of include the following:

Church Order – This by-law pays as much deference as possible to the Church Order. One of the challenges of incorporating a church involves the blending of ecclesiastical canons with corporate and common law. Nevertheless, for efficiency purposes and expediency we have attempted to blend the Church Order into the corporate governance where seen as reasonably possible.

Membership Meetings – Most charitable organizations have one annual meeting per year and no other members' meetings. CR churches typically have multiple members' meetings in a year, one to present the budget, another to approve the financial statements, and often a third, to elect Council members. This by-law has been drafted to address multiple membership meetings.

Committees – we have specifically referenced the establishment of an executive committee and other committees created by the Council. Churches may have to revise these sections to meet their particular needs and practices.

Directors – one of the challenges of drafting a by-law for a CR church relates to bridging the gaps between ecclesiastical offices and the roles of participants in a corporate structure. Many churches simply fail to make any attempt to do so. That can lead to confusion between the corporate players

and their inaction with their ecclesiastical counterparts. Lines of authority and responsibilities are uncertain and overlap. In CR church structure we have ministers, elders, deacons, professing and baptized members, councils, consistories, and diaconates. In corporate law the participants are officers, directors and members. Aligning those ecclesiastical offices with the corporate participants will always be imperfect, but in this by-law we have made attempts to create those bridges.

Age of Majority – CR churches have wrestled with child members and their role in the church. From a legal governance perspective, infant participation in management is very problematic. In this by-law we have used corporate law principles to require those serving in offices, elders (directors and or officers), deacons (directors and or officers) and ministers (ex-officio directors) to be at least age 18. This requirement has not been duplicated for members in this draft.

Ex-Officio Directors – In another collision between the common law and canon law, ministers (or paid employees of the church) are generally not permitted to serve on the board of directors of their churches. This is generally at odds with traditional canon practices, in which ministers have taken leadership roles in almost every area of the church. In this by-law we have ascribed the title of ex-officio non-voting director to the ministers. This will allow them to fully participate in all aspects of church governance without assuming in actual management or voting role and should preserve the spirit of the legal principle that prevents persons who receive personal benefits from being on the boards of the organizations that pay them.

Marriage by-laws – The Civil Marriages Act has challenged a biblical view of marriage, and in response to it the denomination distributed a separate marriage by-law for churches to adopt to allow them to defend themselves as best as possible in the face of potential challenges which that statute may present. This by-law incorporates that marriage by-law text.

Borrowing by-laws – Many lawyers will draft separate by-laws to deal with powers to borrow. For simplicity, a borrowing provision has been included in this by-law.

Indemnification – This by-law has significantly expanded and modernized the provisions which address the persistently evolving area of law that deals with insurance, liability protection, and indemnification.

Model Articles of Incorporation for Christian Reformed Churches in Canada

1. Corporate Name

* Christian Reformed Church _____

2. The province or territory in Canada where the registered office is situated

3. Minimum and maximum number of directors (for a fixed number, indicate the same number in both boxes)

minimum _____ maximum _____

4. Statement of the purpose of the corporation

The purpose of the corporation is to advance and teach the religious tenets, doctrines, observances, and culture associated with the Christian faith within the denomination of the Christian Reformed Church in North America.

5. Restrictions on the activities the corporation may carry on, if any

- a) The corporation shall carry on operations without pecuniary gain to its members, and any profits or other accretions to the corporation will be used in promoting its objects.
- b) The corporation shall be subject to the *Charities Accounting Act*.

6. The classes, or regional or other groups, of members that the corporation is authorized to establish

The corporation is authorized to establish one class of members. Each member shall be entitled to receive notice of, attend, and vote at all meetings of the members of the corporation.

7. Statement regarding the distribution of property remaining on liquidation

Any property remaining upon liquidation, dissolution, or winding up, after payments of its liabilities, shall be distributed in the following manner:

to the classis of the Christian Reformed Church in North America to which the corporation belonged, provided that it is a qualified donee within the meaning of s.248(1) of the *Income Tax Act*; or failing that,

to another Christian Reformed Church located in the geographical vicinity of the corporation, provided that it is a qualified donee within the meaning of s.248(1) of the *Income Tax Act*; or failing that,

to the Christian Reformed Church in North America Canada Corporation, provided that it is a qualified donee within the meaning of s.248(1) of the *Income Tax Act* in Canada; or failing that,

to one or more qualified donees within the meaning of s.248(1) of the *Income Tax Act* in Canada that have similar or cognate purposes to the one herein.

8. Additional provisions, if any

- a. The directors shall serve as such without remuneration, and no director shall directly or indirectly receive any profit from their positions as such, provided that directors may be paid reasonable expenses incurred by them in the performance of their duties.
- b. The borrowing power of the corporation pursuant to any by-law passed and confirmed in accordance with the *Canada Not for Profit Corporations Act* shall be limited to borrowing money for current operating expenses, provided that the borrowing power of the corporation shall not be so limited if it borrows on the security of real or personal property.
- c. If it is made to appear to the satisfaction of the minister, upon report of the Public Guardian and Trustee, that the corporation has failed to comply with any of the provisions of the *Charities Accounting Act*, the minister may authorize an inquiry for the purpose of determining whether or not there is sufficient cause for the Lieutenant Governor to make an order under the *Canada Not for Profit Corporations Act* to cancel the letters patent of the corporation and declare them to be dissolved.
- d. To invest the funds of the corporation pursuant to the *Trustee Act*.
- e. For the above objects, and as incidental and ancillary thereto, to exercise any of the powers as prescribed by the *Canada Not for Profit Corporations Act*, or by any other statutes or laws from time to time applicable, except where such power is limited by those letters patent or the statute or common law relating to charities.
- f. The directors may appoint one or more directors, who shall hold office for a term expiring not later than the close of the next annual general meeting of members, but the total number of directors so appointed may not exceed one-third of the number of directors elected at the previous annual general meeting of members.

9. Declaration

I hereby certify that I am an incorporator of the Corporation

Print Names

Signatures

Note: Churches should seek legal advice prior to adopting these Articles of Incorporation, especially as it relates to the incorporating legislation. These documents are prepared for information purposes only and use the *Canada Not-For-Profit Corporations Act* (CNCA) as the template so that they are available to *all* Canadian Christian Reformed Churches. They should be modified where necessary to conform to the laws of the province of the CR church using them as these are made for an Ontario CR church. There are many factors that may go into deciding which incorporating jurisdiction a CR church should select, and all relevant factors should be considered.

Nevertheless, Ontario CR churches may choose to avoid the CNCA as it does not contemplate the existence of ex-officio directors (as the new Ontario legislation does) that are found in the model by-laws. Also, the exemption for religious corporations from the new expanded member remedies available under the CNCA has qualifications that do not exist under the similar Ontario legislation, leading some to regard Ontario as a safer harbour for some religious corporations.

BY-LAW NUMBER 1

being the general By-law of _____ CHRISTIAN REFORMED CHURCH
(hereinafter the “Church”)

BE IT ENACTED as a By-law of the Church as follows:

Interpretation

1. **Definitions.** In this By-law, the following terms have the following meaning:

“**Act**” means the statute under which the Church has been incorporated as amended or replaced from time to time;

“**Annual Meeting**” means a meeting of the Members as more particularly described herein;

“**Auditors**” means the firm appointed as auditors (or accountants, as the case may be) of the Church;

“**Baptized Member**” or “**Baptized Members**” means a person or people admitted as a baptized member or baptized members pursuant to processes as contained in the Church Order;

“**Chair**” means the person appointed as Chair hereunder;

“**Church**” means the Corporation;

“**Church Order**” means the Church Order of the Denomination, comprised of the original Church Order of Dort 1618-19, as revised by The Christian Reformed Synod of 1914 and 1965 and as may be further amended by synod from time to time;

“**Consistory**” means a meeting of the Elders and Ministers;

“**Corporation**” means the corporation having at the date hereof the corporate name of *** Christian Reformed Church incorporated on (insert date) and governed under the Act as a corporation without share capital;

“**Council**” means a meeting of the Ministers, Elders, and Deacons.

“**Deacon**” or “**Deacons**” means a person or people appointed as Deacon or Deacons who has (or have) not ceased to be a Deacon or Deacons;

“**Denomination**” means The Christian Reformed Church in North America;

“Diaconate” means a meeting of the Deacons;

“Director” or **“Directors”** means the Elder or Elders and Deacon or Deacons, as the case may be, who are, and shall be deemed to be, the director(s) of the Corporation pursuant to the Act;

“Elder” or **“Elders”** means a person or people appointed as Elder or Elders and who has (or have) not ceased to be an Elder or Elders;

“Ex-Officio Director” or **“Ex-Officio Directors”** means the Minister or Ministers presently holding office;

“Facilities” means any real property, including without limitation any building, owned, leased, or otherwise under the control of the Church;

“Indemnified Person” means each and every current and former Elder, Ex-Officio Director, Deacon, Minister, Officer, employee, and volunteer of or working at or for the Church, in each case to the extent that the Act and other applicable law permits such a person to be indemnified and/or receive the benefits and protections provided for herein;

“Member” or **“Members”** means a Professing Member or Baptized Member or Professing Members and/or Baptized Members, as the case may be;

“Minister” or **“Ministers”** means the Minister or Ministers presently holding office;

“Professing Member” or **“Professing Members”** means a person or people admitted as a professing member or professing members pursuant to processes as contained in the Church Order;

“Special Meeting” means a meeting of Members called hereunder; and,

“Special Resolution” means a resolution passed by the Council and confirmed with or without variation by at least two-thirds of the votes cast at a meeting of Members duly called for that purpose or, in lieu of such confirmation, by the consent in writing of all Professing Members.

2. **Headings.** The use of headings in this By-law is for the convenience of reference only and shall not affect the construction or interpretation of this By-law. References in this By-law to sections, unless expressly stated to be otherwise, are to sections of this By-law.

Organizational Matters

3. **Object.** The object of the Church is as set out in the Articles of Incorporation or Letters Patent, as the case may be, that being to advance and teach the religious tenets, doctrines, observances, and culture associated with the Christian faith as part of the Denomination.
4. **Head Office.** The head office of the Church shall be situated in ***, or at such other address as the Council may, by resolution, determine.

5. **Fiscal Year.** The fiscal year of the Church shall end on the *** day of *** of each year or on such other date as the Council may, by resolution, determine.

Members

6. **Types of Membership.** Membership in the Church is divided into two classes of Members: Professing Members and Baptized Members.
7. **No Fees, etc.** There shall be no Membership fees or dues, for either class, unless otherwise determined by the Council.
8. **Resignation.** Any Member may resign his or her Membership in the Church through the delivery of a written resignation.
9. **Removal.** Any Member may be removed from Membership in accordance with processes as contained in the Church Order.
10. **No Votes, etc. for Baptized Members.** Baptized Members have no right to call or to vote at any meeting of Members.

Members' Meetings

11. **Annual Meeting.** The Annual Meeting of the Church shall be held each year for the purpose of reviewing the financial statements of the Church for the preceding fiscal year, appointing Auditors (or accountants, as the case may be) and transacting such other business as may properly come before the meeting. Baptized Members shall be entitled to attend the Annual Meeting of the Church, and shall, without having any voting privileges, be entitled to speak on any question before the meeting.
12. **Additional Membership Meetings.** There shall be Additional Membership Meetings during the year to elect the Elders and Deacons, to approve the Church budget, and to transact such other business as may properly come before the meeting. Baptized Members shall be entitled to attend the Additional Membership Meetings and shall, without having any voting privileges, be entitled to speak on any question before the meeting.
13. **Special Meeting of the Members.** In addition to an Annual Meeting, the Professing Members shall hold a Special Meeting of the Members upon receiving the request of not less than one-tenth (1/10) of the Professing Members for any purpose connected with the affairs of the Church and not inconsistent with the Church Order or the Act. Baptized Members shall be entitled to attend the Special Meeting and shall, without having any voting privileges, be entitled to speak on any question before the meeting. Baptized Members may not call a Special Meeting.
14. **Date, Time, and Location of Meetings.** All meetings of Members shall be on such date and at such time as the Council shall determine, and shall be at the head office of the Corporation or such other place within Canada as the Council may determine.

15. **Notice Requirement for All Meetings.** Not less than 14 days' written notice shall be given to each Member of every annual or Special Meeting. Notice may be given in any one or more of the following ways, meaning that some Members may be given notice in one way, and others in another way, so long as each Member is given notice in at least one of the following ways:
 - (i) publication on a bulletin board at the Church,
 - (ii) mailing to the last known address of the Member as shown in the records of the Corporation;
 - (iii) publication in the Church's bulletin; or
 - (iv) by e-mail to the last known address of the Member as shown in the records of the Corporation.
16. **Additional Requirement for Notice of Special Meetings.** Notice of any Members' meeting should contain sufficient information to permit the Professing Members to form a reasoned judgment on any matter to be voted upon.
17. **Errors, etc., in Giving Notice.** No error or omission in giving notice of any Members' meeting or any adjourned meeting shall invalidate such meeting, or make void any proceedings taken thereat, and any Member may at any time waive notice of any such meeting. Attendance at any meeting constitutes a waiver of notice, unless attendance is solely for the purpose of objecting to the manner in which notice was given.
18. **Quorum at All Member Meetings.** At each meeting of the Members a quorum shall be 50 percent of the Professing Members present in person or by such electronic means as is approved by the Council as deemed necessary to permit them to participate in the meeting. If a quorum is not present, the meeting shall be adjourned to a date and time set by the Chair.
19. **Chair of Any Meeting.** The Chair of the Council, or in his or her absence a Chair chosen by the Professing Members present, shall preside as Chair at each meeting of the Members.
20. **Voting at Meetings.** At every meeting of the Members, each Professing Member shall be entitled to one (1) vote, and no Baptized Member shall be entitled to a vote. A resolution of the Professing Members shall be passed when it has been approved by all Professing Members present. Voting shall normally be by a show of hands, but upon the demand of any Professing Member, the vote upon any question shall be by secret ballot.
21. **No Casting Vote for Chair.** The Chair shall not be entitled to a second or casting vote by virtue of being the Chair.
22. **Proxies for Professing Members.** Professing Members are encouraged to attend all Members' meetings in person. Nevertheless, subject to the Act, a Professing Member may, by means of a written proxy, appoint a proxy holder to attend and act at a specific meeting of the Members, in the manner and to the extent authorized by the proxy. A proxy holder must be a Professing Member.

23. **Rules, etc., re Proxies.** Subject to the Act, the Council may from time to time make regulations regarding the form and lodging of proxies at any meeting of the Members.

Elders

24. **Qualifications for Elders.** A person may be considered for the position of Elder, and therefore a Director, if the person
- (i) is a Member;
 - (ii) is 18 years of age or older;
 - (iii) is not an undischarged bankrupt;
 - (iv) is of sound mind; and
 - (v) satisfies the qualifications of an elder as contained in the Church Order.
25. **Election/Appointment of Elders.** All candidates for Elder shall be persons who in the opinion of the Council are qualified as set out herein and who have successfully completed the process established by the Council from time to time under the Church Order.
26. **Term of Office for Elders.** Elders shall serve for a term of *** years.
27. **Resignation and Removal of Elders.** An Elder shall be automatically removed from office as an Elder
- (i) if he or she resigns his or her office by delivery of a written resignation to the Clerk of the Church; or
 - (ii) if he or she is found by a court to be of unsound mind; or
 - (iii) if he or she becomes bankrupt or suspends payment or compounds with his or her creditors;¹ or
 - (iv) on his or her death; or
 - (v) if he or she is removed from office pursuant to processes under the Church Order.
28. **No Compensation for Serving as an Elder.** Elders shall not receive any compensation for their services as Elders. The Council may authorize payment to Elders for reasonable and justified expenses.
29. **Powers of Elders.** The Elders are responsible for the spiritual oversight of the Church as described in the Church Order and specifically for ensuring that the doctrine of the Church remains purely biblical.
30. **Chair of the Consistory.** The Consistory shall appoint a Chair from among them. The Chair does not have a second or casting vote. The Chair shall preside at all Consistory meetings. He or she shall perform such duties as the Consistory may assign to him or her.
31. **Vice-Chair of the Consistory.** The Consistory may appoint a Vice-Chair from among them. The Vice-Chair shall stand in for the Chair when the Chair is unavailable and shall perform such other duties as the Consistory may assign to him or her.

¹ This is a legal requirement and does not speak to competency of the person.

32. **Clerk of the Consistory.** The Consistory may appoint a Clerk of Consistory. The Clerk of Consistory shall perform such duties as the Consistory may assign to him or her.

Deacons

33. **Qualifications for Deacons.** A person may be considered for the position of Deacon, and therefore a Director, if the person
- (i) is a Member;
 - (ii) is 18 years of age or older;
 - (iii) is not an undischarged bankrupt;
 - (iv) is of sound mind; and
 - (v) satisfies the qualifications of a deacon as contained in the Church Order.
34. **Election/Appointment of Deacons.** All candidates for Deacon shall be persons who in the opinion of the Council are qualified as set out herein and who have successfully completed the process established by the Council from time to time under the Church Order.
35. **Term of Office for Deacons.** Deacons shall serve for a term of *** years.
36. **Resignation and Removal of Deacons.** A Deacon shall be automatically removed from office as a Deacon
- (i) if he or she resigns his or her office by delivery of a written resignation to the Clerk of the Church; or
 - (ii) if he or she is found by a court to be of unsound mind; or
 - (iii) if he or she becomes bankrupt or suspends payment or compounds with his or her creditors;² or
 - (iv) on his or her death; or
 - (v) if he or she is removed from office pursuant to processes under the Church Order.
37. **No Compensation for Serving as Deacon.** Deacons shall not receive any compensation for their services as Deacons. The Council may authorize payment to Deacons for reasonable and justified expenses.
38. **Chair of the Diaconate.** The Diaconate shall appoint a Chair from among them. The Chair does not have a second or casting vote. The Chair shall preside at all meetings of the Diaconate. He or she shall perform such duties as the Consistory may assign to him or her.
39. **Vice-Chair of the Diaconate.** The Diaconate may appoint a Vice-Chair from among them. The Vice-Chair shall stand in for the Chair when the Chair is unavailable and shall perform such other duties as the Diaconate may assign to him or her.

² This is a legal requirement and does not speak to competency of the person.

Ministers

40. **Qualifications for Minister.** A person may be considered for the position of Minister, and therefore an Ex-Officio non-voting Director, if the person
 - (i) is a Member;
 - (ii) is 18 years of age or older;
 - (iii) is not an undischarged bankrupt;
 - (iv) is of sound mind; and
 - (v) satisfies the qualifications of a Minister (or Minister of the Word) as contained in the Church Order.
41. **Selection.** All members of the pastoral staff will be chosen pursuant to processes as outlined in the Church Order under the oversight of the Council.
42. **Responsibilities of the Ministers.** The Minister or Ministers shall be members of the Council and Ex-Officio Directors. They shall have the right to notice of and to attend every meeting of the Council and Directors and to ask questions and participate in all decisions thereat, but they shall have no voting rights on matters of business decided by the Directors, nor shall they be, or be deemed to be, Directors under the Act.
43. **Duties of Senior Minister.** The Senior Minister will work in cooperation with the Council to ensure healthy ministry development and strong accountability. The responsibility of the Senior Minister will be to faithfully preach God's Word and model the priority of discipleship within the Church. He will give oversight and direction to all ministry staff and work with the Council in carrying out the overall vision of the Church.
44. **Duties of Other Ministers.** Ministry descriptions for the remaining pastoral staff will be established by the Council in keeping with the giftedness of the individual and agreed upon with the individual.
45. **Compensation.** The Ministers shall not receive any compensation for their services as Ex-Officio Directors. This section does not preclude Ministers from receiving remuneration from the Church for his or her services as an employee.
46. **Recognition of Marriage.** All Ministers employed by the Church and retired Ministers who hold credentials granted by the Church shall recognize marriage as the Church does, an institution ordained by God that is a life-long covenant relationship established by mutual vows between a man and a woman united by God. The Ministers shall ensure that the Facilities are limited to Church-approved programs and to marriages that accord with the principles referred to above. All Ministers under the Church's employ or supervision, including retired Ministers whose credentials are held by the Church, or any other marriage officials who perform marriages at or in the name of the Church, may only perform such marriages in accordance with these principles.

Meetings of the Council

47. **Chair of the Council.** The Council shall appoint a Chair from among them, who must be an Elder. The Chair does not have a second or casting vote. The Chair may not be one of the Ministers. The Chair shall preside at all meetings of the Members and meetings of the Council. He or she shall perform such duties as the Council may assign to him or her.
48. **Notice of Meetings.** Meetings of the Council may be called by the Chair of the Council, the Clerk, or any two members of the Council. Notice of the time and place of every meeting shall be provided to each Elder, Deacon, and Minister forty-eight (48) hours before such meeting, if delivered by hand or by e-mail, or sent not less than ten (10) days before the meeting, if delivered by mail. For the purpose of sending notices to any Elder, Deacon, or Minister, the address of any Elder, Deacon, or Minister shall be his or her last address recorded on the books of the Church. Notice of adjourned meetings shall be given in the same manner.
49. **Errors or Omission in Notice.** No error or omission in giving notice of any meeting or adjourned meeting of the Council shall invalidate such meeting, or make void any proceedings taken thereat.
50. **Waiver of Notice.** Any Elder, Deacon, or Minister may at any time waive notice of any such meeting and may ratify, approve, and confirm any or all proceedings taken or had thereat. Attendance at any meeting constitutes a waiver of notice, unless attendance is solely for the purpose of objecting to the manner in which notice was given.
51. **Participation by Communication Facility.** The Council shall be entitled to meet in person and/or by electronic means that permits simultaneous communication among all persons.
52. **Quorum.** At each meeting of the Council both (a) a majority of the Elders, Deacons, and Ministers and (b) a majority of the Council shall be present in person or by electronic means. If a quorum is not present, the meeting shall be adjourned.
53. **Ex-Officio Directors' Right to be Heard, etc.** Ex-Officio Directors have the right to attend, ask questions, and be heard on all matters at all meetings of the Council to the full and same extent as Elders and Deacons.
54. **Decisions.** The Council may pass resolutions by majority vote in the Council meeting, unless the Act or this By-law otherwise requires or unless the Council agrees otherwise in a particular case, but in no event shall resolutions be passed by less than a majority. Any by-law or resolution signed by all the members of Council is as valid and effective as if passed at a meeting of the Council duly called, constituted, and held for that purpose, provided that all Ex-Officio Directors sign a waiver (before or after such resolution is signed) of the requirement of a meeting.
55. **Chair of Any Meeting.** The Chair, or in his absence a Chair chosen by the Elders or Deacons present, shall preside as Chair at each meeting of the Council.

56. **Committees.** In accordance with the law, the Council may establish such committees as they consider necessary to achieve the Church's objectives, establish the requirements for membership in any such committee, disband any such committee, or change the mandate or authority of any such committee.

The Chair of each committee shall be appointed by the Council. Members of committees shall be appointed by the chair of that committee in consultation with the Council. Meetings of committees shall be held on a regular basis at such times and places as the committee chair determines.

57. **Executive Committee.** The Council may elect from among themselves an Executive Committee consisting of not fewer than three (3) and not more than six (6) Council Members. The Executive Committee, if so constituted, shall exercise the full powers of the Council in all matters of administrative urgency between meetings, reporting every action at the next meeting of the Council, and study and advise or make recommendations to the Council on any matter as directed by the Council.
58. **Powers of Council.** All decisions affecting the use of the Church's Facilities shall be consistent with its doctrine and shall be the responsibility of the Council. The Council shall administer the affairs of the Church in all things, consistent with the objects and By-laws of the Church, including without limitation, authorizing the Church to
- (i) enter into contracts;
 - (ii) make expenditures;
 - (iii) enter into a trust arrangement;
 - (iv) acquire, accept, solicit, or receive legacies, gifts, grants, settlements, bequests, endowments, and donations of any kind; and
 - (v) appoint agents and engage employees.

The remuneration for all Ministers, employees, and agents shall be fixed by the Council.

Officers

59. **Officers.** The officers of the Church shall be a Chair, Vice-Chair, Vice-All (optional) Treasurer, and Clerk of the Church and such other officers as this By-law provides or the Council determines. A person may hold more than one office at a time.
60. **Description of Offices.** If officers are appointed, they shall have the following duties and powers associated with their positions:
- 1. Chair of the Council – The Chair of the Council shall be the President of the Corporation and shall be a Council member, but shall not be a Minister. The Chair of the Council, if any, shall, when present, preside at all meetings of the Council and of the Members. The Chair shall have such other duties and powers as the Council may specify.
 - 2. Vice-Chair of the Council – The Vice-Chair of the Council, if one is to be appointed, shall be the Vice-President of the Corporation

and shall be a Council Member, but shall not be a Minister. If the chair of the Council is absent or is unable or refuses to act, the vice-chair of the Council, if any, shall, when present, preside at all meetings of the Council and of the members. The Vice-Chair shall have such other duties and powers as the Council may specify.

3. **Clerk** – The Clerk shall be the Secretary of the Corporation. The Clerk shall attend and be the secretary of all meetings of the Council and the members. The Secretary shall record minutes of all proceedings at such meetings; the Clerk shall give, or cause to be given, as and when instructed, notices to members, Council members, and the public accountant; the Clerk shall be the custodian of all books, papers, records, documents, and other instruments belonging to the Corporation.
4. **Treasurer** – If appointed, the Treasurer shall have such powers and duties as the Council may specify and shall be the treasurer of the Corporation.
61. **Other Officers.** Any other Officers shall be appointed by resolution of the Council, for such periods and on such terms and conditions as the Council may approve or authorize. The powers and duties of all other officers of the Corporation shall be on such as the terms of the Council requires of them.
62. **Power to Vary.** Unless otherwise specified by the Council (which may, subject to the Act, modify, restrict, or supplement such duties and powers), the Council may, from time to time and subject to the Act, vary, add to, or limit the powers and duties of any officer.

Protections and Indemnities

63. **No Liability.** No Indemnified Person shall be liable for
 - (i) the acts, receipts, neglects, or defaults of any other Indemnified Person; or
 - (ii) any insufficiency or deficiency of title to any property acquired by order of Council for or on behalf of the Church; or
 - (iii) the insufficiency or deficiency of any security in or upon which any of the monies of the Church shall be invested; or
 - (iv) any loss or damage arising from the bankruptcy, insolvency, or tortuous act of any person with whom any of the monies, securities, or effects of the Church shall be deposited; or
 - (v) any loss occasioned by any error of judgment or oversight on his or her part that is not the result of his or her own willful neglect or default; or
 - (vi) any other loss, damage, or misfortune whatever that shall happen in the execution of the duties of his or her office or in relation thereto, unless the same shall happen through his or her own willful neglect or default.
64. **Indemnity.** Every Indemnified Person and his or her heirs, executors, and administrators and estate and effects, respectively, shall from time to

time and at all times be indemnified and saved harmless out of the funds of the Church from and against

- (i) all costs, charges, and expenses whatsoever, including any amount paid to settle an action or satisfy a judgment, and further including legal fees and costs on a solicitor and his own client basis, that such Indemnified Person sustains or incurs in or about an action, suit, or proceeding that is brought, commenced, or prosecuted against him or her for or in respect of any act, deed, matter, or thing whatsoever made, done, or permitted by him or her in or about the execution of the duties of his or her office or in respect of any such liability; and,
- (ii) all other costs, charges, and expenses that he or she sustains or incurs in or about or in relation to the affairs of the Church;

except such costs, charges, or expenses as are occasioned by his or her own willful neglect or default.

65. **Right of Indemnification.** The Church shall indemnify any Indemnified Person (and his or her testator or intestate) who is made, or is threatened to be made, a party to an action or proceeding by reason of the fact that he or she was an Indemnified Person of the Church. Such indemnification will be in accordance with and to the fullest extent permitted by the law, as such law now exists or is subsequently adopted or amended. It will apply to any action or proceeding or related appeal, whether criminal, civil, administrative, or investigative, and will apply regardless of whether the Indemnified Person is in office at the time of the action or proceeding. However, the Church will indemnify an Indemnified Person in connection with an action or proceeding initiated by that Indemnified Person only if the action or proceeding was authorized by the Council.
66. **Advancement of Expenses.** The Church may pay expenses incurred by an Indemnified Person in connection with an action or proceeding described in this By-law in advance of the final disposition of that action or proceeding. Such advances may be paid only if
- (i) the Indemnified Person agrees in a signed writing to repay the advance if he or she is ultimately found not to be entitled to indemnification, and
 - (ii) the advance is approved by the Council excluding those who are parties to the action or proceeding or, if a quorum is not thereby obtainable, then by the unanimous vote of the Professing Members. To the extent permitted by law, the Council may advance expenses under this provision without having to find that the Indemnified Person met the applicable standard of conduct required for indemnification.
67. **Availability and Interpretation.** To the extent permitted under applicable law, the rights provided hereunder
- (i) will be available with respect to events occurring prior to the adoption of this By-law;

- (ii) will continue to exist after any rescission or restrictive amendment of this By-law with respect to events occurring prior to such rescission or amendment;
 - (iii) will be interpreted on the basis of applicable law in effect at the time of the occurrence of the event or events giving rise to the action or proceeding or, at the sole discretion of the Indemnified Person (or his or her testator or intestate), on the basis of applicable law in effect at the time the rights are claimed; and
 - (iv) will be in the nature of contract rights that may be enforced in any court of competent jurisdiction as if the Church and the Indemnified Person seeking such rights were parties to a separate written agreement.
68. **Other Rights of Indemnified Persons.** The rights provided in this By-law are not exclusive of any other rights to which an Indemnified Person or other person may now or subsequently be otherwise entitled, whether contained in the letters patent, this By-law, or other by-laws, a resolution of the Council or an agreement providing for such indemnification; the creation of such other rights is expressly authorized. Without limiting the generality of the foregoing provisions of this Article IX, the rights provided in this By-law are not exclusive of any rights, pursuant to statute or otherwise, of an Indemnified Person or other person to have his or her costs and expenses in an action or proceeding assessed or allowed in his or her favor, against the Church or otherwise.
69. **Insurance.** The Council shall consider every year at the first meeting of the Council following the Annual Meeting whether the Church should obtain insurance to protect the Indemnified Persons as herein set out and to protect the Church in respect of its obligations to the Indemnified Person under this By-law.
70. **Conditions for Indemnification and Insurance.** Despite any provision in this By-law, the Church shall not provide any indemnification to any Indemnified Person under this By-law or otherwise unless the Church complies with applicable legislation and any regulation made under such Act that permits the provision of an indemnification or unless the Church or an Indemnified Person obtains a court order authorizing the indemnification. Further, despite any provision in this By-law, the Church shall not purchase any insurance to indemnify any Indemnified Person except in compliance with applicable legislation and any regulation made under such Act.

Amendments

71. **Amendments.** The Council shall have the power to make, alter, amend, and repeal the bylaws of the Church. Such a by-law, amendment, or repeal is effective only until the next Annual Meeting of the Members, unless it is confirmed by Special Resolution no later than that meeting.

Borrowing

72. Without limiting the generality of any other by-law, or power conferred on the Council thereby, the Council has the power, from time to time
- (i) to borrow money upon the credit of the Corporation, from any bank, Corporation, firm or person, upon such terms, covenants, and conditions at such times, in such sums, to such an extent, and in such manner as the Council in its discretion may deem expedient;
 - (ii) to limit or increase the amount to be borrowed;
 - (iii) to issue or cause to be issued bonds, debentures, or other securities of the Corporation and to pledge or sell the same for such sums; upon such terms, covenants, and conditions; and at such prices as may be deemed expedient by the Council; and
 - (iv) to secure any such bond, debentures, or other securities, or any other present or future borrowing or liability of the Corporation, by mortgage, hypothecation, charge, or pledge of all or any currently owned or subsequently acquired real and personal, movable and immovable property of the Corporation, and the undertaking and rights of the Corporation.

General

73. **Signing Authority.** Contracts, documents or any instruments in writing requiring the signature of the Church, shall be signed by any two persons who are any of an Elder, Ex-Officio Director, or officer, and all contracts, documents, and instruments in writing so signed shall be binding upon the Church without any further authorization or formality.

The Council shall have power from time to time by resolution to

- (i) appoint any person or persons on behalf of the Church to sign specific contracts, documents, and instruments in writing; and
 - (ii) give the Church's power of attorney to any registered dealer in securities for the purposes of the transferring of and dealing with any stocks, bonds, and other securities of the Church.
74. **Seal.** The seal of the Church, if any, shall be in such form as approved by the Council. If the Church has a seal, when required it may be affixed to contracts, documents, and instruments in writing signed as authorized by this By-law or by any officer or officers appointed by the Council.
75. **Books and Records.** The Council shall ensure that all books and records of the Church required by law or this By-law are properly kept.
76. **Rules and Regulations.** The Council may prescribe, amend, and repeal from time to time such policies, rules, and regulations not inconsistent with the Act and these By-laws relating to Membership, the management and operation of the Church, and any other matter as they deem expedient.

77. **Severability.** Each section and provision of this By-law is distinct and severable, and a declaration of invalidity or unenforceability of any provision by a court of competent jurisdiction will not affect the validity or enforceability of any other section or provision hereof. Further, if any section or provision of this By-law is held unenforceable, that section or provision will be deemed modified to the minimum extent necessary to make it enforceable, and the remainder of the By-law will remain in force, unaffected and fully enforceable.

Appendix B

Director of Back to God Ministries International

Introduction

Nearly one year ago, in July 2011, the staff of Back to God Ministries International (BTGMI) was filled with sadness upon hearing that its director, Dr. Robert Heerspink, was diagnosed with pancreatic cancer. Many tears were shed, and many questions were asked. The entire ministry team felt that Dr. Heerspink's leadership had brought the ministry into new levels, and there was a feeling of unity and collaboration that could only lead to a bright and positive future.

During the time of Dr. Heerspink's illness, the role of administrative director for Rev. Jimmy Lin took on new significance. And when Dr. Heerspink passed away in October 2011, Rev. Lin assumed the position of interim director, in addition to his position as Chinese ministry leader. He and other staff carried out a variety of new tasks as the ministry continued. Many times it was expressed that BTGMI was able to thrive because of the direction and vision set out by its former director.

Under the direction of the BTGMI board, a search committee was formed and began meeting early in 2012. After an extensive search and interview process, and with the overwhelming sense that it was simply the search committees' task to discern the person whom the Lord had already chosen, Dr. Kurt Selles was brought before the BTGMI board on April 26, 2012. After discussion with Dr. Selles, the board unanimously nominated him to the position of director of BTGMI. (A copy of Dr. Selles's resume follows.)

Based on that nomination, the BOT of the CRCNA appointed Dr. Kurt Selles to this position, subject to ratification by Synod 2012.

God is faithful! Back to God Ministries International gives thanks to God for the capable work of Rev. Jimmy Lin and other staff as they carried on through this very difficult year. And now we look ahead with excitement to what God has in store for us in the future, as together with our new director we begin a new chapter in the ever-widening scope of media ministry throughout the world. We ask for prayers during this time of transition and adjustment.

Bruce Persenaire, president
Board of Back to God Ministries International

Addendum

Curriculum Vitae: Kurt D. Selles, Ph.D.

Professional Experience

2006 – present, Beeson Divinity School, Samford University, Birmingham, Alabama

Associate Professor of Divinity and Director of the Global Center

- Teaching missions and evangelism classes: biblical, theological, historical, and practical
- Directing the Cross-Cultural Ministry Practicum program
- Teaching special topics in missions classes in London, Ghana, Brazil, China, India, Jordan, Kenya, and Peru
- Mentoring seminary students considering full-time ministry, particularly those interested in vocational missions
- Providing vision and supervision to the Global Center, a department of the Divinity School devoted to helping students understand issues related to missions and world Christianity and mobilizing them for involvement in missions
- Supervising the staff of the Global Center
- Engaging in scholarly work related to missions, Christian Reformed Church history, world Christianity, and China
- Teaching undergraduate courses on Chinese history (ancient and modern)

2008 – present, Leeds Presbyterian Church (PCUSA), Leeds, Alabama
Stated Supply Pastor

- Preaching and leading worship weekly
- Organizing worship in conjunction with the music director
- Moderating the session and serving on the education and personnel committees
- Supervising the work of the secretary and music director
- Visiting the sick and elderly, performing funerals and weddings
- Teaching Sunday school and training the elders

1987 – 2006, Christian Reformed World Missions, Grand Rapids, Michigan/
China

Church Developer/Field Leader (Taiwan/China)

- Initiated Chinese church development projects (1999-2006)
- Taught English Bible at the Yanjing Theological Seminary, Beijing (1995-1997)
- Taught courses on Western civilization at Peking University, Beijing (1995-1997)
- Served as a personnel officer, pastoring teachers with English Language Institute/China (1993-1995)
- Organized and directed CRWM Summer Mission Programs (1992, 1994, 1996, 1997, 1998, 2000, 2001, 2002, 2005)
- Partnered with Chinese churches in Taiwan, preaching, teaching, counseling, and youth work (1989-1993)
- Studied Mandarin in Taiwan for two years (1987-1989)

1999 – 2006, Calvin College, Grand Rapids, Michigan, U.S.A./Beijing, China
Assistant Professor, History Department/Off-Campus Programs, China
Semester, Director

- Established and directed the China Semester Program
- Taught Chinese history courses: Traditional China, Modern China, Emerging China, and Tibet
- Supervised student internships
- Directed a Christian studies program at Capital Normal University, Beijing

1985 – 1987, Burton Heights Christian Reformed Church, Grand Rapids, Michigan
Pastor of Evangelism

- Facilitated evangelistic work in the local community

1983 – 1985, Pastor of Youth, Trinity Christian Reformed Church, Broomall, Pennsylvania
Youth Director

- Pastoral work with the youth of the church (senior high through elementary school)

Education

Ph.D. (Church History) 2005, Vanderbilt University, Nashville, Tennessee
M.A. (Church History) 2002, Vanderbilt University, Nashville, Tennessee
M.Div. 1987, Calvin Theological Seminary, Grand Rapids, Michigan
BA (English) 1982, Calvin College, Grand Rapids, Michigan

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, 2011, 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, 2011

Categories Specified by Investment Policy:

	Back to God Ministries International	Calvin College	Calvin Theological Seminary	Faith Alive Chr. Resources	Denominational Services
SHORT TERM					
CASH AND CASH EQUIVALENTS					
Cash, Money-market mutual funds & CDs	\$ 1,642,369	\$ 1,573,187	\$ 372,800	\$ 302,073	\$ 3,622,198 (9)
FIXED-INCOME ISSUES					
CRCNA Funds LLC Liquidity Fund (1)	309,306	-	-	252,237	-
Other short term	-	-	-	-	2,354,698
CRCNA FUNDS LLC BALANCED FUND (2)	3,277,788	-	-	637,651	-
COMMON AND PREFERRED STOCKS					
Publicly traded common, preferred, and convertible preferred stock	-	2,566,394 (3)	45,562	-	-
Equity mutual funds	358,240 (3)	101,715,698 (10)	24,583,565 (2,10)	-	-
FIXED-INCOME ISSUES (LONG TERM)					
U.S. treasuries or Canadian gov't bonds	-	1,236,744	-	-	13,328,990 (9)
Publicly traded bonds and notes	-	-	-	-	6,862,465 (9)
(Investment grade, at least A-rated)	-	-	-	-	-
Bond mutual funds	336,560 (3)	13,188,279	3,311,654	-	(21,518,123) (9)
CIBC / TAL overdraft accounts	-	-	-	-	-
Interagency Investments (Obligations):					
Loans to CRCNA (Denom. Services)	215,000	-	-	-	(4,650,000)
Other Investments:					
Private equity fund	-	25,663,642 (4)	896,303	-	-
Partnerships	-	-	686,149	-	-
Land contracts	-	-	-	-	-
Life insurance cash value	435,159 (5)	336,594 (5)	109,681 (5)	-	-
Notes receivable	-	3,560,512 (6)	-	-	-
Common stock -- non-listed	-	1,807,359 (7)	-	-	-
Real estate (non-operating)	42,850 (8)	19,908,459 (8)	1,151,670 (8)	-	-
Total	\$ 6,617,272	\$ 171,556,868	\$ 31,157,384	\$ 1,191,961	\$ 229

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, 2011

	CRC Foundation	Home Missions	Loan Fund	World Missions	World Relief
Categories Specified by Investment Policy:					
SHORT TERM					
CASH AND CASH EQUIVALENTS					
Cash, Money-market mutual funds & CDs	\$ 778,712	\$ 1,173,139	\$ 6,014,990	\$ 2,200,074	\$ 18,955,278
FIXED-INCOME ISSUES					
CRCNA Funds LLC Liquidity Fund (1)	-	653,155	-	-	25,620
Other short term	-	-	-	-	-
CRCNA FUNDS LLC BALANCED FUND (2)	322,055	1,049,858	-	3,908,027	3,990,525
COMMON AND PREFERRED STOCKS					
Publicly traded common, preferred, and convertible preferred stock	-	-	-	-	-
Equity mutual funds	-	864	-	243,470 (3)	-
FIXED-INCOME ISSUES (LONG TERM)					
U.S. treasuries or Canadian gov't bonds	-	-	-	-	-
Publicly traded bonds and notes	-	-	-	-	-
(Investment grade, at least A-rated)	-	-	-	172,171 (3)	-
Bond mutual funds	-	-	-	-	-
CIBC / TAL overdraft accounts	-	-	-	-	-
Interagency Investments (Obligations):					
Loans to CRCNA (Denom. Services)	-	125,000	2,000,000	310,000	2,000,000
Other Investments:					
Private equity fund	-	-	-	-	-
Partnerships	-	-	-	-	-
Land contracts	-	-	-	-	-
Life insurance cash value	13,796 (5)	-	-	-	33,603 (5)
Notes receivable	-	-	-	-	-
Common stock -- non-listed	-	-	-	-	-
Real estate (non-operating)	-	42,957	-	20,158	-
Total	\$ 1,114,563	\$ 3,044,973	\$ 8,014,990	\$ 6,853,900	\$ 25,005,026

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

Categories Specified by Investment Policy:

SHORT TERM
CASH AND CASH EQUIVALENTS
Cash, CDs, and money-market mutual funds
FIXED-INCOME ISSUES
Guaranteed investment contracts
Stable Asset Income Fund
COMMON AND PREFERRED STOCKS
Publicly traded common, preferred,
and convertible preferred stock
Diversified/Alternative mutual fund
Equity mutual funds
FIXED-INCOME ISSUES (LONG TERM)
U.S. treasuries, Canadian gov't bonds or
publicly traded bonds and notes
(investment grade, at least A-rated)
Bond mutual funds
REAL ESTATE INVESTMENT TRUSTS

	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 \$
\$	-	2,313,407	63,320	94,319	159,989	2,840,328	315,499	73,262
	2,813,436	-	-	-	203,899	-	-	-
		56,918,579	-	-	1,689,566	22,060,989	-	-
		8,634,196	-	-	596,128	-	-	-
	14,241,373	-	-	-	-	-	-	-
	4,550,387	12,558,582	-	2,067,336	336,115	7,196,954	-	-
		-	-	-	-	-	-	-
	-	6,968,775	-	-	-	-	-	-
Total	\$ 21,605,196	\$ 87,393,539	\$ 63,320	\$ 2,161,655	\$ 2,985,697	\$ 32,098,271	\$ 315,499	\$ 73,262

Footnotes to the December 31, 2011, Investment Summary

1. CRCNA Funds LLC pooled/unitized fixed income account for agencies.
2. CRCNA Funds LLC pooled/unitized balanced account (fixed income 47%, equities 53%) 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.

Board of Trustees Supplement II

I. Executive Director Search Committee and process

The Board of Trustees held a special meeting by way of conference call on June 1, 2012, to address recommendations by an ad hoc committee appointed by the Board in May 2012. The ad hoc committee was requested to propose a slate of nominees for an Executive Director Search Committee in the event that Synod 2012 approved the recommendation of the Task Force Reviewing Structure and Culture that a committee be appointed.

II. Recommendations

A. That synod instruct the BOT to appoint a search committee to be made up of nine members as follows:

- Two members from the Task Force Reviewing Structure and Culture.
- Three members from the BOT.
- Four members from the denomination at large.

Grounds:

1. The task force should be represented because it is responding to matters of governance and matters of organizational culture and thus needs to work closely and confidently with the new ED. It is judged that two members from the task force are sufficient to ensure that these matters are addressed.
2. The new ED will serve under the supervision of the BOT and will be directly responsible to it. Therefore the ED must have the confidence of the BOT and be able to work closely with it from the outset. It is judged that three members from the BOT are sufficient to ensure that these matters are addressed.
3. The ED serves in the highest executive position in the denomination and will also be the chief spokesperson for the CRCNA on many matters. In that capacity the ED must have the confidence of the denomination's membership. It is judged that four members from the denomination at large will adequately represent the membership in the search for an ED.

B. That synod take note of the BOT's support for the Task Force Reviewing Structure and Culture's recommendation that the ED Search Committee obtain the service of a consultant.

Grounds:

1. Such a person can greatly expedite the work of the committee via their connections and expertise.
2. Other organizations have recently been served very well by the expertise of a consultant (e.g., Redeemer University College, Dordt College, the Institute for Christian Studies, Calvin College).

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 16-19, 2012, and presents this supplement of additional matters relating to the college. At the meeting, a dinner and public program was held in honor of the retirement of Dr. Gaylen (and Susan) Byker for seventeen years of service as the ninth president of Calvin College. The following evening, Mr. John Booy ('74), superintendent of The Potter's House School in Grandville, Michigan, and Ms. Ilga Svechs ('58), psychotherapist and social work professor emerita at Case Western Reserve University of Cleveland, Ohio, were honored as distinguished alumni. The board interviewed eight faculty—three for tenure and five for first reappointment. The board members also attended commencement, which honored nearly 900 graduates of Calvin College. The commencement speaker was former president of Calvin Theological Seminary Dr. Cornelius Plantinga, Jr.

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. Henry Aay, Ph.D., Frederik Meijer Chair in Dutch Language and Culture, professor of geography and environmental studies, emeritus
2. Daniel H. Bays, Ph.D., Director of the Asian Studies Program, professor of history, emeritus
3. Gaylen J. Byker, Ph.D., president, emeritus
4. Irene Konyndyk, M.A., assistant professor of French, emerita
5. Olga H. Leder, M.Ed., assistant professor of Spanish, emerita
6. Michael J. Page, Ph.D., professor of communication arts and sciences, emeritus
7. Delvin L. Ratzsch, Ph.D., professor of philosophy, emeritus
8. Corwin E. Smidt, Ph.D., Paul Henry Chair in Christianity and Politics, professor of political science, emeritus
9. John P. Tiemstra, Ph.D., professor of economics, emeritus
10. Uko Zylstra, Ph.D., professor of biology, emeritus

B. *Faculty reappointments*

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

1. Brian Fuller, M.F.A., associate professor of communication arts and sciences
2. Jennifer J. VanAntwerp, Ph.D., *professor of engineering*
3. Elizabeth Van Arragon, Ph.D., *associate professor of art*

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

1. Todd V. Cioffi, Ph.D., assistant professor of congregational and ministry studies
2. Souzan T. Couzens, M.S., assistant professor of nursing
3. Kevin den Dulk, Ph.D., associate professor of political science
4. John. A. Sparks, M.S., assistant professor of kinesiology
5. Wayne Ten Harmsel, M.Div., assistant professor of history
6. Susan K. Verwys, Ph.D., assistant professor of education
7. James Vanden Bosch, M.A., professor of English
8. Ellen R. Van't Hof, M.A., associate professor of kinesiology
9. Eric M. Washington, Ph.D., assistant professor of history

C. *Administrative reappointments*

The college has made the following faculty status administrative reappointments, effective as noted:

1. Kenneth D. Erffmeyer, M.B.A., vice president for advancement (four years)
2. Michael J. Stob, Ph.D., dean for institutional effectiveness (three years)
3. Sarah E. TenBroek, M.S.W., counselor, Broene Counseling Center (four years, reduced load)
4. Matthew S. Walhout, Ph.D., dean for research and scholarship (three years)
5. Mark F. Williams, Ph.D., academic dean of arts, languages, and education division (three years)

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

1. Bruce R. Berglund, Ph.D., co-director (one year), director (three years), Honors Program
2. Kevin R. den Dulk, Ph.D., director, Paul B. Henry Institute for the Study of Christianity and Politics (three years)
3. Herman J. DeVries, Jr., Ph.D., Frederik Meijer Chair in Dutch Languages and Culture (three years)
4. Bruce A. Hekman, M.A., interim director, Van Lunen Center for Executive Management in Christian Schools (one year)

III. Election of college trustees

The board recommends the following nominees for election to a first term as at-large trustees:

Rev. Ken T. Choe, B.A., Cal State University, M.Div., Fuller Theological Seminary

Rev. Choe is the senior pastor of Tto Gam Sa Mission CRC, which he founded in 2004. Currently the church has over 750 adult members with over 70 percent of the church budget designated for missions. After college and seminary he joined InterVarsity in campus ministry for three years, while also serving as a youth pastor at the Valley Sarang Evangelical Church. He then joined the Union Evangelical Church as pastor for college students and their families before serving as associate pastor of West Hills Presbyterian Church for five years. Rev. Choe spent one year as a missionary to the Philippines before founding the Tto Gam Sa Mission CRC. Rev. Choe has a heart for young people and for missions, and he travels frequently to visit missionaries and mission fields supported by Tto Gam Sa Mission CRC. As a senior pastor, he works to educate his congregation and others for missions in order to recruit new missionaries.

Mr. Allan E. Hoekstra, B.A., Calvin College

Mr. Hoekstra is an active member of Calvary Reformed Church in Holland, Michigan. He has worked in the field of finance and financial counseling since earning his CPA designation in 1988. Mr. Hoekstra served at Deloitte & Touche in Grand Rapids, Michigan, for two years before moving to Old Kent Bank (Grand Rapids and Holland, Mich.) in commercial banking for eleven years. He worked for five years as a financial consultant at Geenen & Kolean PC in Holland and joined the Windquest Group, Inc. as chief financial officer in 2008. His community service includes the Bank of Holland board and the ArtPrize Grand Rapids board. He has also served his church as a governing board member and has served on the boards of the Potters House Christian School and Holland Christian Schools.

Ms. Wendy Granger Hofman, B.A., Calvin College

Ms. Hofman is a creative, organized, and active member of River Terrace CRC in Lansing, Michigan. She has served as the choir director at River Terrace and has enhanced the church choral and youth music programs significantly. She served as the music teacher at Lansing Christian School, building the music programs extensively. She currently serves as principal of Lansing Christian School, where her organizational leadership has greatly enhanced the school community. As a school administrator, Ms. Hofman has the ability to ask the right questions and to focus on the core mission of an organization.

Ms. Marjorie Hage Hoogeboom, B.A., Calvin College; Purdue University

Ms. Hoogeboom serves as co-founder, vice president, and director of Rainbow Associates Management and Consultant Services in Holland, Michigan. She is also vice president and director of the Rainbow Foundation, a Family Philanthropic Foundation. Her previous work experience was with the Upjohn Company in Kalamazoo and Southfield, Michigan. She also served for four years at Mead Johnson and Company and for ten years at General Electric Research and Development Center. Marjorie and her husband, Thomas, are longtime supporters of Calvin College, and she has served on the Calvin Alumni Association Board. Ms. Hoogeboom is an active member of Harderwyk CRC in Holland, Michigan. Her community,

college, and church service is evident in a list too long to recount, and she just completed work as a member of the Calvin College Presidential Search Committee in January 2012.

IV. Form of Subscription Revision Committee II report

Synod 2011 asked the Form of Subscription Revision Committee II to address five concerns with the draft Covenant for Officebearers (see *Acts of Synod 2011*, p. 871). A representative of Calvin College met with the study committee as recommended by Synod 2011 in section I, A and proposed changes in the draft to address the concerns raised. As noted in Overtures 9-14 to Synod 2012, the study committee did not implement all of the proposed changes or adequately address the concerns raised by Synod 2011. The Calvin College Board of Trustees requests that Synod 2012 fully implement the five recommendations of Synod 2011 concerning the proposed Covenant for Officebearers.

V. Recommendations

A. That synod also grant the privilege of the floor to the vice-chair of the board, Ms. Michelle VanDyke; and the secretary of the Board, Mr. Roger Brummel.

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. Henry Aay, Ph.D., Frederik Meijer Chair in Dutch Language and Culture, professor of geography and environmental studies, emeritus
2. Daniel H. Bays, Ph.D., Director of the Asian Studies Program, professor of history, emeritus
3. Gaylen J. Byker, Ph.D., president, emeritus
4. Irene Konyndyk, M.A., assistant professor of French, emerita
5. Olga H. Leder, M.Ed., assistant professor of Spanish, emerita
6. Michael J. Page, Ph.D., professor of communication arts and sciences, emeritus
7. Delvin L. Ratzsch, Ph.D., professor of philosophy, emeritus
8. Corwin E. Smidt, Ph.D., Paul Henry Chair in Christianity and Politics, professor of political science, emeritus
9. John P. Tiemstra, Ph.D., professor of economics, emeritus
10. Uko Zylstra, Ph.D., professor of biology, emeritus

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

1. Brian Fuller, M.F.A., associate professor of communication arts and sciences
2. Jennifer J. VanAntwerp, Ph.D., professor of engineering
3. Elizabeth Van Arragon, Ph.D., *associate* professor of art

D. That synod ratify the following faculty reappointments:

1. Todd V. Cioffi, Ph.D., assistant professor of congregational and ministry studies
2. Souzan T. Couzens, M.S., assistant professor of nursing
3. Kevin den Dulk, Ph.D., associate professor of political science
4. John A. Sparks, M.S., assistant professor of kinesiology
5. Wayne Ten Harmsel, M.Div., assistant professor of history
6. Susan K. Verwys, Ph.D., assistant professor of education
7. James Vanden Bosch, M.A., professor of English
8. Ellen R. Van't Hof, M.A., associate professor of kinesiology
9. Eric M. Washington, Ph.D., assistant professor of history

E. That synod ratify the following recommendations in faculty status administrative appointments:

1. Bruce R. Berglund, Ph.D., co-director (one year), director (three years), Honors Program
2. Kevin R. den Dulk, Ph.D., director, Paul B. Henry Institute for the Study of Christianity and Politics (three years)
3. Herman J. DeVries, Jr., Ph.D., Frederik Meijer Chair in Dutch Languages and Culture (three years)
4. Bruce A. Hekman, M.A., interim director, Van Lunen Center for Executive Management in Christian Schools (one year)

F. That synod by way of the ballot elect to a first-term four At-large Trustees.

G. That Synod 2012 fully implement the five recommendations of Synod 2011 concerning the proposed Covenant for Officebearers.

H. That Advisory Committee 3: Education of Synod 2012 receive the interim **communication** titled "Evolution, Human Origins, and Confessional Parameters" for information and determine how the document should be used; and that President Gaylen Byker and Professors Loren Haarsma and James K. A. Smith be allowed to make a brief presentation to the committee and answer questions about the document.

Calvin College Board of Trustees
Roger Brummel, 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 17-18, 2012, the board elected the following officers for 2012-2013:

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

B. *At-large trustee for Region 8*

Dr. Karen De Mol, a member of First CRC in Sioux Center, Iowa, recently retired from her position as professor of music at a sister institution, Dordt College. Dr. De Mol will bring valuable experience in higher education and worship to the work of the Calvin Theological Seminary Board of Trustees.

II. Academics

A. *Graduates*

Eighty-one students graduated from the seminary's degree programs at the commencement service on May 19, 2012.

B. *Distance Learning Program accreditation*

The new Distance M.Div. degree program is now accredited by the Association of Theological Schools and is in place to begin with the fall semester. The seminary looks forward to providing sound Reformed theological training for students while they remain in their current ministry contexts. Program details are available at the seminary website: www.calvinseminary.edu/academics/distance-learning.

C. *Faculty and staff appointments*

At the May meeting, trustees made the following appointments: Rev. Al Gelder as Director of Mentored Ministries, Rev. Jeffrey Sajdak as Dean of Students, Ms. Sarah Chun as Associate Dean of Students (half-time), and Rev. Stanley Mast as Adjunct Professor of Preaching. Dr. Michael W. Goheen was appointed as Professor of Missiology (reduced load), pending a successful interview by Synod 2012. The curriculum vitae for Dr. Goheen is found in the Appendix.

III. Recommendations

A. That by way of the ballot synod elect the Region 8 At-large trustee nominee to a first term.

B. That following a successful interview synod ratify the appointment of faculty member Dr. Michael W. Goheen as professor of missiology.

Calvin Theological Seminary Board of Trustees
Susan Keesen, secretary

Appendix

Curriculum Vitae: Michael W. Goheen

Present Appointments

Geneva Professor of Worldview and Religious Studies, Geneva Society,
Trinity Western University

Teaching Fellow, Mission and World Christianity, Regent College
Fellow, Mission and Worldview Studies, The Paideia Centre for Public
Theology

Associate Faculty, Mission Studies, Trinity College, Bristol University,
United Kingdom

Pastor of Preaching, New Westminster Christian Reformed Church,
Burnaby, B.C.

Education

Ph.D. (2000): University of Utrecht. Supervisors: Dr. Jan Jongeneel; Dr.
George Vandervelde. Dissertation title: "As the Father Has Sent Me, I Am
Sending You: J. E. Lesslie Newbigin's Missionary Ecclesiology."

Class work Ph.D. (1988-1991): Institute for Christian Studies (completed
Ph.D. classwork and reading requirements in systematic theology and
philosophy)

M.A. (1983): Westminster Theological Seminary, Philadelphia, Pennsylvania.
Major: Religion: Systematic Theology

B.A. (1980): Florida Atlantic University, Boca Raton, Florida. Major: Intellec-
tual History

Academic Appointments

Geneva Professor of Reformational Worldview Studies and Professor of
Religious Studies; Religious Studies Department; Trinity Western Univer-
sity, Langley, B.C. 2005-present.

Associate Faculty, Trinity College, Bristol University, Bristol, UK.
2011-present.

Fellow in Mission and Worldview Studies, Paidiea Centre for Public Theol-
ogy, Ancaster, Ont., 2010-present.

Teaching Fellow, Mission and World Christianity, Regent College, Vancouver,
B.C., 2008-present.

Sessional Professor in Mission and World Christianity, Regent College,
Vancouver, B.C., 2006-2008.

Associate Professor, Worldview Studies, Mission and World Christianity, and
Biblical Theology; Religion and Theology Department; Redeemer Univer-
sity College, Ancaster, Ont. 1999-2005.

Assistant Professor, Worldview Studies, Mission and World Christianity, and
Biblical Theology; Religion and Theology Department; Redeemer Univer-
sity College, Ancaster, Ont. 1994-1999.

Adjunct Associate Professor in Education and Worldview Studies, World-
view Studies, Graduate Program in Administrative Leadership, Trinity
Western University, Summer, 1996-2005.

Visiting Scholar, International Centre for Biblical Interpretation, University of
Gloucestershire, Cheltenham, Britain, June 2002.

Visiting Professor in Missiology, Calvin Theological Seminary, Grand Rapids, Mich. Winter semester, 1998.
Assistant Professor of Theology. Dordt College, Sioux Center, Iowa. 1991-1994.
Instructor of Religion and Theology (part-time). Redeemer College, Ancaster, Onto. 1989-1991.

Pastoral Appointments

Minister of Preaching (part-time), New West Christian Reformed Church, Burnaby, B.C. 2007-present.
Minister of Preaching (part-time), First Christian Reformed Church, Hamilton, Ont., 1999-2005.
Transferred ordination to the Christian Reformed Church, 1999.
College Pastor (part-time), Redeemer College, Ancaster, Ont., 1994-1998.
Church Planter, Pastor, First Presbyterian Church, Unionville, Ont., 1984-1991.
Ordained in Eastern Canada Presbytery of the Presbyterian Church in America, 1985.

Publications

Books

To the Ends of the Earth: An Introduction to Mission Studies Today. Downers Grove: InterVarsity Press (contracted; projected finish 2012).
A Light to the World: The Missional Church and the Biblical Story. Grand Rapids: Baker Academic Books (2011).
Website: www.missionworldview.com
Translation into Korean. Seoul, SK: The Blessed People Publishing Co. (forthcoming 2012).
“As the Father Has Sent Me, I Am Sending You: J.E. Lesslie Newbigin’s Missionary Ecclesiology.” Zoetermeer: Boekencentrum Publishing House (2000).

Reviews

Van ‘t Wout, G. *Soteria* (Dec. 2001) [Dutch], 46-47.
Beeby, Dan. *Gospel and Our Culture Network Newsletter*, 33, (Spring 2002), 4-5.
Bliese, Richard. *Mission Studies* 19, 1, 37, (Apr. 2002), 198-199.
Watt, C. Peter. *Missionalia* 30, 2, (Aug. 2002), 316.
Kettle, David. *European Journal of Theology* 11, 2, (Oct. 2002), 161-162.
Kim, Kirsteen. *Anvil* 19, 3, (2002), 243-244.
Hunsberger, George. *International Bulletin of Missionary Research* 27, 1, (Jan. 2003), 40.
Kandiah, Krish. *Themelios* 28, 2, (Spring 2003), 115-116.
Brink, Gijsbert van den, *Nederlands theologisch tijdschrift*, 57, 2 (Apr. 2003), 165-166.
Jackson, E. M. *BIAMS Newsletter* 21 (Sept. 2003), 7-9

Books Coauthored

Liberating Christian Philosophy. Grand Rapids, Mich.: Baker Academic Books (contracted; projected finish 2012). Coauthored with Craig G. Bartholomew.

Living at the Crossroads: An Introduction to Christian Worldview. Grand Rapids, Mich.: Baker Academic Books; London: SPCK (2008). Coauthored with Craig G. Bartholomew.
Website: www.christian-worldview.ca
Translation into Russian. Cherkasy, Ukraine: Colloquium Publishing (2010).
Translation into Korean. Seoul, SK: InterVarsity Press (forthcoming 2011).
The True Story of the Whole World: Finding Your Place in the Biblical Drama.
Grand Rapids, Mich.: Faith Alive Christian Resources, 2009. Coauthored with Craig G. Bartholomew.

At its meeting held April 26-29, 2012, the joint (Canada-U.S.A.) Board of Christian Reformed World Missions received and discussed the report to Synod 2012 by the Task Force Reviewing Structure and Culture. The board decided to communicate the following statement to Synod 2012:

As the Board of Christian Reformed World Missions, we accept and affirm the work of the Task Force Reviewing Structure and Culture and the recommendations made. We celebrate the move to furthering the collaboration between CRC ministries toward a global mission. We encourage the task force to consider a time line that would accelerate this global missions process.

(Minute B11-12068, B)

Christian Reformed World Missions
Gary J. Bekker, director

I. Statement of Affirmation of the Belhar Confession

In 2009, the synod of the CRC decided to request that Synod 2012 accept the Belhar Confession as the fourth confession of the CRC. It also requested that the Ecumenical and Interfaith Relations Committee promote a study of the merits of the Belhar among the churches so that a decision made in 2012 would be well considered by an informed constituency. The CRC has since then been in a process of discernment to discover the leading of the Holy Spirit for the church in this matter.

The CRWRC board accepts responsibility to participate in this process of discernment and wishes to add its voice to the ongoing conversation that is happening around the denomination.

CRWRC is grateful to the churches of South Africa for the gift of the Belhar Confession. We hear in this “cry from the heart” an impassioned summons to the church to more deliberately embrace three central themes of the gospel regarding the life and mission of the church: embodying unity, engaging in actions of reconciliation, and the active pursuit of transformational justice.

All three of these themes loom large in the global mission of CRWRC. Our mandate is to come alongside people living in circumstances of poverty, displacement, injustice, and disaster with resources and programming that can bring sustainable healing and relief. As is well known, poverty is a fundamentally relational problem. It cannot be adequately understood simply as material deficit, which can be resolved through the generous donations of goods. Poverty must be understood more holistically as a consequence of communities being enmeshed in a wide array of broken relationships that perpetuate inequality and injustice. These may exist locally in imbalances of power between men and women, or between land owners and the landless, or in the unequal distribution of goods between classes of people. Sometimes these power imbalances are the consequence of unjust laws that perpetuate economic realities that keep people in poverty. Overcoming poverty therefore requires addressing these dysfunctional relationships at all levels, whether it be the empowerment of local communities through education and training; peacemaking between conflicting communities where violence creates poverty; bridging the gap between rich and poor by enabling the transfer of resources to places where they are needed; or, at a more global level, advocating for more equitable trade policies and practices that can make sustainable impacts on poor communities.

The mission of the church at the beginning of the 21st century occurs in the context of unprecedented inequality. The gap between rich and poor nations has never been greater, and the absolute numbers of people who suffer the indignities of poverty and hunger are an affront to the image of God that they bear. While the church has often been in the forefront of poverty alleviation and has committed generously to the succor of the poor, very rarely do we have an opportunity to confess that it is our calling to do so; that justice for the poor is not merely a gesture of goodwill but arises from obedience to the demands of the gospel and is done in imitation of God, who “maintains the cause of the needy, and executes justice for the poor” (Ps. 140:12).

We appreciate the Belhar Confession because it makes these dimensions of the gospel explicit and by doing so draws attention to the biblical mandate that lies at the heart of CRWRC's ministry. As the Interchurch Relations Committee report of 2001 states, "The Belhar Confession's content is the gospel and is fundamental to our faith. . . . Countless passages of Scripture indicate God's concern about justice for the poor, widows, orphans, the suffering, and so on" (*Agenda for Synod 2009*, p. 279). We note that the Belhar Confession resonates with the charge to deacons found in the liturgical forms for ordination. There, the deacons are charged "to relieve victims of injustice." By this they show that Christians live by the Spirit of the kingdom, fervently desiring to give life the shape of things to come. Deacons are therefore called to assess needs, promote stewardship and hospitality, collect and disburse resources for benevolence, and develop programs of assistance. Further, deacons are also called to be "compassionate to the needy" and to be "prophetic critics of the waste, injustice, and selfishness in our society, and be sensitive counselors to the victims of such evils." The theme of *unity* as confessed in the Belhar reminds us that Christians around the world are in fact united through the reconciling work of Christ. We belong to each other because we all belong to Christ. There is one Lord, one faith, one baptism—and that unity means that Christians who suffer the indignity of poverty and hunger are our sisters and brothers. The Belhar therefore helps CRWRC amplify its own task of calling members of the CRC to stand in solidarity with those who suffer and to labor alongside them in an effort to bring healing and renewal. The current reality is that the majority of the world's Christians live in the global south, many of them in poverty. We are one with them. The Belhar says that this unity must be a "visible" unity, an expression of the "new humanity" in which we are "obligated to give ourselves willingly and joyfully to be of benefit and blessing to one another."

The theme of *reconciliation* is also important for the work of CRWRC. Although the Belhar emphasizes reconciliation as a healing of the divide between races and ethnicities, it admits that reconciliation is the healing of all enmities and the mediation of all conflict. The Belhar reminds us of our calling to be peacemakers in the world, seeking the restoration of shalom. We know that violent conflict and enduring hatreds result in a squandering of God-given resources—not just material resources but also community energy and creativity when these are turned away from acts of constructive engagement to seek revenge and retribution. Communities torn by conflict cannot cooperate to seek each other's best interests. For that reason CRWRC has actively sought to educate and equip communities in conflict around the world (Philippines, Nigeria, India, etc.) with skills to negotiate peace and to avoid conflict. These are necessary to create the conditions in which people and communities can once again begin to flourish. For that reason we affirm the Belhar's summons, based solidly in Scripture, for the church to embrace its calling to be ministers of reconciliation (2 Cor. 5:11-21).

The theme of *justice* for the poor is particularly relevant to the mission of CRWRC. The Belhar confesses "that God, in a world full of injustice and enmity, is in a special way the God of the destitute, the poor and the wronged" and adds that God calls the church to follow him in this, for "God brings justice to the oppressed and gives bread to the hungry." It adds that "the church must therefore stand by people in any form of suffering and need,

which implies, among other things, that the church must witness against and strive against any form of injustice, so that justice may roll down like waters, and righteousness like a ever-flowing stream” and that “the church . . . must stand where the Lord stands, namely against injustice and with the wronged; that in following Christ the church must witness against all the powerful and privileged who selfishly seek their own interests and this control and harm others.” These powerful statements, based solidly on biblical teaching—much of it quoting Scripture directly, in fact—articulate in compelling language the beating heart of the mission of CRWRC—to stand alongside all who suffer and to labor with them on their behalf through compassionate actions of justice and mercy. We gladly and thankfully acknowledge that many, many people in the CRC have joined us in this challenging work, giving generously and selflessly of time, talents, and treasures. The Belhar Confession does a great service to the church and to the poor she is called to serve by affirming that the call to seek justice is not an option but a command, intrinsic to the Christian life, and a mark of the church.

For these reasons, CRWRC endorses the Belhar Confession as a wonderful gift that, if its words are believed and its summons obeyed, can invigorate the church’s diaconal ministry to a waiting world. The board of CRWRC, therefore, recommends this Statement of Affirmation for consideration by Synod 2012.

II. Name change

The boards of CRWRC U.S. and Canada have approved the following change of name, tagline, and logo and recommend that synod approve the change in the agency name from Christian Reformed World Relief Committee to *World Renew*.



Grounds:

1. CRWRC now works with a diverse group of congregations, thousands of communities, hundreds of partners, many denominations, and many interfaith networks. CRWRC also works in nearly thirty countries. CRWRC’s work is extensive and holistic. CRWRC draws from an increasingly diverse volunteer and supporting constituency base. We desire a name that does not appear to be potentially restrictive either in association or function.
2. As we have ministered around the world, we have come to realize that our name can have some unintended consequences. Christian Reformed pastors in North American church plants tell us that our long, denominational name does not connect with people coming through their church doors. Christian school principals have told us that, while they would love to support us, our name is too exclusive for their multidenominational student bodies. And as we work in a global context we find that being a “denominational relief committee”

doesn't speak to our community development work, multidenominational church partnerships, or our board governance.

3. The existing use of the word *relief* only touches the surface of what CRWRC is about. Also, probably surprising to us, in some cultures the idea of receiving *relief* is insulting.
4. The existing use of the term *committee* is no longer accurate and presents confusion especially to our funding partners. CRWRC actually consists of distinct legal entities in both the United States and Canada, each recognized as a registered charitable organization with our respective governments, and each with an active governing board.
5. *Christian Reformed* is descriptive of the source of our mandate and is descriptive of part of our continuing governance structure. The CRC membership is the primary source of financial support from individuals. Most members of the CRC have a very favorable opinion of CRWRC and feel strong ownership of CRWRC through their membership in the CRC. We sincerely value this sense of ownership and will work diligently to maintain it. However, as CRWRC has grown and considers and anticipates its work, use of *Christian Reformed* in the name has disadvantages. First, continuing to include *Christian Reformed* in the name of the organization creates and implies a limitation in terms of participation and scope of work. We feel compelled to move beyond that implication. Second, the culture of CRWRC is to work *with* partners and communities. Emphasizing *Christian Reformed* in our name implies to them a one-sidedness to the way we work. This is not true and is not what we want to communicate. Finally, it is not necessary to call special attention within the proper name to the fact that the organization is owned and governed by the CRC, especially at the expense and to the exclusion of so many other stakeholders in the work. We hope that those who may be initially concerned or even offended by not including *Christian Reformed* will come to understand the value of the change once the depth of the organization is better understood, the scope and potential of the work are better understood, the perspective of those who are beneficiaries of the programs is considered, and the continuing ownership and governance by the CRC is made clear.
6. The current name and acronym CRWRC are cumbersome to say for many with whom we work, including our partners, the media, those new to the organization or the denomination, our youth, and in some cases even for longtime CRC members.
7. Our name should not hinder people from considering getting involved with or supporting us. This happens now as a result of misunderstanding or misinterpretation of the name, causing people to miss the reality that our ministry is open to the full body of Christ.
8. We want to intentionally remove real or perceived barriers to working with organizations with which the CRC denomination is exploring and developing strategic ministry affiliations and relationships. We see this name change proposal as being very much aligned with those efforts. Examples are the World Communion of Reformed Churches and the Reformed Church in America.

9. Most constituents and partners now refer to the organization simply as CRWRC. There is movement toward just using this acronym. We want a more meaningful and easily useable name than that.
10. We experienced significant support from stakeholders to develop a new name; we experience encouragement from insightful persons to develop a new name; we have continually asked God to guide us in this process; we experience doors continuing to open due to prayers for guidance on this matter.

III. CRWRC board nominations

U.S. member at-large youth delegate

Mr. Dirk Oudman is a member of First Christian Reformed Church in DeMotte, Indiana, and a student at Dordt College. His ministry experiences include serving as a Cadet counselor and participating in several service trips. Dirk has interest and gifts in leadership, speaking, rhetoric, and writing, which he would like to use in advocating for CRWRC on campus.

Canada delegate members at-large

Ms. Suzanne Christie is an active member of the Willowdale CRC in Classis Toronto. She has served two terms as deacon and has been involved in Friendship Club, has co-led the Ladies Fellowship group, and has taught children. She is currently retired, having worked most recently as a director of NeighbourLink in North York for fifteen years. Prior to that, Ms. Christie worked as a physical and occupational therapist. She is very passionate about sharing Christ in a tangible way through helping others and enjoys speaking in public. Her interest in CRWRC has been demonstrated through registering for an HIV/AIDS tour in East Africa and by her eagerness to serve on the board of delegates.

Note: The following biographical profile is a corrected version of the Canada member at-large profile included in CRWRC's report in the *Agenda for Synod 2012*.

Mr. Al Hummel is a lifelong member of the Nobleford CRC in Classis Alberta South. He currently works as a plant manager for ADM Alliance Nutrition and owns a farm in the Lethbridge area. He has been actively involved in various leadership roles in the Southern Alberta Diaconal Conference, local church council, and local Christian School committees and campaigns. As a young adult, Mr. Hummel had the privilege of serving with Canadian University Service Overseas in Ghana, West Africa, for four years. This experience was a highlight of his career and spiritual life as he saw God working through his efforts to bring the "cup of cold water" to the Bimoba people. He believes we are in the world and in our circumstances by the grace of God and we are given the responsibility to look after our fellow human beings by following the principles of Matthew 25:35.

IV. Recommendations

- A. That synod consider the CRWRC Statement of Affirmation of the Belhar Confession prepared by the board of CRWRC (section I).
- B. That synod approve the change in the agency name from Christian Reformed World Relief Committee to World Renew (section II).
- C. That synod by way of the ballot appoint the member at-large nominees presented (section III).

Christian Reformed World Relief Committee
Andrew Ryskamp, director, CRWRC-U.S.
Ida Kaastra-Mutoigo, director, CRWRC-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 that synod declare the following forty-three persons as candidates for ministry of the Word in the Christian Reformed Church, subject to completion of all remaining (if any) requirements. These candidates include those who graduated from institutions other than Calvin Theological Seminary through the Ecclesiastical Program for Ministerial Candidacy. Biographical details for each of the candidates can be found in the Candidate Booklet, available for download on the Candidacy Committee website at www.crcna.org/candidacy.

Aukema, Andrew
Bonnes, Mark
Boss, Kevin
Bosscher, David
Browneye, Benjamin
Bushnell, Jon
Collins, Wesley
DeGraaf, Julie
DeWitt, Michael
Dick, Bryan
Dick, Gina
Dieleman, Kyle
Douglas, John Mark
Douma, Ken
Ellis, Joe
Ellis, Michelle
Furniss, Shaun
Haan, Matthew
Hirschberg, Katherine
Hopkins, Nick
Hwang, Joseph
Khang, Lee

Kirkpatrick, Allan
Kok, Braden
Kornilov, Pëtr
Kroondyk, Jeffrey
Meyer, Lisa
Monroe, Kurt
Peereboom, Roelof
Plockmeyer, Kory
Schaafsma, Katrina
Snider, Alex
Ten Clay, David
Thompson, Aaron
Urushizaki, Hitomi
Van Gelder, Adam
Van Soelen, Bryan
Vander Woude, Kelly
Visser, Catlin
Visser, Richard
Walhof, Kristopher
Westra, Philip
Wood, Doug

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-three persons for candidacy extension approval:

Glenn S. Adams	Kenneth C. Kruithoff
Amanda Bakale	Erin Marshalek
Aminah Al-Attas Bradford	Sarah Meekhof Albers
Michael S. Boerkoel	Jessica J. Oosterhouse
Samuel Boldenow	Benjamin J. Schaefer
Joel T. Bootsma	Adam Stout
Micah Bruxvoort	Juli Stuelpnagel
Timothy A. De Vries	Thyra D. VanKeeken
John O. Eigege	Caleb J. Walcott
Joshua R. Holwerda	Jan Anthony Weststrate
Joseph Kim	John T. Wildeboer
Kyle P. Kloostra	

C. *Reinstated candidate*

Mr. Simon Ko was approved as a candidate in 2003 but became inactive in his candidacy because of Ph.D. studies at Calvin Theological Seminary. Mr. Ko now wishes to once again be approved as a candidate. The Candidacy Committee is pleased to recommend that his candidacy be reinstated.

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

It is recommended that the candidates be presented to Synod 2012 on Tuesday, June 12, at 2:30 p.m. The director of candidacy and the president of Calvin Theological Seminary will formally introduce the candidates for 2012 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 during the past year. In each case the appropriate documents are on file with the director of candidacy.

Date	Name of Applicant	Classis	Former Denomination
7-20-11	Jung Ho Suh	Central Plains	Korean Presbyterian Church
8-12-11	Gak Chun Yoon	Pacific Hanmi	Korean Presbyterian Church
8-12-11	Jong Moon Choi	Pacific Hanmi	Korean Presbytery Association
8-12-11	Seong Chul Yoon	Pacific Hanmi	Korean Presbyterian Church
8-12-11	Seong Hwan Kim	Pacific Hanmi	Korean Assoc. of Independent Churches
8-12-11	Young Ryul Ki	Pacific Hanmi	Presbyterian Church of Korea
9-21-11	Chris Choe	Greater Los Angeles	Evangelical Church Alliance
9-21-11	Joseph Won Hyun	Greater Los Angeles	Evangelical Church Alliance

9-23-11	Sung Chil Choi	Greater Los Angeles	Korean PCA
9-23-11	Peter Jin	Greater Los Angeles	Underground Church of China
9-29-11	Tae Kim	Greater Los Angeles	Evangelical Church Alliance
9-29-11	Yun Jin Kim	California South	Korean American Presby. Church
10-06-11	B.J. Jun	Greater Los Angeles	Evangelical Church Alliance
11-17-11	Kwang Kyu Choi	Lake Erie	PCUSA
12-08-11	Henry Cho	Hudson	Korean Presbyterian Church USA
12-08-11	Jay Song	California South	Evangelical Church Alliance
2-07-12	David Lee	Greater Los Angeles	Evangelical Church Alliance
3-28-12	Edward Wayne Coleman	Holland	Church of God in Christ

IV. Recommendations

- A. That synod declare those listed in section I, A as candidates for ministry in the Christian Reformed Church.
- B. That synod approve the extensions of candidacy as recommended in section I, B.
- C. That synod approve the reinstatement of candidacy as recommended in section I, C.
- D. That synod approve the declaration of need for those listed in section III for affiliation under Church Order Article 8.

Candidacy Committee

David R. Koll, director of candidacy

TASK FORCE



- I. Introduction**
- II. Cultural challenges and denominational trends**
- III. Move to being a “collaborative” denomination: structure, culture, and leadership**
- IV. Summary statement on the CRC history of organizational development**
- V. Background to and mandate of the task force**
- VI. Key issues to address and tensions to navigate**
- VII. Background to revision of the position description of the Executive Director of the CRCNA**
- VIII. Recommendations to Synod 2012**

Appendices

- Appendix A: Summary of Staff Comments
- Appendix B: Key Principles for Task Force Reviewing Structure and Culture
- Appendix C: Position Description for the Executive Director (ED) of the CRCNA (2006)

I. Introduction

As the Christian Reformed Church has grown, its administrative organization has also grown. Throughout the years, as the church has identified ministry needs, it has frequently responded by creating new agencies to carry out the work of the denomination. Through the efforts of competent and dedicated people the Lord has blessed our efforts. We are grateful.

Most often, however, new agencies were created and new programs were initiated with little effort to coordinate these new ministries with existing ministries. Good stewardship recommends coordination of our various denominational ministries in order to avoid overlap and to promote the effective use of the time, efforts, and money of God’s people. With an increasingly complex administrative structure, the denomination would be well served by a set of common guidelines, a unifying purpose, and a means for planning and implementing an overall strategy.

(Agenda for Synod 1990, p. 331)

The above words make up the opening two paragraphs of the synodical Structure Review Committee report presented to Synod 1990.

The Christian Reformed Church has reviewed its structure often. The report to Synod 1990 actually notes that Synod 1971 adopted a series of organizational moves, at the center of which was the expansion of a previous three-member synodical committee into a new Synodical Interim Committee consisting of more than a dozen members representing various regions of the denomination. With the date of 1971 as a marker, it is clear that for the past forty years there have been ongoing adjustments and structural changes in an effort to have the denominational administrative structure effectively serve the agencies and ministries of the Christian Reformed Church.

A review of the past forty years would note that the ongoing conversation began to take on a recognizable pattern. Dissatisfaction resulted in the formation of a study committee. A bold proposal was crafted by a study committee and presented to synod. Synod adopted a “halfway” measure and introduced some level of change, but not to the extent that was initially proposed. A few years later some adjustment was needed, and the cycle began again.

The current Task Force Reviewing Structure and Culture desires to acknowledge and appreciate the conversation and adjustments that have been made over the past four decades. At the same time, a review of this history leads one to wonder if the time is right for a process and a dialogue in which more than a “halfway” measure could ultimately be adopted. The Task Force Reviewing Structure and Culture was formed in a time of crisis that led the Board of Trustees of the CRCNA and, eventually, Synod 2011 to mandate that the structure, culture, and leadership of the denomination be reviewed. The task force is only at the beginning of the journey, but it is clear that we may be dealing with issues that mark the very future of the denomination.

In a time when many people are wondering about the place of denominations in the life of the local church, we have an opportunity to align the structure of the denomination to more effectively serve the ministries and the agencies of the Christian Reformed Church.

We turn again to the challenge of the structure report presented to Synod 1990 (and noted above):

With an increasingly complex administrative structure, the denomination would be well served by a set of common guidelines, a unifying purpose, and a means for planning and implementing an overall strategy.

If this challenge was true in 1990, it certainly is also true in 2012. We face certain cultural challenges that are affecting all denominations, including the Christian Reformed Church in North America.

II. Cultural challenges and denominational trends

Recent literature highlights the changing world within which we live and minister. The rise of individualism in our culture can be seen as a factor in what is sometimes termed “declining denominational loyalty.” At the same time, a multitude of cultural challenges are making an impact on the church and will likely affect the future of denominational ministry.

Our North American world is moving from one with some Christian memory to one that is post-Christian, with a limited Christian memory.

Our North American world is moving from modernity, with its trust in new programs to “fix” problems, to postmodernity, with its distrust in authority and structures.

Our North American world has moved from having separate “ethnic colonies” that formed the core of certain denominations to a diverse, multi-ethnic world.

The 2007 Denominational Survey of the Christian Reformed Church confirms that we are an aging, declining church communion. We may debate the rate of aging or even of decline, but the challenge of what it means to minister now and in the future is before us.

We have the challenge before us of identifying what type and kind of structure, culture, and leadership will be used by God to move us from a state of slow but steady decline in maintenance mode to one of engagement, innovation, and mission growth.

What does it mean to be a thriving church and to be a denomination of thriving churches? David T. Olson in his recent book *The American Church in Crisis* (pp. 136-40) identifies four key factors that can be instructive for us:

1. Fruitful growth begins with **spirituality**, which is a commitment to deep spiritual transformation that brings about God’s work in people’s hearts.
2. **Chemistry** is a reflection of an inviting, relational atmosphere within the church.
3. **Strategy** creates a process of sequential actions that produce fruitful ministry in harmony with God’s directed goals. Five components . . . make up a church’s strategy:
 - a. Vision
 - b. Division of Ministry
 - c. Ministry Development
 - d. Connection with New People
 - e. Patience
4. And, finally, **leadership** for growth is the link that provides stability and strength for the other three.

A recent cover story in *Christianity Today* titled “Life in Those Old Bones” (June 2010) by missiologist Ed Stetzer concludes with the following summary:

To paraphrase Churchill’s comments about democracy: Denominations are the worst way to cooperate—except for all the others. They are riddled with weak, ineffective and arrogant leadership, prone to navel-gazing, and often move more slowly than they should. But these aspects are products of human fallibility and sin. Every time churches work together, ego, failure and inefficiency will arise. And when they don’t work together, ego, failure, and inefficiency will arise. People, not denominations, are the source.

Denominations at their best are not places to get something but places to give and to serve. Our gifts, passions and experience have greater influence through a world-wide denominational network. Through a denomination, we can provide resources to people we will never meet, reach places we will never go, and preach the gospel to lost souls who are beyond our personal reach. We can find what we need and give as much as we want—because the key to cooperation is to both give and receive.

A healthy denomination ultimately gives us strength. It’s a home, not a prison. It allows us to share specific theological convictions, practice expressions of

ministry relevant to our communities, and serve a common mission in the one thing that brings true unity: the gospel.

To serve in this common mission, we need more collaboration. A key question we continue to face is How does the CRCNA transform to a more collaborative culture and structure?

III. Move to being a “collaborative” denomination: structure, culture, and leadership

Unlike many organizations to which we may *belong*, a church denomination largely shapes our identity, faith, and worldview for participation in the Lord’s kingdom. The CRCNA is a living organism that is *interconnected* (meaning that the various parts, including agencies and boards, influence each other). It also needs to be *open* (receiving resources and other input from its environment and responding and reacting within that environment). This living organism constantly needs to grow and develop to effectively and efficiently minister in and to a changing world.

A picture that may best describe the CRCNA, or any denomination, is that of a living tree.



There are three major components ensuring its health. These include structure, culture, and leadership. The *environment* around it is the external force that plays an important role in its development and growth.

The *structure* is the root system and is basically the physical presence of our denomination, including the social structure—formal and informal. A healthy system provides the underlying stability and the nourishment. *Culture* is the system of branches and leaves.

Every organization possesses a unique culture and is shaped by its founders, its experiences, and its members. Culture defines the organization’s values and behaviors—often these are unspoken rules and hidden from outsiders. *Leadership* (all leaders, including synod, the Board of Trustees, and the senior executive team) makes up the trunk of the tree and serves to nourish the leaves, flowers, and fruit—praise and worship, spreading God’s Word, assisting the poor and disadvantaged, and other services and products with a view to the ultimate outcome: to advance God’s kingdom. A healthy trunk is neither rigid nor too flexible. Leadership enables and supports but does not produce.

It is not uncommon for organizations to go through conflicts and the processes of change. A systems perspective of the CRCNA helps to identify the potential sources of change or conflict rather than simply deal with the symptoms. Demographics, changing attitudes, ongoing funding, internal and external relationships, social changes, and so forth are only some of the *environmental factors* affecting the CRCNA—and all other denominations.

Each organization approaches a crossroads in its evolution where the environmental changes are so significant that only bold and sometimes painful changes are needed to advance the organization to its next level of growth. Emerging environmental changes in the CRCNA include (but are not confined to) declining membership, decreasing loyalty of youth to their traditional denomination, and local church autonomy. These changes demand strong interconnectivity among leadership, culture, and structure to manage the change and make the church grow and prosper—along with much prayer.

Denominations are founded and developed, then grow and mature; this is common to most organizations. Our founding fathers and mothers provided the impetus for the establishment and initial development of our denomination (church family), based on strong biblical tenets and beliefs. Over time, complexity and sheer growth overwhelmed these gifted leaders in managing a growing church. New structures were established to manage the church. Various departments and agencies were established—thus a unique culture began to develop. As with most denominations, these departments and agencies (and to some degree local congregations) demand autonomy from the centralized unit (known as the “autonomy crisis”) and seek agreements to manage the relationships. Eventually, the denomination creates more formal structures (known as the “red tape crisis”). It eventually requires significant “renewal” to transcend or break through structural, cultural, and leadership barriers. This is the stage at which the CRCNA finds itself. In the mature stage, the denomination will have gone through the renewal crisis and entered the “growth and collaboration” stage.

So how does the crucial interconnectivity among leadership, culture, and structure contribute to the denomination’s shift to the “collaborative” stage? In a nutshell, organizational leaders are key in taking the initiative to lead their organization through a change process. This requires key leadership skills, including a thorough understanding of the vision for the denomination, the ability to articulate that vision to the members, and a solid methodology to implement that vision. Such a process involves working closely with denominational staff, the Board of Trustees, and synod through an ongoing and effective strategic planning effort. This change is immersed in appropriate communication and participation. Participation of organizational members is critical to understanding the vision, shaping it, and, most of all, “getting buy-in” before implementation of the vision.

When the culture and structure of the organization become an obstacle to moving that vision ahead, and the denomination is not able to readily adapt to the changing environment, organizational leaders are the most important element to influence the culture and structure change process—through tone, modeling, participation of members, and changing the behavior by which staff and members work. As that change takes place, the culture will start to shift. Inviting disagreement, encouraging diversity, clarifying values,

rewarding creativity, and creating mechanisms for healthy conflict resolution affect the culture to the benefit of the church.

As stated above, as a denomination grows and matures, it normally adopts formal organizational structures. The combination of size and age are predictive of *bureaucratization*. This structure does not always allow for the informal participation, linkage, and harmony needed for a growing church.

Leadership is crucial not only in reviewing the structure but also in putting in place formal and informal structures that move the vision of the church ahead, link programs and services, and develop the collaboration needed in a mature denomination.

Structural, cultural, and leadership change is not easy and is often painful. In fact, things usually get worse before they become better. Performance may decline, relationships may grow strained, and resistance can be expected. Full leadership engagement, accompanied by a genuine participatory culture within a robust and collaborative structure, are key in developing a strong and vibrant church.

Note: Acknowledgment for material in this section is owed to *The Little Book of Healthy Organizations* by David R. Brubacker and Ruth Hoover Zimmerman (Good Books, 2009).

The metaphor of a healthy tree illustrates the need for us as a denomination to change if we are to meet the challenges of an ever-changing environment—not by revolution but by intentional evolution. The history of the CRCNA organizational structure is illustrative of how the tree initially developed even as we seek to see it continue to adapt, develop, and grow.

IV. Summary statement on the CRC history of organizational development

Everything that exists is part of a story—important for understanding the organizational development that is currently operative in the denominational structure of the CRC. It is a long and complicated story that goes back to the early beginnings (1880s) of agency formation. For the better part of seventy-five years, synod authorized the formation of ministry committees and agencies (e.g., Calvin College and Seminary, World Missions, Home Missions, and CRC Publications) as free-standing entities that mostly developed their own policies, procedures, and structures. What these entities had in common was that they all reported directly to synod, were supported by CRC congregations, had classical representation on their governing boards, and in some cases shared office facilities. That is how it was until around 1980.

The ferment for change—growing discomfort with the lack of ministry and administrative coordination and the discussion that we could do better than what was—occurred over a period of a decade or more. Therefore, when Classis Hudson sent an overture to Synod 1983 asking that the structure of the denomination be addressed, synod concurred and appointed the “Vision 21” committee. It is not an overstatement to say that this committee likely constituted the most significant address toward organizational change in the history of the CRC.

Concurrent with the appointment of the “Vision 21” committee was synod’s growing concern about tensions between World Missions and CRWRC, especially in mission fields where both agencies had mission staff in place. That concern was addressed by synod in the appointment of the World Mis-

sions and Relief Commission that led to the formation of the Board of World Ministries in 1986. Both World Missions and CRWRC then came under the supervision of the Board of World Ministries, which had its own executive director. This initiative was rolled into a more general organizational development in 1993.

The “Vision 21” committee proposed a radical reorganization for the governance of all of synod’s ministries—so radical that Synod 1987 was concerned that adopting it would affect our church polity principles. While synod agreed with the three principles and eleven guidelines (as found below and detailed in Appendix B to this report) that were the foundation of the recommendations, it declined to adopt the organizational structure proposals presented at that time. The three principles and eleven guidelines that were adopted are as follows:

- I. Principles
 - A. The Lordship of Christ is paramount.
 - B. The local consistory possesses “original” authority.
 - C. We govern by means of delegated authority.
- II. Guidelines
 - 1. Denominational programs should be unified in purpose, and, insofar as appropriate, in style.
 - 2. A combined ministry as extensive as that of the Christian Reformed denomination requires careful, unified, long-range planning.
 - 3. Efficiency is subservient to effectiveness.
 - 4. Coordination requires authority.
 - 5. Administrative layers within our denominational structure should be kept to a minimum.
 - 6. Astute fiscal operations are imperative.
 - 7. Synod should delegate responsibility and authority.
 - 8. Boards should be only as large as necessary.
 - 9. New ministries should be placed in existing agencies.
 - 10. All board and staff members—paid and volunteer—should be carefully selected and appropriately evaluated.
 - 11. All board and staff members—paid and volunteer—should be encouraged to act creatively within necessary boundaries of freedom and control.

As indicated above, synod did not adopt the implementation proposal but, instead, appointed a Structure Review Committee to further develop a proposal and report back to synod. It was when the next report was submitted in 1990 that much of the current structure was approved for implementation. It took a while to accomplish synod’s intent, but significant strides were taken with the appointment of the Board of Trustees (BOT) in 1992 and the adoption of the Constitution and Bylaws in 1993. In the structure that came to be, all of the agencies and ministries reported to synod through the BOT. Synod also approved the appointment of an Executive Director of Ministries (EDM) who, on behalf of the BOT and synod, was charged with executive authority to coordinate and oversee the ministries of the denomination. The position of General Secretary (GS) was retained until 2005 when, in another refinement of the management structure, the functions of the EDM and the GS were redesigned.

The intent of the 1990 administrative structure included placing a high value on collaboration. It was recognized that both in governance and in administration the core values of Reformed polity would be honored. There was not a positional hierarchy but, rather, a strong emphasis on shared

leadership. Organizationally, that shared-leadership value was reflected in the functions assigned to the Ministry Council—a working group composed of all of the senior ministry leaders. The later dissolution of the Ministry Council is now viewed as a key factor in precipitating conflict over the past few years. At the time of this report, the Ministries Leadership Council has been established to exercise shared leadership of denominational ministries and strategies.

Throughout the years, another dimension of church life also took center stage. The former Council of Christian Reformed Churches in Canada transitioned into the Canadian Ministries Board, which subsequently transitioned into the Canadian delegation of the Board of Trustees of the CRCNA. The Canadian members of the BOT serve as the directors of the CRCNA-Canada Corporation—a counterpart to the CRCNA-Michigan Corporation. Because of the desire to reflect the binationality of the CRC in equitable form, it was decided that the two corporate entities together (fifteen delegates from each country) would form the Board of Trustees of the CRCNA and have the responsibilities as outlined in the constitution that synod adopted. Hence, the CRCNA is *one* church with corporate entities in *two* countries. Binationality is no simple matter—especially since the membership and classes of the CRC are not evenly distributed between the two countries. At the core of the challenge is to serve effectively in the context where the CRC ministers while taking seriously the cultural, geographical, and political realities that exist.

There certainly have been other adjustments and refinements that have affected the course of organizational development. In general, however, such adjustments and refinements have been relatively minor. Collaboration among the ministries is better than it once was—which is surprising, since most are still governed by separate boards that are, for the most part, separately registered charities and/or 501(c)(3) corporations.

It is a challenge to see how some of the principles and guidelines adopted by Synod 1987 should or can be implemented today. The task force realizes that part of its task will be to review those principles and guidelines (Appendix B) as it moves ahead. The desirability of greater collaboration, integrated governance, and a more coordinated ministry needs to be understood in the light of our history as a church. Much has been accomplished for good; much remains to be done to achieve the high goal of a serving church.

The picture of being a serving church is manifest in the Ministry Plan of the Christian Reformed Church. It is a biblical picture that continues to inform our ministry, including the mandate of our task force.

V. Background to and mandate of the task force

The Ministry Plan of the Christian Reformed Church, adopted in February 2010 by the BOT, provides the following context, as identified in that document (see *Agenda for Synod 2010*, pp. 56-64):

The ministries of the Christian Reformed Church support and unite the efforts of the CRC congregations and assemblies to implement the vision, mission, values, and ministry priority of the Christian Reformed Church (Sec. VII).

Our assemblies, offices, agencies and institutions are increasingly aware that they can empower the church for ministry most effectively when they work together, with each contributing what it does best. However, current

organizational structures and cultures do not lend themselves well to joint planning and action (Sec. V, 7).

[Our objective is that] CRC ministry agencies and institutions will, through responsiveness to the expressed requests and needs of congregations, offer resources that foster congregational health and enhance ministry, including stronger local ministries and a church planting movement (Sec. VIII).

Acts 6:1-7 states,

In those days when the number of disciples was increasing, the Grecian Jews among them complained against the Hebraic Jews because their widows were being overlooked in the daily distribution of food. So the Twelve gathered all the disciples together and said, "It would not be right for us to neglect the ministry of the word of God in order to wait on tables. Brothers, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them and will give our attention to prayer and the ministry of the word."

This proposal pleased the whole group. They chose Stephen, a man full of faith and of the Holy Spirit; also Philip, Procorus, Nicanor, Timon, Parmenas, and Nicolas from Antioch, a convert to Judaism. They presented these men to the apostles, who prayed and laid their hands on them.

So the word of God spread. The number of disciples in Jerusalem increased rapidly, and a large number of priests became obedient to the faith.

This text is a biblical model for leadership that produced a change in structure that resulted in a deeper culture of community. The Grecian Jews complained against the Hebraic Jews that their widows were being overlooked in the daily distribution of food. The community faced a fissure of trust.

In response, the Twelve gathered all the disciples together and identified a key foundational principle for facing their future as a community called by God to serve in his world. The ministry of the Word of God was not to be neglected, but the community was consulted and challenged to "restructure." What we now consider as the "office of deacon" was developed as the community itself chose persons to serve the entire community. As a result, the organization of the church changed, and the culture of serving one another crossed barriers and continued.

God continued to bless the faith community in that the Word of God spread, as shown by the increasing number of disciples, including even those most skeptical to the gospel (a number of priests) becoming obedient to the faith.

The CRC desires that the Word of God spread. We desire to see the number of disciples increased. We know that to a skeptical world the apologetic of loving God and loving others as ourselves is central to the fulfillment of the Great Commission. The structure, culture, and leadership of the CRC denominational office should enhance, not hinder, the spread of the gospel and the transformation of lives and communities.

In keeping with that calling, the Task Force Reviewing Structure and Culture was tasked with the following mandate by the Board of Trustees of the CRCNA, in keeping with the actions of Synod 2011 (see *Acts of Synod 2011*, pp. 864-65):

1. Verify the analysis of organization and culture detailed in the 2011 Stratagem Report through consultation with stakeholders, and advise

the Board of Trustees as to the extent of agreement with that analysis, gaps, and any additional significant factors related to structure and culture to be considered by the Board of Trustees.

2. Recommend actions focusing on structure and culture, including (but not limited to)
 - a. Short-term or immediate steps that either the Board of Trustees or synod can take to improve the culture, structure, and leadership within the CRCNA.
 - b. Medium measures, including policy and procedure changes, structural changes, or cultural modifications that
 - clarify, modify, or change the current roles, responsibilities, or accountabilities of the various authorities, ministries, governance structures, and leadership
 - strengthen working relationships and collaboration across the various bodies or agencies
 - consider methods of governance and strategic planning to enhance services provided, collaboration, transparency, accountability, and cost-effectiveness.
 - c. Medium to long-term measures that
 - enhance meaningful strategic planning with respect to process, ownership, participation, staff orientation, and implementation
 - strengthen staff and organizational morale, cooperation, collaboration, innovation, and work satisfaction
 - identify the required senior leadership skills and style, including the associated key competencies, accountability, and performance management needed in large organizations
 - revise senior leadership job descriptions to reflect the required leadership skills and identify current and potential roles for any potential structure change
 - enhance the work environment that fully incorporates diversity and the binational character of the CRCNA
 - develop a sustainability plan for the CRCNA to provide for systematic reviews to enable ongoing change, planning, and improvement.

VI. Key issues to address and tensions to navigate

The breadth of the mandate given and the scope of seeking to identify short-term, medium, and long-term measures led the task force to enter into an extended time of listening and learning. We are still in a time in which more listening and learning must take place. At the same time, we have already identified a number of key issues to be resolved, as well as some of the tensions that need to be navigated. Many of these were identified by staff and are summarized in Appendix A, which is a brief summary of extensive listening sessions with the staff of the CRCNA.

We present the following list as a *possible* progression for year-by-year prioritization of the above-mentioned issues and tensions in reporting to synod, recognizing that these matters cannot be addressed by the task force in just one year. This list forms the extent and scope of concerns that we believe will appropriately fulfill our mandate.

Year 1 – Synod 2012

1. Revise the senior leadership position description and begin considering how a “leadership team” may function after identifying an executive director.
2. Identify the realities and trends that need to be addressed as a denomination in the 21st century.
3. Describe the intersection and relationship of culture and leadership and identify barriers that need to be navigated.

Year 2 – Synod 2013

1. Analyze the structure and culture that will best support, and be most relevant for, the local churches and will best enhance the growth and ministry of Christian Reformed churches.
2. Define how the Human Resources, Finance, and Advancement departments and other administrative support services function within a denominational office, as well as how they intersect with and serve the various agencies and offices.
3. Define the process of providing participatory training and developing a participatory culture.
4. Delineate the nature and definition of being a binational denomination and how best to incorporate this into CRCNA structure.
5. Delineate the continued role and support structure for specialized ministries that sometimes describe themselves as “orphans” within the current structure.
6. Specify the pathway for enhancing communication and collaboration within the denominational offices and to the local churches.

Year 3 – Synod 2014

1. Develop a process for assessing meaningful outcomes of a Ministry Plan, and assess the effectiveness of the Scorecard /Dashboard method of assessment.
2. Describe the nature of the relationship and authority of the Board of Trustees to agency boards and vice versa.
3. Describe the nature of the relationship and authority of the Board of Trustees to synod and vice versa.
4. Describe the nature of the relationship and authority of the Board of Trustees to local congregations and vice versa.
5. Identify the tensions and possible pathways for agency directors as they navigate multiple levels of accountability and collaboration.
6. Define ways to enhance multiethnicity and diversity as an outgrowth and outcome of our mission.

Year 4 – Synod 2015

1. Analyze the appropriate structure to enhance global mission capability as it relates to Christian Reformed Home Missions, Christian Reformed World Missions, CRWRC, and Back to God Ministries International.
2. Embrace and develop greater flexibility in a structure not viewed as “friendly” to flexibility and innovation.

3. Identify the implications for church polity and bylaws and other appropriate legal documents of any changes that are adopted (in the work to be presented from 2013 to 2015).
4. Describe the future role of classes, as well as the potential role of regional structures and regional synods.
5. Study changes that need to be made to foster an environment in which the CRC structure and culture foster a learning organization.
6. Encourage strategic plans and priorities that are owned, developed, and implemented at all levels of the church (work to be presented from 2013 to 2015).
7. Research changes that need to take place in synod to accommodate a denomination operating in the 21st century.
8. Incorporate the results of the Office of Deacon Task Force, if any, that are adopted by Synod 2012 that may affect the work of this task force.

VII. Background to revision of the position description of the Executive Director of the CRCNA

As noted above, the initial concern that the task force was asked to address was to analyze the role and function of the Executive Director position and to make recommendations related to the description of that position. We identify this question also as the key issue for Synod 2012 to address.

The resignation of the previous Executive Director of the CRCNA and the subsequent resignation of the previous Director of Denominational Ministries were an integral part of the background to the Board of Trustees report to synod in 2011 and, subsequently, to Synod 2011's appointing a Task Force Reviewing Structure and Culture.

The previous Executive Director (with the approval of the Board of Trustees and synod) moved from a structure in which the primary working relationships and counsel were no longer with the agency directors but with senior leadership within the Denominational Office. Over time, this arrangement led to confusion, suspicion, and poor working relationships. With the benefit of hindsight, it is clear that the alignment of the Executive Director to the agency directors and, thus, to the agencies and ministries of the CRCNA needs to be better acknowledged, nurtured, and developed. (A copy of the 2006 position description of the Executive Director is attached as Appendix C.) Any revision to the position description needs to address these concerns.

It is the judgment of the task force that the CRCNA will benefit from seeking an Executive Director who will be tasked in areas of responsibility as delineated in the proposed position description detailed below. The Executive Director is tasked with overseeing the Ministry Plan, in collaboration with the agencies and ministries of the CRCNA, under the governance of the Board of Trustees. In addition, the revised position description clarifies that the task of the Executive Director is primarily to cast vision and give voice in leading the church to serve our Lord and Savior Jesus Christ.

At this time, the task force submits the following as the *proposed* position description for the Executive Director of the CRCNA:

Position Description

Executive Director of the CRCNA

The Christian Reformed Church is a diverse family of healthy congregations, assemblies, and ministries expressing the good news of God's kingdom that transforms lives and communities worldwide.

As people called by God, we gather to praise God, listen to him, and respond. We nurture each other in faith and obedience to Christ. We love and care for one another as God's people. We commit ourselves to serve and to tell others about Jesus. We pursue God's justice and peace in *every area of life*.

Summary of Position

The Executive Director is accountable to the Board of Trustees of the CRCNA and is responsible for nurturing a shared and vibrant vision for the mission of the Christian Reformed Church and for ensuring the effective implementation of this mission through the Ministry Plan of the Christian Reformed Church and the work of the various boards, agencies, and institutions of the CRCNA.

Nature and Scope

The Executive Director is called to keep the Christian Reformed Church attentive and responsive to a long-term vision for its mission in the world, both locally and globally. This includes providing a report to each synod, offering a vision for the future ministry of the Christian Reformed Church and recommendations for its implementation.

The Executive Director provides direction, supervision, and nurture to the staff of the various agencies, ministries, and institutions that serve the Christian Reformed Church. He or she is responsible to see that the staff works faithfully and cooperatively to carry out the mission of the Christian Reformed Church. The Executive Director also seeks to build a spirit of close collaboration and common vision among the various boards, ministries, and institutions that serve the Christian Reformed Church.

Leadership Profile and Qualifications

A. Strategic priorities

Possess a strong desire and demonstrated ability to seek, discern, communicate, and implement God's vision for the future of the CRCNA.

B. Professional qualifications

Possess the ability to provide visionary, servant leadership within a multi-agency denomination.

C. Personal qualifications

Exhibit dynamic skills in collaborative relationship building and participatory management, with the ability to bridge diverse perspectives and inspire trust.

D. Spiritual qualifications

Exemplify a strong, vibrant, personal Christian faith marked by spiritual humility and moral integrity.

E. Educational and ordination qualifications

Be or become by transfer an ordained minister of the Word in the Christian Reformed Church in North America.

VIII. Recommendations to Synod 2012

A. That synod grant privilege of the floor to Rev. Joel R. Boot, chair, and Rev. Julius T. Medenblik, reporter, when the report of the task force is discussed.

B. That synod affirm the ongoing work of the Board of Trustees of the CRCNA and the Ministries Leadership Council in framing a new Ministry Plan of the Christian Reformed Church.

C. That synod accept this initial report of the Task Force Reviewing Structure and Culture as completing the task of verifying the analysis of the Stratagem Report in keeping with its mandate.

D. That synod approve the proposed position description of the Executive Director of the CRCNA, as presented in this report.

E. That synod direct the Board of Trustees to form an Executive Director Search Committee with the goal that a candidate be presented for interview and approval by Synod 2013. It is suggested that the search committee be composed of three members from the Board of Trustees, three members from the Task Force Reviewing Structure and Culture, and three individuals from the CRCNA membership, for a total of nine members, with a chair to be appointed from among them by the Board of Trustees. It is understood that the formation of such a search committee includes authorization to obtain a consultant to assist in the search process.

A suggested timeline for the Executive Director search process, subject to the approval by Synod 2012, follows:

1. No later than August 2012: Appointment of the Executive Director Search Committee and retention of a consultant.
2. Fall 2012: Begin the search process.
3. February 2013: Update on the search process provided to the Board of Trustees.
4. May 2013: Presentation of a nominee to the Board of Trustees.
5. Synod 2013: Interview and, hopefully, appointment of the nominee.

F. That synod direct the Board of Trustees to design and implement a process for succession and transition and, as part of that process, consider retaining Rev. Joel R. Boot for an additional year beyond Synod 2013 to serve as a counselor to the new Executive Director, with duties to be assigned by the Executive Director. Rev. Boot was originally appointed by Synod 2011 to serve a two-year interim period.

G. That synod extend the term of service of the Task Force Reviewing Structure and Culture to a four-year reporting time frame, with the expectation that the task force will provide updates to the Board of Trustees and subsequent synods through 2015.

Task Force Reviewing Structure and Culture

Joel R. Boot, chair

Joel DeBoer

R. Scott Greenway

Julius T. Medenblik, reporter

Peter Meerveld

Ida Kaastra-Mutoigo

Terry Vander Aa

Jane Vander Haagen

Katherine G. Vandergrift

Colin Watson Sr.

Appendix A

Summary of Staff Comments

To all CRCNA Staff:

Thank you for participating in the *Listening Sessions* held in Burlington, Ontario; Palos Heights, Illinois; and Grand Rapids, Michigan.

Your comments and concerns are invaluable to the *Task Force Reviewing Structure and Culture* as we move forward in developing recommendations for synod around this important work. We listened to many concerns, comments, and suggestions. Each comment was carefully documented for review by the task force.

The following chart consolidates the comments **by theme** under the headings of *Governance and Structure*, *Culture*, and *Leadership*. It gives you an overview of what we heard, and it tries to summarize most of the comments we received.

Your continued input is important to us. Please feel free to submit your comments on our website.

We ask that you hold the task force in your prayers as we analyze and come to better understand how best to create a vibrant organization, committed to healthy congregations in our Lord's kingdom.

CONSOLIDATION OF STAFF'S COMMENTS - LISTENING SESSIONS

Governance and Structure

Common Themes	Suggestions
<p>The CRCNA operates largely as autonomous agencies and ministries—in part due to our history, culture, structure, and leadership—a “confederacy of nonprofits” versus a “union of ministries.”</p> <p>Conflicting interests among agency boards, agency directors, and central administration (DO) are contributing to</p> <ul style="list-style-type: none"> • a very complex organization. • collaboration issues. • competition and division. • communication issues. • under-represented specialized ministries. • funding distribution issues. <p>Lack of clarity regarding lines of authority and strategic authority in the structure are two barriers that have contributed to the organization being less than optimally innovative, creative, collaborative, and visionary.</p> <p>Structure does not allow us to deliver easily on our priority of healthy congregations and has in some cases prohibited us from being the nimble and cohesive organization they need.</p> <p>Our congregations may be distancing themselves from us as an organization—our service to them is not what it ought to be or could be.</p> <p>Scorecard and Dashboard metrics are not always useful in fulfilling the strategic objectives of the organization.</p> <p>Is the classis the best link between synod and local congregations?</p>	<p>More awareness of and training in managing complexity—learning to work with tensions and promote collaboration.</p> <p>Some considerations:</p> <ul style="list-style-type: none"> • To consolidate boards (or not to consolidate) • Fewer boards or one board • Change mandate of agency boards to advisory committees of the BOT • Ministry Council should be the binding agent for integration • Representative(s) from each board/ministry would be part of the BOT • Combine mission agencies into Council of Executive Ministries to enable long-term vision and collaboration <p>Propose a “charter” outlining clear authorities and decision-making processes among ministries, BOT, DO, and synod.</p> <p>The CRCNA needs to focus on being an “empowering” organization.</p> <p>Restructure to combine all supports for congregations under one department/agency with one director who has a vision for congregational development.</p> <p>Review Scorecard and Dashboard processes and metrics to align with strategic priorities.</p> <p>Develop a regional services delivery system to churches through a team-based approach.</p>

What is needed to ensure that local congregations are “connected” and responsive to the work of synod and the organization and vice versa?

Binationality is becoming a “growing” issue for the organization and congregations in Canada. Increased sensitivity to Canada’s “back room” role in terms of leadership, relevancy, and innovation is contributing to very real dissatisfaction. This appears to be having some unintended and negative consequences for a cohesive organization.

The CRCNA models a hierarchical structure (in terms of positional authority) rather than a structure devoted to “servant leadership” that is devoted to congregations and staff.

Structure is not aligned to embrace people of other color and ethnicities.

The Board of Trustees and the denominational office largely operate as a “management board” rather than as “strategic.”

Structure, role, and participation in decision making are not well understood by staff.

Allow the CRCNA-Canada Corporation to meet separately with a view to the church’s common vision—focusing on the Canadian context and ministries.

Consider a dual leadership role between Canada and the United States.

Learn from Canada regarding collaborative management and leadership styles.

Organize functionally. Try to grasp what it means to demonstrate servant leadership. Turn organizational chart “upside down.”

Revive strategic planning as an ongoing process at the level of changing context, challenges, and opportunities leading to agreement on strategies coordinated by the DO and implemented by agencies and ministries.

CONSOLIDATION OF STAFF’S COMMENTS - LISTENING SESSIONS

Culture

Common Themes

The CRCNA has a more task-oriented culture than one of focusing on learning, innovation, and collaboration.

The nature of communication is *to*, not *with*. There are very few opportunities for collaboration—for staff to contribute their ideas for improvements, implementation of existing directions, collaborative projects, etc.

Suggestions

Develop a culture of “external adaption” and “internal integration.”

Examine culture change, then leadership, and then structure (all are inextricably linked) through a comprehensive strategic planning process.

Share the vision.

Need to understand and define culture—artifacts, values, beliefs, and basic assumptions.

Communication is inadequate and does not flow freely. Not a culture of information sharing.

Town Halls help to disseminate information from top down (largely devoted to information coming out of synod) but do not allow bottom-up input and exchange of ideas about the organization, strategy, or innovation.

Decisions are not always fully explained to staff or to the local congregations.

Each agency has its own personality and culture—they work and use their authority differently.

A collaborative culture within the defined structure is not natural to the CRCNA in Grand Rapids, resulting in

- obstacles in moving ideas with merit through the organization.
- lack of collaborative coordination—Ministry Council abandoned.
- little follow-up and accountability on collaborative efforts that are made in meetings.
- duplication in services and effort.
- criticism rather than experimentation and innovation.
- culture of silence.

Need more collaboration on “playing field” or through informal means. Specialized ministries and agencies more closely connected to congregations tend to collaborate more successfully (e.g., World Missions and Home Missions). The Canadian Office tends to collaborate well.

There is a visible lack of trust between the DO and the ministries. There is a tendency to resist authority structures.

2850 (the denominational headquarters in Grand Rapids) fosters

Consider the priority for the new ED for the next few years invoking “cultural change.”

Communicate, Communicate, and . . . Communicate!

Increase communication significantly among Palos Heights, Burlington, and Grand Rapids.

Encourage many more informal connections to peers in other agencies and ministries rather than simply in mandated committees.

Potential for social events, cross-agency devotions, and other strategies to build bridges among staff of different agencies/ministries, color, and ethnicity. Celebrate diversity in ethos and with passion. Incorporate devotions that infuse justice and enhanced race relations.

Encourage ED and other senior executives to spend more time interacting with staff—recognizing and encouraging employees, exchanging ideas, and dialoguing.

Suggest that the ED take advice from a newly established “Staff Advisory Group on Workplace Environment.” Develop a culture of listening.

<ul style="list-style-type: none"> • division rather than cross-agency and ministry exchange and collaboration. • a noticeable “upper floor” authority structure. <p>Success needs to be celebrated—staff that come together around a common passion connect well.</p> <p>Diversity is a challenge the organization needs to embrace.</p> <p>There are competing value systems throughout the organization.</p> <p>Outside organizations see the CRCNA as professional, committed, and organized.</p> <p>Race Relations, Disability Concerns, and Safe Church offices are perceived by other denominations as models.</p>	
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CONSOLIDATION OF STAFF’S COMMENTS - LISTENING SESSIONS

Leadership

Common Themes	Suggestions
<p>Leaders don’t appear to encourage creativity, innovation, and cross-agency/ministry experimentation.</p> <p>Leadership does not appear to use ideas worked on by others.</p> <p>Balance between the outside role of the ED as ambassador for CRC and internal staff leadership is not clear.</p> <p>Clarity from leadership about decision making at any particular level is not clear.</p> <p>The CRC lacks a unifying vision. Staff do not understand how the local efforts fit into the broader picture and continually look to the leadership for answers.</p> <p>Lack of internal discussions about issues being discussed by leaders with BOT (e.g., diversity).</p>	<p>Increase role of ED as a “vision-caster” for all internal staff and church—be clear on the position’s role.</p> <p>Significantly increase the role of BOT in strategic management and planning, using the ED and DO staff as key resources.</p> <p>Require leadership to be proactive in building trust, collaboration, and support for innovation.</p> <p>Leaders should ensure that staff have appropriate input into policy changes that affect their work.</p> <p>Ombudsperson’s Office to handle complaints to free the ED to focus on vision casting, strategic planning, and communication.</p>

<p>Leaders not physically present to other parts of the building.</p> <p>Succession planning—organization lacks intentional way of developing and promoting young leaders.</p> <p>Pastoral care for employees and flexibility in dealing with personal health issues is good.</p>	<p>Develop and implement a comprehensive strategy for developing leaders for the entire organization.</p> <p>Assign the following five top priorities for the next full-time ED:</p> <ul style="list-style-type: none"> • Work with the BOT in leading kingdom visioning and a strategic planning process. • Integrate internally and adapt (adopt) externally. • Focus and manage current complexity of organization/issues. • Put meaningful structures in place to initiate and maintain culture shift, integration of ministries, and clear decision making processes within a collaborative structure. • Communicate more frequently and openly with staff. <p>Training for all staff in “servant leadership.”</p>
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Appendix B

Key Principles for Task Force Reviewing Structure and Culture

Synod 1987 affirmed the following three “foundational principles”:

1. The Lordship of Christ is paramount.

Ultimate authority over the church, its agencies, institutions, and ministries resides in the head of the church, the Lord Jesus Christ. All Christians live and serve in common submission to Christ’s authority. From Christ, her head, the church receives the mandate to find the lost, nurture the found, care for the needy, and serve the Lordship of Christ in all areas of creation (Matthew 28:18; Ephesians 1:22; Romans 8:22).

2. The local council possesses “original” authority.

“Original authority” (see Church Order Article 27-a) clearly does not imply autonomous authority. In Reformed church polity, as distinguished from Presbyterian and congregational polity, the council is the source from which church authority flows. The council exercises its authority as the representative of Christ, in submission to the written Word, in the manner in which Christ taught us, and for the welfare of the church and her ministries (Matthew 20:24-28; Acts 20:28; Hebrews 13:17).

3. We govern by means of delegated authority.

The authority of major assemblies is delegated authority. Councils delegate members to classes, and classes delegate officebearers to synod. Synod delegates authority to carry out a mandate when it assigns responsibility for that mandate to a board. The authority of the board of an agency or institution is delegated authority.

By virtue of the authority synod delegates, a board governs an agency or institution of the church in line with its particular mandate. Such a board exercises its authority in Christ’s name and according to his Word, in line with Reformed

ecclesiology, and for the efficient and effective administration of the church's work.

(See *Agenda for Synod 1987*, Report 18, p. 276; *Acts of Synod 1987*, p. 596.)

Synod 1987 also affirmed the eleven guidelines of the "Vision 21" report:

1. Denominational programs should be unified in purpose and, insofar as appropriate, in style.
2. A combined ministry as extensive as that of the Christian Reformed denomination requires careful, unified, long-range planning.
3. Efficiency is subservient to effectiveness.
4. Coordination requires authority.
5. Administrative layers within our denominational structure should be kept to a minimum.
6. Astute fiscal operations are imperative.
7. Synod should delegate responsibility and authority.
8. Boards should be only as large as necessary.
9. New ministries should be placed within existing agencies.
10. All board and staff members—paid or volunteer—should be carefully selected and appropriately evaluated.
11. All board and staff members—paid or volunteer—should be encouraged to act creatively within necessary boundaries of freedom and control.

(See *Agenda for Synod 1987*, Report 18, pp. 277-81; *Acts of Synod 1987*, p. 596.)

Appendix C

Position Description for the Executive Director (ED) of the CRCNA (2006)

I. General Description

The person appointed to this office shall:

A. On behalf of synod and the Board, exercise leadership as a servant of the people, the churches, and the denominational agencies and respond to invitations, maintain liaison, and visit classes and churches.

B. Be invested with executive authority and a management responsibility that enhances the unified ministry of the CRC. Furthermore, the ED shall be responsible for the overall ministries and support functions of the denomination, all ecclesiastical matters dealing with polity and church practice, and denominational and interchurch communications.

C. Serve as an ex officio, nonvoting member of the Board of Trustees of the Christian Reformed Church in North America (the Board), and shall be responsible for its agendas, records, and communications. The ED shall function as an authorized agent for the U.S. corporate entity known as the Christian Reformed Church in North America—Michigan Corporation. The ED shall also be responsible for the proper administration of the corporate entity known as the Christian Reformed Church in North America—Canada Corporation, though this responsibility can be delegated to the designated resident-agent in Canada.

II. Primary Qualifications

The person appointed to this office shall:

- A. Be a devoted disciple of Jesus Christ and a member of the CRC who is strongly committed to the binational ministry of the Christian Reformed Church.
- B. Be theologically trained and be an ordained minister in the CRC who has served as a pastor in at least one of the congregations of the denomination.
- C. Have a good knowledge of, and commitment to, the teaching of Scripture and the Reformed confessions.
- D. Have a love for the mission of the Christian Reformed Church.

III. General Responsibilities

The person appointed to this office shall:

- A. Have primary responsibility for the functions of synod, the Board of Trustees, and their respective committees.
- B. Oversee and coordinate the implementation of synodical and Board decisions.
- C. Supervise the performance of, and give leadership to, the director of denominational ministries (DDM), the director of Canadian ministries (DCM), the director of finance and administration (DFA), the director of synodical services (DSS), the director of communications (DC), and the director of denominational advancement (DDA).
- D. Represent the denomination, or secure the proper representation of the denomination, at civic and religious functions in keeping with its relationship to the governments of Canada and the United States.
- E. Function as the chief ecumenical officer of the Christian Reformed Church in its relationship with other churches and ecumenical organizations.

IV. Accountability and terms of service

The ED shall serve at the pleasure of the Board of Trustees and work under its supervision. The initial appointment shall be made by the synod of the Christian Reformed Church upon nomination by the Board of Trustees. Continued employment is subject to a favorable annual performance review by the Board.

Note: Additional information concerning the position of the ED is contained in the addendum.

Addendum to the Position Description of the ED-CRCNA

This addendum provides additional detail on the qualifications and specific responsibilities associated with the position of ED.

I. Additional Information concerning the responsibilities assigned to this office

The person appointed to this office shall also:

A. Serve as an ex officio, voting member of the executive committee of the Board of Trustees, the Interchurch Relations Committee, the CRC Foundation in both the United States and Canada, and such other committees as synod or the Board of Trustees may, from time to time, decide. The ED shall make arrangements for, and be an ex officio member of, all synodical study committees.

B. Have the privilege of the floor at synodical and Board meetings in all matters relating to the exercise of this office. The ED shall be present during all executive sessions of synod and of the Board, except when matters under discussion affect the person or performance of the ED and he/she is requested to be absent.

C. Be responsible for all official publications the synod or the Board shall authorize, all synodical papers, including correspondence, surveys, reports, questionnaires, materials, and minutes produced for synod or the Board, and keep a file of synodical and Board correspondence as well as an accurate record of the proceedings of synod and the Board.

D. Be responsible for denominational archives and historical documents and administer the right of access to such documents.

E. Be responsible for making all arrangements for the meetings of synod and the Board and function as operations officer during such meetings.

F. In performing the specific duties and responsibilities of this office, it is understood that, as a binational denomination functioning in both the United States and Canada, some of the communication functions in Canada may be exercised through the office of the director of Canadian ministries.

G. Convene and chair the meetings of the Ministries Council (MC), which functions as the senior administrative cabinet for all of the ministries and agencies of the CRC.

H. Be responsible for providing consultation services to congregations, classes, and synodical deputies on matters dealing with church polity, Church Order interpretation, synodical decisions, and ecclesiastical procedures.

I. Perform such other duties as synod or the Board shall direct.

II. Additional preferred qualifications

The person appointed to this office shall:

A. Possess personal and professional integrity, forthrightness, and compassion for the poor, the lost, and the disenfranchised.

B. Be well acquainted with the Christian Reformed denomination, its history, its churches, its ministers, its lay leaders, and its ministries in both Canada and the United States.

- C. Be able to exercise authority in an unobtrusive manner in order to fulfill the requirements of this position and to enhance the effectiveness and efficiency of ministries and agencies of the denomination.
- D. Be able to move with ease and dignity in North American and international ecclesiastical circles. Be congenial and cooperative with representatives of other churches, as well as with members of the Christian Reformed Church.
- E. Possess knowledge of the Church Order of the Christian Reformed Church and be competent in interpreting the same.
- F. Have the ability to write and be competent in public address.
- G. Demonstrate self-reliance and sound judgment in decision making.
- H. Possess administrative and organizational ability in such measure as to be able to plan and work collaboratively with others.
- I. Have received appropriate educational training and prior senior management experience in which leadership and management skills have been demonstrated.
- J. Have the capacity to delegate authority.
- K. Have demonstrated capacity for listening, integrating ideas, and setting future priorities.

OVERTURES AND PERSONAL APPEAL

Overture 61: Do Not Adopt the Belhar Confession as Our Confession

A. Classis Chatham overtures Synod 2012 to not adopt the Belhar Confession as our confession.

Grounds:

1. The unity the Belhar promotes is not clearly centered in the gospel of grace and forgiveness in Jesus Christ and, therefore, ought not serve as a doctrinal standard.

The references to Christ in the Belhar are not sufficient to clearly identify the gospel as God's reconciliation of sinful humanity to himself by grace through faith in the death and resurrection of Jesus Christ. The Belhar's language is sufficiently vague to be accepted by those whose understanding of the gospel is primarily about the power Christ gives us to do social justice, but has little to do with rebellious humanity's need to be reconciled to God. We ought not conceive of unity and reconciliation apart from this clear gospel message. The church works for unity and reconciliation by sharing this gospel message with lost humanity completely and utterly apart from whether people are poor or rich, oppressed or oppressor, weak or powerful, under- or over-privileged. It is this gospel truth that not only makes us one in Christ, it also helps us to live together in unity by forgiving one another just as Christ has forgiven us. Our power to reconcile comes from having been reconciled to God; our power to forgive comes from having been forgiven, and true reconciliation is possible only through forgiveness. This central message is noticeably absent from the Belhar. The primary means that the Belhar seems to offer for pursuing unity and reconciliation in Article 4 is through social action; lending credence to a conception of the gospel that de-emphasizes reconciliation to God. This is a significant omission and ambiguity for a document being considered as a doctrinal standard of our churches.

2. Some of the Belhar's language invites interpretations that are both problematic and prevalent in certain segments of the universal church. We have two such examples in mind:
 - a. In Article 2 the Belhar states, "We reject any doctrine . . . which explicitly and implicitly maintains that descent or any other human or social factor should be a consideration for being a member of the church." While confident we can agree with the intent of this statement, the phrase "human or social factor" is troublingly unclear. The issue of race is clearly covered under the term "descent." So what other "human or social factors" are to be read into this statement

above and beyond race? Some interpreters have stated their conviction that the Belhar ought to be understood to address the issue of homosexual relationships. It is not clear that such an interpretation of the Belhar is illegitimate. The apostle Paul provides multiple lists of what might properly be called “social factors” that the church should turn away from and even expel from our midst.

- b. In Article 4 the Belhar states, “We believe . . . that God, in a world full of injustice and enmity, is in a special way the God of the destitute, the poor and the wronged.” Our concern is particularly with the phrase “in a special way the God of.” We learn from Scripture that God takes special care and concern to protect such individuals. To say, however, that God is “the God of” such individuals is to use explicitly covenantal language. The implications of this phrase go beyond “care” or “concern” and imply a covenant relationship; a relationship that, according to Scripture, has nothing to do with the categories of rich or poor, black or white, oppressed or privileged but has everything to do with the grace of Jesus Christ. The Belhar is without biblical warrant for using the covenantal phrase “the God of” and thus is doubly without warrant for saying that he is so “in a special way.”
3. It is not clear what the Belhar addresses in our context or what it clarifies beyond our existing confessions. The Belhar originated as a confession to specifically condemn apartheid in South Africa. Once taken out of that context and placed in a North American context, it is not clear what the Belhar does or does not address. In 2007, the Reformed Church in America’s (RCA) Commission on Christian Action stated their belief that the Belhar helped to clarify current issues before them such as the farm bill, Sudanese refugees, the Iraq War, socially screening RCA retirement funds, immigration policy, minimum wage increases, and America’s embargo of Cuba. That a document written to address apartheid can now be argued to clarify such a diverse range of controversial issues strongly suggests that the political lens one brings to the text will largely determine what the Belhar does and does not say to our context. And, since the intent of the Belhar cannot be appealed to in order to settle these debates, it merely opens the door to controversy rather than clarity—which is quite contrary to the purpose of a doctrinal standard. On top of this ambiguity, it is not clear what insights the Belhar offers above and beyond the clear principles already laid out in our existing confessions. The issues of unity, reconciliation, and love of neighbor are addressed with a very clear biblical foundation in Belgic Articles 27-29 and Heidelberg Answers 54-55, 105-107, 110-112, and 126. It may even be said that our confessions speak to these issues from a much clearer gospel foundation.
4. The Belhar will not serve the purpose of unity within our denomination as a confession. It is evident that not everyone in our denomination is in favor of adding the Belhar as a normative doctrinal standard on par with our existing confessions. To so bind consciences in spite of this reality is not a step toward unity within the CRC but a step away from it.

B. In addition, Classis Chatham overtures Synod 2012 that, if the recommendations of this overture are adopted, synod communicate clearly through a letter to the churches in South Africa who have urged endorsement of the Belhar Confession that our non-adoption of the confession does not reflect a lack of support for them or for the cause of racial unity.

Classis Chatham
Barry Wright, stated clerk

Overture 62: Adopt the First Sentence of the Covenant for Officebearers as Proposed to Synod 2011

I. Background

Since 2003, synod has discussed the revision of the Form of Subscription. In 2011, the Form of Subscription Revision Committee II proposed a Covenant for Officebearers. Synod voted to “continue the work of the Form of Subscription Revision Committee II for one more year so that it can consult with representatives of Calvin College and Calvin Theological Seminary and propose a revised version of the ‘Covenant for Officebearers in the Christian Reformed Church’ to Synod 2012” (*Agenda for Synod 2012*, p. 452).

One of the concerns mentioned was “the need to reword the description of the gospel in a way that avoids the impression of universalism” (p. 452). This concern was raised because the first sentence in the proposed Covenant was “We, [the undersigned], believe the inspired Word of God as received in the Old and New Testaments of Holy Scripture, which proclaims the gospel of grace in Jesus Christ and the reconciliation of all things in him” (p. 452). Among other changes proposed to Synod 2012, the committee modified this sentence and is now proposing that the Covenant read “We, [the undersigned], believe the inspired Word of God as received in the Old and New Testaments of Holy Scripture, which proclaims the good news of God’s creation and redemption through Jesus Christ” (p. 453).

Synod 2012 should not adopt this revision but should adopt the sentence as it was proposed to Synod 2011. To describe the Holy Scripture as proclaiming “the gospel of grace in Jesus Christ and the reconciliation of all things in him” is an important part of the apostle Paul’s description of Christ Jesus. In Colossians 1:19-20 Paul says, “For God was pleased to have all his fullness dwell in him [the Son], and through him to reconcile to himself all things, whether things on earth or things in heaven, by making peace through his blood, shed on the cross.”

Not only is this an important biblical emphasis, but it also expresses an important emphasis of the Reformed faith—namely, that Christ is Lord of all. Christ created all things. All things were estranged from God by sin. And all things will be reconciled to God through Christ. In Romans 8:21 Paul says “the creation itself will be liberated from its bondage to decay and brought into the freedom and glory of the children of God.” In Philippians 2:9-11 the apostle reminds us that “God exalted him [Jesus] to the highest place and gave him the name that is above every name, that at the name of Jesus every knee should bow, in heaven and on earth and under the earth, and every tongue acknowledge that Jesus Christ is Lord, to the glory of God

the Father.” The gospel has cosmic, not merely personal, significance. This is something that the Reformed faith has always proclaimed. We ought to continue to sound the biblical notes sounded by the apostle and ought not to delete this very important aspect of our faith simply because some think Paul’s words give “the impression of universalism.”

II. Overture

Classis Grand Rapids East overtures Synod 2012 to adopt the first sentence of the Covenant for Officebearers as proposed to Synod 2011 (“We, [the undersigned], believe the inspired Word of God as received in the Old and New Testaments of Holy Scripture, which proclaims the gospel of grace in Jesus Christ and the reconciliation of all things in him”), not the first sentence proposed to Synod 2012 (“We, [the undersigned], believe the inspired Word of God as received in the Old and New Testaments of Holy Scripture, which proclaims the good news of God’s creation and redemption through Jesus Christ”).

Grounds:

1. “The reconciliation of all things in him” (Christ) is an important and oft-repeated emphasis of Scripture.
2. “The reconciliation of all things in him” (Christ) is an important and oft-repeated emphasis of the Reformed faith.

Classis Grand Rapids East
Alfred E. Mulder, stated clerk

Overture 63: Do Not Accept the Report from the Task Force Reviewing Structure and Culture as Written

Community Christian Reformed Church of Kitchener, Ontario, overtures Synod 2012 to not accept the report of the Task Force Reviewing Structure and Culture as written.

Instead we suggest that Synod 2012 request the Board of Trustees to appoint a task force to deal with the review of structure and ask the Board of Trustees to report their recommendations for structure and culture from the perspective of the congregations of the denomination to Synod 2013.

Grounds:

1. The report was received too late for the churches and classes to be able to read, study, and consider the recommendations.
2. Constituting and maintaining the task force as a task force of successive synods appears to add a level of governance to our structure and seems to reassign the work the Board of Trustees has been constituted to do. This additional layer does not appear to be the intent of Synod 2011 and will add confusion for the Executive Director of the CRCNA and, furthermore, slow down the implementation of any new decisions.
3. While understanding that the goals of leadership do take a long time to fully and properly implement, many of the practical issues are far too important to have a four-year deadline and, as such, should be dealt

with by the Board of Trustees with a one-year deadline rather than by a task force reporting to successive synods.

4. As a matter of tone, the report suggests that the Executive Director of the CRCNA should solely be responsible for the work of the agencies, while there is no suggestion that the role should focus instead on the congregations of the denomination while leading and directing the agencies as resources for those congregations.
5. The tone of the report from the task force correctly includes comments from staff as a way of demonstrating the real problems felt by many. However, there is virtually no input from local church congregations, which are, properly viewed, the source for effective ministry vision and ideas, and often the sites of implementation.
6. The report is confusing in tone by not being specific enough about what kind of *church* they are referring to whenever the word is used. Is it *local*, *institutional*, *denominational*, *universal*, etc.? This lack of clarification only magnifies the obviously missing theme of how the denominational ministries listen to, act on behalf of, and cooperate with the local congregations they serve.

Council of Community CRC, Kitchener, Ontario
Sarah Bruulsema, clerk

Note: The above overture was sent to Classis Huron for the spring meeting but did not meet the agenda deadline and was ruled out of order. Classis therefore encouraged the council to submit the overture to synod.

2. Mr. T.M. Gray and Rev. Z. Vandenberg

Appeal of Mr. T.M. Gray and Rev. Z. Vandenberg from the decision of Classis Rocky Mountain that the appeal was out of order.

FINANCIAL REPORTS

Operating Budget (000s of U.S.\$)

Fiscal Year 2012-2013

	Fiscal 09-10 Actual	Fiscal 10-11 Actual	Fiscal 11-12 Budget	Fiscal 12-13 Proposed
INCOME:				
Ministry Share	\$ 3,650	\$ 3,663	\$ 3,600	\$ 3,663
% of Total Income	38.7%	39.1%	37.8%	36.6%
Other Gift Income:				
Gifts & Offerings	\$ 3,802	\$ 3,823	\$ 4,516	\$ 4,787
Estate Gifts	\$ 1,578	\$ 1,254	\$ 1,275	\$ 1,300
Total Gift Income	5,380	5,077	5,791	6,087
% of Total Income	57.0%	54.2%	60.8%	60.9%
Other Income:				
Tuition & Sales	\$ -	\$ -	\$ -	\$ -
Grants-Animation/Capital	\$ -	\$ -	\$ -	\$ -
Miscellaneous	\$ 403	\$ 624	\$ 135	\$ 250
Total Other Income	403	624	135	250
% of Total Income	4.3%	6.7%	1.4%	2.5%
TOTAL INCOME	9,433	9,364	9,526	10,000
EXPENSES (FTE = Full Time Employee):				
Program Services:				
English	\$ 2,182	\$ 2,210	\$ 2,255	\$ 2,345
FTEs	11	12	13	13
International	\$ 4,113	\$ 4,239	\$ 4,458	\$ 4,642
FTEs	14	15	15	15
Education	\$ 104	\$ 120	\$ 190	\$ 196
FTEs	2	2	2	2
Social Media – Cross Ministry Initiatives	\$ -	\$ -	\$ 350	\$ 361
	-	-	3	3
Total Program Service \$	\$ 6,399	\$ 6,569	\$ 7,253	\$ 7,544
Total Program Service FTEs	27	29	33	33
% of Total \$	71.8%	70.0%	76.1%	75.4%
% of Total FTEs	73.0%	74.4%	76.7%	76.7%
Support Services:				
Management & General	\$ 948	\$ 1,044	\$ 775	\$ 911
FTEs	4	4	4	4
Plant Operations	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Fund-raising	\$ 1,566	\$ 1,769	\$ 1,500	\$ 1,545
FTEs	6	6	6	6
Total Support Service \$	2,514	2,813	2,275	2,456
Total Support Service FTEs	10	10	10	10
% of Total \$	28.2%	30.0%	23.9%	24.6%
% of Total FTEs	27.0%	25.6%	23.3%	23.3%
TOTAL EXPENDITURES	\$ 8,912	\$ 9,382	\$ 9,528	\$ 10,000
TOTAL FTEs	37	39	43	43
NET INCOME / (EXPENSE)	\$ 521	\$ (18)	\$ (2)	\$ -

**Operating Budget (000s of U.S.\$)
Fiscal Year 2012-2013**

	Fiscal 09-10 Actual	Fiscal 10-11 Actual	Fiscal 11-12 Budget	Fiscal 12-13 Proposed
INCOME:				
Ministry Share	\$ 2,693	\$ 2,624	\$ 2,731	\$ 2,731
% of Total Income	2.2%	2.1%	2.2%	2.2%
Other Gift Income:				
Gifts & Offerings	\$ 2,702	\$ 2,914	\$ 2,984	\$ 2,984
Estate Gifts	\$ 7	\$ 20	\$ 17	\$ 17
Total Gift Income	2,709	2,934	3,000	3,000
% of Total Income	2.2%	2.4%	2.4%	2.4%
Other Income:				
Tuition & Sales	\$ 115,093	\$ 115,870	\$ 117,668	\$ 117,668
Grants	\$ -	\$ -	\$ -	\$ -
Miscellaneous	\$ 2,734	\$ 2,923	\$ 1,744	\$ 1,744
Total Other Income	117,827	118,793	119,412	119,412
% of Total Income	95.6%	95.5%	95.4%	95.4%
TOTAL INCOME	123,229	124,351	125,143	125,143
EXPENSES (FTE = Full Time Employee):				
Program Services:				
Education	\$ 103,834	\$ 104,590	\$ 107,298	\$ 107,298
FTEs	594	606	604	604
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
Total Program Service \$	\$ 103,834	\$ 104,590	\$ 107,298	\$ 107,298
Total Program Service FTEs	594	606	604	604
% of Total \$	85.3%	84.9%	85.8%	85.8%
% of Total FTEs	76.3%	76.6%	77.3%	77.3%
Support Services:				
Management & General	\$ 7,542	\$ 7,466	\$ 7,149	\$ 7,149
FTEs	72	71	64	64
Plant Operations	\$ 7,357	\$ 8,073	\$ 7,446	\$ 7,446
FTEs	76	74	73	73
Fund-raising	\$ 2,944	\$ 3,020	\$ 3,235	\$ 3,235
FTEs	36	40	40	40
Total Support Service \$	17,843	18,559	17,830	17,830
Total Support Service FTEs	184	185	177	177
% of Total \$	14.7%	15.1%	14.2%	14.2%
% of Total FTEs	23.7%	23.4%	22.7%	22.7%
TOTAL EXPENDITURES	\$ 121,677	\$ 123,149	\$ 125,128	\$ 125,128
TOTAL FTEs	778	791	781	781
NET INCOME / (EXPENSE)	\$ 1,552	\$ 1,202	\$ 15	\$ 15

**Operating Budget (000s of U.S.\$)
Fiscal Year 2012-2013**

	Fiscal 09-10 Actual	Fiscal 10-11 Actual	Fiscal 11-12 Budget	Fiscal 12-13 Proposed
INCOME:				
Ministry Share	\$ 2,992	\$ 2,945	\$ 2,992	\$ 3,135
% of Total Income	47.5%	42.8%	39.0%	39.3%
Other Gift Income:				
Above Ministry Share	\$ 706	\$ 711	\$ 1,000	\$ 1,000
Estate Gifts	\$ -	\$ 200	\$ 200	\$ 200
Total Gift Income	706	911	1,200	1,200
% of Total Income	11.2%	13.2%	15.7%	15.0%
Other Income:				
Tuition & Sales	\$ 1,851	\$ 2,161	\$ 2,161	\$ 2,450
Grants	\$ 725	\$ 829	\$ 1,272	\$ 1,166
Miscellaneous	\$ 31	\$ 36	\$ 37	\$ 34
Total Other Income	2,607	3,026	3,470	3,650
% of Total Income	41.3%	44.0%	45.3%	45.7%
TOTAL INCOME	6,305	6,882	7,662	7,985
EXPENSES (FTE = Full Time Employee):				
Program Services:				
Instructional	\$ 2,654	\$ 2,587	\$ 2,947	\$ 3,577
FTEs	29	29	28	30
Public Service	\$ 59	\$ 72	\$ 81	\$ 76
FTEs	1	1	1	1
Academic Support	\$ 927	\$ 1,080	\$ 1,245	\$ 1,149
FTEs	4	4	4	5
Student Services	\$ 520	\$ 496	\$ 610	\$ 635
FTEs	4	4	5	5
Student Aid	\$ 268	\$ 346	\$ 393	\$ 346
FTEs	2	2	1	1
	\$ -	\$ -	\$ -	\$ -
Total Program Service \$	\$ 4,428	\$ 4,581	\$ 5,276	\$ 5,783
Total Program Service FTEs	40	40	39	42
% of Total \$	71.1%	67.1%	68.9%	72.4%
% of Total FTEs	76.9%	72.7%	67.2%	71.2%
Support Services:				
Management & General	\$ 922	\$ 1,252	\$ 1,324	\$ 981
FTEs	7	9	12	9
Plant Operations	\$ 446	\$ 499	\$ 568	\$ 576
FTEs	1	2	2	2
Fund-raising	\$ 431	\$ 495	\$ 494	\$ 645
FTEs	4	4	5	6
Total Support Service \$	1,799	2,246	2,386	2,202
Total Support Service FTEs	12	15	19	17
% of Total \$	28.9%	32.9%	31.1%	27.6%
% of Total FTEs	23.1%	27.3%	32.8%	28.8%
TOTAL EXPENDITURES	\$ 6,227	\$ 6,827	\$ 7,662	\$ 7,985
TOTAL FTEs	52	55	58	59
NET INCOME / (EXPENSE)	\$ 78	\$ 55	\$ -	\$ -

Christian Reformed Home Missions

Operating Budget (000s of U.S.\$)

Fiscal Year 2012-2013

	Fiscal 09-10 Actual	Fiscal 10-11 Actual	Fiscal 11-12 Budget	Fiscal 12-13 Proposed
INCOME:				
Ministry Share	\$ 3,683	\$ 3,709	\$ 3,879	\$ 3,915
% of Total Income	62.4%	65.3%	60.3%	57.3%
Other Gift Income:				
Gifts & Offerings	\$ 1,360	\$ 1,320	\$ 1,970	\$ 2,407
Estate Gifts	\$ 195	\$ 258	\$ 300	\$ 300
Total Gift Income	1,555	1,578	2,270	2,707
% of Total Income	26.3%	27.8%	35.3%	39.6%
Other Income:				
Tuition & Sales	\$ -	\$ -	\$ -	\$ -
Grants	\$ 119	\$ 112	\$ 45	\$ 98
Miscellaneous	\$ 547	\$ 282	\$ 243	\$ 113
Total Other Income	666	394	288	211
% of Total Income	11.3%	6.9%	4.5%	3.1%
TOTAL INCOME	5,904	5,681	6,437	6,833
EXPENSES (FTE = Full Time Employee):				
Program Services:				
Ministry Teams	\$ 5,424	\$ 4,841	\$ 4,456	\$ 4,369
FTEs	26	26	22	21
Ministry Devel & Planning	\$ 700	\$ 563	\$ 662	\$ 780
FTEs	5	5	5	7
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
Total Program Service \$	\$ 6,124	\$ 5,404	\$ 5,118	\$ 5,149
Total Program Service FTEs	31	31	27	28
% of Total \$	79.0%	79.8%	76.0%	74.8%
% of Total FTEs	83.8%	83.8%	77.1%	75.7%
Support Services:				
Management & General	\$ 730	\$ 734	\$ 753	\$ 814
FTEs	2	2	2	2
Plant Operations	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Fund-raising	\$ 897	\$ 636	\$ 867	\$ 925
FTEs	4	4	6	7
Total Support Service \$	1,627	1,370	1,620	1,739
Total Support Service FTEs	6	6	8	9
% of Total \$	21.0%	20.2%	24.0%	25.2%
% of Total FTEs	16.2%	16.2%	22.9%	24.3%
TOTAL EXPENDITURES	\$ 7,751	\$ 6,774	\$ 6,738	\$ 6,888
TOTAL FTEs	37	37	35	37
NET INCOME / (EXPENSE)	\$ (1,847)	\$ (1,093)	\$ (301)	\$ (55)

Christian Reformed World Missions

Operating Budget (000s of U.S.\$)

Fiscal Year 2012-2013

	Fiscal 09-10 Actual	Fiscal 10-11 Actual	Fiscal 11-12 Budget	Fiscal 12-13 Proposed
INCOME:				
Ministry Share	\$ 4,931	\$ 4,982	\$ 5,014	\$ 5,206
% of Total Income	36.0%	37.1%	36.1%	36.3%
Other Gift Income:				
Above Ministry Share	\$ 6,794	\$ 6,905	\$ 7,562	\$ 7,871
Estate Gifts	\$ 655	\$ 653	\$ 686	\$ 702
Total Gift Income	7,449	7,558	8,248	8,573
% of Total Income	54.4%	56.3%	59.3%	59.8%
Other Income:				
Tuition & Sales	\$ -	\$ -	\$ -	\$ -
Grants	\$ -	\$ -	\$ -	\$ -
Miscellaneous	\$ 1,323	\$ 885	\$ 643	\$ 569
Total Other Income	1,323	885	643	569
% of Total Income	9.7%	6.6%	4.6%	4.0%
TOTAL INCOME	13,703	13,425	13,905	14,348
EXPENSES (FTE = Full Time Employee):				
Program Services:				
Africa	\$ 3,584	\$ 3,602	\$ 3,603	\$ 3,507
FTEs	29	23	26	24
Eurasia	\$ 2,452	\$ 2,611	\$ 2,548	\$ 2,714
FTEs	24	16	17	17
Latin America	\$ 3,717	\$ 3,968	\$ 3,724	\$ 3,860
FTEs	27	22	23	21
Global/other Int'l program	\$ -	\$ 1,154	\$ 1,113	\$ 1,166
FTEs	-	19	11	11
Education	\$ 930	\$ -	\$ 773	\$ 809
FTEs	8	-	8	8
	\$ -	\$ -	\$ -	\$ -
	-	-	-	-
Total Program Service \$	\$ 10,683	\$ 11,335	\$ 11,761	\$ 12,056
Total Program Service FTEs	88	80	85	81
% of Total \$	84.1%	84.5%	84.6%	84.0%
% of Total FTEs	85.4%	82.5%	85.3%	85.3%
Support Services:				
Management & General	\$ 839	\$ 879	\$ 927	\$ 1,154
FTEs	5	5	5	4
Plant Operations	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Fund-raising	\$ 1,185	\$ 1,196	\$ 1,217	\$ 1,138
FTEs	10	12	10	10
Total Support Service \$	2,024	2,075	2,144	2,292
Total Support Service FTEs	15	17	15	14
% of Total \$	15.9%	15.5%	15.4%	16.0%
% of Total FTEs	14.6%	17.5%	14.7%	14.7%
TOTAL EXPENDITURES	\$ 12,707	\$ 13,410	\$ 13,905	\$ 14,348
TOTAL FTEs	103	97	100	95
NET INCOME / (EXPENSE)	\$ 996	\$ 15	\$ -	\$ -

**Operating Budget (000s of U.S.\$)
Fiscal Year 2012-2013**

	Fiscal 09-10 Actual	Fiscal 10-11 Actual	Fiscal 11-12 Budget	Fiscal 12-13 Proposed
INCOME:				
Ministry Share	\$ 1,024	\$ 1,035	\$ 1,000	\$ 1,600
% of Total Income	18.7%	20.3%	15.7%	24.4%
Other Gift Income:				
Gifts & Offerings	\$ 357	\$ 300	\$ 330	\$ 355
Estate Gifts	\$ -	\$ -	\$ -	\$ -
Total Gift Income	357	300	330	355
% of Total Income	6.5%	5.9%	5.2%	5.4%
Other Income:				
Tuition & Sales	\$ 3,503	\$ 3,204	\$ 4,669	\$ 4,356
Grants	\$ 249	\$ 212	\$ 233	\$ 213
Miscellaneous	\$ 349	\$ 336	\$ 134	\$ 46
Total Other Income	4,101	3,752	5,036	4,615
% of Total Income	74.8%	73.8%	79.1%	70.2%
TOTAL INCOME	5,482	5,087	6,366	6,570
EXPENSES (FTE = Full Time Employee):				
Program Services:				
Banner	\$ 1,289	\$ 1,275	\$ 1,381	\$ 1,324
FTEs	4	4	4	4
Education	\$ 3,149	\$ 3,433	\$ 4,124	\$ 3,811
FTEs	19	19	18	19
World Literature	\$ 364	\$ 415	\$ 501	\$ 502
FTEs	3	3	2	2
Teacher Training	\$ 145	\$ 145	\$ 150	\$ 150
FTEs	1	1	1	1
	\$ -	\$ -	\$ -	\$ -
	-	-	-	-
	\$ -	\$ -	\$ -	\$ -
	-	-	-	-
Total Program Service \$	\$ 4,947	\$ 5,268	\$ 6,156	\$ 5,787
Total Program Service FTEs	26	26	25	27
% of Total \$	86.0%	87.2%	89.0%	88.1%
% of Total FTEs	92.9%	92.9%	92.6%	93.0%
Support Services:				
Management & General	\$ 808	\$ 773	\$ 764	\$ 782
FTEs	2	2	2	2
Plant Operations	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Fund-raising	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Total Support Service \$	808	773	764	782
Total Support Service FTEs	2	2	2	2
% of Total \$	14.0%	12.8%	11.0%	11.9%
% of Total FTEs	7.1%	7.1%	7.4%	7.0%
TOTAL EXPENDITURES	\$ 5,755	\$ 6,041	\$ 6,920	\$ 6,569
TOTAL FTEs	28	28	27	29
NET INCOME / (EXPENSE)	\$ (273)	\$ (954)	\$ (554)	\$ 1

**Operating Budget (000s of U.S.\$)
Fiscal Year 2012-2013**

	Fiscal 09-10 Actual	Fiscal 10-11 Actual	Fiscal 11-12 Budget	Fiscal 12-13 Proposed
INCOME:				
Ministry Share	\$ -	\$ -	\$ -	\$ -
% of Total Income	-	-	-	0.0%
Other Gift Income:				
Gifts & Offerings	\$ 23,536	\$ 20,298	\$ 15,190	\$ 17,154
Estate Gifts	\$ 869	\$ 1,569	\$ 500	\$ 1,219
Total Gift Income	24,405	21,867	15,690	18,373
% of Total Income	62.0%	55.4%	68.6%	68.2%
Other Income:				
Tuition & Sales	\$ -	\$ -	\$ -	\$ -
Grants	\$ 14,440	\$ 16,892	\$ 6,878	\$ 8,258
Miscellaneous	\$ 508	\$ 734	\$ 300	\$ 290
Total Other Income	14,948	17,626	7,178	8,548
% of Total Income	38.0%	44.6%	31.4%	31.8%
TOTAL INCOME	39,353	39,493	22,868	26,921
EXPENSES (FTE = Full Time Employee):				
Program Services:				
Overseas programs	\$ 12,441	\$ 10,287	\$ 10,743	\$ 8,566
FTEs	30	28	33	28
No. America programs	\$ 1,350	\$ 1,232	\$ 1,350	\$ 1,758
FTEs	10	9	8	8
Disaster relief programs	\$ 1,358	\$ 1,384	\$ 1,518	\$ 1,605
FTEs	19	16	15	15
Above-budget relief costs	\$ 12,556	\$ 21,617	\$ 12,775	\$ 12,903
FTEs	-	-	2	-
Education	\$ 1,218	\$ 1,064	\$ 1,130	\$ 1,175
FTEs	9	6	6	6
	\$ -	\$ -	\$ -	\$ -
	-	-	-	-
	\$ -	\$ -	\$ -	\$ -
	-	-	-	-
Total Program Service \$	28,923	35,584	27,516	\$ 26,007
Total Program Service FTEs	68	59	64	57
% of Total \$	89.0%	90.6%	88.7%	86.8%
% of Total FTEs	72.3%	78.7%	76.2%	76.0%
Support Services:				
Management & General	1,716	1,737	1,651	\$ 1,985
FTEs	6	5	5	5
Plant Operations	-	-	-	-
FTEs	-	-	-	-
Fund-raising	1,855	1,937	1,862	\$ 1,978
FTEs	20	11	15	13
Total Support Service \$	3,571	3,674	3,513	3,963
Total Support Service FTEs	26	16	20	18
% of Total \$	11.0%	9.4%	11.3%	13.2%
% of Total FTEs	27.7%	21.3%	23.8%	24.0%
TOTAL EXPENDITURES	32,494	39,258	31,029	\$ 29,970
TOTAL FTEs	94	75	84	75
NET INCOME / (EXPENSE)	6,859	235	(8,161)	\$ (3,049)

Synodical Administrative Services

Operating Budget (000s of U.S.\$) Fiscal Year 2012-2013

	Fiscal 09-10 Actual	Fiscal 10-11 Actual	Fiscal 11-12 Budget	Fiscal 12-13 Proposed
INCOME:				
Ministry Share	\$ 2,899	\$ 3,265	\$ 2,996	\$ 2,752
% of Total Income	72.6%	82.3%	86.9%	88.6%
Other Gift Income:				
Gifts & Offerings	\$ 24	\$ 22	\$ 26	\$ 22
Estate Gifts	\$ -	\$ -	\$ -	\$ -
Total Gift Income	24	22	26	22
% of Total Income	0.6%	0.6%	0.8%	0.7%
Other Income:				
Tuition & Sales	\$ -	\$ -	\$ -	\$ -
Grants	\$ -	\$ -	\$ 75	\$ 75
Services & Misc	\$ 1,068	\$ 680	\$ 350	\$ 256
Total Other Income	1,068	680	425	331
% of Total Income	26.8%	17.1%	12.3%	10.7%
TOTAL INCOME	3,991	3,967	3,447	3,105
EXPENSES (FTE = Full Time Employee):				
Program Services:				
Synodical Services & Grants	\$ 1,370	\$ 1,420	\$ 1,428	\$ 1,363
FTEs	5	5	5	4
Communications	\$ 457	\$ 505	\$ 568	\$ 567
FTEs	3	3	4	4
CRCPlan	\$ 4	\$ 8	\$ -	\$ -
FTEs	-	-	-	-
Leadership Exchange	\$ 143	\$ 197	\$ 277	\$ 132
FTEs	1	1	1	1
Total Program Service \$	\$ 1,974	\$ 2,130	\$ 2,273	\$ 2,062
Total Program Service FTEs	9	9	10	9
% of Total \$	62.8%	57.7%	57.4%	61.6%
% of Total FTEs	60.0%	60.0%	58.8%	56.3%
Support Services:				
Management & General	\$ 871	\$ 943	\$ 926	\$ 949
FTEs	4	4	3	4
D.E.D.	\$ 203	\$ 219	\$ 265	\$ 237
FTEs	1	1	2	2
Fund-raising (Foundation & LE)	\$ 95	\$ 402	\$ 495	\$ 100
FTEs	1	1	2	1
Total Support Service \$	1,169	1,564	1,686	1,286
Total Support Service FTEs	6	6	7	7
% of Total \$	37.2%	42.3%	42.6%	38.4%
% of Total FTEs	40.0%	40.0%	41.2%	43.8%
TOTAL EXPENDITURES	\$ 3,143	\$ 3,694	\$ 3,959	\$ 3,348
TOTAL FTEs	15	15	17	16
NET INCOME / (EXPENSE)	\$ 848	\$ 273	\$ (512)	\$ (243)

Specialized Ministries

Operating Budget (000s of U.S.\$) Fiscal Year 2012-2013

	Fiscal 09-10 Actual	Fiscal 10-11 Actual	Fiscal 11-12 Budget	Fiscal 12-13 Proposed
INCOME:				
Ministry Share	\$ 3,479	\$ 3,363	\$ 3,954	\$ 3,962
% of Total Income	79.9%	75.1%	80.8%	83.9%
Other Gift Income:				
Gifts & Offerings	\$ 463	\$ 543	\$ 442	\$ 508
Estate Gifts	\$ 5	\$ 13	\$ -	\$ -
Total Gift Income	468	556	442	508
% of Total Income	10.7%	12.4%	9.0%	10.8%
Other Income:				
Tuition & Sales	\$ 163	\$ 208	\$ 235	\$ 247
Grants	\$ -	\$ 7	\$ -	\$ -
Services & Misc	\$ 246	\$ 347	\$ 265	\$ 3
Total Other Income	409	562	500	250
% of Total Income	9.4%	12.5%	10.2%	5.3%
TOTAL INCOME	4,356	4,481	4,896	4,720
EXPENSES (FTE = Full Time Employee):				
Program Services:				
Chaplaincy Services	\$ 223	\$ 219	\$ 224	\$ 246
FTEs	1	1	1	2
Race Relations	\$ 418	\$ 453	\$ 471	\$ 526
FTEs	3	3	4	4
Pastor-Church Relations/SCE/SPE	\$ 1,354	\$ 1,410	\$ 1,436	\$ 1,187
FTEs	5	5	6	6
Safe Church Ministry	\$ 184	\$ 230	\$ 273	\$ 265
FTEs	1	1	1	2
Disability Concerns	\$ 204	\$ 244	\$ 264	\$ 286
FTEs	2	2	2	2
Social & Restorative Justice	\$ 476	\$ 445	\$ 455	\$ 534
FTEs	4	4	4	5
Ministries in Canada	\$ 997	\$ 1,028	\$ 1,073	\$ 1,197
FTEs	4	4	5	5
Volunteer Services	234	253	281	150
FTEs	3	3	3	2
Other	\$ 285	\$ 381	\$ 517	\$ 300
FTEs	1	1	2	2
Total Program Service \$	\$ 4,375	\$ 4,663	\$ 4,994	\$ 4,691
Total Program Service FTEs	24	24	28	30
% of Total \$	99.1%	99.0%	99.1%	98.9%
% of Total FTEs	96.0%	96.0%	96.6%	96.8%
Support Services:				
Management & General	\$ 4	\$ 10	\$ -	\$ -
FTEs	-	-	-	-
	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Fund-raising	\$ 37	\$ 37	\$ 46	\$ 51
FTEs	1	1	1	1
Total Support Service \$	41	47	46	51
Total Support Service FTEs	1	1	1	1
% of Total \$	0.9%	1.0%	0.9%	1.1%
% of Total FTEs	4.0%	4.0%	3.4%	3.2%
TOTAL EXPENDITURES	\$ 4,416	\$ 4,710	\$ 5,040	\$ 4,742
TOTAL FTEs	25	25	29	31
NET INCOME / (EXPENSE)	\$ (60)	\$ (229)	\$ (144)	\$ (22)

**Operating Budget (000s of U.S.\$)
Fiscal Year 2012-2013**

	Fiscal 09-10 Actual	Fiscal 10-11 Actual	Fiscal 11-12 Budget	Fiscal 12-13 Proposed
INCOME:				
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	\$ 1,598	\$ 1,282	\$ 1,236	\$ 1,252
Total Other Income	1,598	1,282	1,236	1,252
% of Total Income	100.0%	100.0%	100.0%	100.0%
TOTAL INCOME	1,598	1,282	1,236	1,252
EXPENSES (FTE = Full Time Employee):				
Program Services:				
Loan Interest	\$ 972	\$ 681	\$ 555	\$ 600
FTEs	1	1	1	1
Provision for loan losses	\$ 250	\$ -	\$ -	\$ -
FTEs	1	1	-	-
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
Total Program Service \$	\$ 1,222	\$ 681	\$ 555	\$ 600
Total Program Service FTEs	1	1	1	1
% of Total \$	82.2%	70.9%	63.9%	63.1%
% of Total FTEs	50.0%	50.0%	50.0%	50.0%
Support Services:				
Management & General	\$ 264	\$ 280	\$ 313	\$ 351
FTEs	1	1	1	1
Plant Operations	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Fund-raising	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Total Support Service \$	264	280	313	351
Total Support Service FTEs	1	1	1	1
% of Total \$	17.8%	29.1%	36.1%	36.9%
% of Total FTEs	50.0%	50.0%	50.0%	50.0%
TOTAL EXPENDITURES	\$ 1,486	\$ 961	\$ 868	\$ 951
TOTAL FTEs	2	2	2	2
NET INCOME / (EXPENSE)	\$ 112	\$ 321	\$ 368	\$ 301

Ministers' Pension and Special Assistance Funds - Canada

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

	MPF 2010 Actual	MPF 2011 Actual	SAF 2010 Actual	SAF 2011 Actual
ADDITIONS:				
Ministry Share	\$ -	\$ -	\$ 39	\$ 29
% of Total Income	0.0%	0.0%	95.1%	90.6%
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	\$ 2,186	\$ 4,079	\$ -	\$ -
Grants	\$ -	\$ -	\$ -	\$ -
Investment gains (losses)	\$ 2,489	\$ (730)	\$ 2	\$ 3
Total Other Income	4,675	3,349	2	3
% of Total Income	100.0%	100.0%	4.9%	9.4%
TOTAL ADDITIONS	4,675	3,349	41	32
DEDUCTIONS (FTE = Full-Time Employee):				
Program Services:				
Distributions	\$ 2,254	\$ 2,318	\$ 8	\$ 14
FTEs	-	-	-	-
FTEs	\$ -	\$ -	\$ -	\$ -
FTEs	\$ -	\$ -	\$ -	\$ -
FTEs	\$ -	\$ -	\$ -	\$ -
FTEs	\$ -	\$ -	\$ -	\$ -
FTEs	\$ -	\$ -	\$ -	\$ -
FTEs	\$ -	\$ -	\$ -	\$ -
Total Program Service \$	\$ 2,254	\$ 2,318	\$ 8	\$ 14
Total Program Service FTEs	-	-	-	-
% of Total \$	81.1%	81.8%	100.0%	100.0%
% of Total FTEs	0.0%	0.0%	-	-
Support Services:				
Management & General	\$ 526	\$ 517	\$ -	\$ -
FTEs	1	1	-	-
Plant Operations	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Fund-raising	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Total Support Service \$	526	517	-	-
Total Support Service FTEs	1	1	-	-
% of Total \$	18.9%	18.2%	0.0%	0.0%
% of Total FTEs	100.0%	100.0%	-	-
TOTAL DEDUCTIONS	\$ 2,780	\$ 2,835	\$ 8	\$ 14
TOTAL FTEs	1	1	-	-
NET ADDITIONS / (DEDUCTIONS)	\$ 1,895	\$ 514	\$ 33	\$ 18

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

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

	MPF 2010 Actual	MPF 2011 Actual	SAF 2010 Actual	SAF 2011 Actual
ADDITIONS:				
Ministry Share	\$ -	\$ -	\$ 78	\$ 33
% of Total Income	0.0%	0.0%	98.7%	97.1%
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	\$ 4,860	\$ 5,045	\$ -	\$ -
Grants	\$ -	\$ -	\$ -	\$ -
Investment gains (losses)	\$ 10,381	\$ 1,185	\$ 1	\$ 1
Total Other Income	15,241	6,230	1	1
% of Total Income	100.0%	100.0%	1.3%	2.9%
TOTAL ADDITIONS	15,241	6,230	79	34
DEDUCTIONS (FTE = Full-Time Employee):				
Program Services:				
Distributions	\$ 7,977	\$ 8,994	\$ 124	\$ 135
FTEs	-	-	-	-
FTEs				
FTEs				
FTEs				
FTEs				
Total Program Service \$	\$ 7,977	\$ 8,994	\$ 124	\$ 135
Total Program Service FTEs	-	-	-	-
% of Total \$	89.8%	89.2%	100.0%	100.0%
% of Total FTEs	0.0%	0.0%		
Support Services:				
Management & General	\$ 909	\$ 1,090	\$ -	\$ -
FTEs	2	2	-	-
Plant Operations	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Fund-raising	\$ -	\$ -	\$ -	\$ -
FTEs	-	-	-	-
Total Support Service \$	909	1,090	-	-
Total Support Service FTEs	2	2	-	-
% of Total \$	10.2%	10.8%	0.0%	0.0%
% of Total FTEs	100.0%	100.0%		
TOTAL DEDUCTIONS	\$ 8,886	\$ 10,084	\$ 124	\$ 135
TOTAL FTEs	2	2	-	-
NET ADDITIONS / (DEDUCTIONS)	\$ 6,355	\$ (3,854)	\$ (45)	\$ (101)

Employees' Retirement Plan - U.S.

Changes in Net Assets (000s)

	2010 Actual	2011 Actual
ADDITIONS:		
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	\$ 1,451	\$ 1,857
Grants	\$ -	\$ -
Investment gains (losses)	\$ 2,152	\$ (375)
Total Other Income	3,603	1,482
% of Total Income	100.0%	100.0%
TOTAL ADDITIONS	3,603	1,482
DEDUCTIONS (FTE = Full-Time Employee):		
Program Services:		
Distributions	\$ 591	\$ 1,525
FTEs	-	-
FTEs	-	-
FTEs	-	-
FTEs	-	-
FTEs	-	-
FTEs	-	-
FTEs	-	-
Total Program Service \$	\$ 591	\$ 1,525
Total Program Service FTEs	-	-
% of Total \$	82.4%	92.5%
% of Total FTEs	0.0%	0.0%
Support Services:		
Management & General	\$ 126	\$ 124
FTEs	1	1
Plant Operations	\$ -	\$ -
FTEs	-	-
Fund-raising	\$ -	\$ -
FTEs	-	-
Total Support Service \$	126	124
Total Support Service FTEs	1	1
% of Total \$	17.6%	7.5%
% of Total FTEs	100.0%	100.0%
TOTAL DEDUCTIONS	\$ 717	\$ 1,649
TOTAL FTEs	1	1
NET ADDITIONS / (DEDUCTIONS)	\$ 2,886	\$ (167)

Consolidated Group Insurance - U.S.

Changes in Net Assets (000s)

	2010 Actual	2011 Actual
ADDITIONS:		
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	\$ 10,382	\$ 10,528
Grants	\$ -	\$ -
Investment gains (losses)	\$ 168	\$ 74
Total Other Income	10,550	10,602
% of Total Income	100.0%	100.0%
TOTAL ADDITIONS	10,550	10,602
DEDUCTIONS (FTE = Full-Time Employee):		
Program Services:		
Claims Expense	\$ 10,359	\$ 8,679
FTEs	-	-
Insurance Premiums	\$ 855	\$ 1,482
FTEs	-	-
TPA & PPO Fees	\$ 550	\$ 448
FTEs	-	-
	\$ -	\$ -
	\$ -	\$ -
	\$ -	\$ -
	\$ -	\$ -
Total Program Service \$	\$ 11,764	\$ 10,609
Total Program Service FTEs	-	-
% of Total \$	97.5%	97.2%
% of Total FTEs	0.0%	0.0%
Support Services:		
Management & General	\$ 298	\$ 309
FTEs	3	3
Plant Operations	\$ -	\$ -
FTEs	-	-
Fund-raising	\$ -	\$ -
FTEs	-	-
Total Support Service \$	298	309
Total Support Service FTEs	3	3
% of Total \$	4.3%	4.3%
% of Total FTEs	100.0%	100.0%
TOTAL DEDUCTIONS	\$ 12,062	\$ 10,918
TOTAL FTEs	3	3
NET ADDITIONS / (DEDUCTIONS)	\$ (1,512)	\$ (316)

REPORT OF SYNOD 2012

SERVICE OF PRAYER AND PRAISE

Sunday, June 10, 2012

3:00 p.m.

Ancaster Christian Reformed Church

Ancaster, Ontario

Welcome and Announcements. Rev. Jeffrey Klingenberg

We Gather

Call to Worship. Rev. Klingenberg

Song: "Praise to the Lord, the Almighty"

Opening Prayer and God's Greeting. Rev. Joel Boot

Musical Celebration of God's Grace

"Gracious Spirit, Dwell with Me" Choir
K.L. Scott, director

"Glorious God, We Sing Your Praises"

We Celebrate Being Together

Responsive Reading. Rev. Klingenberg

Musical Celebration:

"Come, Holy Spirit" Praise Team

Prayer

We Celebrate Believing Together

Readings

Musical Celebration of Our Believing Together

"A Mighty Fortress"

"Not for Tongues of Heaven's Angels" Choir

Prayer

We Celebrate Building Together

Responsive Reading

Musical Celebration of Our Building Together
“How Great Is Our God”

Offering: Canadian Ministries

Offertory Prayer

We Hear God’s Word

Scripture: Colossians 1

Message: “The Main Thing” Rev. William C. Veenstra

We Respond

Prayer

Song: “In Christ Alone”

We Celebrate Communion

Officiants of Lord’s Supper . . . Rev. Dr. Leslie Kuiper and Rev. Bruce Persenaire

“To the River”

“Holy, Holy, Holy, Lord” Choir

Prayer of Consecration and Invitation

Attendees receive the gifts of the Lord, served by teams of elders and pastors.

Prayer of Thanks

We Depart to Serve Our God

“Peace I Leave with You” Choir

Benediction

Doxology: “We Receive Your Blessing”

Worship Participants

Liturgist Rev. Jeff Klingenberg

Music

Organ Mr. John Vanderlaan

Piano Ms. Laura Dieleman

CAST Team, Praise Team, and Choir Dr. C. Teeuwsen

MINUTES OF SYNOD 2012

FRIDAY MORNING, June 8, 2012

First Session

ARTICLE 1

President pro tem Rev. M. Jeffrey Klingenberg, pastor of Ancaster Christian Reformed Church, Ancaster, Ontario, the convening church of synod, welcomes the delegates to Synod 2012.

The president pro tem invites to the reporter's podium the executive director (ED), Rev. Joel R. Boot, who proceeds to introduce Chief Bryan LaForme of the Mississaugas First Nation. The Chief welcomes Synod 2012 delegates to the area.

The president pro tem introduces Dr. Hubert Krygsman, president of Redeemer University College, who welcomes delegates to the Redeemer University College campus.

Rev. Klingenberg leads the call to worship based on Psalm 103:1-5. The delegates join in singing *Sing! A New Creation* 8, "Gather Us In." Rev. Klingenberg leads in opening prayer based on Psalm 103:6-12. The delegates join Rev. Klingenberg in a litany of praise from Psalm 103:13-22, followed by a song of praise, "O Worship the King" (*Psalter Hymnal* 428).

Four young people lead in prayers of reconciliation from the east, south, west, and north, including a song of unity: *Psalter Hymnal* 424, "Spirit of the Living God." Rev. Klingenberg reads from Matthew 5:1-12 and addresses delegates about "Becoming Beatitude People."

The delegates join in singing *Sing! A New Creation* 123, a song of Epiphany, "Bring Forth the Kingdom," and Rev. Klingenberg leads in prayer.

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 2012

Classis	Ministers	Elders
Alberta North	John Pasma John A. Ooms	Gordon H. Van't Bosch Carolyn Dieleman
Alberta South/Saskatchewan	Brian D. Kuyper S. George Koopmans	Calvin C. Offereins J. Calvin (Cal) Bruinsma
Arizona	Derek Van Dalen Eduardo A. Gonzalez	Jose Rayas Rodney Hugen
Atlantic Northeast	James C. Kirk William S. Johnson	Ryan M. Goding James Simpson
B.C. North-West	Andrew P. Turkstra David Cheung	Joel Pel Bill Van Delft

B.C. South-East	Colin Vander Ploeg	Lee Hollaar
California South	Grant W. Vander Hoek	Norm Groot
	Sung Hak (Rick) Kim	Dirk D. Jasperse
	Jose F. Munoz	Phil DuBois
Central California	Bruce A. Persenaire	Titus Davis
	Joel W. Renkema	Adrian J. Van Houten
Central Plains	Ryan Faber	Marvin D. Goodyk
	Merwin E. Rylaarsdam	James E. Warden
Chatham	Craig L. Hoekema	Jenny Douma
	Robert J. Loerts	Martin P.J. Bosveld
Chicago South	L. Bryce Mensink	Rebecca J. Nicholes
	Phillip S. Leo	Eleanor Lamsma
Columbia	Anthony (Andy) R. DeKorte	James H. Mather
	D. Vance Hays	Harry Visser
Eastern Canada	Harold A. Winter	Sarah H. Cook
	Jacob (Jack) M. Van de Hoef	Dale H. Poel
Georgetown	Terry L. Genzink	Carl Wiersum
	Timothy L. Holwerda	Ken Schaaf
Grand Rapids East	Jack Kooreman	Linda Naranjo-Huebl
	Thea N. Leunk	Kenneth Piers
Grand Rapids North	Jonathan L. Huizenga	Carl L. Vande Pol
	William G. Vis	Gordon J. Dekoekkoeck
Grand Rapids South	Paul O. Sausser	Wilma Knoll
	John M. Ouwinga	Sheryl L. Engbers
Grandville	John P. Douma	Lawrence Hoogerhyde, Sr.
	G. Duane Nieuwsma	Lee R. Van Drunen
Greater Los Angeles	Vacant	Fatu Auau
	Charles C. Oh	Maged Fayez Dakdouk
Hackensack	Gary Roest	David L. Vander Hart
	Joseph Yosug Chung	Kenneth E. Verbrugge
Hamilton	Paul Vanden Brink	Mark Vandervliet
	Kenneth F. Benjamins	Henry Brouwer
Heartland	Tom Van Engen	Brad A. Kraayenbrink
	Kenneth J. Vanderploeg	Brad Noteboom
Holland	Marvin J. Hofman	James Hekman
	John A. Byker	Bernard Luurtsema
Hudson	Rod D. Gorter	Vacant
	Joel D. Vande Werken	Natalie Beattie
Huron	Harry J. Frielink	James VanderBerg
	Ray Vander Kooij	Janet A. Ryzebol
Iakota	Bernard J. Haan Jr.	Mick Vanden Bosch
	John R. Lee	Brad Van Surksun
Illiana	Richard T. Vanderwal	Bernard (Bernie) Smit
	Heino Blaauw	Donald Dykstra
Kalamazoo	Simon A. Tuin	David J. Batts
	Ronald De Young	Ralph J. Suk
Lake Erie	Christopher B. Lanham	Vacant
	John Y. Kim	Vacant
Lake Superior	Albert Postma	Kevin Koppendrayer
	Steven A. Zwart	Hank H. Tempelman
Minnkota	Timothy J. Brown	Michael Schuller
	Roger W. Sparks	Eldon G. Bonnema
Muskegon	Robert L. Bierenga	Carol R. Spelman
	James H. Kuiper	Arie Fikse
Niagara	Christopher W. deWinter	Karen M. Gerritsma
	John Heidinga	Cornelis Van Soelen
Northcentral Iowa	Harrison F. Harnden	Dennis Hippen
	Jonathan Spronk	Daniel Lindley
Northern Illinois	Phil Covert	Scott Smits
	Jake Ritzema	Edward J. Gabrielse
Northern Michigan	Larry D. Baar	Vacant
	Wendell Davelaar	Vacant

Pacific Hanmi	Jason Jihyun Jun	Peter Chul Gui Yi
Pacific Northwest	Kyung-Hyun Cho	Peter NakYoung Ryu
	Robert Cumings	Mark Wagenaar
Quinte	Douglas Fakkema	Paul DeKoekkoek
	Kevin te Brake	Alisha L-M. Dreyer
Red Mesa	Kenneth R. Ritsema	Hans Vink
	William J. Kempkes	Ronald H. Donkersloot
Rocky Mountain	John W. Dykhuis	Vacant
	Joel Schreurs	George R. Eakin
Southeast U.S.	Allen Kleine Deters	Terry M. Gray
	Thomas R. Dykstra	Sandy Wagner
Thornapple Valley	Gerrit Besteman	Vacant
	R. Scott Greenway	David Radius
Toronto	James A. Kralt	Robert Reitsma
	Michael J. Vander Laan	Shiao Chong
Wisconsin	Nick (Cornelius) Overduin	Asha K. Soans
	Leslie J. Kuiper	Gerald (Jerry) W. Heinen
Yellowstone	Michael Winnowski	Kenneth Morris
	Mark E. Hofman	Clifton G. Sanders
Zeeland	Timothy B. Toeset	George Den Hartigh
	Tyler J. Wagenmaker	Douglas J. Riemersma
	Mark D. Neymeiyer	Donald Kloosterhouse

The roll indicates that the following delegates are absent with notice: Jose Rayas (Arizona), Sung Hak (Rick) Kim (California South), Phil DuBois (California South), Adrian J. Van Houten (Central California), and James H. Kuiper (Muskegon).

The president pro tem declares that a quorum of the membership is present and that the assembly of Synod 2012 is duly constituted.

ARTICLE 3

The executive director welcomes and individually introduces the faculty advisers who are present: Dr. Lyle D. Bierma, Dr. John Bolt, Dr. John Cooper, Rev. Alvern Gelder, Dr. John M. Rottman, Rev. Kathleen S. Smith, and Rev. Richard E. Sytsma.

The executive director welcomes and individually introduces to synod the ethnic advisers who are present: Rev. Gianni Gracia, Pastor Jeffrey Hough, Rev. Roger Ryu, Mrs. Sue Silversmith, Pastor Angela Taylor Perry.

The executive director welcomes and individually introduces to synod the young adult representatives who are present: Mr. Timothy Dykstra, Mr. Travis Greene, Mr. David Groen, Mr. John Kloosterman, Ms. Jennifer McIntyre, Mr. Cedric Parcels, and Ms. Kyla Smits.

The executive director, on behalf of synod, welcomes fraternal delegates who are present: Pastor Romelus St. Yves, Église Chrétienne Réformée d'Haiti (CRC of Haiti); Rev. Cornelis Janse van Rensburg, Dutch Reformed Church in South Africa; and Rev. Motlalentwa Godfrey Betha, Uniting Reformed Church in Southern Africa.

ARTICLE 4

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

President: Rev. Dr. Leslie J. Kuiper
Vice President: Rev. Bruce A. Persenaire
First Clerk: Rev. Thea N. Leunk
Second Clerk: Mr. Martin Bosveld

ARTICLE 5

Rev. Klingenberg welcomes the officers to the podium and congratulates them.

Rev. Dr. Leslie J. Kuiper expresses the appreciation of synod to Rev. Klingenberg for his participation in the opening of synod.

On behalf of himself and the other officers, Rev. Dr. Leslie J. Kuiper 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 coordinator, Redeemer University 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 2012 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). “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 general secretary of synod.
- B. *Visitor privileges*
1. Visitors are at liberty to make audio recordings of the public proceedings of synod provided they do so unobtrusively (i.e., in no way inhibiting or disturbing 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 2012:

Committee 1—Synodical Services I – Polity Matters

Chair: Marvin J. Hofman; **reporter:** Michael Winnowski; **ministers:** Larry D. Baar, John P. Douma, Ryan Faber, Eduardo A. Gonzalez, Jack Kooreman, Brian D. Kuyper, L. Bryce Mensink, John Pasma, Grant W. Vander Hoek; **elders:** Gordon J. Dekoekkoek, George R. Eakin, Daniel Lindley, Douglas J. Riemersma, James Simpson, Asha K. Soans, David Vander Hart, Mark Vandervliet, Mark Wagenaar, Carl Wiersum; **adviser:** Alvern Gelder; **young adult representative:** John Kloosterman.

Committee 2—Synodical Services II – Program Matters

Chair: John A. Byker; **reporter:** William G. Vis; **ministers:** Gerritt Besteman, Ronald De Young, John W. Dykhuis, D. Vance Hays, William S. Johnson, Phillip S. Leo, Joel W. Renkema, Andrew P. Turkstra, Ray Vander Kooij; **elders:** Maged Fayez Dakdouk, Carolyn Dieleman, Phil Du Bois, Norm Groot, Rodney Hugen, Donald Kloosterhouse, Robert Reitsma, Carol R. Spelman, Hans Vink, Peter Chul Gui Yi; **young adult representative:** Jennifer McIntyre.

Committee 3—Education and Candidacy

Chair: Terry L. Genzink; **reporter:** Jonathan L. Huizenga; **ministers:** Robert Cumings, Rod D. Gorter, Craig L. Hoekema, S. George Koopmans, Thea N. Leunk, Mark D. Neymeiyer, Charles Oh, Kevin te Brake, Kenneth J. Vanderploeg; **elders:** Eldon G. Bonnema, Henry Brouwer, Titus Davis, Marvin D. Goodyk, James H. Mather, Rebecca J. Nicholes, Dale H. Poel, Jose Rayas, Lee Van Drunen, Brad Van Surksun; **advisers:** Angela Taylor Perry, John M. Rottman; **young adult representative:** Kyla Smits.

Committee 4—Publications and Faith Formation

Chair: R. Scott Greenway; **reporter:** Sarah H. Cook; **ministers:** David Cheung, Mark Hofman, Timothy L. Holwerda, Jose F. Munoz, Albert Postma, Jake Ritzema, Roger W. Sparks, Jonathan Spronk, Derek Van Dalen; **elders:** Shiao Chong, Donald Dykstra, Karen M. Gerritsma, Terry M. Gray,

Brad Noteboom, Janet A. Ryzebol, Gordon Van't Bosch, Sandy Wagner, James E. Warden; **advisers:** Gianni Gracia, John Bolt; **young adult representative:** David Groen.

Committee 5—Mission and Ministry

Chair: Jacob Van de Hoef; **reporter:** Kenneth F. Benjamins; **ministers:** Timothy J. Brown, Kyung-Hyun Cho, Phil Covert, Wendell Davelaar, Anthony R. DeKorte, Bernard J. Haan, Jr., G. Duane Nieuwsma, Merwin E. Rylaarsdam, Joel Vande Werken; **elders:** David J. Batts, George Den Hartigh, Arie Fikse, Wilma Knoll, Ken Schaaf, Bernard Smit, Cornelis Van Soelen, Kenneth E. Verbrugge; **advisers:** Sue Silversmith, Richard E. Sytsma; **young adult representative:** Timothy Dykstra.

Committee 6—Financial Matters

Chair: Tom Van Engen; **reporter:** Tyler Wagenmaker; **ministers:** Heino Blaauw, Joseph Yo Sug Chung, Leslie Kuiper, Christopher Lanham, Kenneth R. Ritsema, Paul Vanden Brink; **elders:** Natalie S. Beattie, Martin Bosveld, Paul Dekoekkoek, Sheryl L. Engbers, Ryan M. Goding, Scott Kamper, Kevin Koppendrayner, Bernard Luurtsema, Calvin C. Offereins, Scott Smits, Bill Van Delft, Harry Visser.

Committee 7—Interdenominational Matters

Chair: John A. Ooms; **reporter:** Lee Hollaar; **ministers:** Thomas R. Dykstra, Sung Hak (Rick) Kim, Allen Kleine Deters, James H. Kuiper, John R. Lee, Robert J. Loerts, Paul O. Sausser, Simon A. Tuin, Steven A. Zwart; **elders:** Fatu Auau, Ronald H. Donkersloot, Alisha L-M. Dreyer, James Hekman, Eleanor Lamsma, Joel Pel, David Radius, Peter NakYoung Ryu; **advisers:** Jeffrey Hough, Lyle D. Bierma; **young adult representative:** Travis Greene.

Committee 8—Church Order and Appeals

Chair: Colin Vander Ploeg; **reporter:** Timothy B. Toeset; **ministers:** Douglas Fakkema, John Heidinga, John Y. Kim, James C. Kirk, James A. Kralt, Bruce A. Persenaire, Michael J. Vander Laan, Richard T. Vanderwal, Harold A. Winter; **elders:** J. Calvin Bruinsma, Jenny Douma, Edward J. Gabrielse, Gerald W. Heinen, Dennis Hippen, Dirk D. Jasperse, Linda Naranjo-Huebl, Ralph J. Suk, James VanderBerg; **advisers:** Roger Ryu, Kathleen S. Smith.

Committee 9—Creation Stewardship

Chair: Nick C. Overduin; **reporter:** Lawrence Hoogerhyde, Sr.; **ministers:** Robert L. Bierenga, Christopher W. deWinter, Harry J. Frielink, Harrison F. Harnden, Jason Jihyun Jun, William J. Kempkes, John M. Ouwinga, Gary Roest, Joel Schreurs; **elders:** Brad A. Kraayenbrink, Kenneth Morris, Ken Piers, Clifton G. Sanders, Michael Schuller, Hank H. Tempelman, Mick Vanden Bosch, Carl L. Vande Pol; **adviser:** John Cooper; **young adult representative:** Cedric Parcels.

Recommendation: That synod adopt the report of the Program Committee, including membership on the advisory committees for Synod 2012.

—Adopted

ARTICLE 11

The president of synod, Rev. Dr. Leslie J. Kuiper, leads in closing prayer. Synod adjourns at 12:05 p.m. Synod will reconvene Friday at 7:00 p.m.

FRIDAY EVENING, June 8, 2012
Second Session

ARTICLE 12

Delegates and the Young Adult Summit participants meet in joint session at Meadowlands Fellowship CRC. They open with singing “Blessed Be Your Name” and “Jesus Paid It All.” Rev. Joel R. Boot, executive director, addresses the group on “The State of the Church in Changing Times.” He shares that the ground is shaking under us and many things are changing. This is a critical time in which we should look to the God who upholds us. We need to make the best of *this* time. The Lord of hosts is with us, and we should not forget this. Rev. Boot leads in prayer.

Rev. Mark Hilbelink, lead pastor of Sunrise Community CRC, Austin, Texas, and a member of the Young Adult Leadership Team (YALT), highlights differences between the younger and older generations. Young adults, especially those in the Millennial group, want to see the Christian Reformed Church grow and be rekindled. They want to trade in a heart of fear for a heart of hope. Young adults want to do ministry with the church. Rev. Hilbelink leads in prayer.

The young adults and delegates break into small groups to discuss the speeches. The service ends with singing “My God Is Mighty to Save.”

The evening session adjourns at 8:50 p.m.

SATURDAY MORNING, June 9, 2012
Third Session

ARTICLE 13

Rev. Len Vander Zee leads the call to worship, and delegates sing “Holy God, We Praise Your Name.” Delegates read responsively a liturgy and sing “Lord, I Lift Your Name on High.” Delegates read a responsive prayer and sing “Bless the Lord,” “Holy, Holy, Holy, Lord God Almighty,” and “Open the Eyes of My Heart,” concluding with the refrain of “Santo, Santo, Santo, Mi Corazon.”

Rev. Vander Zee reads from Acts 2:38, and Rev. Angela Taylor Perry shares reflections on being “One in the Spirit of Pentecost.” We must repent and yield to the power of Christ so that we can be changed. The worship service closes with delegates singing “Amen, We Praise Your Name, O Lord.”

The roll indicates that all delegates are present. Jose Rayas (Arizona), Sung Hak (Rick) Kim (California South), Phil DuBois (California South), Adrian J. Van Houten (Central California), and James H. Kuiper (Muskegon) rise to show their assent with the Forms of Unity.

ARTICLE 14

The officers of synod announce the following appointments:

Worship Planning Committee:

Elder delegate Mr. Fatu Auau
Rev. Joyce Borger (Hymnal
Committee)

Elder delegate Mrs. Karen M.
Gerritsma
Ethnic adviser Pastor Angela
Taylor Perry

Sergeant at Arms:

Elder delegate Mr. Kenneth E.
VerBrugge

Minutes Review Committee:

Elder delegate Mrs. Eleanor
Lamsma
Elder delegate Mr. Donald
Dykstra

Testimonial Banquet Committee:

Elder delegate Mrs. Jenny Douma
Elder delegate Mr. Rodney Hugen
Rev. Richard Vanderwal

Hospitality Committee:

Rev. Bruce G. Adema
Dr. Peter Borgdorff
Rev. Sheila Holmes
Dr. William T. Koopmans
Mrs. Grace Miedema
Mrs. Katherine Vandergrift
Rev. William C. Veenstra

ARTICLE 15

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 Board of Trustees (BOT), agencies, educational institutions, standing committees, and study committees of synod contained within the reports to Synod 2012:

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. Jimmy Tai-On Lin, interim director
3. Calvin College – Mr. Scott A. Spoelhof, chair of the board; Ms. Michelle VanDyke, vice-chair of the board; Mr. Roger Brummel, secretary of the board; and Dr. Gaylen J. Byker, 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 – Mr. James Jones, board president; and Rev. Moses Chung, director
6. Christian Reformed World Missions – Rev. Joseph Kamphuis, president of World Missions-U.S.A. board; Rev. Edward Jager, president of World Missions-Canada board; and Dr. Gary J. Bekker, director
7. Christian Reformed World Relief Committee – Mr. Paul Wassink, president of CRWRC-U.S.; Mr. Dennis Jurjens, president of CRWRC-Canada;

Mr. Andrew Ryskamp, director of CRWRC-U.S.; and Ms. Ida Kaastra-Mutoigo, director of CRWRC-Canada

8. Christian Reformed Church Loan Fund, Inc., U.S. – members of the board of directors
9. Faith Alive Christian Resources –
For the board: Rev. Pieter Pereboom, president; and Mr. Mark Rice, director

For *The Banner*: Rev. Robert De Moor, editor in chief

For the Editorial Department: Rev. Leonard Vander Zee, director; and Rev. Joyce Borger, worship editor
10. 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
11. Candidacy Committee – Rev. David R. Koll, director of candidacy; and Dr. Albert Wolters, member of the Candidacy Committee
12. Ecumenical and Interfaith Relations Committee – Dr. William T. Koopmans, chair; Rev. Joel R. Boot; and Dr. Peter Borgdorff
13. Historical Committee – Dr. Richard H. Harms, CRC archivist
14. Creation Stewardship Task Force – Dr. Calvin B. De Witt, chair; and Dr. Thomas Ackerman, member of the task force
15. Faith Formation Committee – Dr. Howard Vanderwell, secretary; Dr. Syd Hielema; and other members of the committee
16. Form of Subscription Revision Committee II – Rev. James C. Dekker, chair; Rev. Michael Borgert, reporter; and Rev. Mark A. Davies, committee member
17. Task Force Reviewing Structure and Culture – Rev. Joel R. Boot, chair; and Rev. Julius T. Medenblik, reporter
18. Judicial Code Committee – Mr. Christian Meyer, chair; Mr. William Kort; and Dr. Leslie Kuiper, members of the committee

—*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 2011:

1. That synod approve two offerings for Calvin Theological Seminary (the Facing Your Future program and Distance Education) (*Agenda*, p. 104).
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. 115).

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. 129).
4. That synod commend the work of mercy carried on by CRWRC and urge the churches to take at least four offerings per year in lieu of ministry-share support (*Agenda*, p. 141).

—Adopted

ARTICLE 16

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 2012* 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 17

The president introduces Rev. John Terpstra, president of the Board of Trustees, who addresses synod on the work of the Board of Trustees of the CRCNA over the past year. He gives thanks for the executive director and the work that he is doing. We have a world-class organization that gives great help to our churches. We should go out to serve with the focus, passion, and vision that our Lord is calling us to.

ARTICLE 18

The deputy executive director, Rev. Peter Borgdorff, welcomes fraternal delegates who have arrived: Dr. M.A. Mutavhatsindi and Prof. T.C. Rabali, Reformed Churches in South Africa – Soutpansberg Synod.

ARTICLE 19

The morning session is adjourned at 9:20 a.m. so that delegates can work in advisory committees. Rev. Bernard J. Haan, Jr., leads in closing prayer.

MONDAY MORNING, June 11, 2012

Fourth Session

ARTICLE 20

Ms. Claudia Corte leads a responsive call to worship, and delegates sing “All People That on Earth Do Dwell.” Delegates respond with the Lord’s Day responsive reading and sing “I Depend upon Your Faithfulness.” Delegates pray responsively and sing “Take, O Take Me.” The prayer is followed with the singing of “In Christ Alone” and “The Solid Rock.” Rev. David L. Cheung shares reflections on “Thy Kingdom Come, Thy Will Be Done on

Earth as It Is in Heaven” from Matthew 6:10. The delegates sing in response “Your Will Be Done on Earth.”

The roll indicates that all delegates are present.

ARTICLE 21

Deputy executive director Rev. Peter Borgdorff welcomes Professor Dries du Plooy and Rev. Risimati Hobyane from the Reformed Churches in South Africa – Potchefstroom Synod.

ARTICLE 22

Advisory Committee 1, Synodical Services I, Rev. Michael Winnowski reporting, presents the following:

I. Board of Trustees

A. *Materials*

1. Board of Trustees Report (sections I; II, A, 1-12, 14, 16; B, introductory paragraphs including Appendix A), pp. 19-40
2. Board of Trustees Supplement (sections I, A-I), 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, 1 and BOT Supplement), as well as to the agency and institution boards as needed.
—Adopted
2. That synod accept the invitation of Roosevelt Park CRC in Grand Rapids, Michigan, as the convening church of Synod 2013, and that synod be held on the campus of Calvin College (II, A, 8, a).
—Adopted
3. That synod approve the following meeting schedule for Synod 2013:
Convene at 9:00 a.m. on Friday, June 7, and adjourn no later than Friday, June 14, 2013 (II, A, 8, b).

Grounds:

- a. Due to special circumstances, Synod 2011 convened on a Friday due to sharing of the new wireless system with the Reformed Church in America (RCA), and Synod 2012 will convene on a Friday rather than on the traditional Saturday convening date due to the need to ship the wireless system to the RCA in time for their General Synod.
- b. Convening on a Friday provides a natural break with a day of “rest” falling between the scheduled two days of advisory committee meetings and the start-up of full plenary sessions.
- c. It provides adequate time for deliberations rather than feeling rushed to complete business prior to the weekend.
- d. The majority of the Program Committee (officers of Synod 2011) are in favor of continuing a Friday start date.

—Adopted

4. That synod accept the invitation from the Reformed Church in America to hold simultaneous meetings of Synod 2014 of the Christian Reformed Church and General Synod 2014 of the Reformed Church in America in Pella, Iowa, on the campus of Central College, including one or more joint sessions (II, A, 9).

Grounds:

- a. A precedent for such an arrangement was set by a joint session of the CRC and RCA synodical delegates during Synod 2011.
- b. This is consistent with the Ecumenical Charter of the Christian Reformed Church, which envisions that we will “celebrate the extent to which unity is already visible” with other churches, and which also envisions that we, through “ever deeper conversion to Christ,” will participate in “the reconciliation of churches now separated, and the healing of wounds and memories of the past” (*Ecumenical Charter*, II, A, 1, 3).
- c. This is consistent with recent cooperative efforts between the CRC and the RCA on various levels (congregational, classical, and denominational).

—Adopted

5. That synod ratify the following revision to the Board of Trustees of the CRCNA Bylaw II, B, 13 (II, A, 11):

The Board shall . . . ratify the appointments of senior denominational staff whose service and performance falls within the oversight responsibility of the Board of Trustees, and whose appointments are not subject to synodical ratification. A list of specific positions is maintained by the Board of Trustees and included in the Board Reference Manual.

Grounds:

- a. Senior staff within an agency of the CRCNA that is served by a governing board and that formerly were ratified by the Board of Trustees can be ratified by their respective boards.
- b. The positions listed are appointed by the administration (with the participation of appropriate advisory committees and/or search committees and other senior personnel) and presented to the Board of Trustees of the CRCNA or its executive committee for ratification of appointment.

—Adopted

6. That synod adopt the revised Model Articles of Incorporation and Bylaw for Churches within Canada as presented (Appendix A) and instruct the ED to reflect the changes in the Church Order Supplement, Article 32-d, sections B and D (BOT Supplement section I, I).

—Adopted

II. Historical Committee

- A. *Materials*: Historical Committee Report, pp. 258-65
- B. *Privilege of the floor*: Dr. Richard H. Harms

C. Recommendations

1. The committee asks that synod remind the classes that Synod 1912 instructed that all records from discontinued ministries be sent to the Archives. Given the recent request for records from ministries closed for a number of years, we ask that all congregations search their files for such material and send these to the archives. This will certainly reduce the amount of material some local churches are storing unnecessarily. Archives staff will organize and sort the material to ensure that materials with legal or historical significance are preserved. Our shipping address is Archives, Calvin College, 1855 Knollcrest Circle SE, Grand Rapids, MI 49546-4402. Our email address is crcarchives@calvin.edu; our telephone number is 616-526-6313; and our fax number is 616-526-7689.

—Adopted

2. The committee requests that synod encourage the 39 classes whose 178 member churches more than ten years old have not had their minutes duplicated to contact the Archives to have this done.

—Adopted

III. Sermons for Reading Services Committee

A. *Materials*: Sermons for Reading Services Report, p. 266

B. *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. Response to Overtures 1 and 2: Approve the Transfer of the Cerritos WooRi CRC, Artesia, California, from Classis Greater Los Angeles to Classis Pacific Hanmi

A. *Materials*: Overture 1, p. 465, Overture 2, pp. 465-66

B. *Recommendation*

1. That synod approve the Transfer of the Cerritos WooRi CRC, Artesia, California, from Classis Greater Los Angeles to Classis Pacific Hanmi.

Grounds:

- a. Cerritos WooRi CRC has requested this action.
- b. The two classes involved have overtured synod to approve this transfer.
- c. The motivations for this request are well reasoned and positive.

—Adopted

2. That this be synod's response to Overtures 1 and 2.

—Adopted

(The report of Advisory Committee 1 is continued in Article 63.)

ARTICLE 23

Advisory Committee 6, Financial Matters, Rev. Tyler Wagenmaker reporting, presents the following:

I. Board of Trustees

A. *Materials*

1. Board of Trustees Report (section II, C), including Appendix C, pp. 34-35; 45-76
2. Board of Trustees Supplement (section II, B), 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 C).

—Adopted

2. That synod receive the agencies and institutional unified budget as information and approve a ministry share of \$326.26 for calendar year 2013 (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 2013 (BOT Supplement section II, B, 4).
- c. That synod sustain the appeals of Providence Christian College and Hunting Park Christian Academy to remain on the list of nondenominational agencies.

Grounds:

- a) Providence Christian College reported in the spring a potential merger with Covenant College of Lookout Mountain, Georgia. At the May 3, 2012, Providence Christian College board meeting, the merger was not approved. While Dr. J. Derek Halvorson, current president at Providence Christian College, will assume the presidency of Covenant College on July 1, 2012, an interim president will be named by the board of Providence Christian College in June 2012.
- b) Hunting Park Christian Academy has provided the required documents that were previously unavailable to the BOT.

—Adopted

- d. That synod accept the following new requests for inclusion on the list of accredited nondenominational agencies (BOT Supplement section II, B, 5):

United States

1) Ascending Leaders

Ascending Leaders creates and sells leadership formation materials and provides leadership training and coaching. They also facilitate and/or lead one-hour talks, partial-day workshops, and multi-day retreats on various topics of leadership development.

United States and Canada

2) World Communion of Reformed Churches (WCRC)

The World Communion of Reformed Churches (WCRC) resulted from a unification of the member churches of the Reformed Eumenical Council and the World Alliance of Reformed Churches. The WCRC is a communion of churches that

- fosters church unity and interfaith dialogue.
- helps churches act for social and economic rights.
- facilitates mission renewal and empowerment.

—Adopted

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

—Adopted

II. Pensions and Insurance

A. *Materials*: Pensions and Insurance Report, pp. 182-87

B. *Privilege of the floor*: Mr. John H. Bolt, director of finance and administration, and members of the Canadian Board and U.S. Board

C. *Recommendation*

That synod designate up to 100 percent of a minister's early or normal retirement pension or disability pension for 2013 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

(The report of Advisory Committee 6 is continued in Article 34.)

ARTICLE 24

Advisory Committee 3, Candidacy and Education, Rev. Jonathan L. Huizenga reporting, presents the following:

I. Calvin College

A. *Materials*

1. Calvin College Report, including Appendix, pp. 88-99
2. Calvin College Supplement (sections I-III)

B. *Privilege of the floor*: The chair of the board, Mr. Scott A. Spoelhof; vice-chair of the board, Ms. Michelle VanDyke; secretary of the board, Mr. Roger Brummel; and the president of the college, Dr. Gaylen J. Byker

C. *Recommendations*

1. That following a successful interview, synod ratify the appointment of Dr. Michael K. Le Roy as the tenth president of Calvin College.

—Adopted

2. That synod appoint Rev. Jonathan L. Huizenga to interview Dr. Le Roy for 30 minutes, and that Jon Huizenga, delegates, advisers, and young adult representatives of synod be permitted to ask questions for 20 minutes after the main interview.

—Adopted

3. That synod ratify the following reappointments with tenure (*italics indicate promotion to that rank*):

- a. Albert J. Boerema, Ph.D., *professor of education*
- b. Crystal N. Bruxvoort, Ph.D., *associate professor of chemistry and science education*
- c. Robert H. Eames, M.B.A., *professor of business*
- d. Tiffany J. Engle, D.M.A., *associate professor of music*
- e. Brian Fuller, M.F.A., *associate professor of communication arts and sciences*
- f. Lewis S. Klatt, Ph.D., *associate professor of English*
- g. Robert P. Schoone-Jongen, Ph.D., *associate professor of history*
- h. Anding Shen, Ph.D., *associate professor of biology*
- i. Timothy H. Steele, Ph.D., *associate professor of music*
- j. Jennifer J. VanAntwerp, Ph.D., *professor of engineering*
- k. Elizabeth Van Arragon, Ph.D., *associate professor of art*
- l. Joel H. Westra, Ph.D., *associate professor of political science*

—Adopted

4. That synod recognize the following individuals for service to Calvin College and the Christian Reformed Church by conferring on them the titles presented here:

- a. Henry Aay, Ph.D., Frederik Meijer Chair in Dutch Language and Culture, professor of geography and environmental studies, emeritus
- b. Daniel H. Bays, Ph.D., Director of the Asian Studies Program, professor of history, emeritus
- c. Gaylen J. Byker, Ph.D., president, emeritus
- d. Irene Konyndyk, M.A., assistant professor of French, emerita
- e. Olga H. Leder, M.Ed., assistant professor of Spanish, emerita
- f. Michael J. Page, Ph.D., professor of communication arts and sciences, emeritus
- g. Delvin L. Ratzsch, Ph.D., professor of philosophy, emeritus
- h. Corwin E. Smidt, Ph.D., Paul Henry Chair in Christianity and Politics, professor of political science, emeritus
- i. John P. Tiemstra, Ph.D., professor of economics, emeritus
- j. Uko Zylstra, Ph.D., professor of biology, emeritus

—Adopted

5. That synod ratify the following faculty reappointments:

- a. Todd V. Cioffi, Ph.D., assistant professor of congregational and ministry studies
- b. Souzan T. Couzens, M.S., assistant professor of nursing
- c. Kevin den Dulk, Ph.D., associate professor of political science
- d. John A. Sparks, M.S., assistant professor of kinesiology
- e. Wayne Ten Harmsel, M.Div., assistant professor of history
- f. Susan K. Verwys, Ph.D., assistant professor of education
- g. James Vanden Bosch, M.A., professor of English
- h. Ellen R. Van't Hof, M.A., associate professor of kinesiology
- i. Eric M. Washington, Ph.D., assistant professor of history

—Adopted

6. That synod ratify the following recommendations in faculty status administrative appointments:

- a. Bruce R. Berglund, Ph.D., co-director (one year), director (three years), Honors Program
- b. Kevin R. den Dulk, Ph.D., director, Paul B. Henry Institute for the Study of Christianity and Politics (three years)
- c. Herman J. DeVries, Jr., Ph.D., Frederik Meijer Chair in Dutch Languages and Culture (three years)
- d. Bruce A. Hekman, M.A., interim director, Van Lunen Center for Executive Management in Christian Schools (one year)

—Adopted

7. That synod take note that Advisory Committee 3 received an update from representatives of Calvin College on the progress of their study on “the limits of academic freedom within the bounds of confessional fidelity” which Synod 2011 asked them to submit upon completion of the study (cf. *Acts of Synod 2011*, p. 847). They indicated that they will continue their conversation with further input from other Reformed colleagues and could, if requested, have a report ready for Synod 2014. They have an interim report titled “Evolution, Human Origins, and Confessional Parameters” available on the Calvin website (<http://www.calvin.edu/admin/provost/seminars/human-origins.html>), which they encourage people to read and respond to.

—Adopted

8. That synod request Calvin College to submit to Synod 2014 a report on the study about academic freedom and the confessions referenced in the *Acts of Synod 2011* (Art. 49, D, 2; p. 847).

—Adopted

II. Calvin Theological Seminary

A. Materials

- 1. Calvin Theological Seminary Report, pp. 100-104
- 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 Synod 2012 acknowledge with gratitude to God the years of faithful service of Rev. Richard E. Sytsma, and take note that the Calvin Theological Seminary Board of Trustees has conferred on him the title of Dean of Students, emeritus, effective upon completion of his tenure as dean of students/international student advisor.

—Adopted

2. That following a successful interview, synod ratify the appointment of Dr. Michael W. Goheen as professor of missiology.

—Adopted

3. That synod appoint Rev. Rod D. Gorter and Rev. Kenneth J. Vanderploeg to interview Dr. Goheen for 30 minutes, and that delegates, advisors, and young adult representatives of synod be permitted to ask questions for 20 minutes after the main interview.

—Adopted

(The report of Advisory Committee 3 is continued in Article 30.)

ARTICLE 25

Synod enters into executive session.

Vice president Rev. Bruce A. Persenaire assumes the chair. First clerk Rev. Thea N. Leunk leads in prayer for the session.

Advisory Committee 10, Judicial Code Committee, Mr. Christian E. Meyer reporting, presents the following:

Judicial Code Committee

A. *Materials*: Judicial Code Committee report

B. *Procedural recommendations*

1. That synod enter into executive session.

—Granted

2. That synod ask all delegates with a conflict of interest to recuse themselves.

—Granted

3. That synod give the privilege of the floor to the following three spokespersons for the Judicial Code Committee (JCC): Mr. Christian Meyer, Mr. William Kort, and Rev. Dr. Leslie Kuiper (who is also a delegate to Synod 2012). Due to the matters at issue in this appeal, the JCC believes that synod would be well served in its discussions by hearing not only from Mr. Meyer, who is an American lawyer and chair of the JCC, but also from Mr. Kort, who is a Canadian lawyer, and Dr. Kuiper, who is a pastor.

—Granted

4. That synod give Mr. Meyer ten minutes to present this Report and Recommendation.

—*Granted*

5. That if Maranatha CRC, Belleville, Ontario, and/or Classis Quinte requests the opportunity to argue for or against the interpretations and applications of governing principles, such as Church Order, to the facts involved in this matter, then a single representative of Maranatha CRC and a single representative of Classis Quinte each have ten minutes to make such an argument, then absent themselves from the proceedings, and that Mr. Meyer then have a ten-minute rebuttal on behalf of the JCC.

—*Adopted*

6. That synod then enter into its own discussions about this Report and Recommendation, subject only to the right of the three spokespersons of the JCC to have precedence over every other speaker and to not be limited as to the number and length of their speeches.

—*Granted*

7. That after synod makes its decision, synod collect all copies of this Report and Recommendation from delegates and others who have received them on behalf of synod and provide them to the Executive Director of the CRCNA for destruction.

—*Granted*

C. *Background*

Article 26 of the Judicial Code provides that synod may dispose of a judicial matter in one of the following ways:

1. by deciding the matter;
2. by deferring it to one of its committees for settlement or reconciliation;
3. by remanding it with advice to the appropriate classis or council; or
4. by conducting its own hearing.

The Judicial Code Committee (JCC) recommends that Synod 2012 decide this matter. All attempts at settlement or reconciliation have failed to date (although, as of the writing of this report and recommendation, the parties report that they are still discussing settlement). It is clear from the history of antagonism between Maranatha CRC, Belleville, Ontario, and Classis Quinte that remanding this matter to Classis Quinte will not result in a resolution. And, finally, the JCC held a two-day evidentiary hearing and received into evidence and reviewed numerous exhibits (as set forth in Section 1 of the Findings of Significant Fact).

D. *Recommendations*

1. That synod sustain the appeal of Maranatha CRC, Belleville, Ontario, as to the charge against Pastor Visser that he breached confidentiality.

Ground: There was no release of confidential material because the recipient, a committee of Classis Quinte, a superior body, was subject to the same synodically adopted rules of confidentiality as Pastor Visser.

—*Adopted*

2. That synod not sustain the appeal of Maranatha CRC regarding the application of special discipline against Pastor Visser. Pastor Visser is guilty of abuse of the office of a minister of the Word and of deviating from godly conduct as set forth in the JCC report and recommendation and should be suspended for at least 90 days from the office of minister of the Word. And that synod authorize the BOT, acting in the interim of synod, to lift the suspension after the BOT has been informed in writing by the person chosen to provide this oversight that adequate oversight is in place, particularly regarding issues of confidentiality and is satisfied that such adequate oversight is in place. The matter of oversight is referenced in Recommendation 4.

Ground: Deposition is not warranted, since there was no evidence that the welfare of the congregation was at risk. Further, Pastor Visser has shown sufficient evidence of genuine repentance, which is a mitigating factor. However, his conduct was serious enough that a reprimand is not sufficient. Further, a 90-day suspension will allow the ongoing adequate independent professional oversight of the Healing Ministry set out below in Recommendation 4 to be put in place while Pastor Visser is not present. This will enable Pastor Visser, once he returns from the 90-day suspension, to serve his congregation effectively.

The above motion was discussed at length, but no decision was made.

(The report of Advisory Committee 10 is continued in Article 28.)

ARTICLE 26

The morning session adjourns at 11:45 a.m. Elder delegate Fatu Auau leads in closing prayer.

MONDAY AFTERNOON, June 11, 2012

Fifth Session

ARTICLE 27

The afternoon session convenes at 1:15 p.m. Rev. Phillip S. Leo leads in opening prayer.

ARTICLE 28

(The report of Advisory Committee 10 is continued from Article 25.)

Advisory Committee 10, Judicial Code Committee, Mr. Christian E. Meyer reporting, presents the following:

Judicial Code Committee

D. Recommendations (continued)

2. That synod not sustain the appeal of Maranatha CRC regarding the application of special discipline against Pastor Visser; that Pastor Visser be suspended for at least 90 days from the office of minister of the Word;

and that synod authorize the BOT, in the interim of synod, to reinstate Rev. Visser only after he satisfactorily sustains, under the oversight of the BOT and at the cost of the denomination, “an evaluation of readiness for ministry that focuses on professional competence and personal/emotional status” (Church Order Supplement, Article 17-a). Further, the BOT must be satisfied that the oversight called for in Recommendation 4 below is in place, particularly regarding issues of confidentiality.

Ground: Pastor Visser abused his office for inappropriate ends and/or self-interest by soliciting and/or allowing a counselee and her husband, both of whom were parishioners, to invest in companies that he and his family owned. A 90-day suspension will allow the oversight of the Healing Ministry set out in Recommendation 4 to be put in place while Pastor Visser is not present. This may enable Pastor Visser, once he returns from the 90-day suspension, to serve his congregation effectively.

—Adopted

3. That synod sustain Maranatha’s appeal regarding the three non-ordained counselors: David Botting, Juliet deWal, and Valerie Peters.

Ground: Synod does not have the authority to impose special discipline (such as a suspension) against the three non-ordained counselors in the Healing Ministry. They are not ordained; they are simply employees of council.

—Adopted

4. That synod not sustain Maranatha’s appeal regarding an independent accredited oversight of the Healing Ministry being obtained and direct council that it promptly contract for ongoing adequate independent accredited oversight of the Healing Ministry.

Ground: Council, comprised of laypersons, is not capable of such oversight. The commencement of this oversight should begin during Pastor Visser’s suspension so that there is adequate time for the person chosen to assess the Healing Ministry and implement any necessary changes. The end of Pastor Visser’s suspension is conditioned as set forth in Recommendation 2.

—Adopted

5. That synod sustain Maranatha’s appeal and reprimand Classis Quinte for violating the rights of Maranatha to due process.

Ground: When officebearers and members of the church face discipline, both natural justice and Church Order demand that they have the right to a fair and impartial hearing at which they can hear the accusations against them and respond to the accusations as more particularly provided in Church Order. Classis Quinte, and its assessment committee the CQAT and the Church Visitors, never gave Maranatha that opportunity.

—Adopted

6. That synod sustain Maranatha’s appeal and reprimand Classis Quinte for not directing the dissenting members to refrain from publicly circulating

their grievances and for cooperating with the Concerned Members in this publicity effort by giving them documents to distribute and/or put on their website.

Ground: Synod has repeatedly said that a council, and thus a classis, has the duty to admonish and deal with members who persist in functioning individually or through extra-ecclesiastical organizations in attacking the church or in fomenting divisiveness in the church. Church Order provides adequate ecclesiastical channels to seek relief for grievances such as those raised by the Concerned Members.

—*Adopted*

7. That synod, as a matter of pastoral concern, once again express its disapproval regarding members who publicly circulate grievances against other members and do not directly present grievance to the allegedly offending person or assembly and seek redress through proper ecclesiastical or, where appropriate, legal channels.

Ground: Church Order and civil law, where appropriate, both provide adequate ecclesiastical or legal channels to seek relief for grievances within which the law of love, that we each love our neighbor as ourselves, may be fulfilled.

—*Adopted*

8. That synod, as a matter of pastoral concern, consider establishing an advisory committee to recommend whether church-based counseling ministries should be regulated at the denominational level and, if so, how.

Ground: These types of ministries are proliferating within the denomination, and there is little, no, or conflicting guidance at the denominational level as to how such ministries should be operated.

—*Received as information*

9. That synod, as a matter of pastoral concern, consider establishing an advisory committee to reexamine Synod 1988's pronouncements on confidentiality.

Ground: It appears that these pronouncements are not consistent with the confidentiality rules generally used elsewhere.

—*Received as information*

ARTICLE 29

Synod returns to open session.

The vice president introduces Rev. Bruce G. Adema, director of Canadian Ministries, who addresses delegates on the history of the Christian Reformed Church in Canada. The immigrants, with their courage and sacrifice, started new churches and contributed in many positive ways to Canadian society. These positive contributions include the organization of the Council of Christian Reformed Churches in Canada, Urban Aboriginal Ministries, and the Christian Reformed Centre for Public Dialogue. The CRC in Canada is ecumenically engaged, and we see growth in reconciliation between the non-Aboriginal people and the indigenous people of Canada. The Truth and

Reconciliation Commission is well under way as we work toward a stronger and healthier future.

Following a video presentation, Rev. Adema introduces Ms. Lori Ransom, who speaks of the process and dreams of truth and reconciliation in this land.

ARTICLE 30

The president resumes the chair.

(The report of Advisory Committee 3 is continued from Article 24.)

Advisory Committee 3, Candidacy and Education, Rev. Jonathan L. Huizenga reporting, presents the following:

I. Candidacy Committee

A. Materials

1. Candidacy Committee Report, including the Appendix, pp. 209-25
2. Candidacy Committee Supplement

B. *Privilege of the floor*: Rev. David R. Koll (director of candidacy) and Dr. Albert Wolters (member of the Candidacy Committee)

C. Recommendations

1. That synod approve the following addition to Church Order Supplement, Article 23-a, and instruct the executive director to ensure the appropriate insertion into the Church Order:

Elements of a good job description include the following:

- a. A description of the functions and responsibilities that are ministerial in nature (see the first paragraph of Church Order Supplement, Article 23-a).
- b. A description of the supervision and lines of accountability for the position.
- c. Specific notation of whether preaching and/or administering the sacraments is to be included in the position.

Grounds:

- 1) Such a change will serve synodical deputies and leaders of classes and local ministries as they create and evaluate job descriptions for this office.
- 2) Such a change maintains the current and desirable spirit of flexibility in the use and administration of this office.

—Adopted

2. That synod approve a change in title from that of *ministry associate* to *com-missioned pastor*, as described in Church Order Article 23 and mentioned in other articles within the Church Order, and instruct the executive director to ensure that the appropriate editorial changes are made within the Church Order.

Grounds:

- a. Such a change will give encouragement and support to those serving in this office.
- b. Such a change will show a positive response to many who have expressed a feeling of marginalization because of the current title.
- c. Such a change is consistent with the denominational goal articulated most recently by Synod 2007 that the denomination give “more value, more use, and more support” to those serving in this office.
- d. Such a change has the serendipitous benefit of being parallel in nature to the term currently being used for persons doing similar work in the Reformed Church in America.

—*Adopted*

3. That synod take note of the various initiatives and challenges identified by the Candidacy Committee, as noted in this report, and thank them for their continuing work.

—*Adopted*

4. That synod declare the following as candidates for ministry in the Christian Reformed Church:

Aukema, Andrew J.

Bonnes, Mark A.

Boss, Kevin J.

Bosscher, David J.

Browneye, Benjamin S.

Bushnell, Jon R.

Collins, Wesley C.

DeGraaf, Julie M.

DeWitt, Michael P.

Dick, Bryan A.

Dick, Gina L.

Dieleman, Kyle J.

Douglas, J. Mark

Douma, Ken G.

Ellis, Joseph D.

Ellis, Michelle R.

Furniss, Shaun M.

Haan, Matthew A.

Hirschberg, Katherine M.

Hopkins, Nicholas D.

Hwang, Joseph

Khang, Lee

Kirkpatrick, Allan R.

Kok, Braden L.

Kornilov, Petr

Kroondyk, Jeffrey S.

Meyer, Lisa M.

Monroe, Kurt A.

Peereboom, Roelof

Plockmeyer, Kory L.

Schaafsma, Katrina M.

Snider, Alex D.

Ten Clay, David C.

Thompson, Aaron M.

Urushizaki, Hitomi

Van Gelder, Adam J.

Van Soelen, Bryan J.

Vander Woude, Kelly L.

Visser, Catlin R.

Visser, Richard W.

Walhof, Kristopher R.

Westra, Philip T.

Wood, Douglas M.

—*Adopted*

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

Glenn S. Adams

Amanda Bakale

Michael S. Boerkoel

Samuel Boldenow

Joel T. Bootsma

Aminah Al-Attas Bradford

Micah Bruxvoort
 Timothy A. De Vries
 John O. Eigege
 Joshua R. Holwerda
 Joseph Kim
 Kyle P. Kloostra
 Kenneth C. Kruithoff
 Erin Marshalek
 Sarah Meekhof Albers

Jessica J. Oosterhouse
 Benjamin J. Schaefer
 Adam Stout
 Juli Stuelpnagel
 Thyra D. VanKeeken
 Caleb J. Walcott
 Jan Anthony Westrate
 John T. Wildeboer

—Adopted

6. That synod approve the reinstatement of candidacy for Mr. Simon Ko.

—Adopted

7. That synod approve the declaration of need for those listed in Supplement section III for affiliation under Church Order Article 8.

Date	Name of applicant	Classis	Former denomination
7-20-11	Jung Ho Suh	Central Plains	Korean Presbyterian Church
8-12-11	Gak Chun Yoon	Pacific Hanmi	Korean Presbyterian Church
8-12-11	Jong Moon Choi	Pacific Hanmi	Korean Presbytery Association.
8-12-11	Seong Chul Yoon	Pacific Hanmi	Korean Presbyterian Church
8-12-11	Seong Hwan Kim	Pacific Hanmi	Korean Association of Independent Churches
8-12-11	Young Ryul Ki	Pacific Hanmi	Presbyterian Church of Korea
9-21-11	Chris Choe	Greater Los Angeles	Evangelical Church Alliance
9-21-11	Joseph Won Hyun	Greater Los Angeles	Evangelical Church Alliance
9-23-11	Sung Chil Choi	Greater Los Angeles	Korean PCA
9-23-11	Peter Jin	Greater Los Angeles	Underground Church of China
9-29-11	Tae Kim	Greater Los Angeles	Evangelical Church Alliance
9-29-11	Yun Jin Kim	California South	Korean American Presbyterian Church
10-06-11	B.J. Jun	Greater Los Angeles	Evangelical Church Alliance
11-17-11	Kwang Kyu Choi	Lake Erie	PCUSA
12-08-11	Henry Cho	Hudson	Korean Presbyterian Church USA
12-08-11	Jay Song	California South	Evangelical Church Alliance
2-07-12	David Lee	Greater Los Angeles	Evangelical Church Alliance
3-28-12	Edward Wayne Coleman	Holland	Church of God in Christ

—Adopted

II. Dordt College

A. *Materials*: Dordt College Report, p. 269

B. *Recommendation*

1. That synod receive the report of Dordt College with thanksgiving to the Lord for its work of training Christian leaders who can make decisions and plan and direct God-glorifying development in our culture.

—Adopted

2. That synod give thanks for the 16 years of Dr. Carl Zylstra's faithful service as president of Dordt College and ask God's blessing on the new presidency of Dr. Erik Hoekstra, who began his service on May 1, 2012.

—Adopted

III. Institute for Christian Studies

A. *Materials*: Institute for Christian Studies Report, pp. 270-71

B. *Recommendation*

That synod receive the report of the Institute for Christian Studies with appreciation for its strong commitment to its mission as a graduate school in preparing Christian scholars for work in non-Christian and Christian colleges and universities, and with thanksgiving for the Center for Philosophy, Religion, and Social Ethics and for its program of interfaculty colloquia.

—Adopted

IV. The King's University College

A. *Materials*: The King's University College Report, pp. 272-73

B. *Recommendation*

That synod receive the report of The King's University College with thanksgiving for continued high national ratings of student satisfaction, exciting new accreditations, and significant faculty accomplishments.

—Adopted

V. Kuyper College

A. *Materials*: Kuyper College Report, p. 274

B. *Recommendation*

That synod receive the report of Kuyper College with thanksgiving to the Lord for its seventy-two years of "Bringing God's grace into today's culture" by faithfully training students with a Reformed worldview and with appreciation for its close relationship with the Christian Reformed Church and Calvin Theological Seminary through the "Accelerated Pre-Seminary" studies program.

—Adopted

VI. Redeemer University College

A. *Materials*: Redeemer University College Report, pp. 275-76

B. *Recommendation*

That synod receive the report of Redeemer University College with thanksgiving to the Lord for its commitment to academic excellence and to the development and nurture of students in their spiritual formation—to help them form a biblical, Christ-centered worldview.

—Adopted

VII. Trinity Christian College

A. *Materials*: Trinity Christian College Report, p. 277

B. *Recommendation*

That synod receive the report of Trinity Christian College and join in offering thanks to God for the new opportunities he is bringing through a number of new educational programs. That synod also note with joy and

gratitude our Lord's provision of generous financial support, as well as a new Athletics and Recreational Complex.

—Adopted

VIII. Timothy Leadership Training Institute

A. *Materials*: Timothy Leadership Training Institute Report, p. 284

B. *Recommendation*

That synod receive the report of the Timothy Leadership Training Institute with deep appreciation for the training resources provided to church leaders in over fifty countries and the extension of this ministry beyond Africa for use in leadership development in North America.

—Adopted

(The report of Advisory Committee 3 is continued in Article 38.)

ARTICLE 31

Advisory Committee 5, Missions and Ministry, Rev. Kenneth F. Benjamins reporting, presents the following:

I. Board of Trustees

A. *Materials*

1. Board of Trustees Report (section II, B, 5-6), p. 34
2. Board of Trustees Supplement (sections I, K-M)

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 request of CRWRC to be permitted to submit single nominees to fill at-large board membership positions (II, B, 6).

Grounds:

- a. Members at-large are recruited for specific expertise and/or geographic location and, therefore, are very person-specific.
- b. The process of finding two nominees with similar qualifications and/or time availability is very time-consuming.
- c. Recruiting qualified people who then are notified months later that their service is not needed reflects negatively on the agency and on synod itself.

—Adopted

2. That synod ratify the appointment of Rev. Kurt D. Selles as the director of Back to God Ministries International and invite Rev. Selles to bring greetings to the assembly Tuesday morning (BOT Supplement section I, K).

—Adopted

3. That synod take note of the Board's endorsement of the following proposed new name for CRWRC: "World Renew: Living Justice/Loving Mercy/Serving Christ" (BOT Supplement section I, M).

—Adopted

II. Back to God Ministries International

A. *Materials*: Back to God Ministries International Report, pp. 79-87

B. *Privilege of the floor*: Rev. Bruce Persenaire, president; and Rev. Jimmy Tai-On Lin, interim director of Back to God Ministries International

C. *Recommendations*

1. That synod note with sadness the passing of Dr. Robert C. Heerspink and that synod thank God in prayer for his effective and visionary leadership to Back to God Ministries International.

—Adopted

Rev. Benjamins offers a prayer for BTGMI and for Mrs. Edie Heerspink and family.

2. That synod recognize with appreciation the work of Rev. Jimmy Tai-On Lin and staff during a difficult time of transition following the passing of Dr. Robert C. Heerspink.

—Adopted

3. That synod commend BTGMI, giving thanks for its work in ten different languages, praising God for 17 million responses to their work via email, text messages, and other means.

—Adopted

III. Christian Reformed World Missions

A. *Materials*: Christian Reformed World Missions Report, pp. 120-29

B. *Privilege of the floor*: the president of Christian Reformed World Missions-Canada, Rev. Edward Jager; the president of Christian Reformed World Missions-U.S.A., Rev. Joseph Kamphuis; and the director of Christian Reformed World Missions, Dr. Gary J. Bekker

C. *Observations*

The committee met with Dr. Gary Bekker, Mr. Al Karsten, Mr. Joel Hogan, Mr. Steven Kabetu, and Rev. Joseph Kamphuis, who together described the ongoing work of World Missions. It was noted with excitement that the Spirit has moved more than 11,500 people to commit their lives to Christ. We rejoice that 160 new worship communities were established in the past year!

D. *Recommendation*

That synod commend Christian Reformed World Missions for its diligent work of bringing the gospel to all nations.

—Adopted

IV. Partners Worldwide

A. *Materials*: Christian Reformed Partners Worldwide Report, p. 283

B. *Recommendation*

That synod commend Partners Worldwide, giving thanks as they equip 20 business owners to lead the way to create 100,000 jobs in Haiti by 2020, and as they equip nearly 17,000 business owners and entrepreneurs worldwide

to use their businesses in Christ's transformation of lives and his restoration of all things.

—*Adopted*

V. Dynamic Youth Ministries

A. Calvinist Cadet Corps

1. Materials: Calvinist Cadet Corps Report, p. 278

2. Recommendation

That synod commend the ministry of the Calvinist Cadet Corps, giving thanks that the International Camporee (in Reed City, Michigan) was again a success, that they are developing new opportunities for mentoring boys in North America, and that this ministry also continues to be strengthened in Kenya.

—*Adopted*

B. GEMS Girls' Clubs

1. Materials: GEMS Girls' Clubs Report, pp. 278-79

2. Recommendation

That synod commend the ministry of GEMS Girls' Clubs and give thanks for several blessings: the 924 clubs in which girls experience the love of Christ, the launch of a new international website, a renewed emphasis on prayer, and the anticipated opening in 2012 of the Esther School in Zambia.

—*Adopted*

C. Youth Unlimited

1. Materials: Youth Unlimited Report, pp. 279-80

2. Recommendation

That synod commend the ministry of Youth Unlimited, giving thanks for their work in mobilizing 120 churches to send 1,717 youth to show the love of Christ through Serve, and for the new partnership begun with Redeemer University College in creating a youth ministry certificate.

—*Adopted*

(The report of Advisory Committee 5 is continued in Article 33.)

ARTICLE 32

The president invites Dr. Erik Hoekstra, the new president of Dordt College to share a few words with the delegates.

ARTICLE 33

(The report of Advisory Committee 5 is continued from Article 31.)

Advisory Committee 5, Missions and Ministry, Rev. Kenneth F. Benjamins reporting, presents the following:

Christian Reformed Home Missions

A. *Materials*: Christian Reformed Home Missions Report, including Appendix, pp. 105-19

B. *Privilege of the floor*: Mr. James Jones, board president, and Rev. Moses Chung, Home Missions director

C. *Observations*

Advisory Committee 5 met with Mr. James Jones, Rev. Adrian G. Van Giessen, Mr. James Vanderlaan, Mr. Jamie Vanderberg, and Rev. Moses Chung, who together outlined the ongoing work of Home Missions in the planting of new churches, campus ministries, and mission-focused congregations and stressed the importance of prayer.

D. *Recommendation*

That synod commend Christian Reformed Home Missions for its faithful leadership to the CRC in its task of bringing the gospel to the people of North America, drawing them into fellowship with Christ and his church.

—Adopted

(The report of Advisory Committee 5 is continued in Article 43.)

ARTICLE 34

(The report of Advisory Committee 6 is continued from Article 23.)

Advisory Committee 6, Financial Matters, Rev. Tyler Wagenmaker reporting, presents the following:

Response to Overture 8: Initiate an Independent Review of the CRCNA Ministers' Pension Program

A. *Materials*: Overture 8, pp. 484-86

B. *Recommendation*

That synod not accede to Overture 8.

Grounds:

1. Our covenantal understanding of the life of the church supports the current defined-benefit pension plan design.
2. The work that the overture requests has in part already been completed by the CRC Pension Board in response to a request from Synod 2005 (cf. brochure *Retirement Plans for Ministers: A Strategic Plan*, Jan. 14, 2005). In addition, the extensive reviews done during Synod 2011 to address immediate funding changes also considered numerous plan design changes. To take on a new study at this time would incur an additional unnecessary expense.
3. Transitioning from the current defined-benefit pension plan to a new defined-contribution retirement plan (e.g., 401k) would be cost-prohibitive to congregations as they meet current pension obligations in addition to providing funding for their own ministers' personal defined-contribution plan.

4. While there are some individuals whose careers are very fluid, that is a very small minority of the total pastoral population. For those ministers vested in the denominational pension plan (full vestment takes place after two years of full-time ministry), this pension will remain theirs, whether they retire from ministry in the CRC or for various other reasons.
5. We have reviewed the benefits provided by the plan. We have concluded that the benefits provided by the plan adequately address the concerns in the overture regarding the benefits being flexible and equitable. The actions of Synod 2011 have ensured that the benefit plan will be sustainable.
6. A minister's retirement plan typically includes government provided retirement programs and employer provided retirement programs. We encourage ministers to take advantage of opportunities to establish and manage their own personal retirement/savings plan in addition to the denomination's defined benefit pension plan and a government provided retirement program.

—Adopted

ARTICLE 35

Advisory Committee 8, Church Order and Appeals, Rev. Timothy B. Toeset reporting, presents the following:

I. Response to Overture 50: Address the Process of Shared Supervision in Church Order Article 13-b

A. *Materials*: Overture 50, pp. 575-76

B. *Comments*

In response to the requests noted in the background to the overture, the advisory committee spent time in prayer for Rev. and Mrs. Dykstra, Ivanrest CRC, and the leadership of the CRCNA.

C. *Recommendation*

That synod not accede to the overture but encourage congregations, institutions, and agencies to conscientiously follow the guidelines of Church Order Article 13-b and its supplement.

Ground: The overture does not present synod with specific changes to Article 13-b and its supplement to act upon.

—Adopted

II. Response to Overture 51: Amend Church Order Article 17

A. *Materials*: Overture 51, pp. 576-78

B. *Recommendation*

That synod not accede to the overture.

Ground: Article 17-a already allows for release from the local congregation for a wide variety of reasons, both positive and negative. To single out one such reason is not necessary.

—Adopted

III. Response to Overture 53: Revise the Church Order to Allow for the Formation of Union Classes with the Reformed Church in America

A. *Materials*: Overture 53, pp. 579-80

B. *Recommendation*

That synod not accede to the overture.

Ground: The overture does not present synod with specific changes to the Church Order.

—*Adopted*

IV. Response to Overture 54: Amend Church Order Article 47

A. *Materials*: Overture 54, pp. 580-83

B. *Recommendation*

That synod not accede to the overture.

Ground: The following grounds that synod cited for its decision in 1996 regarding a similar overture continue to apply:

1. This overture denies the deliberative character of broader assemblies.
2. The overture ignores the fact that Christ's authority is exercised by the elders through the broader assemblies by the way of delegation.
3. The adoption and/or revision of the creeds, Church Order, and so forth properly belong to synod, the arena for the broadest possible deliberative and decision-making processes.

—*Adopted*

(The report of Advisory Committee 8 is continued in Article 53.)

ARTICLE 36

Elder delegate Wilma Knoll (Grand Rapids East) leads in closing prayer.

MONDAY EVENING, June 11, 2012

Sixth Session

ARTICLE 37

Elder delegate Dr. Linda Naranjo-Huebl leads in opening prayer.

ARTICLE 38

(The report of Advisory Committee 3 is continued from Article 30.)

Dr. Michael K. Le Roy, nominee for appointment to the position of president of Calvin College, is introduced by Rev. R. Scott Greenway and is interviewed by Rev. Jonathan Huizenga. Synod proceeds according to the adopted procedure for the interview. Following the completed interview, the following motion is presented:

That synod ratify the appointment of Dr. Michael K. Le Roy as the tenth president of Calvin College.

—*Adopted*

ARTICLE 39

Dr. Michael W. Goheen, nominee for appointment to the part-time position of professor of missiology at Calvin Theological Seminary, is interviewed by Rev. Rod D. Gorter and Rev. Kenneth J. Vanderploeg. Synod proceeds according to the adopted procedure and, following the completed interview, the following motion is presented:

That synod ratify the appointment of Dr. Michael W. Goheen to the position of professor of missiology at Calvin Theological Seminary.

—*Adopted*

(The report of Advisory Committee 3 is continued in Article 51.)

ARTICLE 40

Dr. Peter Borgdorff, deputy executive director, introduces fraternal delegates Rev. Takashi Yoshida and Rev. Yasuyoshi Kawasaki from the Reformed Church in Japan.

ARTICLE 41

The evening session is adjourned at 9:10 p.m. Pastor Kyung-Hyun Cho leads in closing prayer.

TUESDAY MORNING, June 12, 2012

Seventh Session

ARTICLE 42

Ms. Karen Gerritsma leads the call to worship, and delegates sing “Here I Am to Worship.” Delegates respond with a Lord’s Day responsive reading and sing “Be Thou My Vision.” Delegates then offer a responsive prayer (Ps. 127) and sing “Unless the Lord Builds the House.” Rev. Joel D. Vande Werken reads from Exodus 16:10-18, and delegates sing “Nearer, Still Nearer” and “Jesus, Draw Me Ever Nearer.” Rev. Vande Werken shares reflections on the Lord providing our daily bread—as God provided for his people in the wilderness, so God provides for each of us day by day. Delegates respond and sing “His Eye Is on the Sparrow” and “Our Father, Lord of Heaven and Earth.” Following the benediction delegates sing “We Receive Your Blessing.”

Roll call indicates that all delegates are present.

ARTICLE 43

(The report of Advisory Committee 5 is continued from Article 33.)

Advisory Committee 5, Missions and Ministry, Rev. Kenneth F. Benjamins reporting, presents the following:

Christian Reformed World Relief Committee

A. *Materials*

1. Christian Reformed World Relief Committee Report, pp. 130-41
2. Christian Reformed World Relief Committee Supplement

B. Privilege of the floor: Mr. Paul Wassink, president of CRWRC-U.S.; Mr. Dennis Jurjens, president of CRWRC-Canada; Mr. Andrew Ryskamp, director of CRWRC-U.S.; and Ms. Ida Kaastra-Mutoigo, director of CRWRC-Canada

C. Observations

The CRWRC board met in February 2011 to reflect on its strategic plan for the next few years. One of the outcomes of this meeting was a suggestion to change the name of CRWRC in order to more accurately reflect the multi-faceted work of CRWRC and to facilitate the formation of partnerships with Christian churches and agencies outside the CRC.

In the beginning of 2012 the board decided to propose the change of name from Christian Reformed World Relief Committee to World Renew. It should be clear that the proposed change in no way alters the following:

- The agency will maintain the values, structure, governance policies, and operations of a denominational agency of the CRC, practicing and promoting a Reformed theology and worldview.
- The ministry will be Christ-centered, with the goal of bringing God's love and hope to those affected by injustice, poverty, or disaster.
- The agency will continue to develop ministry partnerships to facilitate its mission—with both Christian Reformed Churches and other denominations and agencies.

CRWRC understands that the change of a name is no small thing and realizes the need in this process for attention to the pace of change and communicating a clear rationale. It has already found that initial opposition to a change can be converted to eager support with prayer and careful communication.

D. Recommendations

1. That synod take time to praise God in celebration of CRWRC's fifty years of ministry. From 1962-2012 CRWRC has been coming alongside communities in need to share God's love and create long-term solutions to poverty. In addition, that synod recognize CRWRC's Disaster Response Services and the many volunteers who have put the love of Christ into action in serving communities affected by disasters during the past forty years.

—*Granted*

2. That synod approve the change in the agency name from Christian Reformed World Relief Committee to World Renew (Supplement, section II).



Grounds:

- a. The proposed name incorporates a Reformed worldview in identifying God's intention to renew the world (see Rev. 21:5: "I am making everything new").
- b. The holistic ministry of this agency is more accurately described by the word *renew* than by the word *relief*.
- c. The proposed name removes the word *relief*, which can be an insensitive term. It also removes the word *committee*, since that term does not adequately identify the current structure.
- d. The proposed name broadens the appeal of the agency to people or organizations unaffiliated with the CRC. It also removes barriers to work in international settings and with other organizations and with an increasingly diverse volunteer and supporting constituency base. This name change proposal is in line with efforts to intentionally remove real or perceived barriers to working with organizations (such as the World Communion of Reformed Churches and the Reformed Church in America) with which the CRC is exploring and developing strategic ministry affiliations and relationships.

—*Adopted*

The following negative votes are registered: Rev. Tyler J. Wagenmaker (Zeeland) and Rev. Mark D. Neymeiyer (Zeeland).

ARTICLE 44

Rev. Bruce A. Persenaire, president of the Back to God Ministries International board, recognizes and gives thanks to the staff of Back to God Ministries International. Rev. Bruce A. Persenaire introduces Dr. Kurt Selles, newly appointed director of Back to God Ministries International. Dr. Selles presents greetings to the delegates.

ARTICLE 45

Advisory Committee 2, Synodical Services II, Rev. William G. Vis reporting, presents the following:

Specialized Ministries of the Christian Reformed Church

A. Chaplaincy and Care Ministry

1. Materials: Chaplaincy and Care Ministry Report, pp. 188-91
2. Recommendations
 - a. That synod urge parents, CRC youth, and education ministries in our churches to encourage our young people to prayerfully consider a wide range of ministry options, including chaplaincy ministries and other specialized Christian vocations.
 - b. That synod urge churches to pray regularly for chaplains who walk daily with those in crisis situations, have significant influence in secular institutions, and serve in difficult and sometimes dangerous situations—especially those who are separated from home and family by military deployment.

- c. That synod urge churches and classes to welcome chaplains at their regular meetings (some classes have appointed a “chaplain of the day” for each meeting) and to explore with them how to use their training and gifts to benefit the care ministries of the local church.
- d. That synod remind chaplains’ calling churches that they are obligated to complete a Covenant of Joint Supervision with their chaplain and with the Office of Chaplaincy and Care Ministry and that these covenants are to be reviewed and re-signed every five years.

—Adopted

B. *Committee for Contact with the Government*

- 1. Materials: Committee for Contact with the Government Report, pp. 191-92
- 2. Recommendation

That synod commend the work of the Committee for Contact with the Government (operating in Canada as the Christian Reformed Centre for Public Dialogue) in its pursuit of peace and justice in society, particularly in its pursuit of reconciliation with and justice for Aboriginal people in Canada, developing quality education opportunities for First Nation children, pursuing just policies for refugees, and calling for civility in political discourse.

—Adopted

C. *Disability Concerns*

- 1. Materials: Disability Concerns Report, pp. 192-95
- 2. Recommendations
 - a. That synod encourage Christian Reformed churches, classes, and educational institutions to sponsor events to celebrate Disability Week from October 15-21, 2012.

Grounds:

- 1) 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).
- 2) This date coincides with the denominational schedule for offerings, which assigns the third Sunday in October to Disability Concerns.
- 3) 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

- b. That synod note with gratitude Disability Concerns' Thirtieth Anniversary of faithful service to the CRC, and thank the people who have been involved as staff and volunteers for their dedication to helping churches become healthier communities that intentionally seek to welcome, include, and be engaged by persons with disabilities and their families.

—Granted

D. Pastor-Church Relations

- 1. Materials: Pastor-Church Relations Report, pp. 195-98
- 2. Recommendations
 - a. That synod commend the work of the Office of Pastor-Church Relations as it works with pastors, staff, congregations, and councils to create healthy relationships, taking special notice of the expanding and valuable ministry of the special transitional minister.
 - b. That synod instruct the Board of Trustees to develop ways in which the Office of Pastor-Church Relations or others, such as church visitors and regional pastors, can become involved more quickly in situations where tensions are developing within a congregation. Experience suggests that early interaction provides a possibility of healthy resolution that becomes less likely after tensions have risen to a breaking point.

—Adopted

E. Race Relations

- 1. Materials: Race Relations Report, pp. 198-99
- 2. Recommendation

That synod commend the work of the Office of Race Relations as it works in partnership with congregations, agencies, ministries, and the Reformed Church in America, focusing on awareness, advocacy, and alignment, informing and helping believers to become a diverse and unified community.

—Adopted

F. Safe Church Ministry

- 1. Materials: Safe Church Ministry Report, pp. 199-202
- 2. Recommendation
 - a. That synod commend the work of the Office of Safe Church Ministry as it seeks to educate, encourage, and lead churches in implementation and maintaining policies approved by previous synods.
 - b. That synod again remind all churches in the denomination of the importance of documenting, developing, and implementing a safe church policy and safe church team, using the many resources available from the Office of Safe Church Ministry and on its website. Awareness and prevention, if given high priority, can minimize the risk of abuse and the damage it causes.

—Adopted

G. Social Justice and Hunger Action

1. Materials: Social Justice and Hunger Action Report, pp. 202-5

2. Recommendation

That synod commend the work of the Office of Social Justice and Hunger Action in advocating for those who are poor, oppressed, and powerless, those who cannot speak for themselves, and the sanctity of life.

—*Adopted*

(The report of Advisory Committee 2 is continued in Article 50.)

ARTICLE 46

Rev. Bruce G. Adema, director of Canadian ministries, introduces Professor Dries du Plooy and Rev. Risimati Hobyane from the Reformed Churches in South Africa – Potchefstroom Synod. Professor du Plooy addresses synod. The president responds.

Dr. Peter Borgdorff, deputy executive director, introduces Professor T.C. Rabali from the Reformed Churches in South Africa – Soutpansberg Synod. Professor Rabali addresses synod. The vice president responds

Rev. Sheila Holmes, BOT member, introduces Rev. Cornelis Janse van Rensburg from the Dutch Reformed Church in South Africa. Rev. van Rensburg addresses synod. The president responds.

Dr. William Koopmans, chair of the Ecumenical and Interfaith Relations Committee, introduces Rev. Motlalentwa Godfrey Betha from the Uniting Reformed Church in Southern Africa. Rev. Betha addresses synod. The vice president responds.

ARTICLE 47

The morning session is adjourned at 11:50 a.m. Rev. John Y. Kim leads in closing prayer.

TUESDAY AFTERNOON, June 12, 2012 Eighth Session

ARTICLE 48

Young adult representative Mr. Timothy Dykstra leads in opening prayer.

ARTICLE 49

Ms. Grace Miedema, BOT representative, introduces Rev. Takashi Yoshida and Rev. Yasuyoshi Kawasaki from the Reformed Church in Japan. Rev. Yoshida addresses synod. The president responds.

Ms. Kathy Vandergrift, BOT representative, introduces Pastor Romelus St. Yves from the Église Chrétienne Réformée d’Haïti (CRC of Haïti). Pastor St. Yves addresses synod. The vice president responds.

Ms. Kathy Vandergrift, BOT representative, introduces Ms. Aileen Van Ginkel from the Evangelical Fellowship of Canada (EFC). Ms. Van Ginkel addresses synod. The president responds.

Rev. Peter Borgdorff, deputy executive director, introduces Rev. Thomas De Vries from the Reformed Church in America. Rev. De Vries addresses synod. The vice president responds.

Rev. Peter Borgdorff leads in a prayer of thanksgiving for our brothers and sisters around the world.

ARTICLE 50

(The report of Advisory Committee 2 is continued from Article 45.)

Advisory Committee 2, Synodical Services II, Rev. William G. Vis reporting, presents the following:

I. Specialized ministries of the Christian Reformed Church (continued)

Urban Aboriginal Ministries

1. Materials: Urban Aboriginal Ministries Report, p. 205
2. Recommendation

That synod commend the work of the Edmonton Native Healing Centre, the Indian Family Centre in Winnipeg, and the Indian Metis Christian Fellowship in Regina, as they provide pastoral support and encouragement in the challenges of life to First Nations people in those communities.

—Adopted

II. Response to Overture 4: Call the Denomination to Increased Effort toward Inclusivity

A. Materials: Overture 4, pp. 469-77

B. Recommendations

1. In keeping with the biblical diversity goals it has set for itself in *God's Diverse and Unified Family* (1996), that synod call the denomination to continued repentance of the personal and institutional racism and other forms of discrimination that causes separation among fellow members, excludes some from full participation in the life of our denomination, and hinders the denomination.

—Adopted

2. That synod, recognizing our failure to engage our neighbors missionally, encourage the intentional consideration by individual members, congregations, assemblies, agencies, and other ministries of the CRCNA to review material raising our understanding of racism. These include the biblical and theological principles for racial unity, as well as the recommendations adopted by Synod 1996 regarding the "Development of a Racially and Ethnically Diverse and Unified Family of God" and the recommendations adopted by Synod 2005 regarding the "Practice of Appointing Ethnic Advisers to Synod" (*Acts of Synod 2005*, pp. 748, 755-56). And that synod implement the recommendations that are still relevant in our current context.

—Adopted

3. That synod encourage the churches to use the *Facing Racism* video program in their education and small group programs.

Note: A copy of this program, created through a collaborative effort by the Office of Race Relations, Christian Reformed Home Missions, and the Christian Reformed Church Foundation, was sent to all congregations in September 2011. The sessions offer ways to challenge both personal and institutional racism, and they include, among other things, the stories and personal experiences of a variety of people, dramatic readings of Scripture, the perspective on diversity developed by the CRC in a 1996 synodical study, and pertinent portions of our denominational history.

—Adopted

The following negative vote is registered: Tom Van Engen (Heartland).

4. That synod instruct the denominational Board of Trustees to review all synodical recommendations concerning diversity and to report to each synod, making recommendations if necessary, on the denomination's progress in attaining these goals. Board of Trustees Report, section II, A, 13, informs us that a significant report will be sent to the churches this fall for consideration at Synod 2013.

—Adopted

5. That synod recognize and celebrate the reality that, while there is still much to do, there has been progress in racial reconciliation within the CRCNA.

—Adopted

6. That this constitute synod's response to Overture 4.

—Granted

III. Response to Overture 5: Take an Active Stance against Pornography

A. *Materials:* Overture 5, pp. 477-78

B. *Recommendations*

1. That synod urge each congregation to carefully and actively address the damage being done through the use of pornography and to promote a biblically healthy view of human sexuality.

—Adopted

2. That synod instruct the BOT to develop and implement a plan to assist churches in confronting pornography use within their congregations, in understanding the factors that lead to its use and the damage it causes, and in supporting healing for those who are affected by its use.

Grounds:

- a. Synod 1988 urged all of our churches to recognize that using pornographic material to arouse sexual desire is a sin, to repent of that sin, and to seek forgiveness and healing from Jesus Christ, our Lord. However, very little has been done within our congregations to bring this sin into the light.
- b. Many churches are struggling to find ways to create healing after a breakdown in ministry rather than attempting to avert any breakdown

- by actively confronting those who use pornographic material and directing them to the forgiveness and healing available in Christ Jesus.
- c. The widespread availability and use of pornographic material within our wider society creates an unbiblical view of sexuality that needs to be corrected. Internet technology has vastly expanded easy access to pornographic material.

—Adopted

3. That synod instruct the BOT that the plan to be implemented include preparing and distributing a list of available resource materials with respect to pornography and its effects to further equip clergy, councils, and laity to promote confession and healing within their congregations. Faith Alive Christian Resources has recently published a book on the subject, *Just One Click*.

—Adopted

4. That synod take note of “Shore to Shore with a Roar”—a motorcycle rally across North America during the summer of 2014 designed to raise awareness of the damage pornography is causing within our churches and communities.

—Adopted

5. That this constitute synod’s response to Overture 5.

—Granted

IV. Response to Overture 6: Instruct the Board of Trustees and Agencies of the CRCNA to Refrain from Addressing and Making Pronouncements on Issues That Lie Outside of the Mission of the Church as Institution

A. *Materials*: Overture 6, pp. 479-81

B. *Recommendation*

That synod not accede to Overture 6.

Grounds: While recognizing that the concerns expressed in this overture have also been expressed by others, it is unwise to give instruction to the BOT and agencies without clarity of definition. There is currently no clear understanding about what areas fall within or outside the mission and competence of the church as institution.

—Adopted

(The report of Advisory Committee 2 is continued in Article 77.)

ARTICLE 51

(The report of Advisory Committee 3 is continued from Article 39.)

The president of synod welcomes the candidates to Synod 2012. Rev. David Koll, director of candidacy, introduces the 2012 candidates for ministry of the Word. (Names in **bold** print indicate those present at Synod 2012 in Ancaster, Ont.; names in *italics* indicate those gathered at the denominational building in Grand Rapids, Mich.; names in regular type indicate those who may be watching on live feed.)

Andrew J. Aukema

Mark A. Bonnes

Kevin J. Boss

David J. Bosscher

Jon R. Bushnell

Benjamin Scott Browneye

Wesley C. Collins

Julie M. DeGraaf

Michael P. DeWitt

Bryan A. Dick

Gina L. Dick

Kyle J. Dieleman

J. Mark Douglass

Ken G. Douma

Joseph D. Ellis

Michelle R. Ellis

Shaun M. Furniss

Matthew A. Haan

Katherine M. Hirschberg

Nicholas D. Hopkins

Joseph Hwang

Lee Khang

Allan R. Kirkpatrick

Braden L. Kok

Hitomi Urushizaki Kornilov

Pëtr Kornilov

Jeffrey S. Kroondyk

Lisa M. Meyer

Kurt A. Monroe

Roelof Peereboom

Kory L. Plokmeyer

Katrina M. Schaafsma

Alex D. Snider

David C. Ten Clay

Aaron M. Thompson

Kelly L. VanderWoude

Adam J. Van Gelder

Bryan J. VanSoelen

Catlin R. Visser

Richard W. Visser

Kristopher R. Walhof

Phillip T. Westra

Douglas M. Wood

Rev. Julius T. Medenblik, Calvin Theological Seminary president, addresses the candidates and delegates. Candidates and delegates sing “Spirit Song” and respond with a litany of celebration and dedication led by Dr. Al Wolters, retiring member of the Candidacy Committee and retired faculty at Redeemer University College. Delegates offer prayers of blessing for the candidates. Following prayer, the candidates and delegates sing “Go, My Children, with My Blessing.”

ARTICLE 52

Rev. Julius T. Medenblik, president of Calvin Theological Seminary (CTS), reflects on God’s faithfulness to CTS for over 135 years—we celebrate all that CTS, through the staff, students, and faculty, are doing. “Called to Serve” is the theme for students, faculty, and staff. The seminary is committed to providing Reformed theological education for the church by training and forming pastors and leaders.

Following a video and PowerPoint presentation, Rev. Peter Choi, director of distance education, and Rev. Richard Sytsma, dean of students/international student advisor at CTS, address the delegates. The president of synod responds.

ARTICLE 53

(The report of Advisory Committee 5 is continued from Article 35.)

Advisory Committee 8, Church Order and Appeals, Rev. Timothy B. Toeset reporting, presents the following:

Form of Subscription Revision Committee II

A. *Materials*

1. Form of Subscription Revision Committee II Report, pp. 448-61
2. Overtures 9-14, 62.
3. Calvin College Supplement (section IV; Recommendation G)

B. *Privilege of the floor*: Rev. James C. Dekker, chair; Rev. Michael Borgert, reporter; and Rev. Mark A. Davies, committee member

C. *Observations*

The advisory committee held conversations with members of the Form of Subscription Revision Committee II. The results of the conversations have led to the presentation of the following revised document. Representatives of the study committee have expressed agreement with these recommendations. The revisions were made in response to Synod 2011's request to address certain concerns. The Form of Subscription Revision Committee II has rescinded its request for time for a presentation to synod.

D. *Recommendations*

1. That synod adopt the following Covenant for Officebearers in the Christian Reformed Church and commend it to the churches as a means to encourage ongoing, vital engagement of officebearers with the ecumenical creeds and Reformed confessions:

Covenant for Officebearers in the Christian Reformed Church

We, [the undersigned], believe the Old and New Testaments to be the inspired Word of God, which proclaims the good news of God's creation and redemption through Jesus Christ. Acknowledging the authority of God's Word, we submit to it in all matters of life and faith.

We affirm three creeds—the Apostles' Creed, the Nicene Creed, and the Athanasian Creed—as ecumenical expressions of the Christian faith. In doing so, we confess our faith in unity with followers of Jesus Christ throughout all ages and among all nations.

We also affirm three confessions—the Belgic Confession, the Heidelberg Catechism, and the Canons of Dort—as historic Reformed expressions of the Christian faith, whose doctrines fully agree with the Word of God. These confessions continue to define the way we understand Scripture, direct the way we live in response to the gospel, and locate us within the larger body of Christ.

Grateful for these expressions of faith, we promise to be formed and governed by them. We heartily believe and will promote and defend their doctrines faithfully, conforming our preaching, teaching, writing, serving, and living to them.

Along with these historic creeds and confessions, we also recognize the witness of *Our World Belongs to God: A Contemporary*

Testimony as a current Reformed expression of the Christian faith that forms and guides us in our present context.

We also promise to present or receive confessional difficulties in a spirit of love and fellowship with our brothers and sisters as together we seek a fuller understanding of the gospel. Should we come to believe that a teaching in the confessional documents is not the teaching of God's Word, we will communicate our views to the church, according to the procedures prescribed by the Church Order and its supplements. If the church asks, we will give a full explanation of our views. Further, we promise to submit to the church's judgment and authority.

We honor this covenant for the well-being of the church to the glory of God the Father, Son, and Holy Spirit.

—Adopted

2. That synod adopt the following changes to Church Order Articles 5 and 83 and Church Order Supplement, Article 5 to reflect the adoption of the Covenant for Officebearers in the Christian Reformed Church.

Article 5

All officebearers, on occasions stipulated by council, classical, and synodical regulations, shall signify their agreement with the doctrine of the church by signing the Covenant for Officebearers.

—Cf. Supplement, Article 5

Supplement, Article 5

[The text of the Covenant for Officebearers will be inserted here.]

Guidelines and Regulations re Gravamina

Synod declares that gravamina fall into at least two basic types:

1. *A confessional-difficulty gravamen*: a gravamen in which a subscriber expresses personal difficulty with the confession but does not call for a revision of the confessions, and
 2. *A confessional-revision gravamen*: a gravamen in which a subscriber makes a specific recommendation for revision of the confessions.
- A. Guidelines as to the meaning of affirming the confessions by means of the Covenant for Officebearers:
1. The person signing the Covenant for Officebearers affirms without reservation all the doctrines contained in the standards of the church as being doctrines that are taught in the Word of God.
 2. The signatory does not by affirming the confessions declare that these doctrines are all stated in the best possible manner, or that the standards of our church cover all that the Scriptures teach on the matters confessed. Nor does

the signatory declare that every teaching of the Scriptures is set forth in our confessions, or that every heresy is rejected and refuted by them.

3. A signatory is bound only to those doctrines that are confessed, and is not bound to the references, allusions, and remarks that are incidental to the formulation of these doctrines, nor to the theological deductions that some may draw from the doctrines set forth in the confessions. However, no one is free to decide for oneself or for the church what is and what is not a doctrine confessed in the standards. In the event that such a question should arise, the decision of the assemblies of the church shall be sought and acquiesced in.

B. Regulations concerning the procedure to be followed in the submission of a confessional-difficulty gravamen:

1. Ministers (whether missionaries, professors, or others not serving congregations as pastors), elders, or deacons shall submit their “difficulties” to their councils for examination and judgment. Should a council decide that it is not able to judge the gravamen submitted to it, it shall submit the matter to classis for examination and judgment. If the classis, after examination, judges that it is unable to decide the matter, it may submit it to synod, in accordance with the principles of Church Order Article 28-b.
2. In all instances of confessional-difficulty gravamina, the matter shall not be open for discussion by the whole church, since this type of gravamen is a personal request for information and/or clarification of the confession. Hence this type of gravamen should be dealt with pastorally and personally by the assembly addressed.

C. Regulations concerning the procedure to be followed in the submission of a confessional-revision gravamen:

1. The basic assumption of the church in requiring affirmation of the Covenant for Officebearers is that the doctrines contained in the confessions of the church fully agree with the Word of God. The burden of proof, therefore, rests upon the signatory who calls upon the church to justify or revise its confessions.
2. Ministers (including missionaries, professors, or others not serving congregations as pastors), elders, or deacons shall submit their gravamina calling for revision of the confessions to their councils for examination and judgment. Should the council decide that it is not able to judge the gravamen submitted to it, it shall submit the matter to classis for examination and judgment. If the classis, after examination, judges that it is unable to decide the matter,

classis may submit it to synod, in accordance with the principles of Church Order Article 28-b.

3. If the gravamen is adopted by the council and the classis as its own, it becomes an overture to the broader assemblies, and therefore it is open for discussion in the whole church.
4. If the gravamen is rejected by the classis, it may be appealed to synod; and when the constituted synod declares the matter to be legally before it for action, all the signers of the Covenant for Officebearers shall be free to discuss it together with the whole church until adjudicated by synod.
5. Since the subscriber has the right of appeal from the judgment of a council to classis and from classis to synod, the mere fact that the matter is being appealed shall not be a reason for suspending or otherwise disciplining an officebearer, provided other provisions of the Church Order are observed.
6. A revision of the confessions shall not be adopted by synod until the whole church membership has had adequate opportunity to consider it.

Article 83

Special discipline shall be applied to officebearers if they violate the Covenant for Officebearers, are guilty of neglect or abuse of office, or in any way seriously deviate from sound doctrine and godly conduct.

—Adopted

3. That synod dismiss the committee with deep gratitude for the heartfelt gift to the denomination, reflecting their ardent love for the church and its confessions.

—Adopted

4. That synod declare this to be its response to Overtures 9-14 and 62, and to Recommendation G in the Calvin College Supplemental Report.

—Adopted

(The report of Advisory Committee 8 is continued in Article 59.)

ARTICLE 54

The afternoon session is adjourned at 5:00 p.m. Mrs. Susie Silversmith (ethnic adviser) leads in closing prayer.

TUESDAY EVENING, June 12, 2012
Ninth Session

ARTICLE 55

Ethnic adviser Pastor Jeffrey Hough leads in opening prayer.

ARTICLE 56

Advisory Committee 7, Interdenominational Matters, Dr. Lee Hollaar reporting, presents the following:

Ecumenical and Interfaith Relations Committee

A. Materials

1. Ecumenical and Interfaith Relations Committee Report, including Appendices A-B, pp. 226-57
2. Overtures 15-49, pp. 490-575
3. Overture 61, Agenda Supplement
4. Christian Reformed World Relief Committee Supplement (section I; Recommendation A)
5. Communications 1-3, pp. 595-97

B. Privilege of the Floor: Dr. William T. Koopmans, chair; Dr. Peter Borgdorff, ecumenical officer; and Rev. Joel R. Boot, ecumenical officer

C. Background

The Belhar Confession has engendered vigorous debate about the nature of confessions and the nature of our ministry in the world. We affirm the debate as a sign of a healthy denomination that continues to engage our Reformed confessional identity 400 years after the three forms of unity were adopted. We also wish to express gratitude to the Uniting Reformed Church of Southern Africa for the gift of this document as an excellent call to unity, justice, and reconciliation.

The three central themes of the Belhar Confession—namely, unity, justice, and reconciliation—have deep biblical resonance for us as Reformed Christians. They also provide us a historic opportunity to stand in solidarity with the voices of the Global South, holding us accountable and bearing witness to our commitment to the visible unity of the church. Yet, as the CRCNA has collectively studied the Belhar, a number of issues arose concerning its fittingness as a confession, some ambiguity of language, and concerns regarding its application in our particular North American context.

As a committee, we considered a range of options that would honor the biblical centrality of the themes of the Belhar Confession while giving weight to the objections raised by the overtures and a lack of clarity over the definition and nature of a confession.

Following the reading of the advisory committee report and recommendations, the following statement of qualified acquiescence is read by Dr. William T. Koopmans on behalf of himself and Dr. Peter Borgdorff:

Statement of Qualified Acquiescence

As representatives of the EIRC, we wish to be active partners in a discussion and decision that will attain the most unified possible expression of appreciation for the Belhar Confession.

It is our desire to advance the discussion of how to adopt the Belhar in a manner that will not polarize the denomination on the divergent opinions that are represented in the various overtures that have been received on this matter.

Though we were entrusted with the responsibility to represent the recommendation of the Synod of 2009 “to adopt the Belhar Confession [as a fourth confession]” (*Acts of Synod 2009*, p. 607; see p. 604), we acquiesce in the recommendation of Advisory Committee 7 to adopt the Belhar Confession in a new category of Ecumenical Faith Declaration.

We qualify our acquiescence with the following understanding:

1. That, in the event that delegates of synod would move and second the tabling of the recommendation of Advisory Committee 7, for the purpose of considering Recommendation E of the EIRC report (*Agenda for Synod 2012*, p. 233), such a motion would be ruled by the chair of synod to be in order.
2. That, if a motion to consider Recommendation E of the EIRC report is supported by a majority of the assembly, it would be open for discussion and decision by synod with the participation of the undersigned designated EIRC representatives.

Synod returns to the address of the recommendations of the advisory committee.

D. Recommendations

1. That synod express its gratitude to Dr. William T. Koopmans and Ms. Anne Zaki for serving the cause of ecumenicity for the CRC.
—*Adopted*
2. That synod express its gratitude to the Uniting Reformed Church in Southern Africa for the gift of the Belhar Confession to the CRCNA and the worldwide Reformed community as a significant call to unity, justice, and reconciliation.
—*Adopted*
3. That synod authorize a formal category called “Ecumenical Faith Declarations” (EFD).
 - a. This category identifies declarations and statements of faith that speak to global realities and uniquely enable the CRCNA to formally state its commitment to and live out key biblical principles.
 - b. 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.
—*Adopted*
4. That after Synod 2012 the formal adoption of an Ecumenical Faith Declaration require the recommendation of the EIRC to synod for approval.
—*Adopted*

5. That synod adopt the Belhar Confession and its accompanying documents (the Accompanying Letter from the Uniting Reformed Church of Southern Africa and the joint statement of the RCA and CRC) as an Ecumenical Faith Declaration and recommend it to the churches for study and for incorporation of its themes into their discipling and liturgical ministries.

Grounds:

- a. The central themes of unity, justice, and reconciliation in the Belhar Confession reflect biblical teaching and are consistent with the historic Reformed confessions.
- b. The Belhar Confession addresses important issues that are also pertinent to the CRCNA's own history and context in North America.
- c. The three-year discussion of the Belhar Confession revealed a lack of consensus in support of adopting the Belhar Confession as a fourth confession on par with the historic confessions adopted by the CRCNA.
- d. The three-year discussion of the Belhar Confession revealed substantial support for the Belhar Confession to have an official status.

—*Adopted*

6. That synod appoint a study committee to explore and define “confession” and the role of confessions in the CRCNA context as it applies to the standards of unity of the CRCNA and report to Synod 2015.

Ground: Further study of the nature of confessions is needed, given the fact that, although the adopted confessions of the CRCNA are approximately 400 years old and the CRCNA has never augmented the Three Forms of Unity by adoption of additional confessions, the significant discussion regarding the Belhar Confession has raised urgent questions about the propriety of and guidelines for the adoption of additional confessional documents.

—*Defeated*

7. That synod declare this to be its answer to Overtures 15-49 and 61.

—*Adopted*

ARTICLE 57

The evening session is adjourned at 10:25 p.m. Rev. Joel W. Renkema leads in closing prayer.

WEDNESDAY MORNING, June 13, 2012

Tenth Session

ARTICLE 58

Rev. Gordon Pols leads in the call to worship, and delegates sing “Oh, How I Love Jesus.” Mr. Fatu Auau leads in the Lord’s Day responsive reading, and delegates sing “Koinonia,” “Lord, Have Mercy,” and “Abana in Heaven.” Rev. Pols and Mr. Auau lead in a responsive service of confession, and delegates sing “Forgive Us, Lord.” Rev. Pols and Mr. Auau read Psalm

51, and delegates sing “Amazing Grace” and “My Chains Are Gone.” Following the benediction, delegates sing “God of Grace and God of Glory.”

The vice president assumes the chair.

The roll indicates that all delegates are present.

ARTICLE 59

(The report of Advisory Committee 8 is continued from Article 53.)

Advisory Committee 8, Church Order and Appeals, Rev. Timothy B. Toeset reporting, presents the following:

I. Response to Overture 52: Revise Church Order Article 40-c

A. *Materials:* Overture 52, p. 579

B. *Recommendation*

That synod insert the word *ordinarily* in Church Order Article 40-c so it will read: “ordinarily the same person shall not preside twice in succession.”

Grounds:

1. There is no scriptural warrant for limiting the term of presiding officers.
2. This will allow each classis to judge what is most beneficial for the local churches in different times, places, and circumstances.
3. This honors the principle of Church Order Article 85.

—Adopted

II. Response to Personal Appeal 2

A. *Materials:* Personal Appeal 2: Mr. T.M. Gray and Rev. Z. Vandenberg

B. *Recommendation*

That synod sustain the appeal of Mr. Gray and Rev. Vandenberg regarding Classis Rocky Mountain’s decision on March 7, 2012, to rule their appeal to classis out of order and that synod instruct Classis Rocky Mountain to adjudicate the original appeal at the classical level.

Ground: The appeal was properly before classis on the basis of Church Order Article 30-a.

—Adopted

III. Response to Personal Appeal 1

A. *Materials:* Personal Appeal 1: Mr. A.J. Veltkamp

B. *Recommendation*

That synod not sustain the appeal of Mr. A.J. Veltkamp.

Ground: There are insufficient grounds to warrant the reversal of the decision of Classis Red Mesa in January 2012, denying reinstatement of the honor and title of minister of the Word for Mr. Veltkamp.

—Adopted

Rev. Timothy B. Toeset offers a prayer for healing and peace in the decision made.

ARTICLE 60

Dr. William T. Koopmans and Dr. Peter Borgdorff receive the appreciation of synod for the work they have done in educating the churches about the Belhar Confession.

ARTICLE 61

Dr. Gaylen Byker, retiring Calvin College president, addresses synod, sharing reflections of his years as president. The vice president responds.

ARTICLE 62

Advisory Committee 4, Publications and Faith Formation, Mrs. Sarah H. Cook reporting, presents the following:

I. Faith Alive Christian Resources

A. *Materials:* Faith Alive Christian Resources Report, including Appendix, pp. 145-81

B. *Privilege of the floor:*

For the board

Rev. Pieter Pereboom, president

Mr. Mark Rice, director

For *The Banner*

Rev. Robert De Moor, editor in chief

For the Editorial Department

Rev. Leonard Vander Zee, director

For the Worship Department

Rev. Joyce Borger, worship editor

C. *Recommendations*

1. That synod endorse *Lift Up Your Hearts: Psalms, Hymns, and Spiritual Songs*, scheduled for release in June 2013, for use in the Christian Reformed churches (see section II, B, 3, b, and Appendix).

Grounds:

- a. Synod 2007 approved the development of a bi-denominational hymnbook, now titled *Lift Up Your Hearts: Psalms, Hymns, and Spiritual Songs*, to be compiled in cooperation with the Reformed Church in America (*Acts of Synod 2007*, pp. 579-80).
- b. The editorial committee, made up of equal membership from the CRC and RCA, is now close to finalizing the list of songs and hymns for this book. The appendix to this report provides the list of songs recommended by the committee as of February 15, 2012. (Additional information and updates in the process are available at www.liftupyourheartshymnal.org.)

- c. Precursor songbooks to *Lift Up Your Hearts*—namely, *Contemporary Songs for Worship* (2008), *Hymns for Worship* (2010), and *Global Songs for Worship* (2010)—have been developed by Faith Alive with the Calvin Institute of Christian Worship and have been well received by CRC and RCA churches and the wider hymnal audience. Many of the songs in these collections will be included in *Lift Up Your Hearts*.
 - d. A sampler including the song list to date, an outline of the hymnal, and forty songs was made available to the churches in early 2012 for their consideration, inviting engagement in the review process.
—*Adopted*
2. That synod take note that, even though the advisory committee did not review the individual songs, the advisory committee recommended endorsement of *Lift Up Your Hearts*, based on the work of Faith Alive to date.
—*Granted*

II. Board of Trustees

A. *Materials*: Board of Trustees Supplement, section I, J

B. *Background*

In fall 2011, the editor-in-chief of Faith Alive Christian Resources announced his intended retirement, effective March 2012. Due to mounting financial challenges, the Faith Alive Christian Resources board approved leaving the editor-in-chief position vacant through the fiscal year ending June 30, 2013, or until Faith Alive's financial situation improves—whichever may come first.

The editor-in-chief position is a critical leadership role for Faith Alive. While Rev. Leonard Vander Zee (former editor-in-chief) is filling the part-time position of theological editor in the interim, the long-term plan is for the editor-in-chief position to be filled as soon as financially feasible.

C. *Recommendation*

That synod grant the BOT power to act to appoint and, on synod's behalf, ratify the appointment of a new editor-in-chief of Faith Alive Christian Resources if a candidate is identified prior to Synod 2013.

Grounds:

1. The timing of the search for the editor-in-chief position may not coincide with the synodical calendar.
2. This request is in keeping with acceptable procedure and is allowed within the bylaws of the Board of Trustees of the CRCNA, which require it to approve the appointment of Faith Alive's editor-in-chief and submit the candidate to synod for ratification (Bylaw II, B, 12, e).

—*Adopted*

III. Friendship Ministries

A. *Materials*: Friendship Ministries Report, pp. 281-82

B. *Recommendation*

That synod receive this report with appreciation and heartily recommend this ministry to the churches. We give thanks for this vital ministry that touches many lives, both in North America and around the world. We are especially grateful for Friendship Ministries in providing resources for people with intellectual disabilities to be baptized and make public profession of faith.

—*Granted*

IV. Faith Formation Committee

A. *Materials*: Faith Formation Committee Report, including Appendices A-B, pp. 412-47

B. *Privilege of the floor*: Dr. Howard Vanderwell, secretary; Dr. Syd Hielema; and other members of the committee who may be present

C. *Recommendations*

1. That synod restore the following as the second sentence of Church Order Article 59-b as proposed to Synod 2011 by the Faith Formation Committee: "This public profession of faith includes a commitment to the creeds and confessions of the Christian Reformed Church."

Grounds:

- a. The second sentence was intended to maintain the provision of the pre-2011 Church Order that read as follows (Art. 59-b): "Confessing members who have reached the age of eighteen and who have made a commitment to the creeds of the Christian Reformed Church and the responsibilities of adult membership in the church shall be accorded the full rights and privileges of such membership."
- b. The matter of a commitment to the creeds and confessions made at the time of a public profession has been specifically included in the Church Order since the sixteenth century.
- c. Churches of the Reformation have always insisted on a mature membership. Those who become "confessing members" not only profess their personal faith but embrace the faith of the church as expressed in its creeds and confessions.
- d. An embracing of the faith of the church as expressed in its creeds and confessions is a major goal of congregational efforts in discipleship and faith formation. That goal should be clearly stated in the Church Order article (Art. 59) on profession of faith under the subtitle "Worship Services," just as it is also clearly stated in Article 63-b under the subtitle "Faith Nurture": "Each church shall instruct the youth in the Scriptures and in the creeds and confessions of the church, especially the Heidelberg Catechism."
- e. Representatives of the Faith Formation Committee were advised by the officers of Synod 2011 not to present a motion to rescind to Synod 2011 but, instead, to bring a new proposal to Synod 2012. At

the time of that advice, the officers were aware of the synodical rule that “rescinding applies to decisions taken by the synod in session” and “does not apply to decisions taken by previous synods,” and of the rule that “a succeeding synod may alter the stand of a previous synod” and that in that case “the most recent decision invalidates all previous decisions in conflict with it.”

- f. The Faith Formation Committee was able to recommend that Synod 2011 adopt the revisions of articles of the Church Order instead of merely proposing them because it met the November 1 deadline to give churches and classes prior opportunity to respond (see Supplement, Article 47). The amendment made from the floor to delete the second sentence of proposed Article 59-b obviously did not meet the deadline for prior opportunity and should therefore be eligible for reconsideration by Synod 2012.

—Adopted

2. That synod request congregations to assess the forms for baptism and profession of faith as found in Appendix B and respond to the Faith Formation Committee about the advisability of presenting them to Synod 2013 for approval as “synodically approved forms.”

Grounds:

- a. These forms are consistent with scriptural teaching about the sacraments and with the Reformed confessions.
- b. The attached 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 how to celebrate profession of faith and baptism in the same service.
- c. Strengthening the pool of explicitly approved synodical forms is valuable both for congregations that only use the exact text of approved forms and those that more freely adapt them.
- d. Any synodical action on proposed liturgical forms should happen only after the churches have had sufficient time to review them.
- e. Approving these forms developed by the RCA would further strengthen organic unity and collaboration with our sister denomination.

—Adopted

(The report of Advisory Committee 4 is continued in Article 67.)

ARTICLE 63

(The report of Advisory Committee 1 is continued from Article 22.)

Advisory Committee 1, Synodical Services I, Rev. Michael Winnowski reporting, presents the following:

Ministerial retirements

A. Information: Synod has received notice of the following ministerial retirements:

Minister	Classis	Effective date
B. Bernard Bakker	Quinte	February 1, 2012
Norman F. Brown	Hudson	January 13, 2012
W. Keith Bulthuis	Red Mesa	January 31, 2012
Sung Ho Chung	Hudson	April 15, 2012
Andrew De Jong	Grand Rapids North	May 31, 2012
Henry De Moor, Jr.	Grand Rapids East	December 31, 2011
Ronald D. De Young	Zeeland	October 31, 2011
Gerard L. Dykstra	Grandville	November 1, 2011
Paul R. Hoekstra	Greater Los Angeles	April 29, 2012
Richard C. Koopmans	B.C. North-West	December 31, 2012
Leslie J. Kuiper	Wisconsin	July 9, 2012
Clayton Libolt	Lake Erie	December 4, 2011
Stanley Mast	Grand Rapids East	June 10, 2012
L. Bryce Mensink	Chicago South	September 2, 2012
Rudy W. Ouwehand	Niagara	August 31, 2012
Thomas E. Pettinga	Central Plains	May 31, 2012
Louis Roossien, Jr.	Muskegon	December 31, 2011
Richard E. Sytsma	Grand Rapids East	July 31, 2012
Steven R. Sytsma	Illiana	June 30, 2011
Dwayne F. Thielke	Huron	June 30, 2011
William C. Tuininga	Alberta North	June 30, 2011
William D. Van Dyken	lakota	November 4, 2011
Siebert A. Van Houten	Toronto	April 1, 2012
Herman Van Niejenhuis	lakota	July 31, 2012
John Van Regenmorter	Georgetown	February 1, 2012
Kenneth E. Van Wyk	Grand Rapids South	July 1, 2012
Vic Vandermolen	Chatham	August 28, 2011
George G. Vink	Central California	February 1, 2012
John M. Wanders	Kalamazoo	December 31, 2011
Carolyn J. Wharton	Grand Rapids East	June 30, 2012
James D. Zondervan	Alberta South	June 30, 2011
Carl E. Zylstra	lakota	September 1, 2012

B. Synod has received notice of the following ministry associate retirement:

Ministry Associate	Classis	Effective date
William Fernhout	Kalamazoo	January 26, 2012
John Vander Wall	Thornapple Valley	February 29, 2012

C. Recommendations

1. That synod instruct the executive director to send a letter of appreciation to each of the retirees that 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.

—*Granted*

Rev. Eduardo Gonzalez; Ms. Jennifer McIntyre, youth adult representative; Ms. Susie Silversmith, ethnic adviser; and Rev. Maged Fayeze Dakdouk

offer prayers for these servants of God who are retiring and thank them for their many years of service.

Rev. Michael Winnowski offers a blessing for the retirees, and the delegates close with the singing of the doxology.

(The report of Advisory Committee 1 is continued in Article 68.)

ARTICLE 64

The morning session is adjourned at 11:40 a.m. Elder delegate Mr. Titus Davis leads in closing prayer, remembering the Westra family in the death of Mr. Phil Westra, who passed away on June 12, and giving thanks for the service of Ms. Ann Zaki on the EIRC and for her present work in Egypt, where the political situation is unstable.

WEDNESDAY AFTERNOON, June 13, 2012 Eleventh Session

ARTICLE 65

The president resumes the chair.

Rev. Craig Hoekema leads in opening prayer. Rev. Maged Fayez Dakdouk offers prayer for the people of Egypt.

ARTICLE 66

Mr. Andy Ryskamp, director of CRWRC-U.S., reflects over the past 50 years of ministry by recognizing former directors, staff, Disaster Response Services, volunteers, board members, deacons, and church members.

Ms. Ida Kaastra-Mutoigo, director of CRWRC-Canada, reflects on how CRWRC is responding to the world's needs from the recent past (25 years) and is looking to the future as World Renew now reaches more people with the gifts of God for the people of God.

The president responds.

ARTICLE 67

(The report of Advisory Committee 4 is continued from Article 62.)

Advisory Committee 4, Publications and Faith Formation, Mrs. Sarah H. Cook reporting, presents the following:

Faith Formation Committee

A. *Materials*: Faith Formation Committee Report, including Appendices A-B, pp. 412-47

B. *Recommendation*

That synod affirm the following principle regarding infant dedication and commend the attached report (Appendix A) to the churches:

When parents request infant or child dedication, the pastor and elders of local congregations should (1) engage in pastorally appropriate ways to celebrate the birth or adoption of the child, pray for the child and parents,

and call for the commitment of the parents to nurture their children in the Lord; (2) engage in convicted and winsome teaching on the subject of infant baptism; and (3) refrain from leading rituals of infant or child dedication.

Grounds:

- a. Congregations should minister to those who will not present their children for infant baptism with a spirit of gratitude to God for the gift of these children, offering encouragement and accountability to parents as part of faithful, pastoral ministry.
- b. A faithful, encouraging, pastoral response to parents promises to reduce unhelpful ambivalence toward members who do not affirm infant baptism.
- c. Many people do not embrace infant baptism because they do not understand how it is consistent with Scripture. Teaching on the subject offers a rich opportunity to promote greater biblical understanding and may lead the parents to present their children for baptism.
- d. A ritual of an infant or child dedication is not required by the Bible and is not consistent with the Reformed confessions.
- e. A ritual of infant or child dedication could easily create confusion about the meaning and purpose of the sacrament of baptism.
- f. This principle is consistent with the Reformed confessions and with the past decisions of Synods 1888, 1964, 1973, 2007, and 2011.

—*Adopted*

ARTICLE 68

(The report of Advisory Committee 1 is continued from Article 63.)

Advisory Committee 1, Synodical Services I, Rev. Michael Winnowski reporting, presents the following:

I. Work of the synodical deputies

A. *Ministers from other denominations, Church Order Article 8*

1. Synodical deputies V.G. Vander Zee (Southeast U.S.), B. Bolkema (Hackensack), and S.J. Vander Klay (Atlantic Northeast), having heard the colloquium doctum (doctrinal conversation) of **Reverend Henry Cho**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Hudson, in session on January 26, 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 Evergreen CRC of Ridgely Park, New Jersey.
2. 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 Chris Choe**, 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 All Nations CRC of Lakeview Terrace, California.

3. Synodical deputies H. Admiraal (Grand Rapids North), D.A. Struyk (Grand Rapids South), and T.N. Leunk (Grand Rapids East), having heard the colloquium doctum (doctrinal conversation) of **Reverend Kwang-Kyu Choi**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Lake Erie, in session on March 3, 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 Han-Bit Korean CRC of Rochester Hills, Michigan.
4. Synodical deputies M.J. Kooy (Chicago South), C.J. Aardsma (Illiana), and M. Winnowski (Wisconsin), having heard the colloquium doctum (doctrinal conversation) of **Reverend Phil Covert**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Northern Illinois, in session on September 14, 2011, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Christ Community CRC of Plainfield, Illinois.
5. Synodical deputies G. A. Koning (Georgetown), D.A. Struyk (Grand Rapids South), and R.D. De Young (Zeeland), having heard the colloquium doctum (doctrinal conversation) of **Reverend Wayne Coleman**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Holland, in session on May 15, 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 Providence CRC of Holland, Michigan.
6. Synodical deputies P.R. Hoekstra (Greater Los Angeles), B.A. Persenaire (Central California), and W. Verhoef (California South), having heard the colloquium doctum (doctrinal conversation) of **Reverend Young R. Ki**, 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 20, 2011, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Wholly Offering CRC of Dallas, Texas.
7. Synodical deputies P.R. Hoekstra (Greater Los Angeles), B.A. Persenaire (Central California), and W. Verhoef (California South), having heard the colloquium doctum (doctrinal conversation) of **Reverend Seong Hwan Kim**, 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 20, 2011, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Glory Mission CRC of Fullerton, California.

8. Synodical deputies B.A. Persenaire (Central California), P.R. Hoekstra (Greater Los Angeles), and H.J. Weidenaar (Arizona), having heard the colloquium doctum (doctrinal conversation) of **Reverend Yun Jin Kim**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis California South, in session on October 13, 2011, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Orange Korean CRC of Fullerton, California.
9. 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 David Lee**, 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 All Nations CRC of Lakeview Terrace, California.
10. Synodical deputies B.A. Persenaire (Central California), P.N. Ryu (Pacific Hanmi), and W.K. Bulthuis (Red Mesa), having heard the colloquium doctum (doctrinal conversation) of **Reverend Jay Song**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis California South, in session on February 9, 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 Good News Chapel CRC of West Covina, California.
11. Synodical deputies A.L. Kuiper (Iakota), M.J. Kooy (Chicago South), and T.J. Brown (Minnkota), having heard the colloquium doctum (doctrinal conversation) of **Reverend Jung Suh**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Central Plains, in session on September 17, 2011, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Peace CRC of Cedar Rapids, Iowa.
12. Synodical deputies P.R. Hoekstra (Greater Los Angeles), B.A. Persenaire (Central California), and W. Verhoef (California South), having heard the colloquium doctum (doctrinal conversation) of **Reverend Seongchal 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 20, 2011, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Light-house CRC of Dallas, Texas.

Recommendation: That synod approve the work of the synodical deputies.

—Adopted

B. Classical examination of candidates, Church Order Article 10

1. Synodical deputies T.J. Brown (Minnkota), P.A. Hansen (Heartland), and T.J. Niehof (Northcentral Iowa), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Iakota, in session June 9, 2011, to admit candidate **Steven G. Boersma** to the ministry of the Word in the Christian Reformed Church in North America.
2. Synodical deputies C.J. Aardsma (Illiana), H. Admiraal (Grand Rapids North), 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 November 3, 2011, to admit candidate **Randall J. Buursma** to the ministry of the Word in the Christian Reformed Church in North America.
3. Synodical deputies B.A. Persenaire (Central California), P.N. Ryu (Pacific Hanmi), and W.K. Bulthuis (Red Mesa), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis California South, in session February 9, 2012, to admit candidate **John Harold Caisedo** to the ministry of the Word in the Christian Reformed Church in North America.
4. Synodical deputies M.J. Kooy (Chicago South), B. Slofstra (B.C. South-East), and J.P. Groenewold (Columbia), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Pacific Northwest, in session September 13, 2011, to admit candidate **Jason E. De Vries** to the ministry of the Word in the Christian Reformed Church in North America.
5. Synodical deputies C.N. Overduin (Toronto), J. Kuipers (Quinte), and R. Vander Kooij (Huron), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Eastern Canada, in session March 2, 2012, to admit candidate **Steven R. Eckersley** to the ministry of the Word in the Christian Reformed Church in North America.
6. Synodical deputies H. Admiraal (Grand Rapids North), A.M.H. Barton (Holland), and T.N. Leunk (Grand Rapids East), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Muskegon, in session February 2, 2012, to admit candidate **Matthew J. Eenigenburg** to the ministry of the Word in the Christian Reformed Church in North America.
7. Synodical deputies R.D. Drenten (Heartland), F.E. Pott (Northcentral Iowa), 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 15, 2011, to admit candidate **Adam T. Eisenga** to the ministry of the Word in the Christian Reformed Church in North America.
8. Synodical deputies G. A. Koning (Georgetown), T.D. Slachter (Grand Rapids East), and D.A. Struyk (Grand Rapids South), having heard the examination for ordination in accordance with Church Order Article 10,

concur in the decision of Classis Thornapple Valley, in session October 18, 2011, to admit candidate **Rodolfo Galindo** to the ministry of the Word in the Christian Reformed Church in North America.

9. Synodical deputies F.E. Pott (Northcentral Iowa), A.L. Kuiper (Iakota), and R.D. Drenten (Heartland), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Minnkota, in session December 1, 2011, to admit candidate **Aaron C. Gonzalez** to the ministry of the Word in the Christian Reformed Church in North America.
10. Synodical deputies R.L. Boersma (Grand Rapids South), M. A. Palsrok (Georgetown), and A.L. Hoksbergen (Muskegon), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Grand Rapids North, in session April 26, 2012, to admit candidate **Chad A. Haan** to the ministry of the Word in the Christian Reformed Church in North America.
11. Synodical deputies C.J. Aardsma (Illiana), H. Admiraal (Grand Rapids North), 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 November 3, 2011, to admit candidate **Andrew H. Hanson** to the ministry of the Word in the Christian Reformed Church in North America.
12. Synodical deputies G.A. Koning (Georgetown), M. De Vries (Holland), and J.P. Douma (Grandville), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Zeeland, in session January 19, 2012, to admit candidate **Daniel J. Kinnas** to the ministry of the Word in the Christian Reformed Church in North America.
13. 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.
14. Synodical deputies W.K. Bulthuis (Red Mesa) 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 Rocky Mountain, in session October 14, 2011, to admit candidate **Brian M. Kornelis** to the ministry of the Word in the Christian Reformed Church in North America.
15. Synodical deputies R.D. Drenten (Heartland), F.E. Pott (Northcentral Iowa), 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 15, 2011, to admit candidate **Philip W. Landers** to the ministry of the Word in the Christian Reformed Church in North America.

16. Synodical deputies C.J. Aardsma (Illiana), H. Admiraal (Grand Rapids North), 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 November 3, 2011, to admit candidate **Samuel Lee** to the ministry of the Word in the Christian Reformed Church in North America.
17. Synodical deputies C.J. Aardsma (Illiana), H. Admiraal (Grand Rapids North), 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 November 3, 2011, to admit candidate **Ruth E. Lemmen** to the ministry of the Word in the Christian Reformed Church in North America.
18. Synodical deputies R.D. Drenten (Heartland), F.E. Pott (Northcentral Iowa), 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 15, 2011, to admit candidate **Raidel Leñon Martinea** to the ministry of the Word in the Christian Reformed Church in North America.
19. Synodical deputies R.G. Fisher (Huron), R. Koops (Hamilton), and C.N. Overduin (Toronto), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Chatham, in session September 27, 2011, to admit candidate **John Moelker** to the ministry of the Word in the Christian Reformed Church in North America.
20. Synodical deputies M.N. Buwalda (Thornapple Valley), D.A. Struyk (Grand Rapids South), and L.J. Hofman (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 August 16, 2011, to admit candidate **Adam L. Nordyk** to the ministry of the Word in the Christian Reformed Church in North America.
21. Synodical deputies C.J. Aardsma (Illiana), H. Admiraal (Grand Rapids North), 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 November 3, 2011, to admit candidate **Sarah Matherly Roelofs** to the ministry of the Word in the Christian Reformed Church in North America.
22. Synodical deputies T.J. Kok (Pacific Northwest), W.K. Bulthuis (Red Mesa), and W. Verhoef (California South), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis California South, in session March 6, 2012, to admit candidate **Eric D. Schukebir** to the ministry of the Word in the Christian Reformed Church in North America.
23. 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 December 12, 2011,

to admit candidate **Timothy M. Sheridan** to the ministry of the Word in the Christian Reformed Church in North America.

24. Synodical deputies W.K. Bulthuis (Red Mesa), W. Verhoef (California South), and P.R. Hoekstra (Greater Los Angeles), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Central California, in session October 4, 2011, to admit candidate **Martin A. Sisneroz, Jr.**, to the ministry of the Word in the Christian Reformed Church in North America.
25. Synodical deputies V.G. Vander Zee (Southeast U.S.), B. Bolkema (Hackensack), and S.J. Vander Klay (Atlantic Northeast), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Hudson, in session January 26, 2012, to admit candidate **Mary B. Stegink** to the ministry of the Word in the Christian Reformed Church in North America.
26. Synodical deputies R.L. Boersma (Grand Rapids South), G.A. Koning (Georgetown), 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 Grandville, in session March 22, 2012, to admit candidate **Mark Van Drunen** to the ministry of the Word in the Christian Reformed Church in North America.
27. Synodical deputies M.J. Kooy (Chicago South), B. Slofstra (B.C. South-East), and J.P. Groenewold (Columbia), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Pacific Northwest, in session October 12, 2011, to admit candidate **Mark J. Van Dyke** to the ministry of the Word in the Christian Reformed Church in North America.
28. Synodical deputies B. Slofstra (B.C. South-East), G.H. Pols (Alberta North), and D. Kwantes (B.C. North-West), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Alberta South/Saskatchewan, in session October 28, 2011, to admit candidate **Matthew P. VandenHeuvel** to the ministry of the Word in the Christian Reformed Church in North America.
29. Synodical deputies H.D. Praamsma (Toronto), H.P.Kranenburg (Hamilton), and R. Vander Kooij (Huron), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Quinte, in session September 27, 2011, to admit candidate **Bernhard VanderVlis** to the ministry of the Word in the Christian Reformed Church in North America.
30. Synodical deputies M.J. Kooy (Chicago South), B. Slofstra (B.C. South-East), and J.P. Groenewold (Columbia), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Pacific Northwest, in session October 13, 2011, to admit candidate **Ashley M. VanDragt** to the ministry of the Word in the Christian Reformed Church in North America.
31. Synodical deputies M.J. Kooy (Chicago South), B. Slofstra (B.C. South-East), and J.P. Groenewold (Columbia), having heard the examination

for ordination in accordance with Church Order Article 10, concur in the decision of Classis Pacific Northwest, in session October 12, 2011, to admit candidate **Geoffrey A. VanDragt** 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 J.P. Douma (Grandville), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Lake Erie, in session October 1, 2011, to admit candidate **Terence M. Visser** to the ministry of the Word in the Christian Reformed Church in North America.
33. Synodical deputies B.A. Persenaire (Central California), S.J. Kang (Pacific Hanmi), and W. Verhoef (California South), 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 18, 2011, to admit candidate **Brian Willats** to the ministry of the Word in the Christian Reformed Church in North America.
34. Synodical deputies R.L. Boersma (Grand Rapids South), M.N. Buwalda (Thornapple Valley), 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 East, in session April 19, 2012, to admit candidate **Jonathan D. Young** 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*

C. Ministers in specialized services, Church Order Article 12-c

1. Synodical deputies M.J. Kooy (Chicago South), M. Winnowski (Wisconsin), and C.J. Aardsma (Illiana), having reviewed the evidence supplied by the council of Bethel Christian Reformed Church of Fulton, Illinois, and having been satisfied that lines of accountability have been established, according to Church Order Article 12-c, concur in the decision of Classis Northern Illinois, in session on September 14, 2011, to approve the position of Adjunct Professor of Religion, University of Dubuque, as consistent with the ministry of the Word. This position is to be filled by **Reverend Martin A. Benckhuysen**.
2. Synodical deputies C.J. Aardsma (Illiana), R.A. Arbogast (Lake Erie), and D.A. Kamstra (Grandville), having reviewed the evidence supplied by the council of Neland Avenue 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 East, in session on September 15, 2011, to approve the position of Chaplain at Forest View Psychiatric Hospital as consistent with the ministry of the Word. This position is to be filled by **Reverend Rozanne Meyer Bruins**.
3. Synodical deputies J.J. Hoytema (Niagara), H.D. Praamsma (Toronto), and J.M. Van de Hoef (Eastern Canada), having reviewed the evidence supplied by the council of Hope Fellowship Christian Reformed Church

of Courtice, 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 Quinte, in session on May 8, 2012, to approve the position of Chaplain, Durham Christian Homes, Bowmanville Campus, as consistent with the ministry of the Word. This position is to be filled by **Reverend Elizabeth Guillaume-Kone**.

4. Synodical deputies M.A. Palsrok (Georgetown), H. Admiraal (Grand Rapids North), and D.A. Struyk (Grand Rapids South), having reviewed the evidence supplied by the council of First Christian Reformed Church of Bryon Center, 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 Grandville, in session on February 16, 2012, to approve the position of Chaplain for Texas Department of Criminal Justice as consistent with the ministry of the Word. This position is to be filled by **Reverend Richard M. Hartwell, Jr.**
5. Synodical deputies K.D. Koeman (Pacific Northwest), W.K. Bulthuis (Red Mesa), and G.G. Vink (Central California), having reviewed the evidence supplied by the council of Sunrise Community Christian Reformed Church of Austin, Texas, and having been satisfied that lines of accountability have been established, according to Church Order Article 12-c, concur in the decision of Classis Rocky Mountain, in session on October 14, 2011, to approve the position of Hospital Chaplain as consistent with the ministry of the Word. This position is to be filled by **Reverend Brian M. Kornelis**.
6. Synodical deputies D. Kwantes (B.C. North-West), J.C. Fraser (Alberta South/Saskatchewan), and J.P. Groenewold (Columbia), having reviewed the evidence supplied by the council of Fellowship Christian Reformed Church of Edmonton, Alberta, and having been satisfied that lines of accountability have been established, according to Church Order Article 12-c, concur in the decision of Classis Alberta North, in session on March 7, 2012, to approve the position of Chaplain at Mustard Seed as consistent with the ministry of the Word. This position is to be filled by **Reverend Jonathan Nicolai-deKoning**.
7. Synodical deputies C.J. Aardsma (Illiana), R.A. Arbogast (Lake Erie), and D.A. Kamstra (Grandville), having reviewed the evidence supplied by the council of Sherman Street 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 East, in session on September 15, 2011, to approve the position of Chaplain at University of Indiana Hospital as consistent with the ministry of the Word. This position is to be filled by **Reverend Sarah Matherly Roelofs**.
8. Synodical deputies L.J. Hofman (Grand Rapids East), D.A. Struyk (Grand Rapids South), and G.A. Koning (Georgetown), having reviewed the evidence supplied by the council of the East Leonard 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 North, in session on January 17, 2012, to approve the position of Executive Director of Project Philip as consistent with the ministry of the Word. This position is to be filled by **Reverend Terry D. Slachter**.

9. Synodical deputies M.J. Kooy (Chicago South), B. Slofstra (B.C. South-East), and J.P. Groenewold (Columbia), having reviewed the evidence supplied by the council of Bellevue Christian Reformed Church of Bellevue, Washington, and having been satisfied that lines of accountability have been established, according to Church Order Article 12-c, concur in the decision of Classis Pacific Northwest, in session on October 12, 2011, to approve the position of Campus Pastor as consistent with the ministry of the Word. This position is to be filled by **Reverend Ashley M. VanDragt**.
10. Synodical deputies M.J. Kooy (Chicago South), B. Slofstra (B.C. South-East), and J.P. Groenewold (Columbia), having reviewed the evidence supplied by the council of Bellevue Christian Reformed Church of Bellevue, Washington, and having been satisfied that lines of accountability have been established, according to Church Order Article 12-c, concur in the decision of Classis Pacific Northwest, in session on October 12, 2011, to approve the position of Campus Pastor as consistent with the ministry of the Word. This position is to be filled by **Reverend Geoffrey A. VanDragt**.
11. Synodical deputies A.L. Kuiper (Iakota), M.J. Kooy (Chicago South), and T.J. Brown (Minnkota), having reviewed the evidence supplied by the council of Crossroads Fellowship Christian Reformed Church of West Des Moines, 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 Central Plains, in session on September 17, 2011, to approve the position of Spiritual Care Counselor for Hospice of Central Iowa, as consistent with the ministry of the Word. This position is to be filled by **Reverend Kevin J. Vryhof**.
12. Synodical deputies W. Verhoef (Central California), S.J. Kang (Pacific Hanmi), and W. Verhoef (California South), having reviewed the evidence supplied by the council of Bethany Christian Reformed Church of Bellflower, California, and having been satisfied that lines of accountability have been established, according to Church Order Article 12-c, concur in the decision of Classis Greater Los Angeles, in session on October 18, 2011, to approve the position of Staff Director at the Institute of Spiritual Formation, Talbot Seminary, La Mirada, California, as consistent with the ministry of the Word. This position is to be filled by **Reverend Brian Willats**.
13. Synodical deputies R.A. Arbogast (Lake Erie), D.A. Struyk (Grand Rapids South), and M.N. Buwalda (Thornapple Valley), having reviewed the evidence supplied by the council of Neland Avenue 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 East, in

session on January 19, 2012, to approve the position of Intervarsity Staff worker with the Union of Evangelical Students in Slovenia as consistent with the ministry of the Word. This position is to be filled by **Reverend Jonathan D. Young**.

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 G.A. Koning (Georgetown), H. Admiraal (Grand Rapids North), and J.P. Douma (Grandville), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis Lake Erie, in session on October 1, 2011, to approve loaning **Reverend Philip A. Apol** to serve Trinity Covenant Church of Livonia, Michigan.
2. Synodical deputies C.N. Overduin (Toronto), R. Koops (Hamilton), and J. Kerkhof (Chatham), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis Huron, in session on May 9, 2012, to approve loaning **Reverend Jacob (Jack) De Vries** to serve the Christian Reformed Churches of Australia.
3. Synodical deputies B.A. Persenaire (Central California), P.N. Ryu (Pacific Hanmi), and W.K. Bulthuis (Red Mesa), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis California South, in session on February 9, 2012, to approve loaning **Reverend Charles M. Hong** to serve Abundant Life Church of Anaheim, California.
4. Synodical deputies R.D. Drenten (Heartland), F.E. Pott (North Central Iowa), and A.L. Kuiper (Iakota), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis Minnkota, in session on September 15, 2011, to approve loaning **Reverend Mark T. Klompien** to serve Chamshil Presbyterian Church of Seoul, South Korea.
5. Synodical deputies W. Verhoef (California South), P.R. Hoekstra (Greater Los Angeles), and W.K. Bulthuis (Red Mesa), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis Central California, in session on March 9, 2012, to approve loaning **Reverend Randall K. Young** to serve Evangelical Community Church of Hong Kong.

Recommendation: That synod approve the work of the synodical deputies.

—*Adopted*

E. Release from the ministry under Church Order Article 14-b

1. Synodical deputies J.R. Huizinga (Northern Illinois), C.J. Aardsma (Illiana), and A.L. Kuiper (Iakota), having heard the discussions relating to the resignation of **Rev. Eneyas Freitas** in accordance with Church Order Article 14-b, concur in the decision of Classis Wisconsin, in session on

February 28, 2012, to declare that **Rev. Eneyas Freitas** is dismissed from the office of minister of the Word in the Christian Reformed Church in North America.

2. Synodical deputies W. Verhoef (California South), P.R. Hoekstra (Greater Los Angeles), and W.K. Bulthuis (Red Mesa), having heard the discussions relating to the resignation of **Rev. Paul G. Hahn** in accordance with Church Order Article 14-b, concur in the decision of Classis Central California, in session on March 9, 2012, to declare that **Rev. Paul G. Hahn** is released from the office of minister of the Word in the Christian Reformed Church in North America.
3. Synodical deputies B.A. Persenaire (Central California), P.R. Hoekstra (Greater Los Angeles), and H.J. Weidenaar (Arizona), having heard the discussions relating to the resignation of **Rev. Woo Chun Lee** in accordance with Church Order Article 14-b, concur in the decision of Classis California South, in session on October 13, 2011, to declare that **Rev. Woo Chun Lee** is honorably released from the office of minister of the Word in the Christian Reformed Church in North America.
4. Synodical deputies B.B. Bakker (Quinte), C.N. Overduin (Toronto), and R. Vander Kooij (Huron), having heard the discussions relating to the resignation of **Rev. Michael Veenema** in accordance with Church Order Article 14-b, concur in the decision of Classis Eastern Canada, in session on October 21, 2017, to declare that **Rev. Michael Veenema** 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 C.J. Aardsma (Illiana), R.A. Arbogast (Lake Erie), and D.A. Kamstra (Grandville), having heard the discussion of Classis Grand Rapids East, in session on September 15, 2011, concur in the decision of classis to declare, in accordance with Church Order Article 14-c, that **Rev. Lucas Rodenhouse** is honorably released from the office of minister of the Word in the Christian Reformed Church in North America to enter a nonministerial vocation.
2. Synodical deputies W.K. Bulthuis (Red Mesa), W. Verhoef (California South), and P.R. Hoekstra (Greater Los Angeles), having heard the discussion of Classis Central California, in session on October 4, 2011, concur in the decision of classis to declare, in accordance with Church Order Article 14-c, that **Rev. Timothy E. Van Zalen** is honorably 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 R.D. Drenten (Heartland), T.J. Brown (Minnkota), and F.E. Pott (Northcentral Iowa), having heard the discussion of Classis Iakota, in session on September 20, 2011, concur in the decision of classis to declare, in accordance with Church Order Article 14-c, that **Rev. Eugene**

D. Vis is released from the office of minister of the Word in the Christian Reformed Church in North America to enter a nonministerial vocation.

4. Synodical deputies R.L. Westenbroek (Rocky Mountain), T.J. Ouwinga (Minnkota), and A.L. Kuiper (Iakota), having heard the discussion of Classis Lake Superior, in session on September 20, 2011, concur in the decision of classis to declare, in accordance with Church Order Article 14-c, that **Rev. Robert Visser** is honorably released from the office of minister of the Word in the Christian Reformed Church in North America to enter a nonministerial vocation.

Recommendation: That synod approve the work of the synodical deputies.

—Adopted

G. Declare a person who was previously released from office as eligible for call under Church Order Article 14-e

Synodical deputies K.D. Koeman (Pacific Northwest), W.K. Bulthuis (Red Mesa), and G.G. Vink (Central California), having heard the interview of the applicant and the discussion of Classis Rocky Mountain, in session on October 14, 2011, concur in the decision of classis to declare, in accordance with Church Order Article 14-e, that **Rev. Douglas J. Hunderman** 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

H. Release from ministry in a congregation under Church Order Article 17-a

1. Synodical deputies G.A. Koning (Georgetown), D.A. Struyk (Grand Rapids South), and J.P. Douma (Grandville), having heard the weighty reasons provided and the discussion of Classis Thornapple Valley, in session on January 17, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. John T. Aasman** is released from ministerial service in Keystone Community Christian Reformed Church of Ada, Michigan.
2. Synodical deputies J. Kuipers (Quinte), C.N. Overduin (Toronto), and R. Vander Kooij (Huron), having heard the weighty reasons provided and the discussion of Classis Eastern Canada, in session on May 29, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Bradley W. Close** is released from ministerial service as campus pastor at Dalhousie University under the supervision of All Nations Christian Reformed Church of Halifax, Nova Scotia.
3. Synodical deputies T.J. Brown (Minnkota), F.E. Pott (Northcentral Iowa), and A.L. Kuiper (Iakota), having heard the weighty reasons provided and the discussion of Classis Heartland, in session on June 30, 2011, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Nicholas R. Davelaar** is released from ministerial service in First Christian Reformed Church of Hospers, Iowa.
4. Synodical deputies H. Admiraal (Grand Rapids North), M.N. Buwalda (Thornapple Valley), and G.A. Koning (Georgetown), having heard the

weighty reasons provided and the discussion of Classis Grand Rapids East, in session on May 17, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Beth Guikema-Bode** is released from ministerial service in Fuller Avenue Christian Reformed Church of Grand Rapids, Michigan.

5. Synodical deputies R.A. Arbogast (Lake Erie), D.A. Struyk (Grand Rapids South), and M.N. Buwalda (Thornapple Valley), having heard the weighty reasons provided and the discussion of Classis Grand Rapids East, in session on January 19, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Cindy K. Holtrop** is released from ministerial service in Neland Avenue Christian Reformed Church of Grand Rapids, Michigan.
6. Synodical deputies K.D. Koeman (Pacific Northwest), G.H. Pols (Alberta North), and D. Kwantes (B.C. North-West), having heard the weighty reasons provided and the discussion of Classis B.C. South-East, in session on March 6, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Margaret J. Hummelman** is released from ministerial service in Hillside Christian Reformed Church of Abbotsford, British Columbia.
7. Synodical deputies B.A. Persenaire (Central California), P.N. Ryu (Pacific Hanmi), and W.K. Bulthuis (Red Mesa), having heard the weighty reasons provided and the discussion of Classis California South, in session on February 9, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Il Young Kang** is released from ministerial service in Hanaro Community Christian Reformed Church of La Puente, California.
8. Synodical deputies G.H. Pols (Alberta North), D. Kwantes (British Columbia-Northwest), and T.J. Kok (Pacific Northwest), having heard the weighty reasons provided and the discussion of Classis B.C. South-East, in session on October 19, 2011, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Seong Soo (Bob) Kim** is released from ministerial service in Sa Rang Christian Reformed Church of Kamloops, British Columbia.
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. Kooksung Kim** is released from ministerial service in Tree of Life Korean Christian Reformed Church of Wyckoff, New Jersey.
10. Synodical deputies J.C. Fraser (Alberta South/Saskatchewan), D.D. Kwantes (B.C. North-West), and J.P. Groenewold (Columbia), having heard the weighty reasons provided and the discussion of Classis Alberta North, in session on October 19, 2011, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Ronald E. Klok** is released from ministerial service in Centerpointe Community Christian Reformed Church of Edmonton, Alberta.

11. Synodical deputies B.B. Bakker (Quinte), C.N. Overduin (Toronto), and R. Vander Kooij (Huron), having heard the weighty reasons provided and the discussion of Classis Eastern Canada, in session on October 21, 2011, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Daryl J. Meijer** is released from ministerial service in Barrhaven Fellowship Christian Reformed Church of Barrhaven, Ontario.
12. Synodical deputies J.C. Fraser (Alberta South/Saskatchewan), D.D. Kwantes (B.C. North-West), and J.P. Groenewold (Columbia), having heard the weighty reasons provided and the discussion of Classis Alberta North, in session on October 19, 2011, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Karen L. Norris** is released from ministerial service in West End Christian Reformed Church of Edmonton, Alberta.
13. Synodical deputies H.D. Praamsma (Toronto), R. Vander Kooij (Huron), and R.W. Ouwehand (Niagara), having heard the weighty reasons provided and the discussion of Classis Hamilton, in session on February 21, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. James E. Pot** is released from ministerial service in Bethel Christian Reformed Church of Waterdown, Ontario.
14. Synodical deputies T.J. Ouwinga (Minnkota), A.L. Kuiper (Iakota), and R.D. Drenten (Heartland), having heard the weighty reasons provided and the discussion of Classis Lake Superior, in session on March 6, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Henry J. Reyenga** is released from ministerial service in Transcona Christian Reformed Church of Winnipeg, Manitoba.
15. Synodical deputies H. Admiraal (Grand Rapids North), M.N. Buwalda (Thornapple Valley), and D.A. Struyk (Grand Rapids South), having heard the weighty reasons provided and the discussion of Classis Holland, in session on September 15, 2011, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Phillip Rose** is released from ministerial service in Harderwyk Christian Reformed Church of Holland, Michigan.
16. Synodical deputies R. Koops (Hamilton), C.N. Overduin (Toronto), and J.J. Hoytema (Niagara), having heard the weighty reasons provided and the discussion of Classis Chatham, in session on January 24, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. George J. Rowaan** is released from ministerial service in Tillsonburg Christian Reformed Church of Tillsonburg, Ontario.
17. Synodical deputies J.M. Van de Hoef (Eastern Canada), D.H. Bratt (Hackensack), and S.J. Wolma (Hudson), having heard the weighty reasons provided and the discussion of Classis Atlantic Northeast, in session on June 1, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Stanley J. Sturing**

is released from ministerial service in Goshen Christian Reformed Church of Goshen, New York.

18. Synodical deputies C.J. Aardsma (Illiana), R.A. Arbogast (Lake Erie), and D.A. Kamstra (Grandville), having heard the weighty reasons provided and the discussion of Classis Grand Rapids East, in session on September 15, 2011, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Naji Umran** is released from ministerial service in Church of the Servant Christian Reformed Church of Grand Rapids, Michigan.
19. Synodical deputies M. Winnowski (Wisconsin), J.R. Huizinga (Northern Illinois), and C.J. Aardsma (Illiana), having heard the weighty reasons provided and the discussion of Classis Chicago South, in session on September 14, 2011, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Gerry G. Van Dam** is released from ministerial service in Immanuel Christian Reformed Church of Burbank, Illinois.
20. Synodical deputies J.R. Huizinga (Northern Illinois), C.J. Aardsma (Illiana), and A.L. Kuiper (Iakota), having heard the weighty reasons provided and the discussion of Classis Wisconsin, in session on February 29, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Verlan G. Van Ee** is released from ministerial service in Living Hope Community Christian Reformed Church of Fox Lake, Wisconsin.
21. Synodical deputies H. Admiraal (Grand Rapids North), A.M.H. Barton (Holland), and T.N. Leunk (Grand Rapids East), having heard the weighty reasons provided and the discussion of Classis Muskegon, in session on February 2, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Ryan W. Veeneman** is released from ministerial service in Newman Christian Reformed Church of Hesperia, Michigan.

Recommendation: That synod approve the work of the synodical deputies.

—Adopted

I. Extension of eligibility for call under Church Order Article 17-c

1. Synodical deputies R.L. Westenbroek (Rocky Mountain), T.J. Ouwinga (Minnkota), and A.L. Kuiper (Iakota), having heard the discussion of Classis Lake Superior, in session on September 20, 2011, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Robert M. Brenton's** eligibility for call is extended for one year.
2. Synodical deputies H. Admiraal (Grand Rapids North), D.A. Struyk (Grand Rapids South), and T.N. Leunk (Grand Rapids East), having heard the discussion of Classis Lake Erie, in session on March 3, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Peter Choi's** eligibility for call is extended for one year.

3. Synodical deputies R.L. Westenbroek (Rocky Mountain), T.J. Ouwinga (Minnkota), and A.L. Kuiper (Iakota), having heard the discussion of Classis Lake Superior, in session on September 20, 2011, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Jeffrey A. Fisher's** eligibility for call is extended for one year.
4. Synodical deputies B.B. Bakker (Quinte), D.H. Bratt (Hackensack), and S.J. Wolma (Hudson), having heard the discussion of Classis Atlantic Northeast, in session on October 7, 2011, 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.
5. Synodical deputies K.D. Koeman (Pacific Northwest), G.H. Pols (Alberta North), and D. Kwantes (B.C. South-East), having heard the discussion of Classis B.C. Southeast, in session on March 7, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. John S. Gerrits'** eligibility for call is extended for one year.
6. Synodical deputies B.A. Persenaire (Central California), R. Walter (Arizona), and R.L. Westenbroek (Rocky Mountain), having heard the discussion of Classis Red Mesa, in session on September 17, 2011, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Daniel J. Kruis's** eligibility for call is extended for one year.
7. Synodical deputies C.J. Aardsma (Illiana), J.R. Huizinga (Northern Illinois), and M.J. Kooy (Chicago South), having heard the discussion of Classis Southeast U.S., in session on March 12, 2011, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Donald R. Ridder's** eligibility for call is extended for one year.
8. Synodical deputies R. Koops (Hamilton), R.G. Fisher (Huron), and H.D. Praamsma (Toronto), having heard the discussion of Classis Chatham, in session on May 22, 2012, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Elzo Tenyenhuis'** eligibility for call is extended for one year.
9. Synodical deputies C.J. Aardsma (Illiana), R.A. Arbogast (Lake Erie), and D.A. Kamstra (Grandville), having heard the discussion of Classis Grand Rapids East, in session on September 15, 2011, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Naji Umran's** eligibility for call is extended for one year.
10. Synodical deputies J.M. Van de Hoef (Eastern Canada), H.D. Praamsma (Toronto), and J.J. Hoytema (Niagara), having heard the discussion of Classis Quinte, in session on January 21, 2012, 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.

Recommendation: That synod approve the work of the synodical deputies.

—*Adopted*

J. Declaration that a ministry associate's position fits synodical guidelines under Church Order Article 23-a

1. Synodical deputies P.N. Ryu (Pacific Hanmi), B.A. Persenaire (Central California), and W. Verhoef (California South), having examined the written materials submitted by the council of Hope International Indonesian Christian Reformed Church of Arcadia, California, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Greater Los Angeles, in session on February 23, 2012, that the ministry associate position to be filled by **Mr. Marco Arandia** is in keeping with synodical guidelines for ministry associates. The position title is Pastor of Spanish Ministry in Hope International Church.
2. Synodical deputies R.L. Westenbrook (Rocky Mountain), T.J. Ouwinga (Minnkota), and A.L. Kuiper (Iakota), having examined the written materials submitted by the council of Bethel Christian Reformed Church of Princeton, Minnesota, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Lake Superior, in session on September 20, 2011, that the ministry associate position to be filled by **Mr. Rob Braun** is in keeping with synodical guidelines for ministry associates. The position title is Ministry Associate.
3. Synodical deputies C.J. Aardsma (Illiana), R.A. Arbogast (Lake Erie), and D.A. Kamstra (Grandville), having examined the written materials submitted by the council of Grace 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 15, 2011, that the ministry associate position to be filled by **Khary Bridgewater** is in keeping with synodical guidelines for ministry associates. The position title is Pastor of Congregation Life and Discipleship.
4. Synodical deputies B.A. Persenaire (Central California), P.R. Hoekstra (Greater Los Angeles), and H.J. Weidenaar (Arizona), having examined the written materials submitted by the council of Oasis Community Christian Reformed Church of Moreno Valley, 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 13, 2011, that the ministry associate position to be filled by **Mr. LeeVale Butler** is in keeping with synodical guidelines for ministry associates. The position title is Pastor of Discipleship, Small Groups.
5. Synodical deputies B. Slofstra (B.C. South-East), D. Kwantes (B.C. North-West), and J.P. Groenewold (Columbia), having examined the written materials submitted by the council of Awake 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 December 6, 2011, that the ministry associate position to be filled by **Mr. Andrew Carlson** is in keeping

with synodical guidelines for ministry associates. The position title is Pastor, Liturgy and Formation.

6. Synodical deputies G.H. Pols (Alberta North), D. Kwantes (B.C. North-West), and B. Slofstra (B.C. South-East), having examined the written materials submitted by the council of New Hope 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 28, 2011, that the ministry associate position to be filled by **Ms. Heather Cowie** is in keeping with synodical guidelines for ministry associates. The position title is Ministry Associate.
7. Synodical deputies S.J. Vander Klay (Atlantic Northeast) and S.J. Wolma (Hudson), having examined the written materials submitted by the council of Spirit and Truth Fellowship Christian Reformed Church of Philadelphia, Pennsylvania, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Hackensack, in session on September 20, 2011, that the ministry associate position to be filled by **Ms. Adrienne Croskey** is in keeping with synodical guidelines for ministry associates. The position title is Ministry Associate.
8. Synodical deputies B.A. Persenaire (Central California), P.R. Hoekstra (Greater Los Angeles), and H.J. Weidenaar (Arizona), 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 October 13, 2011, that the ministry associate position to be filled by **Mr. Phil Du Bois** is in keeping with synodical guidelines for ministry associates. The position title is Emerging Church Specialist.
9. Synodical deputies T.J. Kok (Pacific Northwest), W.K. Bulthuis (Red Mesa), and W. Verhoef (California South), having examined the written materials submitted by the council of Horizon Community Christian Reformed Church of Denver, Colorado, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Rocky Mountain, in session on March 6, 2012, that the ministry associate position to be filled by **Dr. Robert Dusek** is in keeping with synodical guidelines for ministry associates. The position title is Worship Director.
10. Synodical deputies G.A. Koning (Georgetown), D.A. Struyk (Grand Rapids South), and J.P. Douma (Grandville), having examined the written materials submitted by the council of East Paris 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 17, 2012, that the ministry associate position to be filled by **Mr. Luke Eising** is in keeping with synodical guidelines for ministry associates. The position title is Ministry Associate.

11. Synodical deputies S.J. Vander Klay (Atlantic Northeast) and S.J. Wolma (Hudson), having examined the written materials submitted by the council of Bridgeway Christian Reformed Church of North Haledon, New Jersey, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Hackensack, in session on September 20, 2011, that the ministry associate position to be filled by **Mr. Eric Fluit** is in keeping with synodical guidelines for ministry associates. The position title is Ministry Associate.
12. Synodical deputies M.J. Kooy (Chicago South), J.R. Huizinga (Northern Illinois), and C.J. Aardsma (Illiana), 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 27, 2011, that the ministry associate position to be filled by **Mr. Chris Ganski** is in keeping with synodical guidelines for ministry associates. The position title is Pastor of Congregational Life/Church Planter.
13. Synodical deputies M.J. Kooy (Chicago South), B. Slofstra (B.C. South-East), and J.P. Groenewold (Columbia), 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 October 13, 2011, that the ministry associate position to be filled by **Mr. Sean Hall** is in keeping with synodical guidelines for ministry associates. The position title is Senior Pastor.
14. Synodical deputies B.B. Bakker (Quinte), D.H. Bratt (Hackensack), and S.J. Wolma (Hudson), having examined the written materials submitted by the council of Immanuel Christian Reformed Church of Wappingers Falls, New York, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Atlantic Northeast, in session on March 8, 2012, that the ministry associate position to be filled by **Mr. William M. Hanchett** is in keeping with synodical guidelines for ministry associates. The position title is Pastor of Discipleship.
15. Synodical deputies B.A. Persenaire (Central California), S.J. Kang (Pacific Hanmi), and W. Verhoef (California South), having examined the written materials submitted by the council of Hope International Indonesian Christian Reformed Church of Arcadia, California, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Greater Los Angeles, in session on October 18, 2011, that the ministry associate position to be filled by **Mr. Charles Ho** is in keeping with synodical guidelines for ministry associates. The position title is Pastor of Outreach and Missions.
16. Synodical deputies S.J. Vander Klay (Atlantic Northeast) and S.J. Wolma (Hudson), having examined the written materials submitted by the council of Spirit and Truth Fellowship Christian Reformed Church

of Philadelphia, Pennsylvania, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Hackensack, in session on September 20, 2011, that the ministry associate position to be filled by **Ms. Janice McLean** is in keeping with synodical guidelines for ministry associates. The position title is Ministry Associate.

17. Synodical deputies B. Slofstra (B.C. South-East), D. Kwantes (B.C. North-West), and J.P. Groenewold (Columbia), having examined the written materials submitted by the council of Awake 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 December 6, 2011, that the ministry associate position to be filled by **Mr. Kevin Neill** is in keeping with synodical guidelines for ministry associates. The position title is Pastor, Administration and Community Life.
18. Synodical deputies R.D. Drenten (Heartland), F.E. Pott (Northcentral Iowa), and A.L. Kuiper (Iakota), having examined the written materials submitted by the council of Worthington Christian Reformed Church of Worthington, Minnesota, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Minnkota, in session on September 15, 2011, that the ministry associate position to be filled by **Mr. Adam Bounmee Nhotsavang** is in keeping with synodical guidelines for ministry associates. The position title is Ministry Associate.
19. Synodical deputies C.N. Overduin (Toronto), R. Koops (Hamilton), and J. Kerkhof (Chatham), having examined the written materials submitted by the council of Bethel Christian Reformed Church of Acton, Ontario, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Huron, in session on May 9, 2012, that the ministry associate position to be filled by **Mr. Andrew Nunn** is in keeping with synodical guidelines for ministry associates. The position title is Ministry Associate.
20. Synodical deputies B. Slofstra (B.C. South-East), D. Kwantes (B.C. North-West), and G.H. Pols (Alberta North), having examined the written materials submitted by the council of River Park 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 March 9, 2012, that the ministry associate position to be filled by **Ms. Sandy Reynolds** is in keeping with synodical guidelines for ministry associates. The position title is Ministry Associate.
21. Synodical deputies J.J. Hoytema (Niagara), C.N. Overduin (Toronto), and R. Koops (Hamilton), having examined the written materials submitted by the council of Good News Christian Reformed Church of London, Ontario, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Chatham, in session on January 24, 2012, that the ministry associate

position to be filled by **Mr. Kelly Sibthorpe** is in keeping with synodical guidelines for ministry associates. The position title is Campus Chaplain at Fanshawe College.

22. Synodical deputies H. Admiraal (Grand Rapids North), J.P. Douma (Grandville), and T.N. Leunk (Grand Rapids East), having examined the written materials submitted by the council of Discovery 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 South, in session on May 10, 2012, that the ministry associate position to be filled by **Ms. Mary Sterenberg** is in keeping with synodical guidelines for ministry associates. The position title is Ministry Associate of Prayer and Spirituality.
23. Synodical deputies B. Slofstra (B.C. South-East), D. Kwantes (B.C. North-West), and G.H. Pols (Alberta North), having examined the written materials submitted by the council of River Park 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 March 9, 2012, that the ministry associate position to be filled by **Mr. Harry Valstar** is in keeping with synodical guidelines for ministry associates. The position title is Ministry Associate.
24. Synodical deputies G.H. Pols (Alberta North), D. Kwantes (B.C. North-West), and T.J. Kok (Pacific Northwest), having examined the written materials submitted by the council of Fleetwood Christian Reformed Church of Surrey, British Columbia, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis British Columbia-Southeast, in session on October 19, 2011, that the ministry associate position to be filled by **Mrs. Wilma Van Der Leek** is in keeping with synodical guidelines for ministry associates. The position title is Teacher/Facilitator of the BC Leadership Development Network.
25. Synodical deputies S.J. Vander Klay (Atlantic Northeast), V.G. Vander Zee (Southeast U.S.), and S.J. Wolma (Hudson), having examined the written materials submitted by the council of Spirit and Truth Fellowship Christian Reformed Church of Philadelphia, Pennsylvania, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Hackensack, in session on March 6, 2012, that the ministry associate position to be filled by **Mr. Darryl Vorden** is in keeping with synodical guidelines for ministry associates. The position title is Ministry Associate.
26. Synodical deputies M.J. Kooy (Chicago South), J.R. Huizinga (Northern Illinois), and C.J. Aardsma (Illiana), having examined the written materials submitted by the council of Sunlight Community Christian Reformed Church of Port St. Lucie, Florida, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Southeast U.S., in session on September 21, 2011, that the ministry associate position to be filled by **Mr. William Whitt** is in

keeping with synodical guidelines for ministry associates. The position title is Associate Pastor of Worship and Media.

27. Synodical deputies M.J. Kooy (Chicago South), J.R. Huizinga (Northern Illinois), and C.J. Aardsma (Illiana), having examined the written materials submitted by the council of Oasis Community Christian Reformed Church of Winter Garden, Florida, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Southeast U.S., in session on March 10, 2012, that the ministry associate position to be filled by **Mr. Charles Woodward** is in keeping with synodical guidelines for ministry associates. The position title is Ministry Associate of Church Planting.
28. Synodical deputies P.N. Ryu (Pacific Northwest), B.A. Persenaire (Central California), and W. Verhoef (California South), having examined the written materials submitted by the council of Hope International Indonesian Christian Reformed Church of Arcadia, California, and having compared them with the synodical guidelines regarding office and ordination, concur with the decision of Classis Greater Los Angeles, in session on February 23, 2012, that the ministry associate position to be filled by **Ms. Kathy Xu (Qiao Hong)** is in keeping with synodical guidelines for ministry associates. The position title is Pastor in the Chinese Peace Church of Hope International Church.

Recommendation: That synod approve the work of the synodical deputies.

—*Adopted*

K. Article 23-a ministry associates, filling previously approved positions

The following ministry associates 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
Khary Bridgewater	Grand Rapids East	November 2, 2011
Gary Foster	Chicago South	July 26, 2011
Anthony Jansen	B.C. South-East	October 18, 2011
David Locke	Toronto	May 12, 2011
Ryan Pelton	Heartland	June 30, 2011

—*Received for information*

L. Calling a ministry associate to serve in an organized church as solo pastor under Church Order Article 23-d

1. Synodical deputies M.J. Kooy (Chicago South), C.J. Aardsma (Illiana), and J.R. Huizinga (Northern Illinois), having examined the materials submitted by the council of Iglesia El Buen Samaritano Christian Reformed Church of Miami, Florida, and having compared them with the synodical guideline for calling a ministry associate to an organized congregation, concur with the decision of Classis Southeast U.S., in session on March 10, 2012, that a ministry associate, **Mr. Jose Gonzalez**, may serve the congregation as its solo pastor.

2. Synodical deputies R.D. Drenten (Heartland), T.J. Brown (Minnkota), and A.L. Kuiper (Iakota), having examined the materials submitted by the council of Wright Christian Reformed Church of Kanawha, Iowa, and having compared them with the synodical guideline for calling a ministry associate to an organized congregation, concur with the decision of Classis Northcentral Iowa, in session on September 13, 2011, that a ministry associate, **Mr. Daniel Lindley**, may serve the congregation as its solo pastor.
3. Synodical deputies J.R. Huizinga (Northern Illinois), C.J. Aardsma (Illiana), and M. Winnowski (Wisconsin), having examined the materials submitted by the council of Hyde Park Christian Reformed Church of Chicago, Illinois, and having compared them with the synodical guideline for calling a ministry associate to an organized congregation, concur with the decision of Classis Chicago South, in session on February 16, 2012, that a ministry associate, **Mr. Yee Hwa Soon**, may serve the congregation as its solo pastor.
4. Synodical deputies H. Admiraal (Grand Rapids North), D.A. Struyk (Grand Rapids South), and M.N. Buwalda (Thornapple Valley), having examined the materials submitted by the council of Bethany Christian Reformed Church of Holland, Michigan, and having compared them with the synodical guideline for calling a ministry associate to an organized congregation, concur with the decision of Classis Holland, in session on February 13, 2012, that a ministry associate, **Mr. Dan Walcott**, may serve the congregation as its solo pastor.

Recommendation: That synod approve the work of the synodical deputies.

—Adopted

M. Deposition of a Minister of the Word under Church Order Article 82-83

Synodical deputies G.A. Koning (Georgetown), H. Admiraal (Grand Rapids North), and A.M.H. Barton (Holland), having heard the grounds submitted by the council of Aetna Christian Reformed Church of Falmouth, Michigan, and the discussion of Classis Northern Michigan, in session on March 6, 2012, concur in the decision of classis to approve, in accordance with Church Order Articles 82 and 83, the deposition of **Rev. Bradley Center** 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

II. Communication from synodical deputies

A. Background

Synodical deputies occasionally provide comments, notations, or stipulations along with their reports. The majority of these are of a routine or procedural nature. However, some are clearly intended to communicate with synod or to request action on synod's part. Advisory Committee 1 judges the following comments to be of the latter nature and recommends actions that we judge to be congruent with the deputies' communications.

B. Communication from synodical deputies R. Koops (Hamilton), C.N. Overduin (Toronto), and J.J. Hoytema (Niagara) includes the following comment: As synodical deputies, we are distressed about the increased use of Article 17-a by churches and pastors.

Recommendation: That synod instruct the councils and classes of the CRCNA, as well as the president and board of Calvin Theological Seminary and the CRCNA's Candidacy Committee, to take note of this comment.

—Adopted

C. Communication from synodical deputies C.N. Overduin (Toronto), R. Koops (Hamilton), and J. Kerkhof (Chatham) includes the following comments: As synodical deputies, we were once again faced with the difficulty of coming to a conclusion on a ministry associate position. Synod 2001 has left the door open so widely that often there is not enough clarity for when ordination is appropriate or inappropriate. The Yearbook lists many pages of ministry associates. Synod needs to address this issue once again because classes and synodical deputies repeatedly need to deal with particularized requests in the context of a generalized confusion. We feel torn as deputies and classes between being open to the leading of the Spirit and, at the same time, wondering where the boundaries are for these ministry associate positions.

Recommendation: That synod instruct its deputies, as well as the classes and congregations of the CRC, to take note of the actions of Synod 2012, changing the title of ministry associate to commissioned pastor, and clarifying the nature of a job description that would be consistent with this title.

—Adopted

III. Task Force Reviewing Structure and Culture Report and Related Matters

A. Materials

1. Overture 63
2. Task Force Reviewing Structure and Culture Report
3. BOT Supplement (section I, G; Recommendation D)
4. BOT Supplement II
5. Christian Reformed World Missions Supplement

B. *Privilege of the floor:* Rev. John Terpstra, chair of the Board of Trustees; Rev. Joel R. Boot, chair; and Rev. Julius T. Medenblik, reporter

C. Recommendations

1. That synod affirm the ongoing work of the Board of Trustees of the CRCNA and the Ministries Leadership Council in reviewing the Ministry Plan of the Christian Reformed Church.

—Adopted

2. That synod accept the initial report of the Task Force Reviewing Structure and Culture as completing the task of verifying the analysis of the Stratagem Report in keeping with its mandate.

—Adopted

3. That synod approve the proposed position description of the Executive Director of the CRCNA as presented in the Task Force Reviewing Structure and Culture report.

—Adopted

4. That synod direct the Board of Trustees to form an Executive Director Search Committee with the goal that a candidate be presented for interview and approval by Synod 2013. It is suggested that the search committee be composed of three members from the Board of Trustees, two members from the Task Force Reviewing Structure and Culture, and four individuals from the CRCNA membership, for a total of nine members, with a chair to be appointed from among them by the Board of Trustees. It is understood that the formation of such a search committee includes authorization to obtain a consultant to assist in the search process.

Grounds:

- a. This is the recommendation of the BOT (Supplement II), and is consistent with the recommendation of the task force.
- b. A consultant can greatly expedite the work of the committee via their connections and expertise.
- c. Other organizations have recently been served very well by the expertise of a consultant (e.g., Redeemer University College, Dordt College, the Institute for Christian Studies, Calvin College).

—Adopted

5. That synod adopt the following timeline for the Executive Director search process:
 - a. No later than August 2012: Appointment of the Executive Director Search Committee and retention of a consultant.
 - b. Fall 2012: Begin the search process.
 - c. February 2013: Update on the search process provided to the Board of Trustees.
 - d. May 2013: Presentation of a nominee to the Board of Trustees.
 - e. Synod 2013: Interview and appointment of the nominee.

—Adopted

6. That synod direct the Board of Trustees to design and implement a process for succession and transition and, as part of that process, consider retaining Rev. Joel R. Boot for an additional year beyond Synod 2013 to serve as a counselor to the new executive director with duties to be assigned by the executive director. Rev. Boot was originally appointed by Synod 2011 to serve a two-year interim period.

—Adopted

7. That synod extend the initial one-year term of service of the Task Force Reviewing Structure and Culture three additional years beyond Synod 2012, with the expectation that the task force will report through the Board of Trustees to subsequent synods through 2015.

Grounds:

- a. This respects the mandate Synod 2011 gave the task force, and it leaves the task force in the position to evaluate the function of the BOT within the structure.
- b. This respects the constitutional mandate of the BOT and keeps the BOT fully informed of the task force's activities.
- c. This arrangement should foster the already close and cooperative working relationship between the BOT and the task force.
- d. Some issues that the task force has to deal with (especially those related to the CRC's binational character) can be better addressed through the BOT, which has equal representation in both the United States and Canada.

—Adopted

8. That synod declare Recommendation 7 to be its response to the Board of Trustees' request for clarity with regard to Recommendation G of the Task Force Reviewing Structure and Culture report (BOT Supplement section I, G; Recommendation D)

—Adopted

9. That synod declare these actions (Recommendations 1-7) to be its response to the appreciative communication from the board of Christian Reformed World Missions (Christian Reformed World Missions Supplement).

—Adopted

10. That synod declare this to be its response to Overture 63.

—Adopted

Executive director Joel R. Boot gives thanks to the Task Force Reviewing Structure and Culture. The president responds.

IV. Overture 7: Do Not Require Delegates to Submit a Motion in Writing before Synod Considers It

A. *Materials:* Overture 7, pp. 481-84

B. *Recommendation*

That synod not accede to Overture 7.

Grounds:

1. Technology has overcome some of the concerns and challenges addressed by the overture.
2. The overture's grounds are not compelling and do not express the widespread sentiments of synodical delegates.
3. The president of synod always has discretionary authority to entertain motions from the floor.

—Adopted

V. Overture 3: Commission a Study of Church as *Institution* and *Organism*

A. *Materials*: Overture 3, pp. 466-69

B. *Background*

The material in Overture 3 reflects the reality that we live in a society and belong to a church that is to some extent characterized by polarization and lack of trust. In this context, church members on occasion feel that denominational leaders, denominational agencies, and ecclesiastical assemblies speak on behalf of the church in areas beyond their mandate or competence. Overture 3 addresses this polarization and lack of trust.

The overture touches on deep pastoral concerns and raises large theological issues, such as the nature and calling of the church and how it engages the world. These issues should be addressed, but the normative way to begin addressing such weighty and consequential matters would be by studying Scripture and the confessions that the church has adopted. A study of the distinction between church as institution and church as organism offers too narrow an approach to these matters—one that does not draw on biblical images or other available theological models.

C. *Recommendation*

That synod not accede to Overture 3.

Ground: This overture engages a broad range of issues, pastoral as well as theological, but offers a framework that is too narrow for addressing those issues comprehensively.

—*Defeated*

(The report of Advisory Committee 1 is continued in Article 78.)

ARTICLE 69

The afternoon session adjourns at 5:15 p.m. Elder delegate Mr. Michael Schuller leads in closing prayer.

WEDNESDAY EVENING, June 13, 2012 Twelfth Session

ARTICLE 70

Elder delegate Ms. Carolyn P. Dieleman leads in opening prayer.

ARTICLE 71

Advisory Committee 9, Creation Stewardship, Mr. Lawrence Hoogerhyde, Sr., reporting, presents the following:

Creation Stewardship Task Force

A. *Materials*

1. Creation Stewardship Task Force, including Appendices A-G, pp. 287-411
2. Overtures 55-60

B. *Introductory observations*

From the beginning, especially in light of the submitted overtures, the advisory committee noted the following:

- The time constraints for both the task force and the churches to respond were significant.
- Issues regarding some aspects of pertinent biblical Reformed theology needed to be addressed.
- Some of the overtures presented thoughtful doubts and hesitations about the emerging global scientific consensus on the issues of global warming and climate change (see *Agenda for Synod 2012*, p. 374).

The committee prayerfully considered these issues throughout our discussion. As a result of our deliberations, we believe that they should not prevent synod from adopting the following recommendations.

C. *Recommendations*

Reaffirmations

1. That synod re-affirm biblical principles of responsible dominion, care, and stewardship of creation as articulated in *Our World Belongs to God: A Contemporary Testimony* and referenced in section IV, A of the Creation Stewardship Task Force report (*Agenda for Synod 2012*, pp. 295-301; *Contemporary Testimony*, par. 7-10, 13, 15, 18, 23-25, 43, 44, 50, 51, 55-58; see also par. 16).
—Adopted
2. That synod reaffirm that continually emerging science is a valid and necessary means for knowledge about God’s world and should therefore guide us in our love of God and neighbors, including care for the creation (see par. 50 of the *Contemporary Testimony*).

—Adopted

Statements

3. That synod recognize that
 - a. It is the current near-consensus of the international scientific community that climate change is occurring and is very likely due to human activity.

—Adopted

The following negative vote is registered: Rev. Tom Van Engen (Heartland).

- b. Human-induced climate change is an ethical, social justice, and religious issue.

Grounds:

- 1) Such climate change poses a significant threat to future generations, the poor, and the vulnerable.
- 2) Such climate change poses a significant challenge to us all.
- 3) We are called to “commit ourselves to honor all God’s creatures and to protect them from abuse and extinction, for our world belongs to God” (*Contemporary Testimony*, par. 51).

—Adopted

The following negative votes are registered: Rev. Tom Van Engen (Heartland) and Mr. Roger Sparks (Minnkota).

- c. Therefore, even when scientific uncertainties are taken into account, the precautionary principle (e.g., Overture 60, *Agenda for Synod 2012*, p. 594) compels us to take private and public actions to address climate change.

—Adopted

The following negative vote is registered: Rev. Tom Van Engen (Heartland).
(The report of Advisory Committee 9 is continued in Article 74.)

ARTICLE 72

The evening session adjourns at 9:30 p.m. Ms. Kyla Smits (young adult representative) leads in closing prayer, and delegates sing *Psalter Hymnal* 461, “Beautiful Savior.”

THURSDAY MORNING, June 14, 2012 Thirteenth Session

ARTICLE 73

Rev. Gordon Pols leads in the call to worship, and delegates sing “Sing Praise to the Lord, You People of Grace.” Delegates respond with a responsive reading from Psalm 8 and say the Lord’s Prayer. Following the charge, delegates sing “We Celebrate the Unity of the Spirit.”

The roll indicates that all delegates are present.

ARTICLE 74

(The report of Advisory Committee 9 is continued from Article 71.)

Advisory Committee 9, Creation Stewardship, Mr. Lawrence Hoogerhyde, Sr., reporting, presents the following:

Creation Stewardship Task Force

A. *Materials*

1. Creation Stewardship Task Force, including Appendices A-G, pp. 287-411
2. Overtures 55-60

B. *Recommendations* (continued)

Call to Action

1. That synod call upon the churches, members, and denominational bodies to be voices for justice and public examples in the effort to live sustainably within our God-given resources, to promote stewardship in our own communities and our nations, and to seek justice for the poor and vulnerable among us and for future generations.

—Adopted

2. That synod call upon the churches and their members to reduce individual and collective carbon emissions to the atmosphere. We should examine energy choices in our homes, lives, businesses, farms, and institutions from a perspective of stewardship, challenging ourselves to use less energy and to use it more wisely.
—Adopted
3. That synod call upon the churches and their members to consider and advocate for public strategies that reduce carbon emissions and move us toward very low or zero net emissions.
—Adopted
4. That synod call upon the churches, their members, and appropriate denominational agencies and institutions to respond with generosity and compassion to people and places negatively affected by climate change, as well as to make efforts to mitigate it. This includes advocating with our governments to take the necessary actions in an effective global framework to assist populations that are bearing the brunt of the negative effects of climate change while being the least able to cope.
—Adopted
5. That synod direct the BOT to ensure that educational resources and programs are identified and made widely available to congregations, schools, and other groups in order to promote participation in the urgent global conversation concerning care for the creation.
—Adopted
6. That synod request the BOT to review the operational practices of major CRC agencies and institutions in the light of this report's conclusion concerning the need to exercise robust leadership in caring for the creation and addressing a changing climate, including the need to reduce our denominational carbon emissions.
—Adopted
7. That synod request the BOT to encourage several appropriate creation care organizations to apply for placement on the list of accredited non-denominational agencies recommended for financial support submitted for approval to Synod 2013.
—Adopted
8. That synod accept this report as fulfilling the mandate of the Creation Stewardship Task Force and thank them for their work.
—Adopted
9. That synod request that members of the task force make themselves available for approximately twelve months for forums, discussions, and educational sessions around the denomination.
—Adopted
10. That synod commend the Creation Stewardship Task Force report to the churches as a guide for prayer and discussion, and for direct action and advocacy when and where appropriate.
—Adopted

11. That synod consider these recommendations to be its response to Overtures 55-60.

—*Adopted*

Dr. Linda Naranjo-Hueble prays for Dr. Joe Pel, whose grandmother passed away; the Belleville Community that is dealing with a misconduct situation; and the Benjamin Ribbens family as they grieve.

(The report of Advisory Committee 9 is continued in Article 76.)

ARTICLE 75

A delegate presents the following motion:

That synod call upon the churches to be gracious and accepting of each other in the context of the Creation Stewardship Task Force report. We hold to our unity in Christ. We receive each other in love. We encourage each other to be more stewardly to the glory of God. We encourage the churches to not live in fear but in the knowledge that God's Spirit renews the face of the earth (Ps. 104:30) and that his Spirit is with us (Hag. 2:5).

—*Adopted*

ARTICLE 76

(The report of Advisory Committee 9 is continued from Article 74.)

Advisory Committee 9, Creation Stewardship, Mr. Lawrence Hoogerhyde, Sr., reporting, presents the following:

Creation Stewardship Task Force

B. Recommendations (continued)

Call to Action

In response to section XI, 1 of the task force's report regarding the "Doctrine of Discovery" (p. 348), the Advisory Committee recommends:

That synod affirm the necessity for the CRC to examine, better understand, and respond to the "Doctrine of Discovery" and related legal instruments—particularly in their origins, their historical effects, and their continuing effects on indigenous peoples in Canada and the United States. To that end synod instructs the Board of Trustees to form a small task force with a clear mandate, process, and time frame composed of knowledgeable CRC staff, board members, and appropriate resource persons. The task force will be expected to keep the church informed throughout its work and to conclude its work with a summary report of its findings and, if appropriate, recommendations to the Board of Trustees and synod for further action.

Ground: This responds appropriately to the Creation Stewardship Task Force report's conclusions that, although a deeper understanding of the "Doctrine of Discovery" and related legal instruments could be very helpful in clarifying our cultural attitudes toward caring for creation, the issues raised by the "Doctrine of Discovery" and related instruments cut deeply across the entire spectrum of the church's life and

ministry in Canadian and U.S. society and, therefore, merit a separate effort.

—Adopted

The president thanks the Creation Stewardship Taskforce for the work that they have done.

Delegates sing *Psalter Hymnal* 436, “This is My Father’s World.”

ARTICLE 77

(The report of Advisory Committee 2 is continued from Article 50.)

Advisory Committee 2, Synodical Services II, Rev. William G. Vis reporting, presents the following:

I. The Network

A. *Materials*: Board of Trustees Report (section II, B, 2, Appendix B), pp. 33; 40-44

B. *Recommendation*

That synod receive the following as information:

For some time there was a growing awareness that the Network, operating as a separate entity, was creating excellent programs that sometimes overlapped or were in conflict with the programs of other agencies.

Following the appointment of Rev. Joel Boot as executive director, a task force was formed to review the restructuring of the work of the Network. Following the recommendations of that task force, the management of the work of the Network is being distributed to other existing ministries. All aspects of the Network continue to be maintained.

—Granted

II. Office of Deacon Task Force

A. *Materials*: Office of Deacon Task Force report draft

B. *Recommendation*

That synod receive the following as information:

Synod 2010 formed a task force to study and enhance the ministry of the diaconate. The Office of Deacon Task Force has done a significant amount of preliminary work, including formulation of the following six guiding principles:

- The church does not just have deacons, it *is* diakonia.
- Diakonia is not just charity; it permeates all aspects of church ministry.
- Diakonia is not just an internal church matter but addresses the search for justice and shalom in society.
- The “principle of parity” between the offices, as stated in Church Order Article 2.
- Delegation to broader assemblies is not a search for equal representation but a desire that the *full* church be present.
- Regarding the Church Order, striving for minimal regulation for maximal engagement.

Around these principles the task force has developed tentative Church Order changes and a Form for Ordination of Elders and Deacons. They have also begun to discuss ways to create a continuing resourcing mechanism.

The task force plans to create a final formal report for distribution to the churches by November 1, 2012, on the schedule of a study committee, allowing for Synod 2013 to take final action on the proposals. The Office of Deacon Task Force is eager to receive responses, concerns, and recommendations of possible adjustments. Feedback must be received by July 31, 2012, to be considered by the task force.

The present draft material is available for review and input at www.crcna.org/pages/diakonia_report.cfm.

—*Granted*

ARTICLE 78

(The report of Advisory Committee 1 is continued from Article 68.)

Advisory Committee 1, Synodical Services I, Rev. Michael Winnowski reporting, presents the following:

Overture 3: Commission a Study of Church as *Institution* and *Organism*

Note: Synod defeated the original recommendation of the advisory committee not to accede to Overture 3; hence, the advisory committee presents the following recommendations with regard to Overture 3.

A. *Materials:* Overture 3, pp. 466-69

B. *Background*

Overture 3 raises issues that are at the very heart of the church's life: its unity, and its witness to the world. The overture asks that synod address these matters via a committee mandated to study the distinction between church as *institution* and church as *organism*. While that may be a study worth undertaking, it is not a sufficiently broad approach for addressing the underlying issues in their entirety.

It would be possible to broaden the mandate of such a study committee to include a more extensive study of Scripture, Reformed creeds and confessions, Church Order, and previous synodical decisions and denominational pronouncements, but this is not the study that Overture 3 is seeking to commission.

Synod 2012 clearly does not want to sweep aside the concerns raised by this overture but desires to serve the church by providing a pastoral framework through which to address these concerns.

C. *Recommendations*

1. That synod receive Overture 3 for information.

—*Adopted*

2. That synod instruct the ED to draft a pastoral letter . . .

- a. urging the church on all levels (congregations, classes, and denominational agencies and officers) to reflect on the issues and concerns that Overture 3 raises.

- b. urging the church on all levels (congregations, classes, and denominational agencies and officers) to take note of the full range of ethical positions that the CRC has adopted through the years (readily available on the CRC's website).
- c. admonishing all those who speak on behalf of the church to speak with discernment as to how their words will be received by those on whose behalf they speak.
- d. admonishing all members to be "quick to listen, slow to speak, and slow to anger" (James 1:19), seeking the unity in Christ, which is both the gift and calling of the church, and the love by which, according to Jesus, all people will know that we are his disciples.

—*Adopted*

- 3. That synod ask the Task Force Reviewing Structure and Culture to take the information found in Overture 3 and include it in its considerations.

—*Adopted*

- 4. That this be synod's answer to Overture 3.

Grounds:

- a. Discernment is better found through continued respectful conversation than through attempting to formulate prescriptions as to how the church speaks on issues of the day.
- b. Out of these multiple conversations, the church may find various ways to address the concerns raised in the overture and move toward greater unity in its witness to the world.

—*Adopted*

ARTICLE 79

A delegate presents the following motion:

That synod declare that the inclusion of the Contemporary Testimony in the Covenant for Officebearers leaves unchanged its status as adopted by Synod 1986: "as a testimony of faith for our times, subordinate to our creeds and confessions" (see *Acts of Synod 1986*, p. 679).

Ground: This prevents future misinterpretation of the Contemporary Testimony's status in the CRC based on the action of Synod 2012 (see *Agenda for Synod 2012*, pp. 456-57).

—*Adopted*

ARTICLE 80

I. Officers, functionaries, and convening church for Synod 2013

A. Officers

- 1. Executive director: Rev. Joel R. Boot
- 2. Deputy executive director: Dr. Peter Borgdorff
- 3. Director of synodical services: Ms. Diane S. Recker
- 4. Director of finance and administration: Mr. John H. Bolt
- 5. Director of Canadian ministries: Rev. Bruce G. Adema

B. Functionaries

Arrangements for Synod 2013: Mr. Jeff Stob, director of conference and special events at Calvin College

C. Convening church

Convening church for Synod 2013: Roosevelt Park CRC, Grand Rapids, Michigan

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	2013(1)
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. Peter Brouwer	2015(1)
B.C. South-East	Rev. Bert Slofstra	Rev. Andrew G. Vander Leek	2013(1)
California South	Rev. William Verhoef	Mr. Steve Wunderink	2013(1)
Central California	Rev. George G. Vink	Rev. Bruce A. Persenaire	2013(1)
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	2013(1)
Eastern Canada	Rev. Jacob (Jack) M. Van de Hoef	Rev. Pieter A. Heerema	2015(2)
Georgetown	Rev. Gerald A. Koning	Rev. Matthew A. Palsrok	2013(1)
Grand Rapids East	Rev. William C. De Vries	Rev. Philip V. De Jonge	2015(1)
Grand Rapids North	Rev. Henry Admiraal	Rev. Terry D. Slachter	2013(2)
Grand Rapids South	Rev. David A. Struyk	Rev. Robert L. Boersma	2013(2)
Grandville	Rev. John P. Douma	Rev. Douglas A. Kamstra	2013(2)
Greater Los Angeles	Rev. Erick D. Westra	Vacant	2015(1)
Hackensack	Rev. Douglas H. Bratt	Rev. Brian Bolkema	2015(2)
Hamilton	Rev. Ralph Koops	Rev. Henry P. Kranenburg	2013(1)
Heartland	Rev. Todd M. Zuidema	Rev. David L. Heilman	2015(1)
Holland	Rev. Michael De Vries	Rev. Adam M.H. Barton	2013(1)
Hudson	Rev. Stephen J. Wolma	Rev. Donald P. Wisse	2013(1)
Huron	Rev. Ronald G. Fisher	Rev. Ray Vander Kooij	2013(1)
Iakota	Rev. Aldon L. Kuiper	Rev. Clifford Hoekstra	2013(1)
Illiana	Rev. Calvin J. Aardsma	Rev. Bernard F. Tol	2013(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. David L. Smit	Rev. Jack Van Marion	2014(2)
Minnkota	Rev. Timothy J. Brown	Rev. Timothy J. Ouwinga	2013(1)
Muskegon	Rev. Alvin L. Hoksbergen	Rev. Gerald D. Postema	2013(1)
Niagara	Rev. Jerry J. Hoytema	Rev. Rudy W. Ouwehand	2014(2)
Northcentral Iowa	Rev. Thomas J. Niehof	Rev. Frank E. Pott	2013(1)
Northern Illinois	Rev. John F. Schuurman	Rev. John R. Huizinga	2015(2)
Northern Michigan	Rev. Jaclyn D. Guikema Busch	Rev. Chris Kostelansky	2013(1)
Pacific Hanmi	Rev. Peter Ryu	Rev. Seung Jai Kang	2014(2)
Pacific Northwest	Rev. Kenneth D. Koeman	Rev. Thomas J. Kok	2013(2)
Quinte	Rev. Jake Kuipers	Rev. B. Bernard Bakker	2013(1)
Red Mesa	Rev. John J. Greydanus	Rev. John W. Dykhuis	2015(1)
Rocky Mountain	Rev. Thomas D. Draayer	Rev. Robert L. Westenbroek	2013(2)
Southeast U.S.	Rev. Vernon Vander Zee	Rev. Scott Vander Ploeg	2013(2)
Thornapple Valley	Rev. Merlin N. Buwalda	Rev. Gerard Bouma	2013(1)
Toronto	Rev. C. Nick Overduin	Rev. Herman D. Praamsma	2015(2)
Wisconsin	Rev. Michael Winnowski	Rev. Karl H. Bratt	2014(1)
Yellowstone	Rev. Jack Huttinga	Rev. Jerry L. Blom	2013(1)
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, Christian Reformed World Missions, and Faith Alive Christian Resources) 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*—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	2013(1)
Hamilton	Vacant	
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	2013(1)
At-large	Rev. William C. Veenstra	2013(1)
	Mr. Bruce Dykstra	2015(1)
	Ms. Elaine Yu	2014(1)
<i>U.S. members</i>		
Region 5	Rev. Peter J. DeVries	2013(1)
Region 6	Mr. Kyu Paek	2014(1)
Region 7	Rev. John Terpstra	2014(2)
Region 8	Mr. Gary Van Engelenhoven	2013(2)
	Mr. Loren J. Veldhuizen	2014(2)
Region 9	Dr. Steve Timmermans	2015(1)
Region 10	Rev. Kenneth Baker	2015(1)
	Ms. Angela Taylor Perry	2013(1)
Region 11	Ms. Joan Flikkema	2015(1)
	Dr. R. Scott Greenway	2013(1)
	Mr. Chris Van Spronsen	2014(1)

Region 12	Rev. Sheila Holmes	2014(2)
At-large	Mr. Mark Charles	2015(1)
	Rev. Christian Y. Oh	2013(1)
	Dr. Peter Szto	2015(1)
Ex officio	Rev. Joel R. Boot, interim executive director	
<i>B. Back to God Ministries International</i>		
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	Ms. Alice Klamer	2013(2)
Region 5	Mr. Stanley Vander Pol	2014(2)
Region 6	Rev. Bruce Persenaire	2013(2)
Region 7	Rev. Bobby Boyd	2014(2)
Region 8	Rev. Timothy Brown	2013(2)
Region 9	Rev. Dr. Calvin J. Aardsma	2013(1)
Region 10	Mr. Wayne Brower	2015(1)
	Ms. Cynthia (Cindi) Veenstra	2014(1)
Region 11	Rev. Reginald Smith	2014(1)
	Ms. Julie Voskuil	2015(1)
Region 12	Rev. Joel Vande Werken	2015(1)
At-large	Mr. Harry Boessenkool	2013(2)
	Ms. Karyl Groeneveld	2014(2)
<i>C. Calvin College Board of Trustees</i>		
Region Member	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	2013(1)
Region 5	Mr. Dale H. Venhuizen	2015(2)
Region 6	Mr. Daniel Meester	2013(1)
Region 7	Vacant	2014(1)
Region 8	Ms. Andrea (Harms) Van Kooten	2013(1)
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	2013(1)
	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	Mr. Ralph Luimes	2013(2)
	Ms. Ruth Palma	2015(2)
	Ms. Paula Wigboldy	2014(1)
At-large	Dr. Dale J. Andringa	2014(1)
	Dr. Philip J. Brondsema	2014(1)
	Rev. Ken T. Choe	2015(1)
	Mr. Bradley Haverkamp	2015(2)
	Mr. Allen E. Hoekstra	2015(1)
	Ms. Wendy Granger Hofman	2015(1)
	Ms. Marjorie Hage Hoozeboom	2015(1)
	Mr. Craig H. Lubben	2014(1)
	Ms. Christine A. Metzger	2014(2)
	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	2013(1)
Region 2	Rev. Victor Y. Ko	2014(1)
Region 3	Ms. Wendy Gritter	2013(1)
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. Timothy D. De Jonge	2014(1)
Region 11	Rev. Paul R. De Vries	2014(2)
Region 12	Dr. Donald G. Belanus	2013(1)
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	Ms. Jinny Bult De Jong	2013(2)
	Mr. Sidney Jansma, Jr.	2013(1)
	Ms. Susan Keesen	2013(2)

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. John Van Sloten	Rev. Bruce Gritter	2015(2)
Region 3	Mr. David Harlow		2014(2)
Region 4	Mr. Gerald Klein-Geltink	Ms. Beth Fellingner	2015(1)
Region 5	Pastor Gerry Muller	Rev. George Den Oudsten	2015(1)
Region 6	Rev. Daniel Brink	Rev. Doug Bouws	2013(1)
Region 7	Rev. B. Joy Engelsman		2015(1)
Region 8	Mr. Don Mulienburg	Ms. Gaye Mellema	2013(1)
Region 9	Mr. Bruce Frens	Mr. Bruce McMurry	2015(1)
Region 10	Rev. Larry Baar		2014(2)
Region 11	Mrs. Donna Meyer		2013(1)
Region 12	Ms. Beth Fylstra		2013(2)
At-large	Ms. Shashi DeHaan		2013(2)
	Mr. James Jones		2014(2)
	Mr. Allan Kramer		2013(1)
	Ms. Rosetta Polk-Pugh		2013(2)
	Rev. Roger Ryu		2014(2)

F. Christian Reformed World Missions Board

Region	Member	Term Expires
Region 1	Ms. Jenny Siebring-deGroot	2015(1)
Region 2	Rev. Edward Jager	2013(2)
Region 3	Rev. Jacob Boer	2015(2)
Region 4	Rev. Derek A. Bouma	2014(2)
At-large	Ms. Andrea Bootsma	2013(1)
	Rev. Thomas Oosterhuis	2015(2)
Region 5	Rev. Bomsu Kim	2015(1)
Region 6	Mr. Jay Sankey	2013(2)
Region 7	Mr. Chuck Powell	2013(2)
Region 8	Ms. Dee Kramer	2015(1)
Region 9	Ms. Lois Ooms	2013(1)

Region 10	Rev. Ronald J. Meyer	2015(1)
Region 11	Dr. Kojo A. Quartey	2014(2)
Region 12	Mr. Colin Watson	2014(2)
At-large	Rev. Eduardo Gonzales	2014(1)
	Rev. Joseph Kamphuis	2015(2)
	Mr. Craig Pollington	2013(2)
	Rev. Dr. William (Bill) Svelmoe	2013(1)

G. Faith Alive Christian Resources

Region	Member	Term Expires
Region 1	Rev. Joel Ringma	2013(2)
Region 2	Mr. Co Vanderlaan	2014(1)
Region 3	Mrs. Valerie Walker	2013(1)
Region 4	Ms. Deb Flaherty	2015(1)
Region 5	Ms. Sue Imig	2015(1)
Region 6	Ms. Ruth Pena	2015(2)
Region 7	Ms. Wilma Wiersma	2013(2)
Region 8	Ms. Sherry Kooiker	2015(2)
Region 9	Mr. Robert Deckinga	2014(1)
Region 10	Dr. H. David Schuringa	2014(1)
Region 11	Ms. Donna Huisjen	2014(2)
Region 12	Ms. Ana Canino-Fluit	2015(1)
At-large	Rev. William Harris	2014(1)
	Mr. Jay Lanninga	2015(1)
At-large – Korean community	Rev. Ron Chu	2014(2)
At-large – Reformed Church in America		
	Rev. Tom Grabill	Alternate 2014(2)
	Rev. Elizabeth Brown	Ms. Carol Jones
	Hardeman	(for the three RCA
	Rev. Dustyn Keepers	at-large members) 2013(2)
		2014(1)

H. World Renew

Classis	Member	Term Expires
Alberta North	Ms. Sarah Nicolai	2014(1)
Alberta South/ Saskatchewan	Ms. Truusje Genesis*	2015(2)
Arizona	Mr. Dennis Preston	2015(1)
Atlantic Northeast	Ms. Jodi Koeman	2013(2)
B.C. North-West	Vacant	
B.C. South-East	Mr. Joel Nagtegaal	2014(1)
California South	Mr. Joel Verhoef	2015(2)
Central California	Rev. Daniel J. Hutt	2014(1)
Central Plains	Vacant	
Chatham	Vacant	
Chicago South	Rev. Roger Nelson	2014(1)
Columbia	Vacant	
Eastern Canada	Mr. Nick Van Dyke	2015(2)
Georgetown	Ms. Jodi Cole Meyer*	2014(1)
Grand Rapids East	Mr. William Haverkamp*	2013(2)
Grand Rapids North	Mr. Roy Zuidema*	2014(2)
Grand Rapids South	Mr. Harry Faber	2014(1)
Grandville	Mr. Steve Westra*	2013(1)
Greater Los Angeles	Mr. Dick Van Eck, Jr.	2015(2)
Hackensack	Rev. John Algera	2013(1)
Hamilton	Mr. Bert Hofland	2014(2)
Heartland	Dr. Harlan VanderGriend	2014(1)
Holland	Mr. Bruce Heckman	2015(1)
Hudson	Mr. Steve Eichhorn	2013(2)
Huron	Ms. Mary Both	2014(2)

Iakota	Rev. Carl H. Bruxvoort	2014(1)
Illiana	Mr. James L. Groen	2014(1)
Kalamazoo	Mrs. Marci Muller	2013(2)
Lake Erie	Ms. Anita Beem	2013(2)
Lake Superior (Canada)	Mr. Ray Postuma	2014(1)
Lake Superior (U.S.)	Mr. Michael Pluimer	2015(2)
Minnkota	Mr. Harold Van Hulzen	2014(1)
Muskegon	Mr. Cornelius Van Tol	2013(1)
Niagara	Mr. Ben Van Hoffen*	2013(2)
Northcentral Iowa	Mr. William Janssen	2013(1)
Northern Illinois	Ms. Bonnie Zigterman	2015(2)
Northern Michigan	Mr. Dennis Anderson	2014(1)
Pacific Hanmi	Rev. Dong-il Kim	2014(3)
Pacific Northwest	Mr. Tim Soerens	2015(2)
Quinte	Mr. Andy Hiemstra	2013(2)
Red Mesa	Mr. Caleb Dickson	2014(1)
Rocky Mountain	Vacant	
Southeast U.S.	Mr. Don Bouwer*	2013(2)
Thornapple Valley	Mr. Peter Gootjes	2013(1)
Toronto	Mr. Dennis Jurjens	2014(2)
Wisconsin	Mr. Garry Friesema	2015(2)
Yellowstone	Mr. Clair Abee	2014(1)
Zeeland	Mr. Donald Kloosterhouse	2014(1)
Pastoral adviser (U.S.)	Rev. Thea Leunk*	2013(1)
At-large Canada	Mr. José Francisco Angulo*	2014(2)
	Ms. Suzanne Christie	2015(1)
	Mr. John DeGroot*	2015(1)
	Mr. John DeWilde	2013(1)
	Mr. Jason Gehrels	2013(1)
	Mr. Al Hummel	2015(1)
	Mr. Jim Joosse*	2014(1)
	Rev. Rita S. Klein-Gettink*	2015(1)
	Ms. Danielle Kooy	2015(2)
	Mr. Bill Van Geest*	2013(2)
	Ms. Janet Zadoorian	2015(1)
At-large U.S.	Dr. Mariano Avila	2015(1)
	Rev. Pedro Avila	2015(1)
	Mr. Lyman Howell	2015(1)
	Dr. Joel Navarro	2015(1)
	Rev. Phonh Sinbondit	2015(1)
	Rev. Woja Henry	2015(1)
	Mr. Paul Wassink*	2014(2)
Youth at-large U.S.	Ms. Lauren B. Huisman	2015(1)
	Mr. Dirk Oudman	2015(1)
	Mr. Eric D. Robbert	2015(1)

* Also a member of the Board of Directors

Joint Ministry Council = 7 members from each national board

IV. Service committees

A. Candidacy Committee

Rev. Mary-Lee Bouma (2013/1), Mr. Roy Heerema (2013/2), Rev. Ken Koeman (2013/1), Rev. Gilbert Varela (2013/1), 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. 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. Christina Bouwer (2013/2), Rev. Chad M. Steenwyk (2013/2), Ms. Andrea P. Kaarsten (2014/1), Mr. Thomas J. Sinke (2014/1), Mr. Scott K. Ritsema (2015/1), Mr. Jon Swets (2015/2), Mr. David E. Veen (*ex officio* member).

C. Ecumenical and Interfaith Relations Committee

Rev. Pedro Aviles (2013/2), Dr. Emily Brink (2013/2), Rev. Peter Slofstra (2013/2), Ms. Debra Vasquez (2013/1), Rev. Jay Shim (2014/1), 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), Dr. Peter Borgdorff, (*ex officio* member), Rev. Joel R. Boot (*ex officio* member).

D. Historical Committee

Mrs. Angie Ploegstra (2013/2), Mr. William Sytsma (2013/2), Dr. Lyle Bierma (2014/1), Dr. Robert Schoone-Jongen (2015/1), Dr. Richard Harms, secretary (*ex officio*).

E. Judicial Code Committee

Mr. Charles C. Adams (2013/1), Mr. Christian E. Meyer (2013/2), Dr. John Van Schepen (2013/1), 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).

F. Ministers' Pension Funds committees

Canadian Pension Trustees

Mr. Keith Oosthoek (2013/1), Mr. Harry Schep (2013/2), Mr. Henry Eygenraam (2015/1), Ms. MaryAnn Kokan-Nyhof (2015/1), Rev. Kevin te Brake (2015/2).

U.S. Board of Pensions

Mr. Howard Van Mersbergen (2013/1), Rev. William G. Vis (2013/2), Mr. Jack Byeman (2015/2), Mr. Thomas Dykhous (2015/1), Mr. Kurt Knoll (2015/2).

G. Sermons for Reading Services Committee

Rev. Kenneth F. Benjamins (2014/2), Rev. Mark Verbruggen (2014/1), Rev. Lambert J. Sikkema (2015/1).

V. Task forces

A. Diversity in Leadership Planning Group (scheduled to report in 2013)

Ms. Michelle De Bie, Mr. Bing Goei, Rev. Emmett Harrison, Rev. Stanley Jim, Rev. Dr. Peter Kang, Ms. Verney Kho (chair), Rev. Daniel Mendez, Rev. Ton Kun Park, Ms. Sandra Williams, Rev. Joel R. Boot (*ex officio*).

B. Office of Deacon Task Force (scheduled to report in 2013)

Dr. Mariano Avila, Rev. Roy Berkenbosch, Rev. Richard A. Jones, Ms. Greta Luimes, Ms. Bonnie Smith, Ms. Lori Wiersma, Mr. Terry Woodnorth, Mr. Andrew Ryskamp (staff adviser).

C. 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).

VI. Study committee

Faith Formation Committee (scheduled to report in 2013)

Rev. Peter Y. Choi, Ms. Jill Friend, Dr. Syd Hielema, Ms. Pat Nederveld, Dr. H. David Schuringa, Dr. Howard Vanderwell, Dr. John Witvliet, Rev. Joel Boot (*ex officio*).

VII. Recommendation

That synod approve the list of the boards and committees.

—*Adopted*

ARTICLE 81

The morning session is adjourned at 11:40 a.m. Elder delegate Ms. Alisha L-M Dreyer leads in closing prayer.

THURSDAY AFTERNOON, June 14, 2012

Fourteenth Session

ARTICLE 82

Rev. D. Vance Hays leads in opening prayer.

ARTICLE 83

The president of synod, Rev. Dr. Leslie J. Kuiper, expresses thanks to fellow officers: Rev. Bruce A. Persenaire, Rev. Thea N. Leunk, Mr. Martin P.J. Bosveld. He thanks President Hubert Krygsman and the Redeemer University College staff: Ms. Doreen Gringhuis and Ms. Yolanda Bax. He thanks Rev. M. Jeffrey Klingenberg, Ms. Nell Vanturenout as prayer coordinator of synod, as well as other staff from Ancaster CRC. He expresses gratitude to the synod office staff: Ms. Liz Busittil, Ms. Staci De Vries, Ms. Betty Galenkamp, Ms. Beverly Koetje, Ms. Maribeth Stech, Ms. Carol Vander Ark, Ms. Dorothy Vandersteen, and Ms. Dorothy Wallinga. He expresses thanks to the IT staff: Mr. Jim Boldenow, Ms. Shirley De Vries, Mr. Lee Schiebel, and Mr. Bob VanLonkhuyzen; the synod news office staff: Mr. Henry Hess, Mr. Tim Postuma, and Mr. Jonathan Wilson; and the *Banner* staff: Mr. Jeff Arnold, Rev. Bob De Moor, Ms. Karen Huttenga, Ms. Gayla Postma, Mr. Ryan Struyk, and Ms. Roxanne Van Farowe. The president expresses appreciation for faculty advisers, ethnic advisers, young adult representatives, fraternal delegates, and the presidents of Calvin College and Calvin Theological Seminary: Dr. Gaylen Byker and Rev. Julius T. Medenblik. He also expresses the appreciation of synod to staff consultants: Rev. Bruce Adema, Mr. John Bolt, Dr. Peter Borgdorff, and Ms. Dee Recker. He expresses thanks to the hymnal committee and synod worship team for leading synod in worship. He also thanks all the delegates for their hard work and dedication to the task at hand and offers gratitude to our gracious God that has been the subject 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 fine leadership in his role as executive director.

The vice president, Rev. Bruce A. Persenaire, expresses thanks on behalf of synod to the president, Rev. Dr. Leslie J. Kuiper, for his leadership during Synod 2012.

The executive director expresses the gratitude of synod to the four officers and presents them with gifts.

ARTICLE 84

Synod 2012 concludes its business and spends time in worship. Ms. Ida Kaastra-Mutoigo leads in a call to worship, and delegates sing “Come, All You People,” and “How Great Thou Art.” Ms. Mutoigo leads a call to confession, followed by delegates singing “Deliver Me from Evil.” Delegates respond with a reading on God’s will for our lives and sing “Glory, Glory, Hallelujah.” Rev. Dr. Leslie J. Kuiper reads from Luke 11:1-4, and delegates sing “Speak, O Lord.”

Rev. Kuiper reflects on “Various Conversations.” These conversations bring diverse people together and, through the Lord’s Prayer, we have our conversation with our Father. Delegates respond by singing “God, We Sing Your Glorious Praise” (CRCNA 150th Anniversary Song). Delegates recite the Apostles’ Creed and sing “The Lord’s Prayer.” The president offers the benediction, and synod concludes with the singing of “My Friends, May You Grow in Grace.”

ARTICLE 85

Synod is adjourned at 1:40 p.m.

DENOMINATIONAL MINISTRY SHARES AND RECOMMENDED AGENCIES FOR 2013

DENOMINATIONAL MINISTRY SHARES AND RECOMMENDED AGENCIES FOR 2013

I. Denominational Ministry Shares for 2013

AGENCY	Area 1	Area 2	Area 3	Area 4	Area 5	Area 6	Area 7	Area 8
Base amount per member	294.66	294.66	294.66	294.66	294.66	294.66	294.66	294.66
Calvin College*	86.40	53.00	33.60	7.80	50.40	14.50	8.20	3.00
Total ministry-share per member	381.06	347.66	328.26	302.46	345.06	309.16	302.86	297.66

*Areas which benefit from a ministry-share reduction should employ the following monies saved to finance their area colleges:
Per professing member - 13.31 32.71 58.51 15.91 51.81 58.11 63.31

Classis Area Table for Calvin College amount:

AREA 1	Grand Rapids East; Grand Rapids North; Grand Rapids South; Grandville; Thornapple Valley
AREA 2	Georgetown; Holland; Kalamazoo; Lake Erie; Muskegon; Northern Michigan; Zeeland
AREA 3	Chicago South; Illiana; Northern Illinois; Southeast U.S.; Wisconsin
AREA 4	Central Plains; Heartland; Iakota; Lake Superior; Minnkota; Northcentral Iowa
AREA 5	Atlantic Northeast; Hackensack; Hudson
AREA 6	Arizona; Columbia; California South; Central California; Greater Los Angeles; Pacific Hanmi; Pacific Northwest; Red Mesa; Rocky Mountain; Yellowstone
AREA 7	Chatham; Eastern Canada; Hamilton; Huron; Niagara; Quinte; Toronto
AREA 8	Alberta North; Alberta South/Saskatchewan; B.C. North-West; B.C. South-East

Denominational ministry-share allocation

	2012 ministry-share allocation eff. 1/01/2012	2012 ministry-share allocation eff. 7/01/2012	2013 ministry-share allocation eff. 1/01/2013
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
FAITH ALIVE CHRISTIAN RESOURCES	12.49	12.49	21.99
HOME MISSIONS	46.88	46.88	46.88
WORLD MISSIONS	60.56	60.56	60.56
WORLD RENEW (formerly CRWRC)	-	-	-
DENOMINATIONAL MANAGEMENT, SERVICES, AND MINISTRIES:			
Synod assembly, BOT, and general administration	38.19	34.84	34.84
SPECIALIZED MINISTRIES	46.80	50.15	50.15
Chaplaincy and Care Ministry			
Committee for Contact with the Canadian Government			
Disability Concerns			
Pastor-Church Relations / SCE**			
Race Relations			
Safe Church Ministry			
Service Link			
Social Justice and Hunger Action			
Urban Aboriginal Ministries			
SPECIAL ASSISTANCE FUND	0.36	0.36	0.36
	<u>\$ 316.76</u>	<u>\$ 316.76</u>	<u>\$ 326.26</u>

*Represents the composite rate. Actual rate varies by area.

**Sustaining Congregational Excellence

Note: Effective July 1, 2012, the functions of The Network have been reorganized to fall within existing CRC ministries.

II. Agencies recommended for financial support in 2013

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. The Ministry Incentive 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 Alive Christian Resources
9. World Renew (formerly CRWRC)—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. Au Sable Institute of Environmental Studies
 3. Christian Schools International
 4. Christian Schools International Foundation (for textbook development)
 5. CLC Network
 6. Dordt College
 7. Elim Christian Services
 8. Friends of ICS (U.S. Foundation of Institute for Christian Studies)
 9. Hunting Park Christian Academy
 10. ITEM—International Theological Education Ministries, Inc.
 11. John Stott Ministries
 12. Kid's Hope USA
 13. The King's University College (through the U.S. Foundation)
 14. Kuyper College
 15. Providence Christian College
 16. Redeemer University College (through the U.S. Foundation)
 17. Rehoboth Christian School
 18. Roseland Christian School
 19. Trinity Christian College
 20. Worldwide Christian Schools
 21. 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. Center for Public Justice
 6. Crossroad Bible Institute
 7. IN Network U.S.
 8. InterVarsity Christian Fellowship (endorsed for local specified staff support only)
 9. Middle East Reformed Fellowship, U.S. (MERF)
 10. Mission India
 11. Paidia International Development
 12. The Tract League
 13. World Communion of Reformed Churches (WCRC)
 14. Wycliffe Bible Translators, Inc.

Canadian agencies

- | | |
|--|--------------------------|
| A. <i>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 |
| B. <i>Educational agencies</i> | |
| 1. Canadian Christian Education Foundation, Inc.
(for textbook development) | 11883 0207 RR0001 |
| 2. Christian Economic Assistance Foundation | 11885 6251 RR0001 |

3. Dordt College (per Schedule VIII)
4. Edu Deo Ministries (formerly Worldwide Christian Schools –
Canada) 88945 9970 RR0001
5. Institute for Christian Studies. 10750 8434 RR0001
6. The King’s University College 10808 5911 RR0001
7. Kuyper College (per Schedule VIII)
8. Ontario Association of Christian Schools Foundation 85861 0926 RR0001
9. Redeemer University College..... 12331 3660 RR0001
9. Trinity Christian College (per Schedule VIII)
- C. *Miscellaneous agencies*
1. Bible League – 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

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(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 2012*

BOT – Board of Trustees
 BTGMI – Back to God Ministries International
 CCC – Canadian Council of Churches
 CCT-USA – Christian Churches Together in the U.S.A.
 CD – Canons of Dort
 CICW – Calvin Institute for Christian Worship
 CJM – Congregation Justice Mobilization
 CR – Christian Reformed
 CRC – Christian Reformed Church
 CRCN – Christian Reformed Church of Nigeria
 CRCNA – Christian Reformed Church in North America
 CRHM – Christian Reformed Home Missions
 CRWM – Christian Reformed World Missions
 CRWRC – Christian Reformed World Relief Committee
 CSI – Christian Schools International
 CTS – Calvin Theological Seminary
 DCM – Director of Canadian Ministries
 DFA – Director of Finance and Administration
 DORR – Dance of Racial Reconciliation
 DRC – Dutch Reformed Church in South Africa
 DRCA – Dutch Reformed Church in Africa
 DRS – Disaster Response Services
 DYM – Dynamic Youth Ministries
 ED – Executive Director
 EFC – Evangelical Fellowship of Canada
 EIRC – Ecumenical and Interfaith Relations Committee
 EPC – Evangelical Presbyterian Church
 EPMC – Ecclesiastical Program for Ministerial Candidacy
 FOS – Form of Subscription
 FTE – Full-Time Employee
 GEMS – Girls Everywhere Meeting the Savior
 HC – Heidelberg Catechism
 HR – Human Resources
 ICS – Institute for Christian Studies
 IRC – Interchurch Relations Committee
 JCC – Judicial Code Committee

JMC – Joint Ministry Council
 LDN – Leadership Development Network
 MERF – Middle East Reformed Fellowship
 MLC – Ministries Leadership Council
 MOPS — Mothers of Preschoolers
 NAE – National Association of Evangelicals
 NKST – Church of Christ in the Sudan among the Tiv
 NRC – Netherlands Reformed Churches
 OSJ – Office of Social Justice and Hunger Action
 PCC – Presbyterian Church in Canada
 PCN – Protestant Church in the Netherlands
 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
 REC – Reformed Ecumenical Council
 SCE – Sustaining Congregational Excellence
 SMCC – Synodical Ministerial Candidacy Committee
 SPE – Sustaining Pastoral Excellence
 STM – Specialized Transitional Ministers
 TE – Technology and Equipment
 TLT – Timothy Leadership Training
 TLTI – Timothy Leadership Training Institute
 URCSA – Uniting Reformed Church in Southern Africa
 WARC – World Alliance of Reformed Churches
 WCRC – World Communion of Reformed Churches
 WLM – World Literature Ministries
 YU – Youth Unlimited

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