

ACTS OF SYNOD



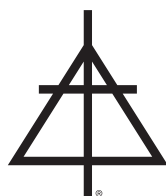
Responding to God's
gracious call.



Christian
Reformed
Church

**ACTS
OF SYNOD**

2016



**Christian
Reformed
Church**

June 10-17, 2016
Covenant Fine Arts Center
Calvin College
Grand Rapids, Michigan

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Synod 2016 was held at Calvin College in Grand Rapids, Michigan, June 10-17, 2016. 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 2016* 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.
- One Overture.
- Financial reports.
- The minutes of Synod 2016.
- An index for both the *Acts of Synod* and the *Agenda for Synod 2016*.

It is necessary for the user of the *Acts of Synod 2016* to keep the *Agenda for Synod 2016* readily available as a reference. The *Agenda* is not reprinted in the *Acts*. The minutes of synod often make reference to reports and overtures in the *Agenda for Synod*. Take note that the pagination continues from the *Agenda* to the *Acts*. Supplementary materials begin on page 673, following preliminary unnumbered pages. Financial reports begin on page 795. The minutes of synod follow, beginning on page 815. 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 2016.

The Lord has blessed the CRC with many resources, and God calls us to use them with enthusiasm and compassion. While the “Acts of Synod” are a record of official actions taken, they represent the church of Christ at work, demonstrating the desire of the CRC to respond faithfully by the power of the Spirit to God's call upon us in North America and around the world.

May the favor of the Lord our God rest on us; establish the work of our hands for us—yes, establish the work of our hands.

(Ps. 90:17)

Steven R. Timmermans, executive director
Christian Reformed Church in North America

BOARD OF TRUSTEES

BOARD OF TRUSTEES SUPPLEMENT

I. Polity matters

A. Board of Trustees membership (Committee 1)

- Trustees whose terms expire as of June 30, 2016, or who have resigned:

Region/Classis	Member
Region 5	Rev. Peter J. DeVries
Region 10	Ms. Angela Taylor Perry
Region 11	Dr. R. Scott Greenway
U.S. at-large	Rev. Christian Y. Oh
Classis Alberta North	Mr. Michael Wevers
Classis Eastern Canada	Mrs. Katherine M. Vandergrift
Classis Toronto	Mr. Peter Noteboom
Canada at-large	Rev. William C. Veenstra

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 the following delegates are completing a second term of service on the Board: Rev. Peter J. DeVries, Dr. R. Scott Greenway, Mr. Peter Noteboom, Rev. Christian Y. Oh, Ms. Angela Taylor Perry, Mrs. Katherine M. Vandergrift, and Rev. William C. Veenstra. The Board has received and acknowledged the resignations of (1) Mr. Peter Noteboom in March 2016, due to his new employment with the CRCNA, and (2) Mr. Michael Wevers, due to personal reasons, after five years of service. We thank God for each of these dedicated servants and for their contributions to the Board and the Christian Reformed Church in North America.

3. Board of Trustees nominees

- Due to the resignation of Mr. Michael Wevers (Classis Alberta North), the Board presents the following slate of nominees from Classis Alberta North for appointment to a first term on the BOT:

Rev. Gerrit J. Bomhof is the pastor of First CRC in Red Deer, Alberta. He has previously served in churches in Ontario and Manitoba and is planning to retire from ministry in fall 2016 but hopes to stay active in other capacities. Rev. Bomhof served on the Christian Reformed Home Missions board for seven years and the board of Back to God Ministries International for six years. He also served as classical stated clerk for Classis Chatham, on the classical interim committee in Classis Alberta North, and on the ministries committee in Classis Huron. Rev. Bomhof

considers himself a “broad picture” person and is interested in helping to map out a plan for the denomination’s preferred future.

Mr. Walter Mulder is a member of Covenant CRC in Edmonton, Alberta. Currently retired, he is a Dordt College graduate who previously served as the CEO of Rehoboth Christian Ministries for thirty-two years. He also recently served as executive director of The King’s University Foundation. Mr. Mulder is currently serving a second three-year term as vice president on the Christian Credit Union board of directors. He also served several terms on the council at Covenant CRC. The CRC has been, and continues to be, a tremendous source of support and comfort to him and his family. Mr. Mulder would appreciate the opportunity to serve the denomination in this way.

- b. The Board of Trustees reported in March that it hoped to present nominees for the Classis Eastern Canada position by way of the BOT Supplement. The Board requests that synod appoint the following single nominee to a first term, effective July 1, 2016:

Rev. Bernard Bakker is a retired minister of the Word serving as a specialized transitional minister at Community CRC in Dixon’s Corners, Ontario. He has served on the Nova Scotia Bible Society board and on the board of Christian Reformed World Missions. Rev. Bakker served on the classis ministries committee, classis Home Missions committee, and the healing and reconciliation team for Classis Quinte. In addition, he has served as a synodical deputy and as a regional pastor.

B. Officers of the Board of Trustees for 2016-17 (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: Mr. Ralph Luimes
Vice president: Mr. Andy deRuyter
Secretary: Rev. Donald Draayer

2. The CRCNA-Michigan Corporation

President: Mr. Chris Van Spronsen
Vice president: Dr. Socorro Woodbury
Vice-all: Dr. Calvin Hoogendoorn

3. The binational Board of Trustees officers

President: Mr. Chris Van Spronsen
Vice president: Mr. Ralph Luimes
Vice-all: Dr. Calvin Hoogendoorn

C. Council of Delegates Transition Committee (Committee 1)

Synod 2015 directed the Board of Trustees “to form a Transition Committee, under the leadership of the executive director, with agency and ministry representation, to facilitate the transition from the Board of Trustees to the Council of Delegates by Synod 2018 or sooner” (*Acts of Synod 2015*, p. 679). The Transition Committee presented a preliminary report to the Board in

May for review and input. The Board affirmed the direction of the COD Transition Committee and recommends that synod receive the report in Appendix A as information, noting the modifications made to the design of the COD committee structure and the size of the Council of Delegates as indicated in the following chart:

Presented to Synod 2015	Modifications
1. An Executive Committee 2. Ministry Collaboration Committees (one each for the 5 streams = 5) 3. Agency Committees (3) 4. Policy Committees (5)	1. No change 2. Name change to Ministries Committees (some combining, resulting in 3 committees) 3. Agency <u>sub</u> committees (to show the relationship to the Global Missions Committee); now 2 due to HM/WM unification. 4. Name change to Services Committees (some combining, resulting in 3)
Total number of delegates = 60	Total number of delegates = 52

The Board also recommends that synod take note of modifications to the COD committees to include non-COD members and to allow for advisory groups (non-governance). Finally, it is recommended that synod receive as information the approach to policy governance that utilizes a *constituent representative* model.

Note: The decision by Synod 2015 instructing that the Transition Committee review and possibly recommend changes to the Church Order and to the Constitution and Bylaws of the BOT, as well as to various organizational by-laws, will be included in a subsequent report, and further recommendations will be presented as the timeline indicates.

D. Church Order Articles 82-84 (Committee 2)

In response to an overture by Classis Chatham, Synod 2015 decided to

instruct the Board of Trustees to ask Safe Church Ministry, in concert with other denominational entities (Pastor-Church Relations, Calvin Theological Seminary, Calvin College, and a Church Order expert), to review and to recommend revisions, if needed, to Church Order Articles 83-84 and their Supplements regarding suspension, deposition, and reinstatement to office in cases of sexual misconduct and sexual abuse.

(*Acts of Synod 2015*, p. 644)

Synod 2015 also decided

that the committee, formed by the BOT in response to [the decision] above, be mandated to do as follows:

- Differentiate sexual misconduct from sexual abuse.
- Provide guidelines for how gradations in severity and victim impact would affect decisions regarding reinstatement.
- Clarify the imbalance of power and how it affects the issue of sexual misconduct and sexual abuse.
- Consult with other denominations and agencies regarding their policies.
- Consult with legal counsel.
- Address matters of resignation of officebearers in situations of abuse.
- Report to Synod 2016 with proposals and potential polity changes to Church Order Articles 82-84 and their Supplements.

(*Acts of Synod 2015*, p. 644)

The Board received the final report by the Committee Reviewing Church Order Articles 82-84 and their Supplements and recommends the report as found in Appendix B to synod for adoption.

E. Banner editor-in-chief (Committee 5)

Upon the retirement of the *Banner* editor-in-chief in summer 2015, synod mandated a search committee to identify a nominee for the position. It is with gratitude to God that the Board of Trustees recommends Mr. Shiao C. Chong for appointment by synod, following a successful interview, as the new *Banner* editor-in-chief, effective August 1, 2016. Mr. Chong's curriculum vitae is included in Appendix C.

Grounds:

1. Mr. Chong exhibits a strong, vibrant, personal Christian faith that exemplifies spiritual humility and integrity and shows a deep love for the Christian Reformed Church and a passion for its spiritual health, witness, and fruitfulness.
2. As a convert to the Reformed faith, he demonstrates a thorough grasp of the Bible and of Reformed theology as affirmed and lived in the CRC, and he shows understanding of and commitment to the doctrinal positions of the CRC. As a commissioned pastor with fourteen years of ministry experience as a CRC campus pastor at Toronto's York University, he is able to articulate contemporary issues that are of particular relevance to the CRC, the church at large, and the world in which we are called to live our faith. Working in the widely diverse context of a large secular university, he also demonstrates the ability to engage young adults with creativity, sensitivity, and theological integrity.
3. Through eighteen years of writing for *The Banner* and other Christian publications, Mr. Chong has proven the ability to communicate with clarity and liveliness. He is able to write with sensitivity and grace for a diverse readership and to constructively deal with and respond to a variety of opinions and criticism. In addition, he shows clear understanding of the potential of *The Banner's* online presence and of what it will take to guide *The Banner* in realizing that potential.
4. He possesses a proven record as a facilitator/leader working primarily with volunteer student leadership teams on campus. He demonstrates the competencies and understanding of team dynamics that will enable him to manage a staff that works with synergy, accountability, and dedication in setting and meeting objectives. He is able to work effectively and respectfully with a senior management team, a board, and committees.
5. He demonstrates a strong desire and an impressive ability to seek, discern, communicate, and implement God's vision for the future of *The Banner*.

F. Minister of the Word calling process review (Committee 5)

The Board has begun dialogue regarding the effectiveness of the present minister of the Word calling process following an expressed desire to address the 21st-century challenges of pairing healthy leaders with fitting congregations. A process is under way to frame some of the elements currently in play that affect our calling system. It is the hope of the Board that having

congregations and leaders engage in the conversation would be an appropriate and needful element in engaging this area of our shared life.

G. CRC Binational gathering 2017 (Committee 1)

Plans are under way for the August 3-5, 2017, binational gathering of CRC ministry leaders from across North America. Each congregation is encouraged to consider sending persons to this first ever denominational conference. Workshops and plenary speakers will center on “Connecting, Caring, Leading, and Transforming.” Further details will be announced in the coming months. Consider this an opportunity to engage, learn, be inspired, share best practices, and much more!

II. Program and finance matters

A. Program matters

1. Youth ministry pilot project (Committee 5)

The focus of the youth ministry pilot project—through webinars, blogs, Facebook postings, various events and retreats, gatherings at classes, and other means—has been to equip youth leaders in Canada to do their work in more meaningful ways. It provides a range of resources and best practices—both for those who are volunteers and for those who are on staff doing youth ministry. One of the key reasons for launching the project was to address the reality that many in the younger generations are increasingly disconnected from the CRC and are exiting. The project leaders state that they “long for a shift from ministry that is ad hoc, reactive, age-segregated, and anxiety-driven to a ministry that is rooted in grace, part of a larger, comprehensive vision of intergenerational discipleship, and built on solid foundations of leadership development.”

The Board expressed interest in developing long-term plans for congregational youth ministry and its relationship to the denominational ministry plan, as well as the denominational support structures needed—determined by means of the plan’s implementation and administrative decisions. *Note:* The pilot project funding through the CRC Foundation will not continue past the second year of U.S./Canadian grants. Good linkage with Youth Unlimited will be essential.

2. Communication to synod from the board of Back to God Ministries International (Committee 6)

The Board reviewed a communication to synod by the board of Back to God Ministries International in response to Overture 9 in the *Agenda for Synod 2016* (p. 562) and noted that Classis Illiana did not adopt the overture (see Back to God Ministries International Supplement).

3. The New Mission Agency (Committee 6)

The BOT had the privilege of reviewing the organizational design for the New Mission Agency (the joining of Christian Reformed Home Missions and Christian Reformed World Missions). Upon learning that the boards of CRHM and CRWM, in a joint meeting in late April, endorsed the organizational structure for the New Mission Agency, the Board approved the outcomes, vision, mission, core postures, and values of the

New Mission Agency as found in its report in the Supplement to synod's agenda, and recommends it to synod as information.

The BOT strongly encouraged the joint boards of CRHM and CRWM to finalize the leadership plan and structure by September 2016 so that the BOT subsequently can declare an opening or openings in the position(s) of director(s) and begin a search process, with the hope of appointment and ratification by June 2017.

4. World Literature programming (Committee 6)

Redefined denominational priorities and changes in the literature market suggest that now is the time for the Christian Reformed Church to look beyond the World Literature Ministries traditional publishing model for ministry to non-English language communities. World Literature Ministries had a presence predominantly in the Spanish-language arena through the publications of *Libros Desafío*.

There is a continuing need to serve these communities with solid, Reformed materials; however, the production of materials by World Literature Ministries, under an older publishing paradigm, was not reaching this need according to analysis and consultation. In addition, our current approach was not financially sustainable. The BOT decided that a new model is needed—including content written locally, utilizing faculty and perhaps doctoral students. Staff are committed to developing the new model and initiating the redesigned ministry to meet ministry needs and challenges for new Spanish-language initiatives, including Latin America in FY 2017-2018.

5. Korean Publications and Korean Coffee Break (Committee 6)

The Board endorsed the reorganization of Korean Publications and Korean Coffee Break to bring these ministries alongside the many other ministry initiatives facilitated by the Ministries Leadership Council. As a new subcommittee of Ministries Leadership Council, this entity will incorporate the present functions of Korean Publications and Korean Coffee Break and increase opportunity and efforts as it incorporates with the CRCNA. It is anticipated that implementation will be effective no later than July 1, 2016.

B. *Finance matters* (Committee 7)

1. Task Force on Financial Sustainability Report

The Board received the report and recommendations of the Task Force on Financial Sustainability, mandated by the BOT to understand the multiple financial means by which the ministries of the CRCNA are provided for and how funds are gathered, and to assess multiple-year data and trends. The committee was asked to provide the BOT Finance Committee with recommendations for possible strategies and policies, including specific focus and comprehensive implications to move toward a sustainable paradigm for the next generation.

The Board responded to the report of the task force by taking the following actions, including a recommendation that synod adopt the report of the Task Force on Financial Sustainability (see Appendix D):

- a. The BOT received the report of the Task Force on Financial Sustainability and thanked its members for their service.
- b. The BOT endorsed the five action steps included in the body of the report and instructed the ED to develop a strategy for implementation of the action steps.
- c. The BOT endorsed “Funding Alternative B” as the preferred direction for Step 5 within the report.
- d. The BOT recommends the Task Force on Financial Sustainability report (Appendix D) to Synod 2016 for adoption. In addition, the implementation plan to be developed by the ED shall be presented to the BOT in February 2017 and forwarded to Synod 2017 for adoption.

Grounds:

- 1) The ministry-share system is a synodically approved and practiced revenue stream to support the local, regional, and global mission and vision of the CRCNA. The motions address its ongoing effective implementation and administration in order to serve the denomination’s long-term financial sustainability.
- 2) The ministry-share system would be greatly enhanced with renewed focus on the role of each classis to hold its member churches to their joint commitment to be covenant partners in the global mission of the CRCNA.
- e. The BOT recommends that Synod 2016 consider the above suggestions as it addresses the concerns raised in Overture 10 by Classis Iakota regarding ministry share.
2. 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 to the BOT in the report of the BOT Finance Committee.
3. The Board recommends that synod approve a ministry share of \$346.27 per adult member (age 18 and over) for calendar year 2017 (a 2% increase over the previous year) for the broadening and deepening of congregational support services.
4. The Board recommends that synod approve the list of above-ministry share offerings as follows:
 - a. Denominational agencies recommended for one or more offerings
 - Back to God Ministries International
 - Calvin College
 - Calvin Theological Seminary
 - Christian Reformed Church Foundation
 - CR Home Missions
 - CR World Missions

Denominational Ministry Programs

- 1) Chaplaincy and Care Ministry
- 2) Committee for Contact with the Government
- 3) Disability Concerns
- 4) Faith Formation Ministries
- 5) Pastor-Church Relations
- 6) Race Relations
- 7) Safe Church Ministry
- 8) ServiceLink
- 9) Office of Social Justice
- 10) Urban Aboriginal Ministries
- 11) Worship Ministries

World Renew—one offering per quarter because the agency receives no ministry-share support

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

Communities First Association

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

5. The Board informs synod that it has approved the renewal of the following accredited agencies for offerings in the churches for 2017—year three in a three-year cycle of support (2015-2017). Synod 2002 approved certain revisions to the guidelines for nondenominational agencies and changed the policy from a required annual application and synodical approval to one that requires an application and synodical approval every three years. Synod indicated that, in the intervening years, agencies were to submit updated financial information and information regarding any significant programmatic changes. Each nondenominational agency requesting approval submitted the required materials for consideration.

The Board determined that a review of the current policy for review and approval of agencies for support is needed and therefore asked the BOT Finance Committee to review the process and bring a report and recommendations to the BOT in February 2017. The report will then be forwarded to synod for review and final approval if changes are recommended.

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
Pine Rest Christian Mental Health Services
Quiet Waters Ministries

2) Educational agencies

Ascending Leaders
Christian Schools International
Christian Schools International Foundation (for textbook development)
Dordt College
Elim Christian Services
Friends of ICS (U.S. Foundation of Institute for Christian Studies)
Hunting Park Christian Academy
Kids Hope USA
The King's University (through the U.S. Foundation)
Kuyper College
Langham Partnership
Redemer University College (through the U.S. Foundation)
Rehoboth Christian School
Tent Schools International (formerly Worldwide Christian Schools)
Trinity Christian College
Zuni Christian Mission School

3) Miscellaneous agencies

Association for a More Just Society
Audio Scripture Ministries
Bible League International
Care of Creation
Center for Public Justice
Crossroad Bible Institute
InterVarsity Christian Fellowship (endorsed for local, specified staff support only)
Mission India
Mississippi Christian Family Services
Talking Bibles
The Tract League
World Communion of Reformed Churches (WCRC)
Wycliffe Bible Translators, Inc.

b. Canada

1) Benevolent agencies

Beginnings Family Services
Indwell (formerly Homestead Christian Care)

2) Educational agencies

Dordt College
 EduDeo
 Institute for Christian Studies
 The King's University
 Kuyper College
 Redeemer University College
 Trinity Christian College

3) Miscellaneous agencies

A Rocha Canada
 Bible League – Canada
 Canadian Council of Churches
 Cardus (Work Research o/a Cardus)
 Citizens for Public Justice (CJL Foundation)
 Evangelical Fellowship of Canada
 Gideons International – Canada
 InterVarsity Christian Fellowship of Canada
 OneBook
 Shalem Mental Health Network
 World Communion of Reformed Churches (WCRC)
 Wycliffe Translators of Canada, Inc.

6. New request for inclusion on the list of nondenominational agencies approved for offerings

The Board deferred consideration of Harvest USA for inclusion on the accredited agency list because the organization is the subject of an overture to synod by Classis Minnkota (*Agenda for Synod 2016*, pp. 573-74).

7. The denominational salary grid

The BOT recommends that Synod 2016 adopt the salary grid included below for use in fiscal year 2016-2017. The grid reflects no increase from the 2015-2016 or 2014-2015 salary amounts.

2016-2017 Salary Grade and Range Structure				
Level	U.S. Range		Canadian Range	
	Minimum	Target	Minimum	Target
20	\$153,763	\$180,898		
19	\$138,976	\$163,501		
18	\$122,431	\$144,037	\$114,256	\$134,418
17	\$108,478	\$127,621	\$99,706	\$117,301
16	\$93,392	\$109,873	\$87,097	\$102,467
15	\$81,357	\$95,714	\$77,518	\$91,198
14	\$72,640	\$85,459	\$70,566	\$83,019
13	\$64,857	\$76,302	\$64,361	\$75,718

8. Ministers' pension assessment

The BOT endorsed the following decision of the Pension Trustees and includes it in this report for synod's information:

That the 2017 per-member assessment for the Canadian Plan remain \$42.96 and that the Canadian per-participant assessment remain \$9,840.

Similarly, that the 2017 per-member assessment for the U.S. Plan remain \$37.20 and the U.S. per-participant assessment remain \$7,704.

9. 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 E.

III. Recommendations

A. That synod by way of the ballot appoint to the Board of Trustees a member from Classis Alberta North and Classis Eastern Canada (BOT Supplement section I, A, 3).

B. That synod receive the report by the Council of Delegates Transition Committee as information, taking note of the modifications made to the size of the council and the structure and composition of its committees (BOT Supplement section I, C and Appendix A).

C. That synod receive as information the approach to policy governance that utilizes a constituent representative model (BOT Supplement section I, C).

D. That synod adopt the report of the Committee Reviewing Church Order Articles 82-84 and their Supplements and its recommendations as outlined in the following (BOT Supplement section I, D and Appendix B):

1. That synod adopt the following proposed changes to the Church Order and Its Supplements (proposed additions are in *italics*):

Proposed changes to Supplement, Articles 82-84

New sections a and b, indicated by italics (the former sections a-g would remain unchanged and would be relettered as sections c-i):

a. An administrative leave may be imposed without prejudice by the council in order to investigate allegations of deviation from sound doctrine or godly conduct. Ordinarily, compensation and benefits would continue, and any duties to be performed during the leave would be specified by the council. All suspensions and administrative leaves are temporary.

Ground: This statement offers administrative leave as an option for cases in which an allegation has been made but guilt or innocence has not yet been established. In addition, it explains the temporary nature of these actions.

b. Officebearers who confess to or are determined to be guilty of sexual misconduct will be considered guilty of deviation from godly conduct and worthy of discipline.

Ground: This statement acknowledges the serious nature of sexual misconduct by a church leader and the damaging impacts it brings to individuals and to church communities.

A new section j (indicated by italics):

- j. *When a minister resigns under discipline or to avoid discipline, he or she should be released from office per Article 14-c, noting that the provisions of Supplement, Article 14-b also apply to Article 14-c, especially in these situations.*

—Cf. Supplement, Article 14-c

Ground: This addition provides a cross-reference to Supplement, Article 14 and will aid churches in dealing with situations of resignation.

Proposed new Supplement, Article 83

(indicated by italics)

One of the key dynamics in considering abuse of office is the imbalance and misuse of power. The power inherent in the role of officebearer represents a sacred trust and must not be misused.

Ground: Power is a foundational dynamic in ministry and in other professional relationships. Adding this statement to the Supplement will help ensure that the power dynamic is understood and is not ignored in considering these issues.

Proposed changes to Supplement, Article 84

A new “Examples” paragraph to replace the paragraph under section 1, d (indicated by italics):

Examples of related ungodly conduct include, but are not limited to, participation in pornography, engaging in sexual contact in return for payment or any other favor, or voyeuristic behavior, displays of sexually offensive material, suggestive gestures and remarks, and other sexually intimidating behavior.

Ground: The committee believes that this paragraph should be more comprehensive and be updated to more current language.

A definition of sexual misconduct to replace the Note under section 2 (indicated by italics):

The “Guidelines for Handling Abuse Allegations Against a Church Leader” adopted by Synod 2010 (cf. Agenda for Synod 2010, pp. 503-504) define sexual misconduct as

- exploiting or grooming (preparing) a minor or an adult—regardless of consent or circumstances—for the purpose of sexual touch, sexual activity, or emotional intimacy, with the result of either sexual gratification or power and control over the minor or adult;*
- unwelcome touch, sexual activity, or emotional intimacy between co-workers, co-volunteers; or*
- sexual touch, sexual activity, or emotional intimacy between a supervisor and a subordinate who serve together in a church program or church ministry.*

Ground: The most recent definition of sexual misconduct approved by synod should be used.

Insert the following additional Note (indicated by italics):

Note: These rules that prevent the reinstatement of deposed officebearers in particular situations also apply to those ministers who have been released by way of Article 14 and have been declared “dismissed” or “in the status of one deposed” due to those situations.

Ground: If these former officebearers confessed to or are determined to be guilty of sexual misconduct, as per the parameters defined in the Supplement to Article 84, they should not be allowed to serve again in office.

Proposed new Supplement, Article 14-e
(indicated by italics)

The provisions of Supplement, Article 84 related to reinstatement of ministers who have been deposed also apply to ministers who resign under discipline or to avoid discipline and later seek reordination by way of Article 14-e.

Ground: Just as deposed officebearers are not allowed reinstatement to office in certain circumstances related to sexual misconduct, so also ministers who resign from office in certain cases of sexual misconduct should not be allowed to be reordained in those same circumstances. This procedure is included in the *Manual of Christian Reformed Church Government* as a recommended practice.

2. That synod refer this report to the churches for study and for awareness of these important issues.
 3. That synod instruct the executive director to communicate these changes to the churches and classes directly—separately from the summary report of decisions of Synod 2016 so as to emphasize the importance of these changes.
- E. That synod, following a successful interview, appoint Mr. Shiao C. Chong as editor-in-chief of *The Banner*, effective August 1, 2016 (BOT Supplement section I, E and Appendix C).

Grounds:

1. Mr. Chong exhibits a strong, vibrant, personal Christian faith that exemplifies spiritual humility and integrity and shows a deep love for the Christian Reformed Church and a passion for its spiritual health, witness, and fruitfulness.
2. As a convert to the Reformed faith, he demonstrates a thorough grasp of the Bible and of Reformed theology as affirmed and lived in the CRC, and he shows understanding of and commitment to the doctrinal positions of the CRC. As a commissioned pastor with fourteen years of ministry experience as a CRC campus pastor at Toronto’s York University, he is able to articulate contemporary issues that are of particular relevance to the CRC, the church at large, and the world in which we are called to live our faith. Working in the widely diverse context of a large secular university, he also demonstrates the ability to engage young adults with creativity, sensitivity, and theological integrity.

3. Through eighteen years of writing for *The Banner* and other Christian publications, Mr. Chong has proven the ability to communicate with clarity and liveliness. He is able to write with sensitivity and grace for a diverse readership and to constructively deal with and respond to a variety of opinions and criticism. In addition, he shows clear understanding of the potential of *The Banner's* online presence and of what it will take to guide *The Banner* in realizing that potential.
4. He possesses a proven record as a facilitator/leader working primarily with volunteer student leadership teams on campus. He demonstrates the competencies and understanding of team dynamics that will enable him to manage a staff that works with synergy, accountability, and dedication in setting and meeting objectives. He is able to work effectively and respectfully with a senior management team, a board, and committees.
5. He demonstrates a strong desire and an impressive ability to seek, discern, communicate, and implement God's vision for the future of *The Banner*.

F. That synod take note of the BOT's approval of the outcomes, vision, mission, core postures, and values of the New Mission Agency (BOT Supplement section II, A, 3 and the New Mission Agency Supplement).

G. That synod adopt the report of the Task Force on Financial Sustainability, taking note of the Board's endorsement of the five action steps and of "Funding Alternative B" as the preferred direction for Step 5 within the report (BOT Supplement section II, B, 1 and Appendix D).

Grounds:

1. The ministry-share system is a synodically approved and practiced revenue stream to support the local, regional, and global mission and vision of the CRCNA. The motions address its ongoing effective implementation and administration in order to serve the denomination's long-term financial sustainability.
2. The ministry-share system would be greatly enhanced with renewed focus on the role of each classis to hold its member churches to their joint commitment to be covenant partners in the global mission of the CRCNA.

H. That synod consider the Board's action regarding the report of the Task Force on Financial Sustainability while addressing Overture 10 by Classis Iakota regarding ministry share (BOT Supplement section II, B, 1, e).

I. That synod receive the agencies and institutional unified budget as information and approve a ministry share of \$346.27 for calendar year 2017 (BOT Supplement sections II, B, 2-3).

J. 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, 4).

2. That synod receive as information the list of nondenominational agencies, previously accredited, that have been approved for calendar year 2017 (BOT Supplement section II, B, 5).

K. That synod adopt the 2016-2017 denominational salary grid for senior positions as proposed (BOT Supplement section II, B, 7).

L. That synod take note of the BOT's endorsement of the following decision presented by the Pension Trustees (BOT Supplement section II, B, 8):

That the 2017 per-member assessment for the Canadian Plan remain \$42.96 and that the Canadian per-participant assessment remain \$9,840. Similarly, that the 2017 per-member assessment for the U.S. Plan remain \$37.20 and the U.S. per-participant assessment remain \$7,704.

Board of Trustees of the
Christian Reformed Church in North America
Steven R. Timmermans, executive director

Appendix A

Council of Delegates Transition Committee Report

I. Background

Synod 2015 decided to

direct the current Board of Trustees to form a Transition Committee, under the leadership of the executive director, with agency and ministry representation, to facilitate the transition from the Board of Trustees to the Council of Delegates by Synod 2018 or sooner, including

- presentation of annual reports to synod on the steps and timeline for implementation.
- review of and possible recommendations for changes to the Church Order, the Constitution and Bylaws of the Board of Trustees of the CRCNA, and the various organizational bylaws (for the United States and Canada) relating to Christian Reformed World Missions, Christian Reformed Home Missions, and Back to God Ministries International.
- address of other key issues that may arise in the implementation of transition, including the proposed size of the Council of Delegates, the binational character of the CRCNA, and the impact on agencies.

Grounds:

- a. This allows for the Transition Committee to exercise some latitude in discerning the composition of and in refining the structure of the Council of Delegates.
- b. This addresses concerns raised by various mission agencies, classes, and congregations (regarding size of the council and binational character).
- c. This is consistent with the feedback from Synod 2014 regarding the three “ways in which we might move forward together in a new era of ministry” (*Agenda for Synod 2014*, pp. 356, 361-63; see *Acts of Synod 2014*, p. 563; *Agenda for Synod 2015*, pp. 356-57).

(*Acts of Synod 2015*, pp. 679-80)

The schematic provided to synod follows:



In response, the BOT endorsed a three-part process involving a Transition Committee, a Governance Review Team, and an Operations Review Team. The following is a report of the work of the committee and teams to date—offered to ensure that the direction and ideas being pursued meet with approval.

II. Emerging features

Having paid attention to the comments about size, binationality, and impact on agencies, our initial work includes (hopefully) the important concepts of the plan (e.g., representation from each classis, policy governance, etc.) while adjusting it in ways to make it more functional and to address synod's concerns.

We recall too that the BOT made a request for clarification (would the *Banner* reporter have access to the executive committee meetings?—no answer at this time) and provided an instruction:

A motion carries to instruct the Council of Delegates Transition Committee, through the ED, to develop a range of scenarios for corporate governance, including membership and meeting formats, to assess them according to how they enhance our shared sense of binationality—one church in two countries—and to recommend one for the Board's consideration.

The following information addresses the Board's instruction.

A. Feature One: Form of policy governance

This model utilizes a policy governance approach described as the Constituent/Representative Board Model from York University (adapted from the owner/representative model popularized by John Carver). "In this model there is a direct and clear link between the organization's board and its constituents. The constituents are usually represented on the governing board and participate in policy development and planning. This participation benefits the constituents by offering them control over policy decisions through their board representative. These boards typically range in size

from about fifteen to over forty members. . . . Within the larger size board, the board/CEO relationship tends to be similar to the policy governance model. . . .”

The Council of Delegates (COD) is being designed to operate from a constituent/representative model of policy governance. Policy governance suggests a board’s role is to see that the organization achieves what it should, avoiding the unacceptable (via the concept of limitations), all on behalf of its constituents.

Most models of policy governance use the term *owners* (legal or moral) when describing those for whom the board governs; however, for this specific model of policy governance—constituent/representative—the term used is *constituents*. Constituents are the members of the CRC, not recipients of CRC services. Those who benefit from and/or participate in CRC ministries—readers of CRC literature, donors, organizational partners, etc.—while important, are not necessarily constituents (unless, of course, they are CRC members).

This model flows from CRC church polity as described in Church Order Article 27: “Each assembly exercises, in keeping with its own character and domain, the ecclesiastical authority entrusted to the church by Christ; the authority of councils being original, that of major assemblies being delegated.” In other words, ecclesiastical authority begins with congregations and is delegated to classis and then to synod. As an ecclesiastical governance entity serving in the interim of synod, the COD provides governance by means of the authority delegated to it via members (delegates) who represent the regional (classis) groups of congregations.

The COD, then, speaks and acts on behalf of the constituents. Therefore, in this constituent/representative model of policy governance, the link between COD members and constituents is critical; important links are attendance at classis meetings (classis delegates are expected to attend their classes meetings) and participating in the call for agenda items (a call that goes out to all delegates and is mediated by the executive committee).

As the second paragraph in this section indicates, the role of the COD is “to see that the organization achieves what it should, avoiding the unacceptable.” In this model of policy governance, a critical function of the COD is to identify the criteria for success. This is most generally found in the Ministry Plan—a specific responsibility of the COD. Mission, vision, and calling are synodically approved contexts that give rise to the Ministry Plan. Personnel are expected to embrace—in ways appropriate to their classification of employment—the mission, vision, and calling of the CRC as they work toward these criteria or goals of the Ministry Plan and report on accomplishments to the COD. Given the complexity of the CRC, the COD also holds the criteria for success relative to specific aspects of ministry (e.g., the strategic plan of an agency or ministry—which connects to the Ministry Plan) and relies on its committee structure for clarity and currency in maintaining/revising criteria for specific areas of ministry. But again, personnel work toward the goals, reporting accomplishments to the COD.

Using the vocabulary of John Carver, “avoiding what is unacceptable” relates to limitation policies that address the means used to meet criteria or goals. The COD develops and maintains policies that clearly identify unacceptable means that personnel must avoid for reaching goals.

For example, the COD's investment policy should clearly differentiate between acceptable and unacceptable means for reaching the goals of investment for the CRC. Also, Human Resources policies should clearly differentiate between acceptable and unacceptable ways of hiring personnel, evaluating personnel, and compensating personnel. Notice, then, as the COD sets policies—to empower personnel to meet goals and avoid unacceptable means—the COD itself is not involved in management.

This emphasis on setting clear criteria to be attained and policies that provide contours within which personnel operate to meet the desired criteria requires that the COD maintain—with a commitment to continuous improvement—two elements of great importance:

1. The denomination's Ministry Plan provides the criteria (i.e., goals) that focus and unify the efforts of the CRC's work and ministry. Other more focused agency/ministry based strategic subplans are necessary in an organization as broad in scope as is the CRC, yet they must link to the Ministry Plan.
2. The COD's Policy Handbook provides the contours for organizational operation in pursuit of goals. This handbook provides for COD members basic operation policy that the COD uses (e.g., use of Robert's Rules, agenda building, etc.). This handbook also provides for personnel both the empowerment to pursue goals as well as the defining measures that provide limitations in areas of function. From this policy handbook flow personnel-managed policies (e.g., Employee Handbook, HR policies, investment policies, etc.).

Finally, the COD is a collective of elected delegates representing the CRC constituency. Nevertheless, it is the COD's role as a group to govern; it does not function as a group of disaggregated individuals. While an individual member as a constituent representative or a COD group gathered as a committee may each bring perspectives and recommendations to the COD, it is the COD as a whole that governs and therefore speaks with one voice.

B. Feature Two: Incorporation/binationality

The committee has been working with the assumption that there will need to be six incorporated entities: BTGMI-Canada, BTGMI-U.S., New Missions Agency-Canada, New Missions Agency-U.S., "Everything Else CRC"-Canada, and "Everything Else CRC"-U.S.

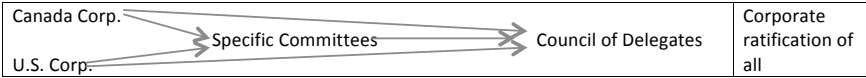
Believing that direction and control must be authentic in governance, the committee reviewed the following three options, which demonstrate the integration of corporate responsibility and COD governance. Options 2 and 3 are considered the stronger approaches.

1. Agenda Development and Sequence: Binationality in Governance Option One

Six to eight weeks prior to a COD meeting, the staff issues a call to the delegates (also known as constituent/representatives) for agenda items. The items they submit, continuing items from previous meetings, and staff-identified items are brought to the executive committee for agenda building with an eye toward national differentiation, matters of direction and control, etc.

The executive committee determines the initial assignment of items, utilizing the following possibilities:

- a. Pre-COD meetings of the Canada and/or U.S. Corporations (with a projection of assignment thereafter to a committee or directly to the COD for action or information).
- b. A COD committee (with a projection of recommendation to the COD for action or information).
- c. The COD (with a projection of type of action).



2. Agenda Development and Sequence: Binationality in Governance
Option Two

Six to eight weeks prior to a COD meeting, the staff issues a call to the delegates (aka constituent/representatives) for agenda items. The items they submit, continuing items from previous meetings, and staff-identified items are brought to the executive committee for agenda building.

The executive committee determines the initial assignment of items to various committees (if committee assignment is not necessary, the executive committee assigns the matters to the COD directly or first for Corporation review particularly in matters of direction and control).

After committee work is completed, the Corporations separately review their submissions, forwarding the work to the COD with recommendations for action or for information.

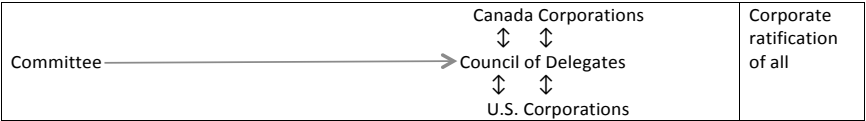


3. Agenda Development and Sequence: Binationality in Governance
Option Three

Six to eight weeks prior to a COD meeting, the staff issues a call to the delegates (aka constituent/representatives) for agenda items. The items they submit, continuing items from previous meetings, and staff-identified items are brought to the executive committee for agenda building.

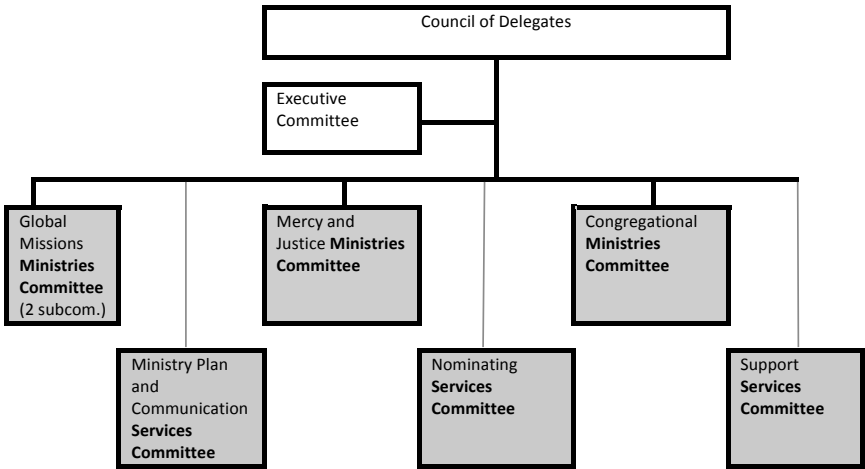
The executive committee determines the initial assignment of items to various committees (also determining which matters would eventually require specific corporation actions); if committee assignment is not necessary for certain items, the executive committee assigns those items to the COD directly.

As the agenda is addressed by the COD, binational matters (particularly those of direction and control), identified previously by the executive committee, will require that the COD convene in the various corporate bodies and then reassemble as the whole body to deal with appropriate agenda items. This would happen repeatedly over the course of a meeting.



C. *Feature Three: COD committee structure*

The following organizational chart demonstrates a leaner COD structure, with a reduction in the number of committees:



The three Ministries Committees represent committees focusing on the ministries of the CRCNA. The three Services Committees represent committees attending to the services necessary for the functioning of the denomination (and the COD).

Before examining the various committees, it is appropriate to state the overall purpose of the COD: The purpose of the COD is to govern entities and activities of the CRCNA. In fulfilling this responsibility, the COD shall do the following:

1. Transact all matters assigned to it by synod.
2. Lead the integrative ministries of the CRC in light of the mission, vision, and callings established by synod, providing recommendations to synod when the mission, vision, and or callings need to be reconsidered.¹
3. Provide the criteria (goals) and evaluation of progress toward such goals for the unified ministry of the CRC while establishing the contours within which personnel pursue such goals.
4. Cooperate with the denomination's educational institutions (Calvin College and Calvin Theological Seminary), and with World Renew toward integrating the respective missions of those institutions into the denominational ministry program.

¹ The relationship between synod and the COD is not limited to only (a) the COD's serving in the interim of synod and (b) shaping and monitoring a Ministry Plan in light of synodically established missions, vision, and callings. We await synod's review of itself to further delineate the relationship of synod and the COD.

In addition, the COD shall also act as follows:

1. Ensure the financial integrity of the denomination's agencies and ministries, providing appropriate financial management and advancement policies within which personnel function.
2. Identify when necessary, evaluate regularly, and support constructively the administrative leaders of the denomination.
3. Provide an intermediary role that serves three purposes: (a) receiving and understanding input from congregations and their members (constituents), (b) bringing the work and excitement of ministry to congregations and their members, and (c) understanding the church—its various contexts and times—to such a degree that the COD assists in casting an appropriate vision for the future growth of the church.
4. Attend to the organizational structure and health of the denomination by developing policies of assessment (e.g., Ministry Plan counts and measures; personnel surveys, etc.), reviewing outcomes, and addressing goals and policies as needed.

In addition, a COD of 52 members (rather than 60) is envisioned: 48 classis delegates; four at-large delegates. Its committees are significant.

The **Ministries Committees** of the COD reflect our five callings—two of which are linked to specific committees (Global Missions, Justice and Mercy) and three of which are addressed in the Congregational Ministries Committee (Servant Leadership, Faith Formation, and Gospel Proclamation/Worship). Likewise, there is correspondence from ministry to committee: the Global Missions Ministries Committee addresses BTGMI and the New Mission Agency; the Mercy and Justice Ministries Committee addresses the ministries related to justice, inclusion, mercy, and advocacy; and the Congregational Ministries Committee addresses the ministries related to faith formation, worship, and leadership.

The **Ministries Committees** provide seven functions in service to the Council of Delegates, making recommendations to the COD in these seven areas; each of the seven functions is found in the mandate of each Ministries Committee.

1. Stewardship of **mission, vision, and values**
2. **Strategic planning and program evaluation**
3. **Finances and advancement**
4. Identifying and supporting **administrative leaders**
5. Serving and responding to **synod**
6. Serving and responding to **constituents and context**
7. Attending to **organizational structure and health**

The **Services Committees** attend to a different dimension of denominational functioning. Services Committees serve five functions for the Council of Delegates; all or some of the five functions are found in the mandate of each Services Committee.

1. Reflecting the **mission, vision, and values** of the constituency and denomination in CRCNA operations

2. Serving the **Ministry Plan** of the denomination and responding to evaluative outcomes
3. Identifying and supporting **administrative leaders** for CRCNA services
4. Serving and responding to **synod** in relationship to services and operations of the denomination
5. Attending to the **organizational structure and health** of the denomination's infrastructure

The **Support Services Committee** serves as the Council of Delegates' focused extension to provide oversight of the connection between the vision and strategic plans of the CRCNA (and thus, its constituency) and the resources (people, financial, etc.) needed to accomplish its goals, seeking to ensure that administrative programs, plans, and policies are directed appropriately and evaluated regularly. It includes links to finances, human resources, and other infrastructure elements.

The **Ministry Plan and Communication Services Committee** is responsible for the Ministry Plan of the denomination as well as its many communication functions. In addition, it provides a link to Calvin Theological Seminary and Calvin College.

The **Nominating Services Committee** serves as the Council of Delegates' intermediary between the classes (and congregations) of the denomination and the COD's requirement to be composed of delegates from each representative area of the CRCNA while also reflecting the diversity of the CRCNA. In serving this role, the committee's mandate includes these responsibilities: (1) to ensure that the mission, vision, and values of those nominated reflect the mission, vision, and values of the denomination; (2) to assist classes in understanding the Ministry Plan and organizational structure of the CRCNA so that each classis understands the role and function of delegates as they seek and provide nominations; and (3) to utilize a nominations database from which nominees can be drawn by classes.

Finally, the **Executive Committee**, which is neither a Ministries Committee nor a Services Committee, is charged with the following responsibilities:

1. Fulfill such tasks as are assigned to it by the COD and function as its interim committee when the COD is not in session. When functioning in interim capacity, the executive committee may decide issues that fall within the COD's jurisdiction if a decision cannot be deferred until the next meeting of the COD. Excluded from this decision-making authority are such matters that ought to be decided by the COD as a whole.
2. Review and approve or amend the agenda for the meetings of the COD. After issuing a call for agenda items, the executive director is responsible for placing such matters on the agenda as are appropriate for executive committee consideration.
3. Receive results from the Nominating Services Committee and the outcomes from classes; ensure that each COD member has a fitting committee assignment and that elections for officers and committee leadership occur.

4. Advise the executive director in the performance of his/her duties, as circumstances require; supervise and annually evaluate the performance of the executive director; form a search committee in the event of an executive director vacancy and, after COD ratification, present the nominee(s) to synod for approval.
5. Determine annually and recommend to the COD the salary and benefits for the executive director and ratify the salary and benefits for senior denominational staff reporting to the executive director upon his/her recommendation.
6. Serve as the adjudicating body when decisions of the Canadian corporations and the U.S. corporations require coordination.
7. Be apprised by the executive director of the evaluation schedule of senior leaders (CMD, DMA, DSS, DFO, agency directors, ministry directors), receiving complete reports for the CMD, DMA, DSS, and DFO positions and summaries for the agency and ministry director positions.
8. Discern the COD's need for development, setting goals and plans accordingly.
9. Maintain, with the assistance of staff, the policies of the COD, ensuring that new members receive appropriate orientation.

It is necessary to explain the composition of these various committees and to begin with an overview. Most often COD members have only one committee assignment. In addition, seven serve on both the Executive Committee and one other committee. Further, four serve on both a regular committee and on the Nominating Services Committee. Committees (except Executive Committee) have no authority beyond making recommendations to the Council of Delegates in the areas of their purview. While at least one committee (Global Missions) is designed with both COD and non-COD members, other committees could have non-COD members as well. The process for adding non-COD members to a committee is as follows:

Any committee may make a request to the Executive Committee, indicating the number and rationale for non-COD members.²

The chart below provides information on the membership of COD committees:

² Agencies and ministries may desire advisory committees for a variety of purposes (e.g., assistance in church relations, fundraising, etc.); such advisory committees must be proposed to the COD with descriptions of mandates, roles, and tenure of membership.

Committee A = Classis reps/members of the COD B = At-large members of the COD C = Non-COD committee members D = Representatives from other boards	COD		Non-COD	
	CANADA A B	US A B	C	D
Global Missions Ministries Committee (n = 12 + 6) (When its two agency subcommittees meet, each has 9 members.)	3 + 1	8 + 0	6	
Mercy and Justice Ministries Committee (n = 10)	2 + 0	7 + 1	0	2 non-voting representatives from World Renew
Congregational Ministries Committee (n = 10)	2 + 1	7 + 0	0	
Ministry Plan and Communication Services Committee (n = 10)	3 + 0	7 + 0	0	2 non-voting representatives: CTS, 1; Calvin College, 1
Support Services Committee (n = 10)	2 + 1	7 + 0	0	
TOTAL	12 + 3	36 + 1	6	4

Note 1: The Nominating Services Committee draws its membership from COD members already with one committee assignment. The vice chair of the COD serves as the chair of the Nominating Services Committee.

Note 2: Upon election of the chair and vice chair by the body of the Council of Delegates (one must be from Canada; one must be from the United States), the two officers give up their committee assignment, thereby reducing the number of Council of Delegates in the above chart by two.

It is important to note that the Executive Committee is made up of four Canadians and four U.S. members (plus the executive director):

- chair (chair of the COD; no other committee assignment)
- vice chair (chair of Nominating Services)
- secretary (from any committee)
- treasurer (chair of Support Services)
- member 1: chair or vice chair of Global Missions
- member 2: chair or vice chair of Mercy and Justice
- member 3: chair or vice chair of Congregational Ministries
- member 4: chair or vice chair of Ministry Plan and Communication Services
- executive director, *ex officio* (the CMD, DMA, and DSS also attend but are non-voting)

In addition, the following guidelines will be put into practice:

- Election to the COD chair results in being free from other committee assignments.
- Election to the COD vice chair results in serving as chair of Nominating Services.
- Election to the COD secretary position has no committee assignment consequence.

- Election to the COD treasurer position results in being the chair of Support Services.

The other committees (Global Missions, Mercy and Justice, Congregational Ministries, and Ministry Plan and Communication Services) elect a chair and a vice chair (one Cdn.; one U.S.). In that way, balance for the Executive Committee can be achieved as the Nominating Services Committee recommends to the full COD either the chair or vice chair from each committee for service on the Executive Committee (four Cdn.; four U.S.).

D. Feature Four: Timeline

BOT February 2016	Bring working proposal and timeline
Between February 2016 and May/June 2016	Define type of policy governance; structure of COD and its committees; incorporation, etc. to bring “current thinking” to spring board meetings and include in synod’s <i>Agenda Supplement</i> .
Synod 2016	Share all information.
July-August 2016	Legal review per matters of incorporation.
September 2016	Four denominational boards meet together for status review. Possible in-concept endorsement of all materials to date.
Between September 2016 and February 2017	Clarify with CTS, Calvin College, and World Renew as to their relationship with the COD so it is appropriately described in the proposal.
BOT, February 2017	Proposal for synod finalized; submitted by way of <i>Agenda for Synod</i> .
Synod 2017	Approval given.
September 2017	Four boards meet together for communication/education re COD.
September 2017	Classes receive instruction on delegate nominations with a February submission goal; BOT works on at-large nominations.
October 2017 to January 2018	Final legal review.
February 2018	BOT and the three boards finalize matters for the <i>Agenda for Synod</i> .
May 2018: final meetings as independent boards	Final operations reviewed.
Synod 2018	Final plan reviewed/approved; appointment of COD membership.
September 2018	COD convenes; dissolution of the other four boards.

E. Feature Five: Next steps

Synod 2015 adopted the plan for “the formation of a Council of Delegates (with an Executive Committee, Ministry Collaboration Committees, Agency Committees, and Policy Committees) to take the place of the current Board of Trustees of the CRCNA and the boards of Christian Reformed Home Missions, Christian Reformed World Missions, and Back to God Ministries International” (*Acts of Synod 2015*, p. 679).

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At its May 2016 meeting, the Board of Trustees of the CRCNA took the following actions related to the above report of the Council of Delegates Transition Committee:

After discussion regarding the report on the COD transition, the Board adopts a motion to do the following:

- A. Affirm the direction of the COD Transition Committee as found in its report and recommend the report found in Appendix A to synod as information.

*Ground:* Synod asked for a “presentation of annual reports to synod on the steps and timeline for implementation.”

- B. Approve the modifications made to the design of the COD committee structure and the size of the COD (see below) and recommend them to Synod 2016 as information.

| Presented to Synod 2015                                                                                                                                    | Modifications                                                                                                                                                                                                                                                                                                 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. An Executive Committee<br>2. Ministry Collaboration Committees (one each for the 5 streams = 5)<br>3. Agency Committees (3)<br>4. Policy Committees (5) | 1. No change<br>2. Name change to Ministries Committees (some combining, resulting in 3 committees)<br>3. Agency <u>sub</u> committees (to show the relationship to the Global Missions Committee); now 2 due to HM/WM unification.<br>4. Name change to Services Committees (some combining, resulting in 3) |
| Total number of delegates = 60                                                                                                                             | Total number of delegates = 52                                                                                                                                                                                                                                                                                |

*Ground:* By combining some of the intended committees, the overall size of the COD could be reduced, thereby responding to synod’s instruction to “address . . . other key issues . . . including the proposed size of the Council of Delegates.”

- C. Approve the modifications that provide for inclusion of non-COD members serving on COD committees, allow for advisory groups (non-governance), and recommend that synod receive the modifications as information.

*Ground:* These provisions address some of the concerns raised by agencies and follow synod’s instruction to “address . . . other key issues . . . including . . . the impact on agencies.”

- D. Approve the approach to policy governance that utilizes a *constituent/representative* model and recommend that synod receive the report as information.

*Ground:* While the decisions of Synod 2015 do not specify the use of policy governance, the report of the Task Force Reviewing Structure and Culture was clear in its intention for the COD to implement a policy governance model. This action specifies the form of policy governance to be used by the COD.

*Note:* The decision by Synod 2015 instructing the formation of a Transition Committee with respect to changes to the Church Order and the Constitution and Bylaws of the BOT will be included in a subsequent report, and further recommendations will be presented as the timeline indicates.

(BOT Minute 5542)

## **Appendix B**

### **Report of Committee Reviewing Church Order Articles 82-84 and Their Supplements**

#### **I. Background**

Synod 2015 received an overture from Classis Chatham regarding sexual misconduct perpetrated by those who occupy positions of authority in congregations, and noting that “our denomination has committed to ensuring that congregations are safe places for individuals of all ages to grow as disciples of Jesus. Our denomination also expects that all who hold office in the church exercise their authority with integrity” (*Agenda for Synod 2015*, p. 436). Concerns were expressed that Articles 83-84 of the Church Order were not adequate in addressing this issue or in providing clear definitions and guidelines for assisting congregations and classes dealing with sexual misconduct by a church leader. The overture went on to say, “Fundamental to the intentions of this overture is the recognition that all officebearers occupy positions of power and authority in the context of congregational ministry, and that any pastoral relationship that transgresses healthy boundaries by including activities of a sexual nature or sexualized behavior represents a misuse of power on the part of those who hold office” (*Agenda*, p. 437).

In addition, the overture noted a need to “communicate greater pastoral sensitivity to those who have suffered as victims of sexual abuse on the part of officebearers” (*Agenda*, p. 437).

Synod observed that (1) the overture had merit “in distinguishing between sexual misconduct and sexual abuse as well as in highlighting issues of power differential between officebearers and others”; (2) “the current Supplement to Church Order Article 84 is not as clear as it could be”; and (3) “churches, officebearers, and especially victims have not been adequately served and supported by the current Church Order Articles 83-84 and their Supplements” (*Acts of Synod 2015*, p. 644).

#### **II. Mandate by Synod 2015**

In response to the overture, Synod 2015 decided to

instruct the Board of Trustees to ask Safe Church Ministry, in concert with other denominational entities (Pastor-Church Relations, Calvin Theological Seminary, Calvin College, and a Church Order expert), to review and to recommend revisions, if needed, to Church Order Articles 83-84 and their Supplements regarding suspension, deposition, and reinstatement to office in cases of sexual misconduct and sexual abuse.

(*Acts of Synod 2015*, p. 644)

Synod 2015 also decided

that the committee, formed by the BOT . . . be mandated to do as follows:

- a. Differentiate sexual misconduct from sexual abuse.
- b. Provide guidelines for how gradations in severity and victim impact would affect decisions regarding reinstatement.
- c. Clarify the imbalance of power and how it affects the issue of sexual misconduct and sexual abuse.
- d. Consult with other denominations and agencies regarding their policies.
- e. Consult with legal counsel.
- f. Address matters of resignation of office-bearers in situations of abuse.

- g. Report to Synod 2016 with proposals and potential polity changes to Church Order Articles 82-84 and their Supplements.

(*Acts of Synod 2015*, p. 644)

A committee was formed according to the Synod 2015 directive with the following membership:

- Colin Watson, Sr., director of ministries and administration
- Bonnie Nicholas, director of Safe Church Ministry
- Kathy Smith, adjunct professor of church polity at Calvin Theological Seminary and associate director of the Calvin Institute of Christian Worship at Calvin College
- Cecil Van Niejenhuis, consulting pastor, Pastor-Church Relations

This committee met several times to review the mandate from Synod 2015, the overture from Classis Chatham, the applicable Church Order articles, and the most current Safe Church guidelines adopted by Synod 2010, and to research and discuss these important matters.

Research into this topic revealed that a 2009 study by Baylor University “demonstrates the widespread nature of clergy sexual misconduct and refutes the commonly held belief that it is a case of a few charismatic and powerful leaders preying on vulnerable followers.”<sup>1</sup> The study goes on to identify themes that describe the social characteristics of congregations in which clergy misconduct occurs, as well as to propose prevention strategies. The top two prevention strategies involve education about power in ministry relationships: (1) “Educate the public about clergy sexual misconduct as ‘misconduct’ and ‘abuse of power,’ not a consensual affair between persons of equal power”; and (2) “Provide religious education based on the scriptures about the role of power, and its use and abuse, in the workplace, the community of faith, and the family.”<sup>2</sup>

A clear understanding of the power dynamic operating in abuse and misconduct situations is critical to any further discussion of this topic. Therefore, this report begins with the part of the mandate given to clarify the imbalance of power and how it affects the issue of sexual misconduct and sexual abuse (item c in the committee’s mandate, above). The subsequent sections address the remaining parts of the mandate.

*A. Clarify the imbalance of power and how it affects the issue of sexual misconduct and sexual abuse*

Those who hold ordained positions of church leadership must be held to a high standard. They are called by Christ and the church to be officebearers who serve as leaders in local congregations and who also represent our denomination. The character of our officebearers sends a message about the kind of community we are and hope to be. Because the community will tend to follow and reflect its leaders, the standards we apply to officebearers have implications for all of us.

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<sup>1</sup> The Prevalence of Clergy Sexual Misconduct with Adults: A Research Study Executive Summary; Diana R. Garland; <http://www.baylor.edu/clergysexualmisconduct/index.php?id=67406>

<sup>2</sup> Ibid.

Our Lord provides a leadership example to officebearers in his use of power. His infinite power is used in self-sacrificing love, for the salvation and benefit of many, and his power is shared with his people, through the Holy Spirit, for the flourishing of his kingdom. Officebearers are called to follow the way of our Lord in the way they use positional power. Using this positional power for selfish gain, to harm, to manipulate, or to control dishonors our Lord.

Officebearers possess the authority of their role. Their position is a sacred trust between the Lord and the church they serve. Trust in the role is established from an early age; people grow up believing that officebearers are to be trusted, and there is assumed trust that those who serve in church leadership have been vetted by the community and have been found worthy of ordination status. This sacred trust is an ever-present reality and must always be carefully considered in ministry relationships. Ironically there is also a growing suspicion of church leaders today because of the prevalence of clergy abuse situations and the public awareness of this problem throughout the Christian church.

Behavior of a sexual nature in this context typically represents a transgression of healthy ministry boundaries and an abuse of the church leadership role. This is true regardless of the behavior or consent of the congregant. It is always the responsibility of the officebearer to maintain healthy boundaries in ministry relationships. Meaningful consent implies a relationship of equality and therefore does not apply in this context. Therefore, the general rule is that intimate relationships between officebearers and congregants are inherently problematic.

It must be acknowledged that unmarried officebearers and congregants may date, fall in love, and marry. The church is a natural environment in which healthy romantic relationships develop. But where there is officebearer responsibility, care must be taken to ensure that pastoral needs are met by a designated person or another church leader. An officebearer has a duty and responsibility to disclose a potentially intimate relationship to members of the consistory, who, if such a case should occur, would be able to assist in the process of securing a designated person to meet the pastoral needs of the congregant, which could no longer be ethically provided by the officebearer. Officebearers are called to the highest standards of Christian ethics within their personal as well as their ministry relationships.

Church Order Article 83 states that “neglect or abuse of office” is a ground for special discipline. As a specific example, the power imbalance inherent in a relationship between officebearer and parishioner may lead to a misuse of power that is self-serving, rather than in service to others. Awareness of this dynamic is essential for one who exercises the authority of the Servant. While the general principle is clearly stated in Church Order Article 83, this specific example of abuse warrants inclusion in the Supplement so as to highlight its significance.

**Recommendation: That synod adopt the following statement and include it as a new Supplement to Church Order Article 83:**

*One of the key dynamics in considering abuse of office is the imbalance and misuse of power. The power inherent in the role of an officebearer represents a sacred trust and must not be misused.*

*Ground:* Power is a foundational dynamic in ministry and in other professional relationships. Adding this statement to the Supplement will help ensure that the power dynamic is understood and is not ignored in considering these issues.

**B. Differentiate sexual misconduct from sexual abuse**

Many factors must be considered in distinguishing sexual misconduct from sexual abuse and also from legally determined sexual abuse. First, it is important to note that legal definitions for abuse vary from state to state and from province to province. This becomes problematic in the language we use in referring to various types of behavior as abuse. There is risk for legal implications in misuse of terms for behavior that does not match legal definitions. Therefore, a determination that a church leader is found guilty of sexual abuse under the law is the basis for a determination of the leader's being guilty of sexual abuse for ecclesiastical purposes as well. However, ecclesiastical proceedings may still be in order if a leader has engaged in sexual misconduct which does not result in the individual being legally guilty of sexual abuse.

Sexual misconduct should never be viewed as a lesser offense than sexual abuse. Rather, sexual misconduct is broader than sexual abuse, so sexual abuse is a subset of sexual misconduct. Further, legally determined sexual abuse is a subset of sexual abuse. Anyone who has been found guilty of sexual abuse by legal or civil proceedings is by definition guilty of sexual misconduct. As well, sexual misconduct extends beyond behavior defined as abuse to include other inappropriate and harmful behaviors. Due to the power differential inherent in the ministry relationship, any sexual misconduct in that context is by its very nature an abuse of office, position, and authority. Such behaviors are unbecoming, ungodly, and cause severe harm to individuals and communities that bear the name of our Lord.

The Safe Church "Guidelines for Handling Abuse Allegations Against a Church Leader" approved by Synod 2010 state:

The Canadian provinces and each of the fifty United States have legal definitions of child abuse, child sexual abuse and exploitation, and physical abuse as well as a host of definitions of crimes committed against adults, including assault and battery, rape, and sexual harassment. Ecclesiastical procedures such as those outlined [later in the "Guidelines"] cannot measure a person's guilt by a legal standard; only civil authorities are entitled to hold a person accountable for violation of a civil or criminal code. For that reason, an ecclesiastical procedure cannot judge a person to be guilty of child abuse or rape as defined by law. An ecclesiastical procedure can, however, judge someone to be guilty of ungodly conduct, misuse of power, misuse of spiritual authority, sexually inappropriate behavior, and neglect and abuse of office. These behaviors are not violations of civil or criminal code and therefore are not subject to criminal prosecution or civil redress. They are, instead, behaviors that violate the trust and well-being of individuals and the community of believers, and they taint the office held by the offender.

*(Agenda for Synod 2010, p. 503)*



It is important to be cognizant of fiduciary duties imposed at law as well as criminal statutes that pertain to client-professional relationships, which in many places include clergy and officebearers who possess a position of authority or work with vulnerable individuals. Ordained church leaders may be included with other professionals (doctors, therapists, lawyers, etc.) in laws that are created to prevent harm in helping relationships. These laws take into account the power differential in the relationship and criminalize sexual relations in the context of a professional role.<sup>3</sup> Participation in an ecclesiastical process does not preclude criminal prosecution.

Those who have experienced sexual abuse often choose not to prosecute their case even when there are grounds to do so. Reasons for this include shame and social stigma that surround abuse, which are present even when the person who has been victimized bears none of the blame. An ecclesiastical process, such as the Safe Church Advisory Panel Process, may also serve those who have experienced criminal sexual abuse but choose not to go forward with their case in a court of law.

The Safe Church “Guidelines for Handling Abuse Allegations Against a Church Leader” define sexual misconduct as

- exploiting or grooming (preparing) a minor or an adult—regardless of consent or circumstances—for the purpose of sexual touch, sexual activity, or emotional intimacy with the result of either sexual gratification or power and control over the minor or adult;
- unwelcome touch, sexual activity, or emotional intimacy between co-workers, co-volunteers; or
- sexual touch, sexual activity, or emotional intimacy between a supervisor and a subordinate who serve together in a church program or church ministry.

*(Agenda for Synod 2010, pp. 503-504)*

Including this synodically approved definition in the Supplement to the Church Order would provide a more consistent framework for dealing with this issue.

*C. Provide guidelines for how gradations in severity and victim impact would affect decisions regarding reinstatement*

Church Order Article 83 declares, “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.” This article does not give lists of examples of deviation “from sound doctrine and godly conduct” but leaves each council to discern when deviation requires the application of special discipline.

The desire to create a list of clearly defined responses for every possible occurrence of sexual misconduct involving an officebearer is understandable, but the reality is that such a list is not possible. Each situation is unique, with its own set of complicating factors, so it is important to allow for discernment by those closest to the situation. That responsibility rightly belongs to the bodies that oversee officebearers. They are in the best position to decide on consequences for misconduct, disciplinary action if needed, and possibilities of future reinstatement and fitness for ministry leadership. In certain instances, per the Supplement to Article 84, reinstatement is not allowed.

<sup>3</sup> <http://www.adultsabusedbyclergy.org/statelaws.html>



Article 84 of the Church Order indicates that “persons who have been suspended or deposed from office may be reinstated if they give sufficient evidence of repentance and if the church judges that they are able to serve effectively. Requests for reinstatement to office by those deposed for acts of sexual abuse or sexual misconduct shall be dealt with according to guidelines adopted by synod.”

Being forgiven and welcomed in the community of believers must not be confused with being allowed to serve in the role of officebearer. Church leadership is not a right; it is a privilege and a sacred calling. The honor of the role of officebearer, as well as the reputation of our Lord and his church, must be taken into account whenever reinstatement is considered. The repentance of the officebearer and the discernment of the council regarding his or her ability to serve effectively are both required.

The following general principles are offered as considerations in responding to sexual misconduct:

1. A voice for those victimized

Those who have suffered as victims of sexual misconduct understand what it means to feel powerless. It’s a traumatic, devaluing, and often devastating experience. It may be difficult for those who have not experienced it to understand the full impact. One way to restore a sense of value and to empower those who have been victimized is to involve them in the process of responding to what has happened. Our congregations should be places of healing and support for those who have been harmed by sexual misconduct. As difficult as it is, sharing an experience of sexual misconduct with people who understand, and who do not condemn, can be a significant step toward healing. The Safe Church Advisory Panel Process, described in the “Guidelines for Handling Allegations of Abuse Against a Church Leader,” has been designed to make this possible. It offers a forum—a safe place to disclose what has happened—with a small group of people who have been trained to hear this important voice. A Safe Church Advisory Panel offers significant assistance to the council in understanding and in determining the severity and veracity of the behavior in question. Restorative practices are also designed to provide opportunity to hear all voices involved in a situation. The voice of the one who has experienced sexual misconduct must not be silenced or ignored; it must be heard. And the impacts of the experience, which are unique to each individual, must be acknowledged and taken into account.

2. Greater impact of sexual misconduct within the church leader role

An important consideration is whether or not the sexual misconduct took place within the context of the officebearer role. While we hold officebearers to a high standard of godly behavior both in and outside of this role, special consideration must be given to the greater impact of sexual misconduct while acting within this role. In such cases, special discipline may be required prior to and beyond general discipline, which applies to all members. Special discipline “consists of suspension and deposition from office” (Church Order Article 82). In addition, inappropriate sexual behavior that takes place while acting within the role of an officebearer is not only an individual offense but also makes impacts affecting the entire church community.

3. A pattern of behavior or a one-time incident?

Sexual misconduct is often revealed as a pattern of behavior that takes place over time. It should not be referred to as a “mistake” or a “lack of judgment.” There may have been many inappropriate behaviors, or steps, that led up to sexual misconduct. Harmful patterns of behavior must be recognized, and extra precautions must be taken to prevent future harm. It is important to note that in situations of sexual misconduct, what comes to light is often only the tip of the iceberg. This issue tends to be veiled in silence and secrecy and can be well hidden within communities and congregations. Therefore, great care must be taken in determining whether the behavior in question represents an ongoing pattern in the context of ministry relationships and whether one or more people have been harmed by it.

4. The nature of the behavior

A careful discernment process is needed to determine the nature of the sexual misconduct, including its severity and impact. Is the behavior within or outside the boundaries of normal ministry relationships? Does the behavior fit into definitions of criminal sexual conduct? Criminal sexual behavior has already been defined by the broader community as unacceptable. Any behavior committed by a church leader that fits into definitions of criminal sexual conduct is to be considered a severe deviation from godly conduct and must be taken extremely seriously, whether or not criminal proceedings have taken place (e.g., if a church leader confesses to conduct that amounts to criminal sexual conduct, or enters a *nolo contendere*, or “no contest,” plea).

There are some behaviors that do irreparable harm to an officebearer’s reputation and potential for effective ministry and that may disqualify him or her from a leadership role in the church. The harm done, and potential for future harm, may be serious enough that reinstatement should not be considered. Church leaders are to be above reproach (1 Tim. 3:2, 10; Titus 1:7). Currently the Church Order Supplement to Article 84 includes provisions for some situations in which reinstatement to office—an office—is not possible.

*D. Consult with other denominations and agencies regarding their policies*

Research was conducted regarding how other denominations handle sexual misconduct by a church leader. Information was reviewed from the Reformed Church in America, the Presbyterian Church (U.S.A.), the Mennonite Church Canada, the Evangelical Lutheran Church in America, and the United Methodist Church. Although specific guidelines among denominations varied, there was agreement across denominations that sexual misconduct is incompatible with the role of church leader and must not be tolerated. Immediate administrative leave emerged as a common procedure used to handle many different kinds of allegations and complaints against a church leader. The need for very careful consideration in determining a return to ministry after sexual misconduct is evidenced by the following:

In the **Reformed Church in America**, restoration takes place when a two-thirds majority of the judicatory is satisfied that “the honor of the office will not be impaired and that the welfare of the church will be served by such a restoration.”<sup>4</sup>

According to the **Presbyterian Church (U.S.A.)**, “there can be no healing without justice-making.”<sup>5</sup> This is further defined by seven necessary “Elements of Justice Making” from the Faith Trust Institute<sup>6</sup>: Truth telling (giving voice to the reality of abuse); Acknowledging the violation (name it and condemn it as wrong); Compassion (listen to and empathize with the one victimized); Protecting the vulnerable (take steps to prevent further abuse); Accountability (confrontation and consequences, which make repentance possible); Restitution (may have to be symbolic, since what was lost can never be restored); Vindication (aiding the journey to freedom from the pain and impacts caused by the abuse).

The **Mennonite Church Canada** recognizes that restoration to a ministerial leadership office in the church calls for additional discernment and does not necessarily follow confession and forgiveness. Furthermore, forgiveness will not always lead to a minister’s restored fellowship in the congregation where misconduct occurred.

Restoration to a position of leadership should only be considered after a person has complied with the terms of their accountability plan. Even then, restoration should not be assumed or guaranteed. Only if the Ministerial Leadership Committee has some assurance that behaviors will not be repeated should restoration to leadership be considered.

If restoration to a leadership position is allowed, the Ministerial Leadership Committee may wish to set up additional accountability and support structures for a time in order to help the person’s reentry into ministry, and to provide safeguards for all involved. These should be reviewed on a regular basis, and may be continued as needed and appropriate.<sup>7</sup>

The consultant to the **Evangelical Lutheran Church in America** for the prevention of sexual misconduct said that if pastors are removed for sexual misconduct, they must do appropriate counseling, repeat candidacy, have permission from their bishop, and wait five years. Reinstatement doesn’t happen without a case-by-case consideration.

The **United Methodist Church** offers the following list of conditions that are required before reinstatement of clergy following sexual misconduct may be considered. This list is helpful in considering the process involved in restoration.

<sup>4</sup> The Reformed Church in America Book of Church Order; Article 6, p. 85; <http://images.rca.org/docs/bco/2015BCO-Discipline.pdf>

<sup>5</sup> “Rebuild Trust: How Can Healing Come?” Presbyterian Church (USA); <http://www.presbyterianmission.org/ministries/creating-safe-ministries/rebuilding-trust/>

<sup>6</sup> “Elements of Justice Making” (*Clergy Misconduct: Sexual Abuse in the Ministerial Relationship*) – Faith Trust Institute (<http://www.faithtrustinstitute.org/>)

<sup>7</sup> “Justice Making: The Church Responds to Clergy Misconduct,” p. 7; Mennonite Church USA and Canada; <http://www.commonword.ca/FileDownload/18153/Justice-MakingPartII-Attachments.pdf>

Below is a list of ten conditions necessary for favorable consideration of restoration to active ministry by a recovering clergy sexual offender. The list is not exhaustive; there are likely to be additional issues that arise in specific cases. And even if all are conscientiously fulfilled they do not guarantee an absolutely risk-free result.

1. **The recovering offender admits wrongdoing.**  
Not infrequently deeper understanding of responsibility for the wrongdoing and the full nature of its impact on self and others, as opposed to a mere superficial admission of guilt, is a process that evolves over time with expert therapeutic assistance.
2. **The recovering offender cooperates willingly with an imposed discipline.**  
“Willing cooperation” may also grow over time. It is important that therapy not be confused or equated with discipline and that there are no unresolved, pending, or anticipated criminal, civil, or ecclesiastical actions involving the clergy person.
3. **The offender participates willingly in individual, family, and/or group therapy, as deemed appropriate.**  
Formal spiritual direction may also be appropriate. Participation in therapy is often a difficult and painful process. It is normal for participation to be resisted at some points and more willingly sought at others.
4. **The recovering offender willingly attempts to make amends to any injured individuals or communities.**  
Often amends can only be made partially, sometimes not at all or not until some future date. Making amends may always remain a potential action, depending primarily on the timing and needs of any victim(s) and on their circumstances outside the direct control of the offender.
5. **The recovering offender gives strong evidence of having learned about his or her own psychological issues and personal psychosexual dynamics.**  
The actual offending behavior is always connected to other life issues and must be examined and understood in the larger context.
6. **The recovering offender understands and cooperates with any safeguards and/or conditions connected with return to the exercise of ministry.**  
Rarely is a recovering offender restored without some continuing conditions and/or controls for his or her protection as well as for the protection of the community at large.
7. **The recovering offender receives an evaluation from an appropriately accredited institution and/or therapist indicating that he or she is not at risk to repeat the offending behavior.**  
Sometimes this conclusion is reached upon initial evaluation and treatment, sometimes afterwards. Sometimes such an institution or therapist cannot or will not make a clear statement about risk of repeat offense. This evaluation may include but never be exclusively limited to the evaluation of the cleric’s personal therapist. A statement that the risk of repeat offense is high must be considered a major negative factor in coming to any favorable decision about eventual return to ministry. Not infrequently more than one formal evaluation may be indicated. Some church insurers have underwriting guidelines in this as well as in other areas.
8. **The “community” in which the recovering offender intends to exercise ministry is informed as fully as possible about the circumstances of the offense(s) and comes to substantive agreement about the offender’s return to ministry.**  
People who may receive a recovering offender’s ministry have a right to know as much about the situation as possible, however, protection of innocent persons must always be kept in mind. Presumably, opinions about the recovering offender’s return to ministry will not be unanimous. Though any primary victim(s) of the offender’s ministry will presumably not continue to be recipients of the recovering cleric’s ministry, it is important that

such persons be informed and consulted in advance about any intended return to ministry.

9. **The recovering offender personally desires to return to the exercise of ministry and understands the issues and problems likely to be connected to that return.**

This means that the recovering offender has seriously considered other vocational options and still feels a call to public ordained ministry. The cleric fully recognizes that such a continuing call needs to be affirmed by the Church through appropriate channels for it to be exercised.

10. **The recovering cleric has ready access to ongoing support systems and gives evidence of willingness to make regular use of them.**

Ongoing support systems are not intended to be merely passive. Support persons seek out ways to give support and care to recovering persons.<sup>8</sup>

#### *E. Consult with legal counsel*

The committee sought legal counsel from the United States and from Canada. Revisions were made to the recommendations in this report based on that legal review. The committee also notes that churches should seek competent legal counsel in the appropriate jurisdiction in situations of discipline or consideration of reinstatement to office.

#### *F. Address matters of resignation of officebearers in situations of abuse*

Significant harm is caused when officebearers who have been found guilty of sexual misconduct in one congregation are free to serve again in a leadership position in that same congregation or in a different congregation where there is no knowledge of the church leader's history. Such a situation sends a powerful message that sexual misconduct is not taken seriously in our denomination, and shows a lack of concern for those who have been victimized by it. Churches and classes must be vigilant in attempting to prevent situations of misconduct from being repeated and, whenever possible, must share information appropriately.

In some situations, ministers resign from office in order to avoid special discipline. This route should neither be encouraged nor considered a viable option. As the *Manual of Christian Reformed Church Government* states (with regard to Church Order Article 14), "When a minister of the Word resigns from office, the assemblies must deal with the resignation as an irregular procedure. The assemblies may have to acquiesce in the resignation of a minister of the Word but ought not to use the terminology of 'accepting the resignation.'"

If the resignation of a minister cannot be avoided and the council must acquiesce in that resignation, then the minister would be released from office by way of Church Order Article 14-c, with the approval of classis and the concurring advice of the synodical deputies, and a declaration would be made regarding the status of the person released, most likely in terms of being "dismissed" or "in the status of one deposed." See the Supplement to Article 14-c for details. Ministers who resign from office while under discipline, or to avoid discipline relating to sexual misconduct, must be given a resignation status that so indicates. In this way, such matters may be appropriately considered should such a minister seek reordination by way of Article 14-e

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<sup>8</sup> "Restoring Clergy to Ministry after Sexual Misconduct"; from Hopkins, Nancy Myer and Laaser, Mark, eds., *Restoring the Soul of a Church* (Collegeville, Minn.: Order of St. Benedict, Inc., 1995), pp. 135-37; United Methodist Church; <http://umsexualethics.org/restoring-clergy-to-ministry/>

or any other leadership role in the CRC. The council of the congregation holding the minister's credentials will keep a record that clearly describes the nature of the sexual misconduct. This is important because, according to Article 14-e, the classis that released the minister must approve of any future request to be declared eligible for call again and to be reordained. This process will help to prevent future harm and will help to maintain the integrity of church leaders within the CRC.

If a minister resigns due to an allegation of sexual misconduct before guilt or innocence is established, it will be up to the council to discern a prudent course of action in determining the status of the resignation.<sup>9</sup>

Unlike ministers, if elders, deacons, or commissioned pastors resign from office to avoid discipline, there is no mechanism currently in place to make a declaration as to their status or as to how their resignation and its circumstances might affect their future service in office. If they are deposed, then the provisions of the Supplement to Church Order Article 84 would apply, identifying situations in which reinstatement to office would be denied. This situation applies to any office in the church. While Article 14 is about the release of ministers, Articles 82-84 apply to special discipline of all officebearers. And although a person may have resigned from office, that person would yet be subject to the general discipline that applies to all members.

Note that Synod 1998 decided that it is the responsibility of the classis to "inform classical stated clerks of any action to depose, as required by the Church Order," and, "if the pastor moves to another region," the classis is responsible to "inform the regional pastor, congregation, and classis of his/her presence in the new region, encouraging follow-up and support" (*Acts of Synod 1998*, p. 398-99). So a mechanism is in place for communication to prevent deposed ministers from serving in office again. And when the classis releases such a person from office, it can make a declaration that the person is in the status of one deposed, which would be a matter of public record in the minutes of classis and reported to synod through the work of the synodical deputies.

#### *G. Report to Synod 2016 with proposals and potential polity changes to Church Order Articles 82-84 and their Supplements*

**Given the background and discussions above, and in response to the mandate to consider polity changes, it is recommended that synod adopt the following changes to the Church Order and its Supplements:**

#### *Current Articles 82-84 and their Supplements*

##### *Article 82*

All officebearers, in addition to being subject to general discipline, are subject to special discipline, which consists of suspension and deposition from office.

##### *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.

<sup>9</sup> *Manual of Christian Reformed Church Government: 2015 Revision*, p. 68.

#### *Article 84*

Persons who have been suspended or deposed from office may be reinstated if they give sufficient evidence of repentance and if the church judges that they are able to serve effectively. Requests for reinstatement to office by those deposed for acts of sexual abuse or sexual misconduct shall be dealt with according to guidelines adopted by synod.

—Cf. Supplement, Articles 78-84

—Cf. Supplement, Articles 82-84

—Cf. Supplement, Article 84

#### **Supplement, Articles 82-84**

##### *The Admonition and Discipline of Officebearers*

- a. General discipline shall not be applied to an officebearer unless he/she has first been suspended from office.
- b. The appropriate assembly shall determine whether, in a given instance, deposition from office shall take place immediately, without previous suspension.
- c. Suspension/deposition of elders, deacons, and commissioned pastors
  - 1) The suspension or deposition of an elder, deacon, or commissioned pastor shall be imposed by the council with the concurring judgment of the council of the nearest church in the same classis.
  - 2) If the neighboring council fails to concur in the position of the council of the elder, deacon, or commissioned pastor involved, the latter council shall either alter its original judgment or present the case to classis.
- d. Suspension/deposition of ministers
  - 1) The suspension of a minister of the Word shall be imposed by the council of the minister's church with the concurring judgment of the council of the nearest church in the same classis.
  - 2) If the neighboring council fails to concur in the position of the council of the minister involved, the latter council shall either alter its original judgment or present the case to classis.
  - 3) The deposition of a minister shall not be effected without the approval of classis together with the concurring advice of the synodical deputies.
- e. Ministers subject to two councils
  - 1) A minister of the Word whose membership resides with a congregation other than the calling church is subject to the admonition and discipline of the councils of both churches. Either council may initiate disciplinary action, but neither shall act without conferring with the other.
  - 2) If the councils disagree, the case shall be submitted to the classis of the calling church for disposition.
- f. The lifting of suspension is the prerogative of the assembly which imposed suspension.



- g. The council of the church which deposed the minister shall declare the deposed minister eligible to receive a call upon the affirmative judgment of the classis which approved the deposition, together with the concurrence of the synodical deputies. Upon acceptance of a call, the previously deposed minister shall be reordained.  
(*Acts of Synod 1991*, pp. 719-20)

*Note:* Councils and classes should take note of the regulations regarding suspension and/or deposition from ministerial office adopted by Synod 1998 (see *Acts of Synod 1998*, pp. 396-99).

### **Supplement, Article 84**

*Regulations for Reinstatement of Office Bearers Guilty of Sexual Misconduct*  
When reinstatement is requested by a former officebearer who confessed to or was determined to be guilty of sexual misconduct leading up to suspension and deposition from office:

1. Reinstatement to office shall be denied to individuals who:
  - a. Confessed to or are determined to be guilty of sexual misconduct against a minor.
  - b. Confessed to or are determined to be guilty of sexual misconduct against more than one victim in a single church or community.
  - c. Confessed to or are determined to be guilty of sexual misconduct in more than one community or church.
  - d. Confessed to or are determined to be guilty of sexual misconduct and other related ungodly conduct. Examples of related ungodly conduct include but are not limited to engaging in adult or child pornography, engaging a prostitute for sexual contact, exhibitionistic or voyeuristic behavior, attending a nudist camp, sexual addiction, and so forth.
2. Councils and classes shall not reinstate a former officebearer suspended or deposed for sexual misconduct or ungodly conduct not covered in items 1, a-d without receiving the advice of legal counsel concerning the church's liability and the advice of a Christian licensed psychologist concerning the likelihood of an officebearer's reoffending.

*Note:* In Church Order Article 84 and its Supplement, the expression *sexual misconduct* is defined as: The sexual exploitation of a parishioner, minor or adult, regardless of age or consent, for the purposes of sexual gratification and maintaining control over the person. The expression *determined abuser* is defined as: An officebearer who either confesses to or is adjudicated to be guilty of sexual misconduct by a court of competent jurisdiction or an ecclesiastical assembly.

(*Acts of Synod 2004*, pp. 611-12)

### ***Proposed changes to Supplement, Articles 82-84***

*New sections a and b, indicated by italics (the former sections a-g would remain unchanged and would be relettered as sections c-i):*

- a. An administrative leave may be imposed without prejudice by the council in order to investigate allegations of deviation from sound doctrine or godly*



conduct. Ordinarily, compensation and benefits would continue, and any duties to be performed during the leave would be specified by the council. All suspensions and administrative leaves are temporary.

*Ground:* This statement offers administrative leave as an option for cases in which an allegation has been made but guilt or innocence has not yet been established. In addition, it explains the temporary nature of these actions.

*b. Officebearers who confess to or are determined to be guilty of sexual misconduct will be considered guilty of deviation from godly conduct and worthy of discipline.*

*Ground:* This statement acknowledges the serious nature of sexual misconduct by a church leader and the damaging impacts it brings to individuals and to church communities.

*A new section j (indicated by italics):*

*j. When a minister resigns under discipline or to avoid discipline, he or she should be released from office per Article 14-c, noting that the provisions of Supplement, Article 14-b also apply to Article 14-c, especially in these situations.*

—Cf. Supplement, Article 14-c

*Ground:* This addition provides a cross-reference to Supplement, Article 14 and will aid churches in dealing with situations of resignation.

***Proposed new Supplement, Article 83***  
(indicated by italics)

*One of the key dynamics in considering abuse of office is the imbalance and misuse of power. The power inherent in the role of officebearer represents a sacred trust and must not be misused.*

*Ground:* Power is a foundational dynamic in ministry and in other professional relationships. Adding this statement to the Supplement will help ensure that the power dynamic is understood and is not ignored in considering these issues.

***Proposed changes to Supplement, Article 84***

*A new “Examples” paragraph to replace the paragraph under section 1, d (indicated by italics):*

*Examples of related ungodly conduct include, but are not limited to, participation in pornography, engaging in sexual contact in return for payment or any other favor, exhibitionistic or voyeuristic behavior, displays of sexually offensive material, suggestive gestures and remarks, and other sexually intimidating behavior.*

*Ground:* The committee believes that this paragraph should be more comprehensive and be updated to more current language.

*A definition of sexual misconduct to replace the Note under section 2 (indicated by italics):*

*The “Guidelines for Handling Abuse Allegations Against a Church Leader” adopted by Synod 2010 (cf. Agenda for Synod 2010, pp. 503-504) define sexual misconduct as*

- exploiting or grooming (preparing) a minor or an adult—regardless of consent or circumstances—for the purpose of sexual touch, sexual activity, or emotional intimacy, with the result of either sexual gratification or power and control over the minor or adult;*
- unwelcome touch, sexual activity, or emotional intimacy between co-workers, co-volunteers; or*
- sexual touch, sexual activity, or emotional intimacy between a supervisor and a subordinate who serve together in a church program or church ministry.*

Ground: The most recent definition of sexual misconduct approved by synod should be used.

*Insert the following additional Note (indicated by italics):*

*Note: These rules that prevent the reinstatement of deposed officebearers in particular situations also apply to those ministers who have been released by way of Article 14 and have been declared “dismissed” or “in the status of one deposed” due to those situations.*

Ground: If these former officebearers confessed to or are determined to be guilty of sexual misconduct, as per the parameters defined in the Supplement to Article 84, they should not be allowed to serve again in office.

### **Current Article 14 and its Supplements**

#### *Article 14*

- a. A minister of the Word shall not leave the congregation with which the minister is connected for another church without the consent of the council.
- b. A minister of the Word who resigns from the ministry in the Christian Reformed Church to enter a ministry outside the denomination shall be released from office by the classis with an appropriate declaration reflecting the resigned minister’s status and with the concurring advice of the synodical deputies.  
—Cf. Supplement, Article 14-b
- c. A minister of the Word, once lawfully called, may not forsake the office. A minister may, however, be released from office to enter upon a non-ministerial vocation for such weighty reasons as shall receive the approval of the classis with the concurring advice of the synodical deputies.  
—Cf. Supplement, Article 14-c
- d. A minister of the Word who has entered upon a vocation which classis judges to be non-ministerial shall be released from office

within one year of that judgment. The concurring advice of the synodical deputies shall be obtained at the time of the judgment.

- e. A former minister of the Word who was released from office may be declared eligible for call upon approval of the classis by which such action was taken, with the concurring advice of the synodical deputies. The classis, in the presence of the deputies, shall conduct an interview that examines the circumstances surrounding the release and the renewed desire to serve in ministry. Upon acceptance of a call, the person shall be re-ordained.

### **Supplement, Article 14-b**

#### *Declaration regarding ministers who resign from the CRC*

- a. Synod directed the churches and classes dealing with ministers who depart from the Christian Reformed Church in North America (CRCNA) in order to seek ordination in the ministry of the Word in another church to take note of the statement made by Synod 1978 that “Synod has instructed all our churches and classes that in all cases of resignation a proper resolution of dismissal must be adopted with the concurring advice of synodical deputies” and to realize that this statement allows for a broad degree of flexibility in responding to such situations (cf. *Acts of Synod 1978*, p. 73).
- b. Synod directed the churches and classes to take into account the manner and spirit in which a minister has acted during the time leading up to and including departure from office when determining what action to take. (Some situations may require a deposition; others may require only a simple release from office.)
- c. Synod encouraged the churches and classes
  - 1) To recognize carefully the conditions and circumstances of a particular case that may come to their attention (e.g., whether it be a formal or a de facto resignation) and, having done so,
  - 2) To make a declaration reflecting the resigned minister’s status that is appropriate to the way and spirit in which the minister acted during the time leading up to and including the minister’s resignation from office. Such a declaration could reflect one of the following:
    - a) The resigned minister is honorably released.
    - b) The resigned minister is released.
    - c) The resigned minister is dismissed.
    - d) The resigned minister is in the status of one deposed.

*Note:* In distinction from a minister who retires, any resigned minister no longer retains the honor and title of minister of the Word in, nor has an official connection with, the Christian Reformed Church in North America (cf. Church Order Article 18-b).

- d. Synod encouraged churches and classes to prayerfully consider the following principles in their deliberations:

- 1) Schismatic activities are to be considered a serious violation of the sacred trust associated with ordination and a dishonoring of God which results in pain and brokenness in the body of Christ.
- 2) All declarations by churches and classes should clearly evidence hope for the possibility of restoration and mutual reconciliation.  
(*Acts of Synod 1993, pp. 581-82*)

***Supplement, Article 14-c***

The provisions of Supplement, Article 14-b also apply to Article 14-c, especially in those situations when ministers resign under discipline or to avoid discipline.

***Proposed new Supplement, Article 14-e***  
(indicated by italics)

*The provisions of Supplement, Article 84 related to reinstatement of ministers who have been deposed also apply to ministers who resign under discipline or to avoid discipline and later seek reordination by way of Article 14-e.*

*Ground:* Just as deposed officebearers are not allowed reinstatement to office in certain circumstances related to sexual misconduct, so also ministers who resign from office in certain cases of sexual misconduct should not be allowed to be reordained in those same circumstances. This procedure is included in the *Manual of Christian Reformed Church Government* as a recommended practice.

**III. Recommendations**

A. That synod adopt the following proposed changes to the Church Order and Its Supplements (proposed additions are in italics):

***Proposed changes to Supplement, Articles 82-84***

New sections a and b, indicated by italics (the former sections a-g would remain unchanged and would be relettered as sections c-i):

- a. *An administrative leave may be imposed without prejudice by the council in order to investigate allegations of deviation from sound doctrine or godly conduct. Ordinarily, compensation and benefits would continue, and any duties to be performed during the leave would be specified by the council. All suspensions and administrative leaves are temporary.*

*Ground:* This statement offers administrative leave as an option for cases in which an allegation has been made but guilt or innocence has not yet been established. In addition, it explains the temporary nature of these actions.

- b. *Officebearers who confess to or are determined to be guilty of sexual misconduct will be considered guilty of deviation from godly conduct and worthy of discipline.*

*Ground:* This statement acknowledges the serious nature of sexual misconduct by a church leader and the damaging impacts it brings to individuals and to church communities.

*A new section j (indicated by italics):*

- j. *When a minister resigns under discipline or to avoid discipline, he or she should be released from office per Article 14-c, noting that the provisions of Supplement, Article 14-b also apply to Article 14-c, especially in these situations.*

—Cf. Supplement, Article 14-c

Ground: This addition provides a cross-reference to Supplement, Article 14 and will aid churches in dealing with situations of resignation.

***Proposed new Supplement, Article 83***

*(indicated by italics)*

*One of the key dynamics in considering abuse of office is the imbalance and misuse of power. The power inherent in the role of officebearer represents a sacred trust and must not be misused.*

Ground: Power is a foundational dynamic in ministry and in other professional relationships. Adding this statement to the Supplement will help ensure that the power dynamic is understood and is not ignored in considering these issues.

***Proposed changes to Supplement, Article 84***

*A new “Examples” paragraph to replace the paragraph under section 1, d (indicated by italics):*

*Examples of related ungodly conduct include, but are not limited to, participation in pornography, engaging in sexual contact in return for payment or any other favor, or voyeuristic behavior, displays of sexually offensive material, suggestive gestures and remarks, and other sexually intimidating behavior.*

Ground: The committee believes that this paragraph should be more comprehensive and be updated to more current language.

*A definition of sexual misconduct to replace the Note under section 2 (indicated by italics):*

*The “Guidelines for Handling Abuse Allegations Against a Church Leader” adopted by Synod 2010 (cf. Agenda for Synod 2010, pp. 503-504) define sexual misconduct as*

- *exploiting or grooming (preparing) a minor or an adult—regardless of consent or circumstances—for the purpose of sexual touch, sexual activity, or emotional intimacy, with the result of either sexual gratification or power and control over the minor or adult;*
- *unwelcome touch, sexual activity, or emotional intimacy between co-workers, co-volunteers; or*
- *sexual touch, sexual activity, or emotional intimacy between a supervisor and a subordinate who serve together in a church program or church ministry.*

Ground: The most recent definition of sexual misconduct approved by synod should be used.

*Insert the following additional Note (indicated by italics):*

*Note: These rules that prevent the reinstatement of deposed officebearers in particular situations also apply to those ministers who have been released by way of Article 14 and have been declared “dismissed” or “in the status of one deposed” due to those situations.*

*Ground: If these former officebearers confessed to or are determined to be guilty of sexual misconduct, as per the parameters defined in the Supplement to Article 84, they should not be allowed to serve again in office.*

***Proposed new Supplement, Article 14-e***  
*(indicated by italics)*

*The provisions of Supplement, Article 84 related to reinstatement of ministers who have been deposed also apply to ministers who resign under discipline or to avoid discipline and later seek reordination by way of Article 14-e.*

*Ground: Just as deposed officebearers are not allowed reinstatement to office in certain circumstances related to sexual misconduct, so also ministers who resign from office in certain cases of sexual misconduct should not be allowed to be reordained in those same circumstances. This procedure is included in the *Manual of Christian Reformed Church Government* as a recommended practice.*

B. That synod refer this report to the churches for study and for awareness of these important issues.

C. That synod instruct the executive director to communicate these changes to the churches and classes directly—separately from the summary report of decisions of Synod 2016 so as to emphasize the importance of these changes.

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**Appendix C**  
**Curriculum Vitae: Shiao C. Chong**

**Summary Profile**

**Respected, Relevant, Reformed Christian Thinker, Writer, and Speaker**

- Deep familiarity with *The Banner* and its readership through 18 years of published writing for *The Banner*, including stints as contributing editor (three years) and FAQ columnist (for questions in Bible/Doctrine, Calling/Vocation, and currently for Ethics).
- A pastoral heart with a strong knowledge of contemporary cultural issues, especially those grappled by young college people, born out of 14 years of ministry experience as the CRC campus minister at York University.
- Proven excellent writing skills from receiving a second place award for Theological Reflection by the Canadian Church Press (2011), and an honorable mention in the Personal Essay category by God Uses Ink: Canadian Christian Writing Awards (2001).
- Proven ability to write and speak on a wide range of issues in an engaging and diplomatic fashion—including biblical, theological, worldview, faith and science, ethical, cross-cultural, interfaith, disabilities, and social justice issues—drawn from extensive ministry experience.

- Experienced in dealing constructively and sensitively with diverse viewpoints—from secular to Christian, from progressive to conservative—through writing FAQ answers to sensitive and tough questions, and through facilitating campus group discussions with a diversity of students.
- Extensive knowledge of the CRC, the church at large, and the world of today through serving on various denominational teams (e.g., the CRCNA's Strategic Planning and Adaptive Change Team), which gave birth to the denomination's Emerging Ministry Plan.
- Experienced in working with boards and committees (e.g., five years on the Board of Governors at Redeemer University College, four years as secretary and treasurer of the Christian Reformed Campus Ministers' Association [CRCMA], and various other committees at the denominational, classical, local church, and Christian school levels).
- Demonstrated knowledge of the Bible, Reformed theology, and the Reformed worldview through numerous writings and sermons and in being ordained as a CRC commissioned pastor.
- Proven leadership and administrative skills from campus ministry work and extensive committee work (e.g., as secretary and treasurer of the CRCMA and as registration and admissions advisor at Redeemer University College).
- Previous editing experience (e.g., the CRCMA newsletter, *Academia Nuts* [2005]; campus ministry monthly newsletter, *The Epistle* [2005-06]; Redeemer's *Academic Calendar* [1999-2001]; the University of Alberta CRC chaplaincy monthly newsletter, *Eikon* [1993-97]).
- Familiar with creating, managing, and disseminating online resources (e.g., websites, blogs, social media, and YouTube).
- An M.A. in English Literature from the University of Alberta.

### Related Work And Ministry Experience

Writer for *The Banner*, Grand Rapids, Michigan 1997-present

- FAQ columnist—Wrote edifying, sensitive, clear, and brief answers to questions from readers and/or ministry experiences
  - on ethics—Oct. 2013-present
  - on calling/vocation—2008-2009
  - on Bible/doctrine—2006-2007
- Contributing editor, 2000-2003—Wrote edifying, challenging, and relevant articles in the magazine's "Reformed Perspective" column for CRC readers.
- Winner (1 of 3) of *The Banner's* writing contest. My article, "Theology Shapes Everyone," was published June 16, 1997, and began my long-lasting writing relationship with *The Banner*.

CRC campus minister, York University, Toronto, Ontario 2001-present

- Planted and grew a CRC campus ministry into a respected Christian presence on campus, known among students for embracing differences, among other Christian groups as a supporter of Christian unity, and among Student Services as an active interfaith member.



- Created and led a student club—*LOGOS Christian Community*—through all its ongoing administrative and organizational needs, as a means to incarnate the ministry on campus.
- Created and facilitated a unique program called *Theology over Pizza* as a safe space for students to ask their faith questions, where differences are embraced and mutual learning is encouraged.
- Created a monthly newsletter—*The Epistle* (2005-06)—to foster faith and community among Christian groups on campus. Wrote articles, recruited, and supervised student volunteers.
- Developed Christian resources to stimulate growing faith, including on-line videos and a blog.
- Created and maintained websites and social media presence via Facebook, Twitter, and York's own social media, YUConnect.
- Produced promotional newsletters of the campus ministry to classis churches, donors, and supporters.
- Organized Bible study groups, workshops, worship services, field trips, and guest lectures to help students grow in their faith.
- Spoke and taught in York's Interfaith Council to audiences of diverse religions.
- Preached regularly (averaging once a month) at Classis Toronto churches to build relations and promote the campus ministry.

Resource volunteer, Classis Toronto

2002-present

- Served on the Classis Youth Ministry Committee (2012-14).
- Cofacilitated a workshop on becoming ethnically diverse churches in a classis-wide learning event (Apr. 2014).
- Contributed to a Revisioning Youth Ministry project, culminating in a collective paper and a panel for a classis-wide discussion, in which I acted as moderator (2012).
- Contributed substantially to a Classis Toronto Race Relations Committee project—Widening the Circle workshops—as part of a team that designed the workshops, cowrote a module on "Faith and Culture," and cofacilitated the workshops at various classis churches (2002-05).

Board of Governors member, Redeemer University College,  
Ancaster, Ontario

2010-present

- Actively participated in board meetings and discussions on policy setting and strategic direction.
- Served on the university senate for one year (2011-12).

Strategic Planning and Adaptive Change Team member, reporting  
to Board of Trustees, CRCNA

2012-2014

- Researched and wrote an internal scan report on leadership formation within the CRC, which became part of the larger scan report serving as the basis for the team's further work.
- Cofacilitated regional focus groups and/or gatherings to collect feedback on the scan materials.
- Contributed to the draft of the Emerging Denominational Ministry Plan.



CRC Identity Task Force member, reporting to Board of Trustees,  
CRCNA 2010-2011

- Cowrote a proposed trifold brochure on “What Does It Mean to be Christian Reformed?” designed to be a succinct and user-friendly supplement to other CRC identity documents.
- Facilitated focus groups to gather background information for drafting identity statement.

Commissioned pastor, Rehoboth Fellowship CRC, Etobicoke,  
Ontario 2008-present

- Currently chairing consistory meetings on behalf of chair of elders (2015).
- Synodical delegate for Classis Toronto to Synod 2012.
- Church delegate to Classis Toronto meetings—various occasions.
- Ordained as a ministry associate (now commissioned pastor) in my role as campus minister in 2008.
- Served as an elder (2001-2004).

Intercultural specialist, Home Missions Eastern Canada,  
Burlington, Ontario 2004-2010

- Advocated, taught, and resourced the regional ministry team in its work, as well as church leaders (in listening clusters and gatherings) on cultural diversity issues.
- Served on the regional educational missions subteam strategizing on regional campus ministry initiatives.

Secretary and treasurer, Christian Reformed Campus Ministers’  
Association (CRCMA), binational organization (U.S.-Can.) 2004-2007

- Coedited (interim) the CRCMA newsletter (then called) *Academia Nuts* for one year (2005).
- Produced minutes of all executive and general meetings.
- Managed the CRCMA’s Canadian and U.S. funds, including making financial reports and budgets.
- Administered the CRCMA travel grants.
- Applied for grants from CRC Home Missions and other sources.

Registration and admissions advisor, Redeemer University College,  
Ancaster, Ontario 1998-2001

- Worked initially as admissions counselor (1998-99) prior to this position.
- Edited and updated the content of various registrar and admissions publications (e.g., the Academic Calendar [web and print versions], the Financial Aid Booklet, and the Exploring Redeemer booklet).
- Initiated and developed new departmental brochures to promote various academic departments.
- Developed new user-friendly program planning guides, fact sheets, and checklists for students.
- Presented informative and creative presentations to prospective and current students.
- Advised students on their course and program requirements in a friendly and accessible manner.
- Developed and maintained contact with prospective incoming international and transfer students.

Coeditor, Christian Reformed Chaplaincy, University of Alberta,  
Edmonton

1993-1997

- Edited and solicited articles and devised themes for the chaplaincy's monthly newsletter, *Eikon*.
- Wrote editorials and articles, often focusing on issues of faith and learning.

Blog: 3dchristianity.wordpress.com

### Recent Publications

*Publications date back to 1997 with my M.A. thesis: The Temple of Communion: George Herbert and Dialogism (Univ. of Alberta), and an article in The Banner, "Theology Shapes Everyone" (June 16, 1997). Listed below are publications from the past four years.*

#### 2015

FAQ articles in *The Banner* (Oct. 2015; June 2015; Apr. 2015; Feb. 2015)—Grand Rapids, Mich.

"Pro-Life Series: Pro-Love and People with Disabilities," *Do Justice* blog (Oct. 2015), Center for Public Justice and Office of Social Justice, CRCNA—Grand Rapids, Mich.

"Biblical Maternal Images of God," *Christian Courier* (May 11, 2015)—St. Catharines, Ont.

"Salvation through Information: TED Talks and the Church," *Think Christian* blog (Mar. 2015)—Reframe Media, Palos Heights, Ill.

"The Missed Opportunity of Duke's Muslim Call to Prayer," *Think Christian* blog (Jan. 2015)—Reframe Media, Palos Heights, Ill.

#### 2014

FAQ articles in *The Banner* (Dec. 2014; Oct. 2014; Aug. 2014; May 2014; Mar. 2014; Jan. 2014)—Grand Rapids, Mich.

"Question: How Do You Know the Bible Is True? It's Full of Contradictions" in the apologetics Redemptive Windows series, *Christian Courier* (Dec. 22, 2014)—St. Catharines, Ont.

"Listening for the Gifts of Persons with Disabilities," *Do Justice* blog (Nov. 2014), Center for Public Justice and Office of Social Justice, CRCNA—Grand Rapids, Mich.

"Left Behind and the Dark Side of Rapture Theology," *Think Christian* blog (Oct. 2014)—Reframe Media, Palos Heights, Ill.

"Soft Immortality or Eternal Life?" *Think Christian* blog (Sept. 2014)—Reframe Media, Palos Heights, Ill.

"Making Room for the Bible's Maternal Images of God," *Think Christian* blog (May 2014)—Reframe Media, Palos Heights, Ill.

"Cracking Open White Identity towards Transformation," Book Review, *The Banner* (May 2014)—Grand Rapids, Mich.

"The Idolatry of Experience," *The Banner* (Apr. 2014)—Grand Rapids, Mich.

"Why Teaching 'Religion' to Students Can Only Go So Far," *Think Christian* blog (Apr. 2014)—Reframe Media, Palos Heights, Ill.

"When Religious Rights Get in the Way of Shalom," *Think Christian* blog (Jan. 2014)—Reframe Media, Palos Heights, Ill.

## 2013

"Suffering from Birth," *Christian Courier* (Dec. 9, 2013)—St. Catharines, Ont.  
"Faith, Science, and Metaphors," *BioLogos* blog (Aug. 2013)—BioLogos, Grand Rapids, Mich.

"The New Christian Shibboleths: Are You In or Out?" *Think Christian* blog (Oct. 2013)—Reframe Media, Palos Heights, Ill.

"Are Faith-Based Dorms Just Another Christian Bubble?" *Think Christian* blog (Aug. 2013)—Reframe Media, Palos Heights, Ill.

## 2012

"Is Affirmative Action Biblical?" *The Banner* (Apr. 2012)—Grand Rapids, Mich.

"Navigating Confessionalism and Contextualism," *Christian Courier* (Jan. 23, 2012)—St. Catharines, Ont.

## Recent Notable Speaking Engagements

### 2015

"Navigating Diversity," a workshop for *The Summit: Called to Christ and His Kingdom*, Christian Reformed Campus Ministers' Association, Eastern Canadian University and College gathering, Mount Mary Retreat Center, Ancaster, Ont., Nov. 6-8, 2015.

"Story-Making as Shalom-Making," a keynote address at *Christian Courier's Story-Maker's Symposium: Creating, Curating, and Celebrating Story*, in celebration of *Christian Courier's* 70th anniversary, held at Redeemer University College, Hamilton, Ont., Oct. 24, 2015.

"Sharing the Gospel in a Multicultural World," a workshop at True City Hamilton's *Can I Get a Witness?* evangelism conference, Hamilton, Ont., Feb. 28, 2015.

"How Should Biblical Scholars, Theologians, and Pastors Speak about Evolution and Human Nature?" Panel at *Creatures of God: Theological Anthropology in the Context of Evolution*, a symposium sponsored by BioLogos, held at Wycliffe College, University of Toronto, Jan. 23, 2015.

## Awards

### 2011

Second Place Award for Theological Reflection (Devotional/Inspirational) Open Category for "Metaphors for Diversity" (*The Catalyst*, Fall 2010, Vol. 33, no. 2), awarded by the Canadian Church Press.

### 2001

Honorable Mention in the Personal Essay Category for "When Certainty Is Wrong," *The Banner* (Nov. 20, 2000), awarded by God Uses Ink: Canadian Christian Writing Awards, June 2001; sponsored by the Evangelical Fellowship of Canada, publisher of *Faith Today* magazine.

## EDUCATION

University of Alberta, Edmonton

1995-1997 Master of Arts—English literature

1994-1995 Bachelor of Arts (Honours)—English literature

1989-1994 Bachelor of Arts—major: English literature; minor: History

## Appendix D

### Task Force on Financial Sustainability Report

#### I. Introduction

The Board of Trustees (BOT) of the Christian Reformed Church in North America created an ad hoc Task Force on Financial Sustainability. The mandate given to the task force was to understand the multiple financial means by which the ministries of the CRCNA are provided, to gather and assess multiple-year data and trends, and to provide recommendations to the BOT Finance Committee for possible strategies and policies, presenting specific focus (e.g., estate gifts) and comprehensive implications to move toward a sustainable paradigm for the next generation.

The task force focused on possible outcomes such as these:

- Maximize the benefits of the ministry-share system.
- Consider alternatives to a one-size-fits-all ministry-share system, both in terms of identifying links between payment and services and in terms of differentiating among doorways into which funds are received (e.g., back to the old style of administrative support vs. all others).
- Coordinate the presentation of funding needs with the paradigm of donor engagement consistent with the various generations.
- Match the strategic denominational ministry plan with funding requests.
- Match the duration of funding sources with the duration of ministry.

#### II. History

This is not the first task force that has been mandated to review the financial support provided to the ministries of the denomination. Synod 1990 adopted the recommendation of an advisory committee “to engage in a comprehensive examination of denominational ministry funding, with particular attention to quota [now *ministry share*] funding . . .” (*Acts of Synod 1990*, p. 696). The following is an excerpt of the report of that committee to Synod 1992, and this provides a useful summary of the history of the ministry-share system:

#### IV. History and genius of the quota system

Concern about financing denominational ministry is not new to CRC congregations and synod. Already in the earliest records of synodical gatherings (Classis Grand Rapids), references to financial matters indicate a church struggling with numerical growth and with obligations to both local ministry and ministry shared with other CRC congregations. The early concerns and causes are remarkably similar to present-day quota causes: support for both active and emeritus ministers, for widows of ministers, for student ministers, for publication of periodicals, for Bible distribution, for travel and meeting expenses for synodical gatherings, etc. In these early years (1860-1880) the churches were asked to contribute specific dollar amounts (based on congregation size) and to hold freewill offerings to fund the causes which were mutually agreed to.

The early years were difficult years for many congregations. They struggled to sustain life in an untamed wilderness, to establish a Reformed identity, and to resist being dominated by the “Americanizing” environment. There was a strong sense of mutual support. Congregations stood together and sensed a responsibility to and for each other in spite of strong clashes of will and vision. As the church grew, a sense of joint financial responsibility also developed. Adjustments were made as ministry expanded.

Prior to 1939, the denomination financed its ministries through two methods: assessments and quotas. Assessments funded Calvin College and Seminary, the Emeritus Ministers Fund (the early Ministers' Pension Funds), and Synodical Expenses (now identified as Denominational Services). These were considered "family" expenses. They involved "huge investments" and put the congregations of the denomination under obligation. The "security" of these causes required assessments to which the churches were specifically bound (*Acts of Synod 1939*, p. 71). Churches could be held financially responsible for any arrears in paying assessments. Quotas, on the other hand, were means to fund spontaneous special-interest programs, e.g., missions.

In 1939, synod concluded that the distinction between assessments and quotas was artificial and that quotas and assessments were both equally binding on the churches. Synod decided to use only the term *quota* and to define it as the amount per family which should be contributed by each congregation to apply "to all the work in God's Kingdom for which we as a Christian Reformed Church are jointly responsible" (*Acts of Synod 1939*, p. 72). The quota amount would be determined annually by synod. "Consistories [were] reminded of the urgent necessity to keep before their congregations not only the privilege but also the sacred duty to contribute liberally toward the work of the Lord . . ." (*Acts of Synod 1939*, p. 72).

In the years since Synod 1939, synod has frequently been overtured to revise or change the quota system in some way. The synods of 1949, 1954, 1962, 1965, 1968, 1970, 1972, 1975, 1978, 1982, 1986, 1987, and 1990 were all asked to investigate, amend, freeze, alter the formula, correct inequities, etc., of the quota system.

Synod and our committee are convinced that a new kind of pressure is challenging the funding of denominational ministry. A new and more thorough response is necessary.

#### **V. The viability and strength of the quota system**

The present quota system is a product of many years of adjustments and alterations. It is a system which seeks to achieve a unified and somewhat equitable sharing in covenanted, unified ministry endeavors.

As CRC congregations stand together, they carry on their shoulders the ministries they covenant to support with personnel, prayers, and money. As equitably as possible these responsibilities are divided among us. This makes the quota system unique to the CRC. As there is a mutual covenanting of our congregations regarding the creeds and confessions, the Word and the sacraments, worship and the Church Order, education and evangelism, so too there is covenanting to share financial resources and responsibilities. The quota system is closely connected to the covenanting of our congregations with one another. Synod 1986 spoke of the quota system as having "a strong relevance to covenant theology" (*Acts of Synod 1986*, p. 709). Synod 1985 advised a consistory "[that withholding quota] is a breaking faith with and [erosion of] the unity and strength of the denomination" (*Acts of Synod 1985*, p. 811).

Fundamentally, it is one's ecclesiology (perception of the church) that determines one's view of quotas. Those who see the local church as an entity complete in itself and the denominational ties as voluntary might therefore think of quotas as taxes or assessments; therefore, they believe they have the freedom not to contribute by reason of conscience. They will accept classical and denominational guidelines or goals but not at the expense of local autonomy. They will emphasize the freewill character of giving. On the other hand, those who see denominational ties as a necessary consequence of Christ's saving grace view quotas as "proportionate ministry shares." They recognize that much of the church's work is beyond the resources of the local congregation. They respect communal decisions by representative broader assemblies and gladly offer some of their resources to the cause.

The report to Synod 1939 reflects this latter view when it stresses

the fact that congregations as well as members individually are financially responsible for the work we have undertaken together. Only manifest (proven) inability excuses from the payment of our proportionate share. Congregations must realize that unless

they pay their proportionate share, other congregations must pay for them. If this can not be done (and usually it can not) the Christian Reformed Church is *compelled to fail in its obligations toward its missionaries, emeritus preachers, professors, et al.*"  
(*Acts of Synod 1939*, p. 22, italics added for emphasis)

One of the strengths of the quota system is the simplicity of the allocation formula. Presently we number the church by family count (for more than just quota purposes). The per-family quota is arrived at by dividing the family count into the amount to be raised from quota and adjusting the result by an experience factor (see response to Overture 85, p. 26).

This system, we admit, does create inequities, as any allocation system would. Our system perceives the church as being made up exclusively of families with equal capacity to honor their financial commitments to the church. It does not allocate a specific quota amount to contributing members who do not fit the "family" definition, although Synod 1986 encouraged congregations to include such persons in assigning local budget obligations (*Acts of Synod 1986*, p. 709). The quota-allocation formula comes from a time when it was assumed that the congregation (and denomination) was, *next to the immediate family*, the most important focus of care and commitment: the church was the extended family.

In spite of assumptions which create inequities, the basic allocation principle is sound. The quota system is founded on the principle that church membership, freely covenanted, means obligations that cannot be irresponsibly escaped or refused.

A further strength of the quota system is that our denominational agencies expend a minimum of time, personnel, and money for fund-raising. (We have as yet heard no "on-air appeals" for funds for *The Back to God Hour* to stay on the air.) Our quota system, then, greatly reduces the cost of what business people call *overhead*--the cost of staying in business. The committee found that less than 5 percent of our agencies' budgets are spent on fund-raising. This figure is significantly lower than the costs of fund-raising reported by other charitable organizations. Thus, the quota system is very cost effective.

(*Agenda for Synod 1992*, pp. 386-89)

### III. More recent history

The most recent report to synod regarding denominational funding was from the Communal Covenantal Commitment Task Force that presented its recommendations through the Board of Trustees to Synod 2009. The following recommendations from that report were adopted by synod:

1. That synod affirm the ministry-share system as an effective means of carrying out ministry together as members of the CRCNA.

*Grounds:*

- a. Significant funds (over \$26 million) are raised each year to carry out these ministries.
  - b. The ministry-share system provides a means for all members of the CRC to participate in extended ministry.
2. That synod request the executive director of the CRCNA, through the Office of Denominational Advancement, to encourage and educate the churches regarding participation in the ministry-share system and resulting ministry. This would include but not be limited to development of appropriate promotional materials, facilitation of communications with churches, and coordinating promotion of the ministry-share system with advancement teams of all the agencies and institutions.

*Grounds:*

- a. The executive director and the director of finance and administration are accountable to synod and the Board of Trustees for monitoring and accounting for the ministry-share system. However, no

- one has been assigned the responsibility to actively and regularly promote the system.
  - b. Active promotion of the ministry-share system is necessary and desirable.
  - c. Currently there is no formal coordinated communication regarding the ministry-share system.
3. That synod designate initial funding, up to 1 percent of ministry-share receipts, to carry out the responsibilities of Recommendation 2 above.

*Grounds:*

- a. Appropriate levels of funding are needed to enable the communication envisioned in Recommendation 2.
  - b. An initial commitment of up to 1 percent of the total funding will not significantly affect the funding available to the institutions, agencies, and ministries of the CRCNA.
- [4]. . . . That synod affirm the current system of request for ministry shares based on membership, but that the definition of *member* for this purpose be revised to include only those active, adult, professing members and exclude only those members considered inactive as adopted by Synod 1998 (see *Acts of Synod 1998*, p. 410):

*Inactive* members are those baptized or confessing members who are declared by the consistory to have a relationship to the congregation which has ceased for one year or who for one year have not made faithful use of the means of grace, especially the hearing of the Word and the Lord's Supper, unless there are extenuating circumstances (e.g., military service, residence in a nursing home) that make such faithful use impossible.

(*Agenda for Synod 1998*, p. 215)

*Grounds:*

- 1) This system would provide simplification of the calculation of recommended ministry-share amounts.
  - 2) This would empower local congregations.
- [5]. That synod encourage local churches to use the recommended contribution amount as determined by the ministry-share system as a starting point as it evaluates its ability to participate. A church with extraordinary financial capacity may discern to contribute more than the recommended amount. Likewise, a church with undue financial circumstances or hardship may discern the need to contribute less than the recommended amount.

*Grounds:*

- 1) This recognizes that God has financially blessed each church differently.
  - 2) As is the current practice, the local church is best suited to determine their participation in the ministry-share system.
  - 3) Membership as the sole base of determining the level of participation may not be the only consideration. Reliance on membership count has caused some issues among the churches.
  - 4) A key ingredient in the health of the local church is participation in the ministry facilitated through the larger church body.
- [6]. That synod request that churches complete a ministry-share participation form annually to assist in evaluation of the ministry-share system. Information derived from the form will be shared with the local classis.

*Grounds:*

- 1) This information will be useful in the future administration of the ministry-share system.
- 2) The form would ask for the reason(s) for a congregation's level of participation in the ministry-share system.



- [7]. That synod request that the executive director develop a plan for new church plants and emerging churches to more actively participate in the ministry-share program.

*Grounds:*

- 1) Opportunity is created for formalized participation in global ministry.
- 2) We are all part of a covenantal commitment community.
- 3) Currently no formal request is made of emerging churches to participate in the ministry-share system.

*(Acts of Synod 2009, pp. 577-81)*

It is interesting to note the similarity of issues faced in the past and in the present day.

#### **IV. Other reflections**

Support for the ministry-share system has continued slowly to decline since the report of 1992. In 2002 congregations contributed only 71.7 percent of the requested amount. By 2007 support had declined to 66.5 percent (the last full year before the so-called Great Recession of 2008). In 2012 participation dropped to 63.5 percent. In 2014, the last year for which we have statistics, the contribution of ministry shares dropped below 60 percent to 59.8 percent.

Delegates to synod have frequently suggested that denominational staff request increases in the per-member ministry-share rate to overcome the shortfall of funding from the churches, resulting in a financial request that is an unsustainable burden to the majority of congregations. While it is true that the per-member rate has increased over time, a review of the rate of change shows that the per-member rate requested in 2016 has grown at a 2 percent compound annual rate for the past 20 years, and this rate is in line with the change in the consumer price index for the same period.

As the dollar support from the ministry-share system has plateaued and begun to decline, the funding of denominational agencies and ministries has been supplemented by the work of advancement officers who develop funding streams from individual donors. These funds come in the form of one-time gifts, recurring gifts, and bequests.

There are two significant differences between the funds generated through the ministry-share system and those received from individual donors:

1. Cost to develop the gifts—For each \$100 of ministry shares received by the denomination, only 20 cents is spent to process the gift. To generate the same amount through the generosity of individual donors, the cost to the denominational agencies and ministries is more than \$25.
2. Flexibility of the administration of the funds—While ministry shares are generally available to fund any of the expenses of the agencies and ministries of the denomination, most individual gifts specify a particular project or appeal for which they are to be applied.

#### **V. Anecdotal information**

Because the decline in the support of the ministry-share system is widespread, the task force spent some time evaluating the current environment to



determine what has changed over the years to cause the downturn. Part of the change is attributable to the expansion of missional ministry beyond the ministries and agencies of the denomination. Many churches are supporting the mission efforts of members or close acquaintances of members, including those working with organizations not part of the CRCNA.

There also has been an expansion of budgets in many churches as they take on the costs of facility expansions and the addition of ministry staff beyond what was common prior to the 1990s. One expression heard by the task force members is that ministry shares are seen as the “shock absorber of the budget.” As demands on local resources expand, ministry shares, which is often one of the largest single line items in the church budget, becomes a focus of budget reductions, especially as there currently are no direct consequences of reduced or eliminated support.

The task force members also reported that there is a trend to provide financial support to programs that enable the donor to have a personal connection to the ministry, via either direct involvement or close personal tie to those in the mission field. This is seen to be critical to the millennial generation and is becoming more a factor for older generations who in the past were satisfied simply to support what the denomination put forward. The key element seen in making these ministries exciting and engaging is the robust communication exchange from the ministry to the donor and in many cases the two-way communication between the two groups.

When ministry funding is discussed with the members of the denomination’s advancement departments, the common sentiment is that there needs to be a connection between the donor and the ministry that is occurring. Donors want to be engaged by the ministry in some way, seeing it as something in which they feel ownership. The common understanding of our current ministry-share system does not provide this connection. It seems to suggest that each church should give to the denomination and that the denomination will determine where the gift is used, on the basis of our budgeting process. But is this true?

When this question was put to the CRCNA Advancement Council, the response was “No.” The advancement directors feel that the work of their agencies is in line with what is being requested by the congregations, but they do not feel that the congregations see it the same way. In fact, we heard several comments that the churches see the work of the denomination as being “top down,” with the denominational leadership and the Board of Trustees being at the top and imposing ministry priorities on them rather than serving the congregations. If that is true, then the agencies become direct competitors of all similarly focused parachurch organizations.

One problem is that many congregations do not realize that the churches actually drive the ministry of the CRCNA. Churches take ownership of ministry that arises out of their own congregations, but many do not necessarily connect with the broader, denominational vision. It would likely help to develop a clearer understanding of what makes a local church Christian Reformed. This is one of the key goals in the denomination’s strategic Ministry Plan (*Our Journey 2020*), which emerged after a two-year process of visiting congregations throughout North America and asking members and leaders, “What does it mean to be Christian Reformed? What are the challenges we face? What are our hopes?”

## VI. Financially sustainable ministry

Generally, four items are required for a ministry to achieve financial sustainability: desire, ownership, responsibility, and fairness.

### A. *Desire*

A ministry that does not strive to create a desired outcome, or at least an outcome that someone feels is important on some level, cannot continue long term. Desire needs to exist both with the provider (and those for whom the provider is acting as proxy) and with the recipient of the ministry.

### B. *Ownership*

Ownership is necessary for a desired ministry to exist beyond the immediate moment. It is ownership beyond simple desire that provides the sustainable foundation that will permit repeated and maturing activity that can lead to longevity of ministry.

### C. *Responsibility*

With ownership comes responsibility. Responsibility includes making sure the ministry stays true to its mission and vision. But responsibility goes beyond that to providing resources needed to deliver both of those. One cannot claim ownership of a ministry while depending solely on someone else to provide the required resources. Likewise, ministry cannot exist without resources.

### D. *Fairness*

Being responsible for the oversight and support of a ministry also requires fairness in the allocation of requests for resources in order for the ministry to be sustained. All owners of a ministry need to participate in its support, but consideration must be given to the ability of owners to provide resources.

## VII. General consensus

The task force reviewed the structure of the CRCNA as described in detail in the Church Order. The CRCNA consists of approximately 1,100 churches with 250,000 members. The requests for ministry are processed from the local congregations through the 48 classes that provide connections among the churches. The classes report to synod, which deliberates on the recommendations and follows up on the work of previous synods. The Board of Trustees is directed by synod and oversees the work assigned to the agencies, ministries, and institutions.

The work that is done by the denomination can be divided into three categories:

1. The first category is the administration of assemblies and their committees, such as synod; synodical study committees; synodical standing committees (e.g., Candidacy Committee, Ecumenical and Interfaith Relations Committee); the Board of Trustees of the CRCNA; and the offices of the executive director, the Canadian ministries director, the director of ministries and administration, and the director of synodical services. The task force refers to this as *Synodical Administration*.
2. The task force refers to the second category as *Congregational Services*. This category includes the work of what was formerly called Specialized Ministries—smaller departments whose primary mandates are directed

toward the local congregations. These include such ministries as Safe Church Ministry, Pastor-Church Relations, Disability Concerns, and so forth.

3. The third category is the *Major Agencies*. Major agencies include Back to God Ministries International, World Renew, and the New Mission Agency (joining of Christian Reformed Home Missions and Christian Reformed World Missions), as well as the educational institutions Calvin College and Calvin Theological Seminary.

The task force believes that the funding for the three groups should not necessarily be generated in the same manner. The first category, Synodical Administration, provides the administrative structure for the denomination without any direct ministry. Historically, “assessments” funded this part of the denomination’s work, and “quotas” funded the mission agencies. However, in 1939, synod determined that there was no need to differentiate the two funding streams. The task force feels that decision should be revisited.

## VIII. Moving forward

### A. Step One

Step One in the work of creating financial sustainability for our agencies and ministries will be to help the churches understand that the work we are doing is based on their desire and ownership, requested by synod. The Church Order clearly articulates the basis for ministry done by the denomination as originating in the local congregations (cf. Church Order Art. 27-28, and 76). Approval for this ministry clearly comes from synod, a deliberative body made up of delegates from all forty-eight classes. The task force noted that the decline in ministry-share payments most likely can be attributed to churches/classes not taking full ownership of the current denominational ministries.

### B. Step Two

Step Two will involve confirming that the work we are doing can in fact be traced to synodical action. We need to ensure that we have not simply grown our ministries based on leadership’s desires, but that we are still following the direction from the congregations that this is what they want. Too often we continue ministry that seems to have no end and is not evaluated to ensure it is doing what the churches asked for, or is still needed. The task force is not recommending how to address this step, but the task force strongly endorses the need for the Board of Trustees to lead this effort.

### C. Step Three

Step Three will involve focusing on the classis as the point of determining fair levels of responsibility. The current ministry-share system has become a direct-to-the-local-church program. In the recent past, the classes were part of the process, though mainly as a centralized means of collecting the contributions from the local churches. However, Synods 1939, 1970, and 1992 encouraged each classis to consider what the churches in its care were contributing and to work together to try to help cover any amounts requested that individual churches were not able to fund. The task force feels that making the classis once again a key focus of the system will be important.

#### *D. Step Four*

Step Four will call for the Board of Trustees to consider how the cost of ministry should be allocated to the classes. The task force noted that the current system based on church membership is not sustainable long-term. There are numerous alternatives that could be considered, including average attendance and percent of revenue/budget. It will be critical to ensure that the allocation process reflects the resource capacity of the classis.

The task force realizes that while there are numerous alternatives to ministry funding, no one protocol may be best in every situation. Allowing each classis to determine the best method for requesting funding from the local churches to meet their allocation may be the best strategy for long-term sustainability. Going forward, it would be essential that considerable effort be given to determining if a manageable subset of funding protocols could be suggested to the classes for use in their local funding processes.

#### *E. Step Five*

Step Five will call for the Board of Trustees to consider alternative funding sources that can help direct a portion of the ministry costs that are unique to only a small segment of the churches. Consideration should be given to the use of fee-for-service for some work of the denomination to more fairly assign the cost of work that does not have a broad benefit.

#### *F. Possible alternatives*

The task force suggests two alternatives for funding a portion of the work of the denomination that could be implemented on an interim basis while the Board of Trustees works through the issues mentioned above. It should be noted that these alternatives are based on the current membership protocol for allocating ministry costs:

##### *1. Alternative A*

Referring to the three categories of denominational work (noted in section VII above), the task force suggests further review of the following funding model:

Set a ministry-share per-member rate that would fully fund the Synodical Administration and the Congregational Services expenditures and provide Calvin Theological Seminary with approximately \$3 million in funding. Based on the current budgeted expenditures and *Yearbook* statistics (as well as current ministry-share active adult professing member calculations, including the small church reduction factor), this funding request would ask for a per-member ministry-share rate of \$150.

The funding for the Major Agencies, including Calvin College, would use the model that currently funds World Renew, which includes synodical requests for regular church offerings as well as agency advancement team efforts for encouraging individual donor gifts. The ministry-share request would be made to each of the forty-eight classes rather than the 1,100 churches. This would allow the allocation of the request to the individual churches to be made in the best manner as determined by the local classis.

Payment in full of the ministry-share amount requested for a calendar year would be required of each classis. The consequences of

non payment would be determined by synod via a recommendation from the Board of Trustees.

*Grounds:*

- a. The required ministry-share payment is similar to the “assessments” that were part of the original support model of the denomination.
- b. The recommended per-member ministry-share rate of \$150 is less than half of the 2016 ministry share approved by Synod 2015.
- c. Classis administration of the ministry-share payment to the denomination is consistent with the actions of synod over the years, including Synods 1939, 1970, and 1992.
- d. Classis determination of the ministry-share allocation to the local church is currently being modeled by Classis Muskegon, which evaluated alternative methods of comparing the financial capacity of a church.
- e. Funding for World Renew through special church offerings has provided that agency with significant annual contributions similar to the ministry-share support of other agencies.

2. Alternative B

Referring to the three categories of denomination work (noted in section VII), the task force suggests further review of the following funding model:

Set a ministry-share per-member rate of \$239 (\$100 less than the current requested rate of \$339) that would be applied to the current *Yearbook* statistics for determining the ministry-share active adult professing member calculations, including the small church reduction factor. The amounts generated by this request would be used to fully fund the Synodical Administration and the Congregational Services expenditures. In addition, it would provide Back to God Ministries International, Christian Reformed Home Missions, Christian Reformed World Missions, Calvin College, and Calvin Theological Seminary with approximately \$11 million of funding to be allocated by the Board of Trustees.

The ministry-share request would be made to each of the forty-eight classes. This would allow the allocation of the request to the individual churches to be made in the best manner as determined by the local classis.

Payment in full of the ministry-share amount requested for a calendar year would be required of each classis. The consequences of non-payment would be determined by synod via a recommendation from the Board of Trustees.

*Grounds:*

- a. The required ministry-share payment is similar to the “assessments” that were part of the original support model of the denomination.
- b. The recommended per-member ministry-share rate of \$239 would generate just over 70 percent of the requested 2016 ministry share rate. This is the same contribution level that was contributed on a consolidated basis in 2006.

- c. Classis administration of the ministry-share payment to the denomination is consistent with the actions of synod over the years, including Synods 1939, 1970, and 1992.
- d. Classis determination of the ministry-share allocation to the local church is currently being modeled by Classis Muskegon, which evaluated alternative methods of comparing the financial capacity of a church.

## IX. Conclusion

Sustainable ministry can happen only if local congregations embrace the work of the denomination as their own, including acknowledging the responsibility they have to resource the work they have mandated and requested. The steps outlined above are an important component of the task force's recommended actions but are presented for the BOT and synod to determine how best to process the analysis. It is the task force's opinion that there is a strong sense of urgency to address these issues. Churches are already beginning to act on their own and, if more churches act similarly, the change at the denominational level may be made for us. Change brought about in this manner will only lead to increased inequity between churches and classes with regard to funding denominationally mandated ministry.

Funding of the ministry of the denomination can take on many forms, but together those forms must embrace the responsibility of our membership to meet the resource needs of the work they have covenanted to do together. The task force feels that its work has only begun. The five steps listed above are critical to create a paradigm that will move us toward future financial sustainability for the CRCNA.

### Task Force on Financial Sustainability

John Bolt  
Sharon Ellens  
Ken Erffmeyer  
Al Karsten  
Hessel Kielstra  
Dan Olivier  
David Schutt  
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## **Appendix E**

### **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, 2015, 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, 2015**

**Categories Specified by Investment Policy:**

**SHORT TERM**

**CASH AND CASH EQUIVALENTS**

Cash, Moneymarket mutual funds & CDs

**FIXED-INCOME ISSUES**

CRCNA Funds LLC Liquidity Fund (1)

Other short term

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

**COMMON AND PREFERRED STOCKS**

Publicly traded common, preferred,

and convertible preferred stock

Equity mutual funds

**FIXED-INCOME ISSUES (LONG TERM)**

U.S. treasuries or Canadian gov't bonds

Publicly traded bonds and notes

(Investment grade, at least A-rated)

Bond mutual funds

CIBC / TAL overdraft accounts

**Interagency Investments (Obligations):**

Loans to CRCNA (Denom. Services)

**Other Investments:**

Private equity fund

Partnerships

Land contracts

Hedge funds

Other Alternatives

Life insurance cash value

Common stock -- non-listed

Real estate (non-operating)

|    | Back to God<br>Ministries International | Calvin<br>College              | Calvin<br>Seminary | Denominational<br>Services | CRC<br>Foundation |
|----|-----------------------------------------|--------------------------------|--------------------|----------------------------|-------------------|
| \$ | 1,372,366                               | \$ 19,602,882                  | \$ 645,574         | \$ 4,544,498 (9)           | \$ 318,240        |
|    | 321,519                                 | -                              | -                  | 3,261                      | -                 |
|    | 59,028                                  | -                              | -                  | 894,842                    | -                 |
|    | 2,328,463                               | -                              | -                  | 13,449                     | 50,626            |
|    |                                         |                                |                    |                            |                   |
|    | 550,143 (3)                             | 896,665 (3)<br>59,023,979 (10) | 28,490,267 (10)    | 4,807,529                  | -                 |
|    | -                                       | 41,952,774                     | -                  | 5,233,779 (9)              | -                 |
|    | 327,387 (3)                             | 21,929,397 (12)                | 9,599,694          | 7,157,848 (9)              | -                 |
|    | -                                       | -                              | -                  | (16,346,320) (9)           | -                 |
|    | -                                       | -                              | -                  | (3,000,000)                | -                 |
|    |                                         |                                |                    |                            |                   |
|    | 5,000                                   | 33,904,073 (4)                 | 955,390 (4)        | -                          | -                 |
|    | -                                       | -                              | -                  | -                          | -                 |
|    |                                         | 9,913,980                      | -                  | -                          | -                 |
|    |                                         | 11,802,029 (11)                | -                  | -                          | -                 |
|    | 411,255 (5)                             | 394,591 (5)                    | 116,668 (5)        | -                          | 18,305            |
|    | -                                       | 2,768,480 (7)                  | -                  | -                          | -                 |
|    | 6,000 (8)                               | 80,000 (8)                     | 1,000,000 (8)      | -                          | -                 |
| \$ | 5,381,161                               | \$ 202,268,850                 | \$ 40,807,593      | \$ 3,308,887               | \$ 387,171        |

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



**THE CHRISTIAN REFORMED CHURCH  
IN NORTH AMERICA**  
Agencies and Institutions  
Investment Summary in US\$  
As of December 31, 2015

|                                                                         | Home<br>Missions    | Loan<br>Fund         | World<br>Missions   | World<br>Relief      |
|-------------------------------------------------------------------------|---------------------|----------------------|---------------------|----------------------|
| <b>Categories Specified by Investment Policy:</b>                       |                     |                      |                     |                      |
| <b>SHORT TERM</b>                                                       |                     |                      |                     |                      |
| <b>CASH AND CASH EQUIVALENTS</b>                                        |                     |                      |                     |                      |
| Cash, Money-market mutual funds & CDs                                   | \$ 2,104,251        | \$ 12,949,373        | \$ 2,703,825        | \$ 15,204,011        |
| <b>FIXED-INCOME ISSUES</b>                                              |                     |                      |                     |                      |
| CRCNA Funds LLC Liquidity Fund (1)                                      | 680,089             | -                    | 193                 | 26,591               |
| Other short term                                                        | -                   | -                    | 205,697             | 1,445,000            |
| <b>CRCNA FUNDS LLC BALANCED FUND (2)</b>                                | 1,535,738           | -                    | 4,117,322           | 7,011,517            |
| <b>COMMON AND PREFERRED STOCKS</b>                                      |                     |                      |                     |                      |
| Publicly traded common, preferred,<br>and convertible preferred stock   | -                   | -                    | -                   | -                    |
| Equity mutual funds                                                     | 864                 | -                    | 253,016             | (3)                  |
| <b>FIXED-INCOME ISSUES (LONG TERM)</b>                                  |                     |                      |                     |                      |
| U.S. treasuries or Canadian govt bonds                                  | -                   | -                    | -                   | -                    |
| Publicly traded bonds and notes<br>(investment grade, at least A-rated) | -                   | -                    | -                   | -                    |
| Bond mutual funds                                                       | -                   | -                    | 118,243             | (3)                  |
| CIBC / TAL overdraft accounts                                           | -                   | -                    | -                   | -                    |
| <b>Interagency Investments (Obligations):</b>                           |                     |                      |                     |                      |
| Loans to CRCNA (Denom. Services)                                        | -                   | 2,000,000            | -                   | 1,000,000            |
| <b>Other Investments:</b>                                               |                     |                      |                     |                      |
| Private equity fund                                                     | -                   | -                    | -                   | -                    |
| Partnerships                                                            | -                   | -                    | -                   | -                    |
| Land contracts                                                          | -                   | -                    | -                   | -                    |
| Hedge funds                                                             | -                   | -                    | -                   | -                    |
| Other Alternatives                                                      | -                   | -                    | -                   | -                    |
| Life insurance cash value                                               | (5)                 | -                    | -                   | 35,648               |
| Common stock -- non-listed                                              | -                   | -                    | -                   | -                    |
| Real estate (non-operating)                                             | 281,957             | -                    | 25,929              | -                    |
| <b>Total</b>                                                            | <b>\$ 4,602,899</b> | <b>\$ 14,949,373</b> | <b>\$ 7,424,225</b> | <b>\$ 24,722,767</b> |

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

**THE CHRISTIAN REFORM  
IN NORTH AMERICA  
Benefit Plans  
Investment Summary  
As of December 31, 2015**

### Categories Specified by Investment Policy:

|                                                                      |            |            |    |             |    |        |    |           |    |            |    |         |    |        |
|----------------------------------------------------------------------|------------|------------|----|-------------|----|--------|----|-----------|----|------------|----|---------|----|--------|
| SHORT TERM                                                           |            |            |    |             |    |        |    |           |    |            |    |         |    |        |
| CASH AND CASH EQUIVALENTS                                            |            |            |    |             |    |        |    |           |    |            |    |         |    |        |
| Cash, CDs and money-market mutual funds                              | \$         | -          | \$ | 2,758,238   | \$ | 96,000 | \$ | 196,584   | \$ | 1,144,362  | \$ | 222,846 | \$ | 99,409 |
| FIXED-INCOME ISSUES                                                  |            |            |    |             |    |        |    |           |    |            |    |         |    |        |
| Guaranteed investment contracts                                      | -          | -          | -  | -           | -  | -      | -  | 214,002   | -  | -          | -  | -       | -  | -      |
| Stable Asset Income Fund                                             | 2,324,960  | -          | -  | -           | -  | -      | -  | -         | -  | -          | -  | -       | -  | -      |
| COMMON AND PREFERRED STOCKS                                          |            |            |    |             |    |        |    |           |    |            |    |         |    |        |
| Publicly traded common, preferred, and convertible preferred stock   | -          | -          | -  | 57,617,985  | -  | -      | -  | -         | -  | 37,571,990 | -  | -       | -  | -      |
| Diversified/Alternative mutual fund                                  | 5,688,240  | -          | -  | 13,622,201  | -  | -      | -  | 2,720,644 | -  | -          | -  | -       | -  | -      |
| Equity mutual funds                                                  | 16,821,591 | -          | -  | -           | -  | -      | -  | 1,036,210 | -  | -          | -  | -       | -  | -      |
| FIXED-INCOME ISSUES (LONG TERM)                                      |            |            |    |             |    |        |    |           |    |            |    |         |    |        |
| U.S. treasuries, Canadian gov't bonds or                             | -          | -          | -  | -           | -  | -      | -  | -         | -  | -          | -  | -       | -  | -      |
| Publicly traded bonds and notes (investment grade, at least A-rated) | 5,926,665  | -          | -  | 16,623,810  | -  | -      | -  | 532,201   | -  | 10,427,258 | -  | -       | -  | -      |
| Bond mutual funds                                                    | -          | -          | -  | -           | -  | -      | -  | -         | -  | 2,858,789  | -  | -       | -  | -      |
| REAL ESTATE INVESTMENT TRUSTS                                        |            |            |    |             |    |        |    |           |    |            |    |         |    |        |
| Total                                                                | \$         | 30,761,456 | \$ | 100,914,073 | \$ | 96,000 | \$ | 4,699,641 | \$ | 51,802,379 | \$ | 222,846 | \$ | 99,409 |

### **Footnotes to the December 31, 2015, Investment Summary**

1. CRCNA Funds LLC pooled/unitized fixed income account for agencies.
2. CRCNA Funds LLC pooled/unitized balanced account (fixed income 52%, equities 48%) for agencies.
3. Donated publicly traded stock or mutual funds.
4. Ownership interest in private equity funds, including unrealized gains and reinvestments. Private equity groups include Venture Capital, Domestic and International Partnerships, Natural Resources, and Distressed Debt.
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 mutual funds.
11. Includes Tactical Tilt Allocation Fund and other alternative private equity funds.
12. Includes hedged mutual funds.

# BOARD OF TRUSTEES SUPPLEMENT II

## **I. Proposal for CRCNA and Reformed Church in America 2018 synods**

The Board of Trustees at its spring meeting considered and adopted the following regarding Synod 2018:

to recommend to Synod 2016 that the synod of the CRCNA meet at Calvin College during the same time frame as the RCA's General Synod in June 2018 and that the meetings include both joint and integrative sessions of the two synods.

### *Grounds:*

1. The above action is consistent with the accord reached by the RCA and CRC synods in 2014 held in Pella, Iowa.
2. This will enable the kind of joint celebrative events experienced in 2014 in Pella. The meetings will also include combined integrative sessions during the synods to focus on joint, strategic planning for current and future collaborative efforts.

The Board also considered and endorsed the direction of inviting a convening church that reflects the collaborative spirit of the RCA and CRC denominations. A recommendation naming such a convening church will be forthcoming for approval by Synod 2017.

## **II. Recommendation**

That Synod 2018 meet at Calvin College during the same time frame as the RCA's General Synod in June 2018 and that the meetings include both joint and integrative sessions of the two synods.

### *Grounds:*

1. The above action is consistent with the accord reached by the RCA and CRC synods in 2014 held in Pella, Iowa.
2. This will enable the kind of joint celebrative events experienced in 2014 in Pella. The meetings will also include combined integrative sessions during the synods to focus on joint, strategic planning for current and future collaborative efforts.



# AGENCY AND INSTITUTION SUPPLEMENTS

## Faith Formation

### Calvin College Supplement

#### I. Introduction

The Calvin College Board of Trustees met May 5-7, 2016, and presents to synod this supplemental report. The board had a successful meeting and completed its scheduled work for committee and plenary sessions. During its meetings the board thanked its three members who are leaving the board—Rev. Michael Koetje, Dr. Wytse van Dijk, and Mrs. Andrea Van Kooten—for their diligent work on the board and service to Calvin College. The board also acknowledged the service of Mr. David Schutt, who resigned in October 2015.

#### II. Finance

The Calvin College Board of Trustees approved tuition, fees, and room and board rates while approving the budget for the fiscal year ending June 30, 2016. These rates are \$31,730 in tuition (including fees), and \$9,840 in room and board, increases of 3.49 percent in tuition/fees and 1.55 percent in room/board.

#### III. Other

The board of Calvin College requests that synod remove the following Church Order Supplement, Article 18 provision:

Ministerial professors in the college and seminary shall be granted the privilege of honorable retirement with full retirement benefits at the age of sixty-five, if they so desire.

*(Acts of Synod 1960, p. 53)*

*Grounds:*

1. This provision is unnecessary since the retirement of professors is governed by the retirement plans of the seminary and college.
2. Retirement benefits and procedures and the category of “ministerial professors” have changed since 1960 such that this Church Order Supplement provision is inaccurate and out of date.

#### IV. Recommendation

That synod remove the following Church Order Supplement, Article 18 provision:

Ministerial professors in the college and seminary shall be granted the privilege of honorable retirement with full retirement benefits at the age of sixty-five, if they so desire.

*(Acts of Synod 1960, p. 53)*

*Grounds:*

1. This provision is unnecessary since the retirement of professors is governed by the retirement plans of the seminary and college.
2. Retirement benefits and procedures and the category of “ministerial professors” have changed since 1960 such that this Church Order Supplement provision is inaccurate and out of date.

Calvin College Board of Trustees  
Christine A. Metzger, secretary

**Back to God Ministries International Supplement****I. Board nominations***Region 7*

The Back to God Ministries International (BTGMI) board recommends that synod appoint Mr. Gerald Reinsma as a single nominee to replace Ms. Sherry Shen as a board member for Region 7. Mr. Reinsma would complete Ms. Shen's first term (ending in 2017) and be eligible for one renewed three-year term.

*Mr. Gerald Reinsma*, a member of Cragmor CRC in Colorado Springs, Colorado, is retired from Aeroflex Microelectronic Solutions, where he worked as vice president and general manager. He presently serves on the Dordt College Board of Trustees and is chair of the council at Cragmor CRC, where he also previously served as a deacon.

*Region 9*

The BTGMI board recommends that synod consider the following single nominee from the slate of names previously presented in the *Agenda for Synod 2016* (p. 184) for Region 9. Mr. Steve Scott has withdrawn his name from consideration for election to the BTGMI board.

*Ms. Sally Haywood*, a member of Bethel CRC in Lansing, Illinois, is a retired professor from Prairie State College in Chicago Heights, Illinois. She served the college as president of the Faculty Academic Senate, as faculty president, as chair of the Faculty Development Committee, as facilitator for the New Faculty Committee, as chair of the College Search Committee, and as the department chair/program director. Ms. Haywood has also served on the Lansing Christian School Board and Foundation Board and as secretary of the New 2 You Board (local school thrift store). She has also been involved with congregational life and strategic planning at Bethel CRC.

**II. BTGMI board communication in response to Overture 9 from Family of Faith CRC (see *Agenda for Synod 2016*, pp. 562-64)**

BTGMI requests that synod not accede to Overture 9 from the council of Family of Faith CRC (Monee, Ill.) calling for punitive actions against Back to God Ministries International for five articles posted on its *Think Christian* program website.

*Grounds:*

1. The issues in Overture 9 have been dealt with by BTGMI staff and by the BTGMI board.
2. The overture was defeated by Classis Illiana.

In its overture, the Family of Faith CRC council states that BTGMI has failed adequately to communicate and to defend the CRCNA's officially stated position on the question of homosexuality. Long before the overture was written, BTGMI staff engaged Rev. David Feddes, pastor of Family of Faith CRC, in conversation, both in person and through email, about his concerns



with the articles in question. In response to his concerns, BTGMI staff publicly explained BTGMI's position on homosexuality and made changes to its ministry site stating more clearly the agency's stance as outlined in the CRCNA's 1973 and 2002 study reports. The BTGMI board also discussed Rev. Feddes's concerns about these articles and responded by approving guidelines for handling sensitive issues. The board has unanimously supported the ministry's decision to keep the articles in question posted, because these articles have generated a valuable discussion around the Christian response to issues important to large segments of our society.

On March 1, 2016, Rev. Reggie Smith, BTGMI board president; Rev. Kurt Selles, BTGMI director; and Rev. Steven Koster, BTGMI director of English ministries, attended the Classis Illiana meeting where the Family of Faith CRC-proposed overture calling for disciplinary action against BTGMI was discussed as a motion to adopt and send to Synod 2016. After allowing BTGMI to explain its reasons for posting the articles in question, its actions in response to Rev. Feddes's concerns, and its board's support of staff on this issue, Classis Illiana voted not to adopt the overture. Following the defeat of their overture at classis, however, the council of Family of Faith CRC submitted the overture for synod's consideration.

On the grounds that the BTGMI staff has responded to the overture, that the BTGMI board supports the actions of the staff related to the overture and to the issue of homosexuality, and that Classis Illiana rejected the overture, we, the BTGMI board, respectfully request that Synod 2016 not accede to the Family of Faith CRC overture.

### **III. BTGMI board communication in response to Overture 10 by Classis Iakota calling for the redesign of the ministry-share system for the next generation (see *Agenda for Synod 2016*, pp. 564-72)**

While the BTGMI board agrees that serious review and discussion about the present CRCNA ministry-share system are needed, the board requests that synod not accede to the Classis Iakota overture calling for the redesign of the ministry-share system for the next generation.

#### *Grounds:*

1. The overture misunderstands funding models and funding challenges.
2. The overture reduces BTGMI's ReFrame Media from an important North American outreach ministry to a piece of the communication arm of the CRCNA.

The Classis Iakota overture notes that World Renew fully funds its worldwide ministry without the benefit of ministry shares, and it calls for Back to God Ministries also to fund its ministry by completely eliminating ministry-share funds by 2021. This recommendation fails to take into consideration that a significant portion of World Renew funding comes through government-sponsored grants, both for development and for disaster response. As an openly evangelistic Christian ministry, BTGMI is not eligible to receive government funding. Moreover, it is unrealistic to expect any ministry to develop a \$3 million donation increase in just five years. Due to a declining individual donor base in the CRCNA, the complete elimination of ministry shares would potentially reduce the scope of BTGMI's worldwide ministry by up to a third.

The Classis Iakota overture further recommends that ReFrame Media, the English language ministry of BTGMI, become a part of CRCNA communications. This recommendation fails to recognize that the BTGMI English-media ministry was founded in 1939 to be a ministry not only for members of the CRCNA but also for the rest of North America. Making ReFrame a part of the communications arm of the CRCNA would reduce the ministry's funding by more than 90 percent and effectively end the CRCNA opportunity for using media to speak to neighbors across North America.

Thus, the BTGMI board recommends that synod not accede to the Classis Iakota overture for redesigning the ministry-share system, because it would end BTGMI's covenanted partnership with the denomination and diminish the agency's ability to use media in proclaiming the gospel in North America and around the world.

#### **IV. Recommendations**

A. That synod appoint members to the BTGMI board from Regions 7 and 9 from the single nominations presented.

B. That synod not accede to Overture 9 from the council of Family of Faith CRC.

##### *Grounds:*

1. The issues in Overture 9 have been dealt with by BTGMI staff and by the BTGMI board.
2. The overture was defeated by Classis Illiana.

C. That synod not accede to Overture 10 from Classis Iakota.

##### *Grounds:*

1. The overture misunderstands funding models and funding challenges.
2. The overture reduces BTGMI's ReFrame Media from an important North American outreach ministry to a piece of the communication arm of the CRCNA.

Back to God Ministries International  
Kurt D. Selles, director

## Christian Reformed Home Missions/Christian Reformed World Missions Supplement—New Mission Agency Report

### I. Introduction

Synod 2015 approved joining Christian Reformed Home Missions (CRHM) and Christian Reformed World Missions (CRWM) into one agency with the following mandate (see *Acts of Synod 2015*, pp. 650-54):

#### Mandate

The Christian Reformed Church in North America establishes [this Christian Reformed Mission Agency] and assigns it the responsibility of leading the missions programs of the denomination (cf. Church Order Art. 73-77). [This Christian Reformed Mission Agency] . . . shall give leadership to the denomination in its task of bringing the gospel holistically to the people of North America and the world and drawing them into fellowship with Christ and his church.

The mandate of the agency has three aspects. The agency shall

- encourage and assist congregations and classes in their work of evangelism and discipleship.
- initiate, support, and guide new-church development and other evangelistic and discipling ministries.
- develop Christian leaders.

These ministries will be done in partnership with congregations, classes, CRC entities, and other organizations to join with God in his kingdom mission in North America and around the world.

The agency shall administer its work according to the Word of God and the Reformed confessions and in harmony with the regulations of the Church Order and the decisions of synod as interpreted by the Board of Trustees.

#### Grounds:

- a) A unification has been discussed and encouraged several times by the agencies, the BOT, and others.
- b) The agencies have indicated a unification would be timely, strategic, and stewardly.
- c) This mandate represents the continuity of mandates from CRHM and CRWM while expressing them in a unified way consistent with the rationale for unification.

(*Acts of Synod 2015*, p. 651)

Synod 2015 also approved unifying the corporate entities of CRHM and CRWM into a new single board in Canada and a new single board in the United States. In addition, Synod 2015 received the following as information:

- 1) That through the transitional phase (anticipated to be completed within two years) of the new agency, the role of codirectors will be filled by the current agency directors, Dr. Gary J. Bekker and Dr. Moses Chung. The codirectors will be under the joint supervision of the CRCNA executive director and the board(s) of the new agency with the following understandings:
  - a) The codirectors will create a transition executive team that will include at least the current CRWM Canada director.
  - b) Given the desire for increased binational differentiation, a different executive arrangement may be presented to the BOT before the end of the transitional period.
- 2) That the codirectors be instructed to bring to the unified board(s) and then to the BOT, to its fall 2015 meeting if possible but no later than its winter 2016 meeting, recommended statements of mission, vision, and values for the new agency and a refined statement of mission strategy, as

well as legal documents for incorporation of the new agency in both the United States and Canada.

- 3) That no later than the winter 2016 meeting of the unified board(s) Dr. Gary J. Bekker and Dr. Moses Chung, as codirectors, be instructed to recommend a long-term structure and leadership team for the new agency with the proviso that it include one American codirector and one Canadian codirector. After approval by the unified board(s), the recommendation will be brought to the BOT.
  - 4) That no later than the spring 2016 meeting of the unified board(s) Dr. Gary J. Bekker and Dr. Moses Chung, as codirectors, be instructed to bring, after working with key leaders, experts, and constituents, recommendations regarding the name and advancement/communication plans for the new agency.
  - 5) That Dr. Gary J. Bekker and Dr. Moses Chung, as codirectors and working with others, be instructed to prepare an appropriate celebration of the new agency at Synod 2016 or at such time as they judge will work well.
- c. That synod take note that the BOT has endorsed the initial plans for the primary work of the unified agency and for a three-part strategy that has been developed within the contours of existing financial resources.
- (Acts of Synod 2015, pp. 653-54)*

## II. Reflecting on our progress

Since Synod 2015, under the joint supervision of the executive director of the CRCNA and the board(s) of the New Mission Agency (NMA), Dr. Gary J. Bekker and Dr. Moses Chung have served as codirectors and have formed an executive leadership transition team composed of the codirectors and Mr. Steve Kabetu (Canada director, CRWM). Working with CRCNA-appointed project manager consultant Mr. Cal Jen and with the executive director, Dr. Steven Timmermans, the executive leadership team identified six areas of work and assigned subteams for each area: Organizational Design, Organizational Culture, Theology, Innovation and Early Collaboration, Advancement, and Prayer and Intercession. Each of these subteams is focused on addressing the NMA needs and opportunities in their areas of focus.

A. Executive Leadership Team (Gary Bekker, Moses Chung, Steve Kabetu)—Responsible for coordinating the transition from separate agencies to a joined agency, overseeing the drafting of corporate and charitable status documents for board action, ensuring diversity and inclusion in leadership and structure, determining physical space requirements and placement in the Burlington and Grand Rapids locations, working through human resources matters, and planning the effective placement of the people whom God has given the NMA.

B. Organizational Design Team (Joel Huyser, Adrian Van Giessen)—This team has designed and recommended key organizational statements and structure for the NMA (see Appendix). The team also partnered with the Center for Social Research at Calvin College to engage stakeholders. In surveys shared both with internal agency staff/board members and with external partners, they invited feedback to initial draft statements of key outcomes, vision, mission, and postures for the NMA. This input is reflected in the final mission, vision, and postures statements approved by both boards.

C. **Organizational Culture Team** (Nalini Van Den Bosch, Loise Githinji)—This team has developed baselines depicting where individual agency cultures are similar and where they differ. They are helping to foster an attitude and posture of adaptability within and among ourselves. Regular CRHM/CRWM staff team meetings (across geographic locations) are being held. Plans include engaging with ministry areas addressing diversity, antiracism, and reconciliation issues (i.e., Disability Concerns, Office of Social Justice, Office of Race Relations, Collaborative for Diversity and Inclusion, and Canadian Ministries).

D. **Theology Team** (Gary Bekker, Tim Sheridan)—This team has been developing a statement of theology of mission to undergird and guide the work of the NMA and the Christian Reformed Church, providing theological insight/solutions to other teams, and assessing our CRC missional heritage theologically with a view to the future.

E. **Innovation and Early Collaboration Team** (Mark Wallace, Michael Ribbens)—This team has identified existing collaborative work between Home Missions and World Missions, as well as activities or practices that could easily be adopted, even adapted, to promote collaboration and innovation. They are also working on identifying ways to discover more collaborative work, or places where such work could be developed.

F. **Advancement Team** (James Vanderlaan, Lois Craven)—This team has been developing an effective advancement strategy and structure for the NMA. The team has focused on gaining a clear understanding of the current scope of each agency's work, priorities, and responsibilities in development, communications, and church relations. Subteam chairs facilitated monthly subteam meetings of Home Missions and World Missions staff. A few key outcomes from their work include a baseline report for each subteam, a shared communications timeline/schedule, and the designation of CRWM communications manager Josh Leo to lead the brand-development work.

G. **Prayer and Intercession Team** (Brenda DenHouten, Lori Worst)—This team has organized and led prayer opportunities for God's direction, blessing, and protection for all involved in the joining and for the process as a whole, empowering and engaging the church to come alongside the joining process through prayer.

### **III. Mission, vision, postures, and values**

An organizational framework for the New Mission Agency was approved by the Board of Trustees of the CRCNA, following acceptance by the joint boards of Home Missions and World Missions in April 2016. This organizational framework, including the mission and vision for the New Mission Agency, is included in the Appendix.

### **IV. Board matters**

At the February 2016 CRHM and CRWM board meetings, both boards approved that by September 2016 the NMA board will be constituted with the following membership: one member from each region (12) plus 12 at-large members. (For the regions in which two names are currently listed, one delegate will become an at-large member.)

### *A. Canada*

|          |                            |          |
|----------|----------------------------|----------|
| Region 1 | Ms. Jenny Siebring-deGroot | 2018 (2) |
| Region 2 | Ms. Cora Rempel            | 2016 (1) |
|          | Rev. Bruce Gritter         | 2018 (2) |
| Region 3 | Ms. Jennifer Young         | 2017 (1) |
| Region 4 | Rev. Carel Geleynse        | 2017 (1) |
|          | Ms. Beth Fellingier        | 2018 (2) |
| At-large | Ms. Sara De Moor           | 2016 (1) |
|          | Mr. Adam Veenstra          | 2018 (2) |

### *B. United States*

|           |                         |          |
|-----------|-------------------------|----------|
| Region 5  | Rev. Bomsu Kim          | 2018 (2) |
| Region 6  | VACANT                  |          |
| Region 7  | Rev. John Eigege        | 2016 (1) |
|           | Rev. Joy Engelsman      | 2018 (2) |
| Region 8  | Mr. Dennis Kroll        | 2018 (1) |
| Region 9  | Mr. Bruce McMurry       | 2018 (2) |
| Region 10 | Rev. Ronald Meyer       | 2018 (2) |
|           | Rev. Jeffrey Hough      | 2017 (1) |
| Region 11 | Mr. Timothy Bosscher    | 2017 (1) |
|           | Rev. Dirk Van Eyk       | 2017 (1) |
| Region 12 | Rev. Stanley J. Workman | 2017 (1) |
|           | Dr. Peter Steensma      | 2016 (1) |
| At-large  | VACANT                  |          |
|           | Mr. John Hwang          | 2016 (1) |
|           | Mr. Ricardo Tavarez     | 2016 (1) |
|           | Rev. Eduardo Gonzales   | 2017 (2) |

In April 2016, the CRHM/CRWM unified board addressed two major items: (1) leadership structure and (2) organizational structure for the New Mission Agency. After much discussion and reflection on the dimensions of these matters, including the binational nature of the CRCNA, the board approved the following:

1. The CRHM and CRWM boards affirm the appointment of a single director and anticipate presenting a candidate to Synod 2017.
2. The boards endorse the direction of the proposed organizational design structure. We caution the Executive Leadership Team (ELT) to reconsider the shared roles of regional team leader and national team leader when writing the job descriptions for these positions (see #4).
3. In the interim period, the boards instruct the ELT to implement the organizational design structure and continue to provide executive leadership to the agencies as they join.
4. By September 1, 2016, the boards require detailed job descriptions and functional lines of authority for at least first- and second-tier leadership.
5. The boards instruct the ELT to present at the September 2016 board meeting a viable financial model that demonstrates the affordability of the organizational structure.

6. At the September 2016 board meeting the board will identify a timeline for evaluation of whether the adopted structure serves our binational identity well in Canada and in the United States.

7. At the September 2016 meeting the board will also review the global structure proposed for the New Mission Agency.

In making these decisions, the boards noted their anticipation that the process will provide the time necessary to identify the best person to lead the New Mission Agency, while in the interim allowing for more of the details of the joining to be implemented with the wisdom and discernment of the Executive Leadership Team (Gary Bekker, Moses Chung, and Steve Kabetu).

Further, the boards acknowledged the following:

1. The boards requested that Colin Watson, director of ministries and administration, join the executive leadership team (ELT) as chairperson and be responsible for guiding the transitional phase of the creation of the New Mission Agency.

2. The boards acknowledge that the form of unification will be consolidation in the United States and amalgamation in Canada and note that approvals of such have been given, leaving only the final work of producing the new versions of by-laws.

3. This April meeting was the last occasion for each board to meet separately, and they ended this meeting with a visit to Mission Montreal, which epitomizes the vision of the New Mission Agency.

4. The boards are deeply grateful to those who prayed for all involved in this process, and especially to the staff attending the meeting who prayed earnestly during deliberations.

5. It is the boards' hope, prayer, and deep desire that these decisions will allow Christian Reformed Home Missions and Christian Reformed World Missions to jointly become a powerful witness to communities both here in North America and around the world.

The Executive Leadership Team (ELT) has already begun the process of implementing the directives of the boards. In addition to the activities listed above, the ELT has initiated a brand development process. We anticipate that a brand strategy will be presented to the Board of Trustees at their February 2017 meeting. The entire project, including name, logo, and brand identification, will be complete before the May 2017 BOT meeting and be revealed at Synod 2017.

Transition Executive Leadership Team

Gary J. Bekker

Moses Chung

Steve Kabetu

Colin P. Watson, Sr.



## Appendix

### New Mission Agency Organizational Design Team Report to the April 2016 Board Meetings

#### I. Introduction



We live in a time when models and paradigms that served us well in the past no longer seem to be achieving their purposes. This is true in business and politics. It is also the case for the church, especially in its work of being a faithful witness to the gospel in the midst of massive global cultural shifts. This is something we all feel in our bones even if we cannot fully articulate it.

In the past we built businesses, denominations, and mission agencies around a hub-and-spoke model. We built a strong center that was then able to efficiently deliver uniform products through spokes and other channels to its customers.

One example of a hub-and-spoke model is the electric industry, which built expensive generating plants at the hub and then extensive spokes of power lines to deliver its product. As demand exceeded supply, the only answer was to build more and bigger generating plants. In many countries this default solution became unsustainable for various reasons. A new imagination was required. As a result, a different solution has emerged: local generation of renewable energy networked through a smart grid that enabled customers to share resources with the rest of the network.



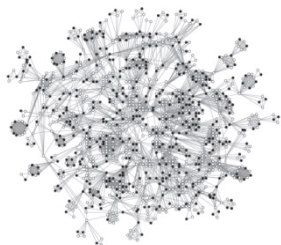
Another example of a model from the past is the pipeline enterprise. A pipeline enterprise gathers resources, produces a product, and then establishes a pipeline to deliver the product to its customers.

The traditional newspaper is an example of a pipeline business. It gathered information, produced a product (a newspaper), and then delivered it to customers who were passive recipients of the information. But traditional newspapers have been increasingly replaced by online networks as sources of information. The Internet is an ecosystem in which virtually anyone can be a producer of information and in which there are an infinite number of alternative pipelines. One might be a consumer of information in one network and a producer in the next.

Home Missions and World Missions began in the 20th century using the principles of hub-and-spoke and pipeline enterprises. This setup served well for many years. The agencies gathered resources through ministry shares and other donations; recruited missionaries, campus pastors, and church planters; produced evangelism programs and materials; and established



spokes or pipelines for their placement in different ministry contexts. Increasingly today this once successful model does not meet the needs of changing mission contexts.



It has become more and more costly and difficult to maintain the hub. Resources do not flow to the hub as easily. The needs of local ministry contexts are increasingly diverse and are not always amenable to uniform solutions. There are now multiple options for our congregations and their members to be involved in mission without going through the pipelines of our agencies. Finally, those who were once recipients of our global mission outreach are now themselves sending missionaries and church planters. One

could say that the “consumers” have become “producers.” So a new imagination is required.

We have seen the joining of Home Missions and World Missions as an opportunity to contribute to imagining a new paradigm. Dare we envision the new agency like a smart power grid? Adapting and growing out of the needs and opportunities of the local, connecting us together for learning and collaboration, and in doing so allowing us to do more together than we could do on our own?

The first key to this new paradigm is to identify, encourage, and build the capacity of local **missional networks**, which we might think of as sustainable “missional power generators.” These local networks have the capacity to **harness** the assets and gifts of God’s people experimenting with new ways of participating in what God’s Spirit is up to in their communities, to **birth** new communities of faith, to **disciple leaders** who are a faithful gospel presence in all areas of society, and to **unite God’s people** across ethnic, socioeconomic, and denominational boundaries for the spiritual and social renewal of their communities.

The second key to this new paradigm is to establish **communities of learning and collaboration**, which we might think of as “smart power grids” that **link** these local missional networks both regionally and globally. Our dream is that every follower of Jesus would be a power generator and be linked to others for learning and collaboration.

These are the **key tactics** that have informed the structure we are proposing that would contribute to this reality:



1. The placement of **regionally** and **locally** based **mission leaders** both in North America and internationally. These mission leaders will give leadership to this important work and incarnate themselves long-term in a local context to cultivate missional networks or “missional power generators.” We envision them having a catalytic role. A catalyst builds on what God’s Spirit is already stirring up in God’s people. A catalyst plays the pivotal role of connecting, encouraging, and focusing the existing passion

and resources for a renewed production of collective mission energy among God's people.

Catalytic leaders will need to become experts in drawing a diverse group of congregations, classes, lay leaders, and other ministry leaders around a common table to consider these types of questions: (1) How might God already be moving in our community? (2) What local gifts and assets has God provided for us to join him? (3) How might we join hands so that more communities of faith are birthed, more believers are disciplined to be a faithful gospel presence in the places to which God has called them, and the whole community experiences signs of the peace and justice of the kingdom of God?

2. The development of a geographically dispersed **team of connectors**, called our **Capacity Building and Innovation Group**, which builds the capacity of our distributed staff as they work with the developing missional networks and local partners. This team will connect regional and local mission leaders to appropriate ideas, people, and resources in such areas as church planting, campus ministry, evangelism and discipleship, leadership development and transformational networks. This team will also help form regional and global communities of learning and collaborative action around missional themes that are common to more than one ministry location, such as ministry with Muslims, diaspora ministry to the home country or from the home country to the diaspora, ethnic diversity, and effective urban ministry. Using our metaphor, the **team of connectors** will work closely with our distributed staff to create a missional "smart power grid" that enables us to do more together than we could do alone.
3. The strategic placement of **missionaries** as church planters, campus ministers, theological educators, community chaplains, and leadership developers within the developing networks and in places of strategic mission importance both in North America and internationally. We are choosing to use the term "missionary" both internationally and within North America to express better the posture of the church in a post-Christian society. In our "smart power grid" analogy we might think of these missionaries as some of the lights powered by the grid.
4. We also envision the formation of an efficient and effective **Mission Support Team** that provides the various logistical supports needed to support the network. As we move into the future, we want to listen well to the church and learn together how we can better meet the challenges of our current context and provide the logistic, recruitment, member care, financial management, and human resource services necessary to maintain the "hardware" of the "smart power grid."

## II. Experiment and learn our way into this future

What we share in this plan is an aspirational picture of what we believe our New Mission Agency (NMA) needs to become. Moving toward this preferred future will take staged implementation, good leadership, and reflective adaptive learning along the way.

We are proposing therefore a staged two-year period of intentional “phased in” transition and experimentation, in which the following processes are used in order to launch ourselves into this new emerging future:

- Foster growing clarity and demonstrated buy-in on our shared outcomes, vision, values, mission, and postures both from a widening circle of the NMA staff and through continued feedback and learning with/from the congregations, classes, and other partners with whom we will be working as we live into this new reality. *(We would recommend using objective survey resources such as the Calvin Research Center to help us gauge our progress during the next few years.)*
- Begin the alignment of NMA staff into this organizational model as soon as possible in a “phased in” manner. We would suggest beginning with the parts of the organization that are most ready to adapt and/or are in the highest need for mission alignment, with a goal of being a fully integrated and aligned global mission agency 24 months from now.
- NMA executive leadership make the key decisions about what we will need to “stop” and what we will need to “start” during this timeframe and work as closely as possible with our denominational and international partners to bring focus and clarity to our role, in and with other moving parts of our denominational structure.



### III. Bibliography

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### IV. Our organizational framework

#### SYNODICAL MANDATE

[The New Mission Agency] shall give leadership to the denomination in its task of bringing the gospel holistically to the people of North America and the world and drawing them into fellowship with Christ and his church.

The mandate of the agency has three aspects. The agency shall

- encourage and assist congregations and classes in their work of evangelism and discipleship.
- initiate, support, and guide new-church development and other evangelistic and discipling ministries.
- develop Christian leaders.

*(Acts of Synod 2015, p. 464)*

## **KEY OUTCOMES**

### *What we aspire to*

#### **Outcome 1: Mission-Shaped Congregations**

An increasing number of diverse, locally rooted, and globally connected congregations and ministries bearing faithful witness to Christ's reign and actively making disciples who live in the way of Jesus.

#### **Outcome 2: Missional Leaders**

An increasing number of diverse leaders equipped to participate in God's mission of saving the lost and renewing all things.

#### **Outcome 3: Holistic Mission Networks**

An increasing number of diverse and inclusive local networks that unite God's people to work for the spiritual and social transformation of their communities.

## **VISION**

### *What we see*

Communities of disciples participating in God's mission as they faithfully proclaim and live out the good news of Jesus in their local neighborhoods and around the world.

## **MISSION**

### *What we will do*

We exist to engage more and more people in the Spirit's call to embrace God's mission in their neighborhoods and in the world. We will do this by casting a vision for God's mission, equipping missional leaders, and partnering with CRCNA congregations and other churches and ministries worldwide.

## **CORE POSTURES**

### *How we do it*

#### **PRAYER**

We saturate all we do in prayer as an expression of our complete dependence on God.

#### **LISTENING**

We listen to God's Spirit and Word before we act in order to discern together with others where God wants us to act in our context.

#### **SERVING**

We walk alongside and encourage local leaders, congregations, and the communities to which God has called us by following Jesus in taking the posture of a servant.

## LEARNING

We continually seek to learn from each other and others rather than presuming we already have all the answers.

## MUTUAL CARE AND ACCOUNTABILITY

We seek to build mutual care and accountability into all aspects of our internal life as an organization as well as our relationships with ministry partners.

## PEACEMAKING

We seek to model and nurture authentic relationships of trust and mutual respect across the barriers that divide people, including race, ethnicity, gender, denominationalism, and socioeconomic status.

## BIBLICAL VALUES THAT UNDERGIRD OUR MISSION

### *Why we do it*

### **God's mission as central to our being as the church (God's mission)**

Joining the mission of God, the church is sent with the gospel of the kingdom to call everyone to know and follow Christ and to proclaim to all the assurance that in the name of Jesus there is forgiveness of sin and new life for all who repent and believe.

The Spirit calls all members to embrace God's mission in their neighborhoods and in the world: to feed the hungry, bring water to the thirsty, welcome the stranger, clothe the naked, care for the sick, and free the prisoner.

We repent of leaving this work to a few, for this mission is central to our being.

On our part in God's mission, see Matthew 28:18-20, Luke 24:45-49, and John 17:18; on seeing our mission beyond our local community, Matthew 24:14 and Acts 13:1-3; on meeting the needs of people, Matthew 25:31-46 and Luke 4:18-19; and on the centrality of mission to our being, John 20:21.

*(Our World Belongs to God: A Contemporary Testimony, para. 41)*

### **God's loving care for creation and people (Whole world)**

We celebrate the abundance and diversity of the gifts and resources God has given to all peoples and cultures. We continually point others toward and remind ourselves of God's faithful provision to both meet our own needs and to share with others. We embrace our calling as disciples of Jesus to live and learn together as faithful and generous stewards of God's best intentions for his world.

Our world, fallen into sin, has lost its first goodness, but God has not abandoned the work of his hands: our Maker preserves this world, sending seasons, sun, and rain, upholding all creatures, renewing the earth, promising a Savior, guiding all things to their purpose.

See Genesis 3; 9:8-16; Psalm 104, especially verse 30; Matthew 5:45; and Acts 14:17. For the promises of a Savior, see Genesis 3:15; Isaiah 7:14; 11:1-5; 42:1-7; 53; and Micah 5:2.

*(Our World Belongs to God, para. 4)*

### **The comprehensive scope of God's redemptive work in Christ (Whole gospel)**

We announce the gospel of Jesus as good news of redemption for the whole world. We proclaim and embrace the reconciling work of Christ for personal salvation, and we participate in God's reconciling and transforming of our world by working for his reign of peace and justice. We recognize all aspects

of life and community, as well as the darkness in our own personal lives, as needing redemption and transformation.

In a world estranged from God . . . we witness—with respect for followers of other ways—to the only one in whose name salvation is found: Jesus Christ. In Jesus, God reconciles the world to himself. God loves all creation; his compassion knows no bounds.

On the exclusive claims of Christ, see John 14:6 and Acts 4:12; on God’s love and compassion for the world, see Matthew 9:36-38 and John 3:16.

*(Our World Belongs to God, para. 42)*

### **The church as the worldwide body of Christ formed by the Spirit and the Word (Whole Church)**

We celebrate the unity in diversity of the worldwide body of Christ. We humbly acknowledge that the church is empowered by the Spirit not only to announce but also to live out the good news of Jesus. We commit ourselves and call others to a radical discipleship that follows Jesus in the way of the cross, putting others above ourselves and overcoming evil with good. We seek to model this by being a caring and diverse community ourselves. In our worldwide ministry, we honor the work the Spirit has done and is doing through other expressions of the church while contributing our distinctive Reformed flavor. We seek to partner with others whenever and wherever possible.

The Spirit gathers people from every tongue, tribe, and nation into the unity of the body of Christ. . . . Men and women, impelled by the Spirit, go next door and far away into science and art, media and marketplace—every area of life—pointing to the reign of God with what they do and say.

On the gathering of all nations, see Revelation 7:9-17 . . . and on the breadth of the church’s mission in the Spirit, Philippians 1:27-2:15.

*(Our World Belongs to God, para. 30)*

## **ADDITIONAL KEY PRINCIPLES BEHIND THIS DESIGN**

### **Binationality**

Our CRCNA presence in two distinct countries in North America, Canada and the United States, provides a rich gift that can help us learn how to become a truly distributed organization adept at working in diverse settings, and presents a complex challenge for managing our compliance to different national legal requirements.

We would encourage the following key principles in addressing binationality in this emerging design.

A. Developing a governance model for the NMA that embraces the binational character of the CRCNA, honors our Reformed polity, and complies with clear protocols as required by U.S. and Canadian law. (The Organizational Design Team has spoken with World Renew senior staff about how they have navigated these realities, and as our governance models for the NMA are adopted, we would encourage further conversations with them about how they have managed their situation.)

B. Final decision-making on the model of executive leadership adopted by the NMA will require careful consideration to assure that ongoing fiscal and program strategic planning and management are able to happen in a sufficiently differentiated way as laid out in synod’s binationality report.

C. As our bylaws are drawn up, the NMA should follow the lead of World Renew in carefully considering a strategic and intentional balance of the number of U.S. and Canadian staff in all three key circles of our emerging organization design, at the senior and more middle leadership levels. This not only will help us comply with the legal requirements of being based in two countries as a truly binational organization but also will allow us to harvest the learnings and experiences of working in two distinct mission settings.

D. As we live into our new reality as an agency, executive leadership must develop budget and fundraising protocols and processes that enable the raising and allocation of designated gifts in and for the two national contexts while ensuring a process that will also enable the sustainable health of the entire binational organization.

### **Authority and Accountability**

Common compliance to our shared organizational framework will be essential in the formation of the NMA, and accountability toward this end will be essential for all NMA staff, wherever they are located. All staff will be expected to participate in working toward and measuring our progress in fulfilling the mission of the NMA, in mobilizing needed resources, and in carrying out their work in ways that reflect our shared framework and demonstrate how their work contributes to our shared outcomes.

NMA staff roles and accountability structures will be clearly articulated along with expectations for all staff to understand our framework well so that we are able to adapt to our local contexts, changing strategies and emphases as needed to achieve our outcomes based on local demands and requirements. The NMA staff will have the authority and expectation to self-direct their work, with decision-making authority as it relates to their area of responsibility, doing what it takes to accomplish the agreed-upon NMA purposes. In other words, those responsible for living into clearly defined roles are given the authority to decide how that work should be carried out, unless it is restricted via policies in governance or it involves spending assets of the organization beyond their responsibility (money, intellectual property, etc.).

The role of supervisors is to ensure staff under their care are working out of our shared framework and are working contextually toward our shared organizational outcomes in measurable ways. Processes will be developed to ensure that all staff receive clear and timely feedback as to how they are doing and how their work is contributing to the overall outcomes we are aiming toward as an organization. Supervisors at all levels of the organization will also be empowered to make final decisions about the allocation of resources in their sphere of responsibility.

### **Ethnic and Cultural Diversity**

Ethnic and cultural diversity is not only a missional aspiration but an organizational principle for the NMA. Ethnic and cultural diversity must be characteristic of the entire organization. Our anticipation is that opportunities for ethnic and cultural diversity will increase as the global nature of the NMA allows us to collaborate with our international partners to minister with their diaspora in North America and Europe.



The executive leadership team must reflect the diversity of the CRCNA and people groups served by both our North American and international ministries, and demonstrate intercultural passion and competence. In turn, the executive leadership team must establish measures for ensuring ethnic diversity, inclusion, and intercultural competence in the composition of the Regional Catalyst Team, the Capacity Building and Innovation Group, and the Mission Support Team. At a minimum the NMA at all levels must meet diversity in leadership standards as adopted by synod. (While this section is specifically addressed to ethnic and cultural diversity, the same principles should apply to gender diversity in the NMA.)

Our proposed structure includes an ethnic diversity leader as part of the Capacity Building and Innovation Group in both the United States and Canada. The ethnic diversity leaders will develop working groups for different ethnic groups as mission strategies emerge for those groups. In some cases these working groups will be North American only in focus. But in many cases the focus will be global.

We acknowledge particularly the painful history of African Americans and Native Americans or First Nation Peoples as a result of racism and its associated sin of colonialism. We recognize that Hispanics, Koreans, and other immigrant groups also have their own unique stories that enrich us as the CRCNA. The emerging structure must reflect the particular history of each ethnic group and preserve the experience and advances gained through the work of the Home Missions ethnic leaders in the past.

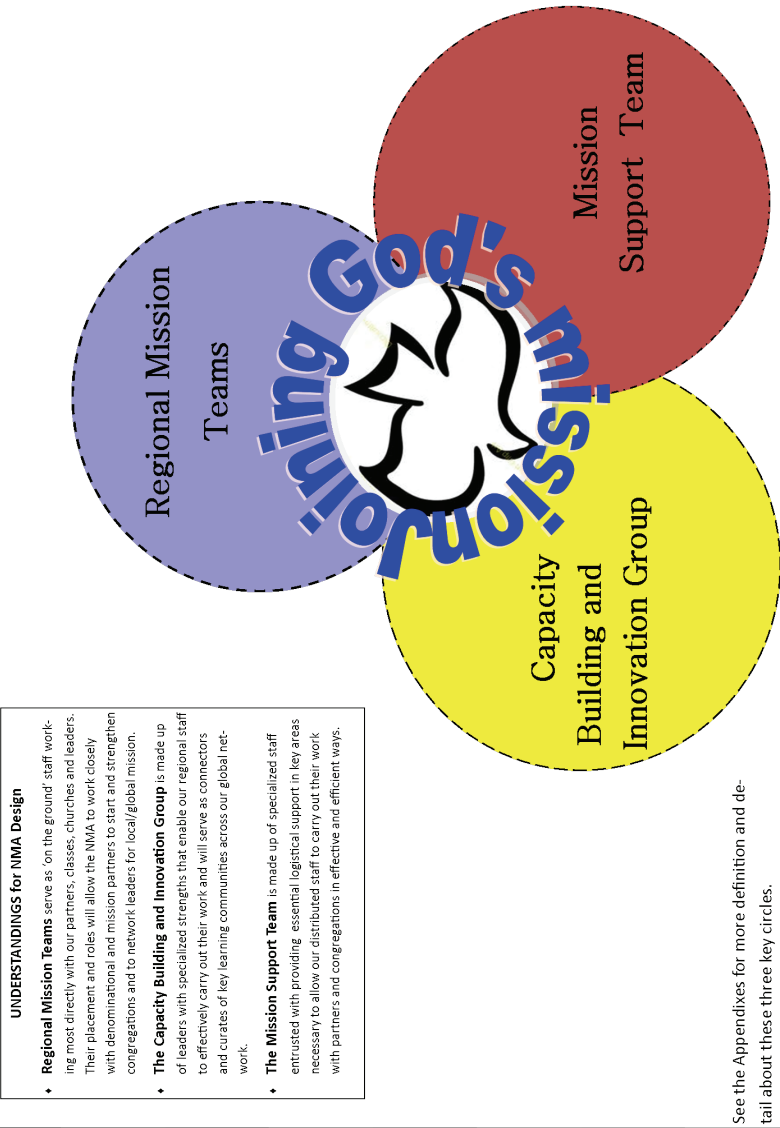
We also recommend that the antiracism team be a permanent subcommittee of the Executive Leadership Team. However, its scope needs to be expanded to include not only racism in North America but also the global effects of racism as manifested in colonialism. The antiracism leader must serve as an *ex-officio*, nonvoting member, of the Executive Leadership Team. The antiracism team should be constituted by up to eight persons in total, and members from non-European ethnic/global people groups should constitute a majority plus one.

### **Financial Logic**

We recognize that we will need to develop a comprehensive financial logic for the NMA. Our intention is to work with the ELT and the finance and advancement departments to complete this work by the September board meetings and in time for the budget and planning process for FY 2017-2018.

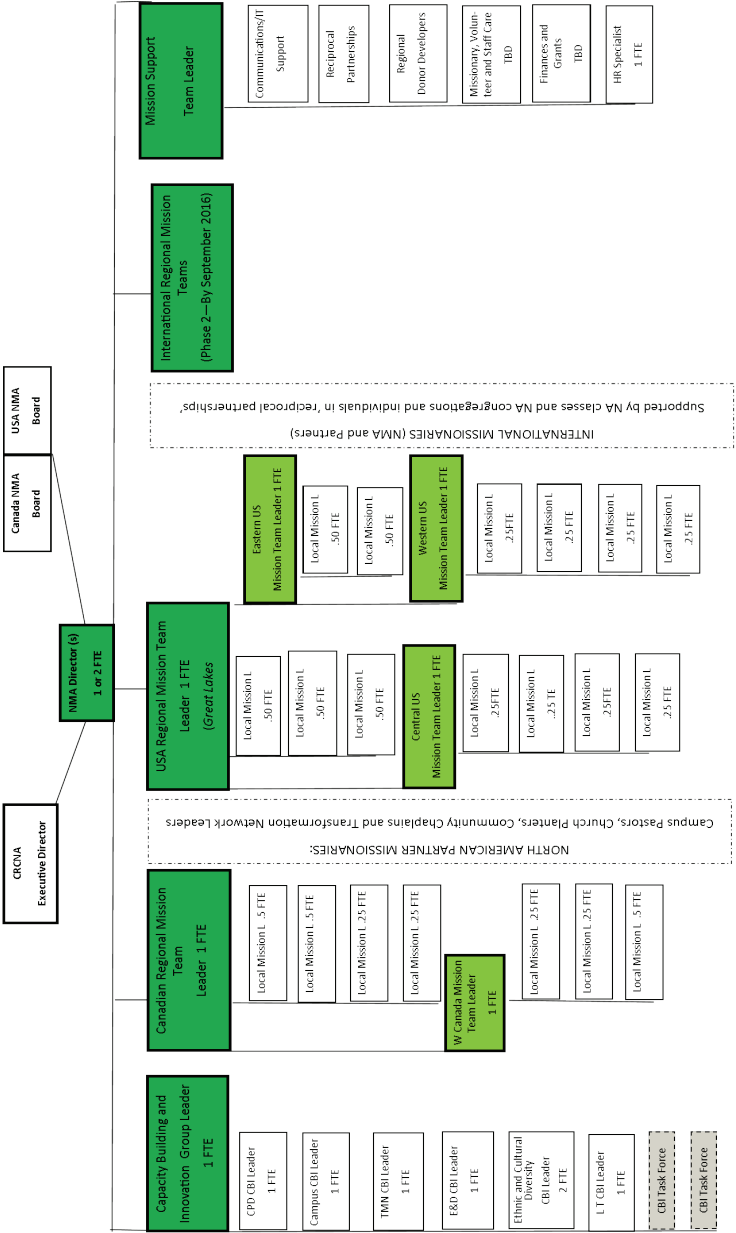


PROPOSED NMA ORGANIZATIONAL STRUCTURE



See the Appendixes for more definition and detail about these three key circles.

NEW MISSION AGENCY PROPOSED AUTHORITY AND ACCOUNTABILITY CHART



NMA Administrative support staff will be reassigned from existing NMA staff as much as possible. Administrative staffing needs will be allocated to key Ministry "Team" areas. Key to becoming an "effective" locally rooted and globally connected network will be orientation and training, for all staff to be proficient at common communication and administrative tools that will allow us to connect and work together as seamlessly as possible!



### World Renew Supplement

#### I. World Renew board nominees

##### A. *Appointment of member-at-large, pastoral advisor (U.S.)*

The board of World Renew requests that synod appoint the following nominee as member-at-large, pastoral advisor (U.S.) to a first term of three years:

*Rev. Ramon Orostizaga* is the Bilingual Chaplain at Robert Wood Johnson University Hospital in New Brunswick, New Jersey, and at LIFE St. Francis Medical Center, Trenton, New Jersey. Rev. Orostizaga was ordained as a minister of the Word and sacraments in 1996 in Chile. After moving to the United States in 2001, he became a member of the Christian Reformed Church and an ordained minister through Article 8. In 2002 he was called by Jersey City Mission CRC, Jersey City, New Jersey, and served as senior pastor until 2010; he currently serves as associate pastor. Rev. Orostizaga earned a master of divinity degree and a master of theology degree from Princeton Theological Seminary and is presently finishing CPE training to be a board certified chaplain. He served on the synodical Committee to Study the Migration of Workers, served as Leadership Development Network regional director for the Adelante Program, served with Back to God Ministries International (Spanish ministry), and has been involved in the ministry of Race Relations.

##### B. *Appointment of Canada member-at-large*

The board of World Renew requests that synod appoint the following nominee to a three-year term as Canada member-at-large:

*Mr. David Mayer* is an active member of the Smithers CRC in Smithers, British Columbia, serving in various roles in his church as a deacon, elder, and missions advocate. He has a passion for people who live in conditions of poverty, for seeking to promote justice, and for improving people's well-being in a spirit of God's grace, love, and blessing. His strengths, gifts, and extensive experience in business management at an executive level in the field of forestry provide unique expertise in natural resource management and many other issues regarding the environment. Mr. Mayer has actively served in various volunteer roles with World Renew, including an exploratory mission in Sierra Leone, reviewing practices in agriculture and forestry. He has also evaluated the community development effectiveness of World Renew's programs in rural Cambodia.

##### C. *Canadian classical delegate ratification*

The board of World Renew requests that synod ratify the following to a three-year term as a delegate for Classis Lake Superior (Canada): Rev. Joseph Hamilton of First Christian Reformed Church, Thunder Bay, Ontario.

## **II. Recommendation**

That synod appoint and ratify members to the board of World Renew as recommended in section I above.

World Renew

Carol Bremer-Bennett, director, World Renew-U.S.

Ida Kaastra-Mutoigo, director, World Renew-Canada

### Calvin Theological Seminary Supplement

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

#### I. Board of Trustees

At its meeting on May 19-20, 2016, the board elected the following officers for 2016-2017: Mr. Sidney Jansma, Jr., chair; Rev. Curtis A. Walters, vice chair; Mrs. Teresa Renkema, secretary.

#### II. Academics

##### A. Graduates

Calvin Theological Seminary graduated eighty students at its commencement service on May 21, 2016. Three of these students received the master of divinity degree through the seminary's Distance Learning program, which is now completing its fourth year.

##### B. Distinguished Alumni Awards

Rev. Lugene A. (Archie) Bazuin and Rev. Dr. Leanne Van Dyk received the seminary's Distinguished Alumni Awards for 2016. Rev. Dr. Leanne Van Dyk is the first female recipient of the seminary's Distinguished Alumni Award.

##### C. Board appointments and actions

At its recent meeting, the Calvin Theological Seminary Board of Trustees took the following actions:

1. Noted the upcoming retirement of Rev. Lugene Schemper, acknowledged his years of faithful service to Calvin Theological Seminary (2000-2016), conferred on him the title of theological librarian, *emeritus*, effective upon his retirement, and now requests that synod acknowledge this action with gratitude to God.
2. Appointed Dr. Young Ahn Kang to the position of visiting professor of philosophical theology for a two-year period (July 1, 2017, to June 30, 2019).
3. Appointed Dr. Michael Williams as the Johanna K. and Martin J. Wyngaarden Senior Professor in Old Testament Studies.
4. Appointed Rev. Wayne Ten Harmsel as Lee S. Huizenga Distinguished Missionary-in-Residence for the Spring 2017 semester. (The Calvin Theological Seminary Board of Trustees had previously approved the appointment of Ms. Ann Plantinga Kapteyn as Lee S. Huizenga Distinguished Missionary-in-Residence for the Spring and Fall semesters of 2016.)
5. Reappointed Rev. Scott Hoezee as director of the Center for Excellence in Preaching for three years, effective July 1, 2016.
6. Reappointed Dr. Ronald Feenstra as academic dean, effective July 1, 2016.

7. Reappointed Dr. Mary Vanden Berg as associate academic dean, effective July 1, 2016.
8. Received the resource list developed in response to the request of Synod 2014 and approved that it should be provided to Synod 2016 by way of the CTS Supplement. This list of resources was drafted in response to an action of Synod 2014, which instructed “the Board of Trustees of the CRCNA to encourage Calvin College and Calvin Theological Seminary, in concert with other CRC-related institutions of higher education, to (a) make available to a future synod a list of resources on the relationship of science and theology, especially as they relate to the doctrines of creation, the fall, original sin, and the atonement, and (b) to organize one or more conferences or open conversations on these same topics” (*Acts of Synod 2014*, p. 567).

After Synod 2014, a committee composed of members of the Calvin College and Calvin Theological Seminary faculty was formed (Professors Ryan Bebej, John Cooper, Loren Haarsma, Scott Hoezee, James K.A. Smith, and Mary Vanden Berg). In addition, representatives from the college and seminary met with representatives from Dordt College during Synod 2015. As a result of these efforts, Prof. Loren Haarsma is offering a session on “Creation, Evolution, Design, and Human Origins” during Engage 2016, just prior to Synod 2016. In addition, the committee has prepared a list of resources in response to synod’s request. The resource list is attached as Appendix A and will be available on Calvin Theological Seminary’s Ministry Theorem website: <http://ministrytheorem.calvinseminary.edu/>.

9. Approved a recommendation that synod remove the following from Church Order Supplement, Article 18:

The Board of Calvin Theological Seminary requests that synod delete the following Church Order Supplement, Article 18 provision:

Ministerial professors in the college and seminary shall be granted the privilege of honorable retirement with full retirement benefits at the age of sixty-five, if they so desire.

(*Acts of Synod 1960*, p. 53)

*Grounds:*

- a. This provision is unnecessary since the retirement of professors is governed by the retirement plans of the seminary and college.
  - b. Retirement benefits and procedures and the category of “ministerial professors” have changed since 1960 such that this Church Order Supplement provision is inaccurate and out of date.
  - c. This action will not result in any change or loss of benefit to any person because it currently is not being applied to any person in retirement from either the college or the seminary.
10. Approved the revision of its purpose in the Articles of Incorporation of Calvin Theological Seminary in order to be in compliance with Higher Education Opportunity Act State Authorization Requirements (MCL450.171). The state of Michigan considers this an issue of clarification and has provided guidance on how Articles of Incorporation could

achieve compliance with state requirements. The background memorandum to the executive Committee of the Calvin Theological Seminary Board of Trustees, presented by the administration and fully adopted by the Calvin Theological Seminary Board of Trustees, is found in Appendix B.

It is recommended that synod approve the proposed minor revisions to Article II and Article VI pursuant to Article VI of the current Articles of Incorporation dated December 10, 1991 (found in Appendix C).

11. Approved a Spanish-language Certificate in Family Counseling.
12. Noted the upcoming “Loving Your Neighbor Today” conference to be held at Calvin Theological Seminary on July 19-21, 2016, with Dr. Richard Mouw and a number of Calvin Seminary professors making presentations.

### III. Recommendations

A. That synod, with gratitude to God, acknowledge the years of faithful service of Rev. Eugene Schemper and note the title conferred on him by the Calvin Theological Seminary Board of Trustees: theological librarian, *emeritus*, effective upon his retirement on September 16, 2016.

B. That synod remove the following Church Order Supplement, Article 18 provision:

Ministerial professors in the college and seminary shall be granted the privilege of honorable retirement with full retirement benefits at the age of sixty-five, if they so desire.

*(Acts of Synod 1960, p. 53)*

*Grounds:*

- a. This provision is unnecessary since the retirement of professors is governed by the retirement plans of the seminary and college.
  - b. Retirement benefits and procedures and the category of “ministerial professors” have changed since 1960 such that this Church Order Supplement provision is inaccurate and out of date.
  - c. This action will not result in any change or loss of benefit to any person because it currently is not being applied to any person in retirement from either the college or the seminary.
- C. That synod approve the revisions to Articles II and VI of the Articles of Incorporation of Calvin Theological Seminary as outlined in Appendix B to the Supplement report.

Calvin Theological Seminary  
Teresa Renkema, secretary



## Appendix A

### Resources on the Relationship of Science and Theology

This report was drafted in response to an action of Synod 2014, which instructed “the Board of Trustees of the CRCNA to encourage Calvin College and Calvin Theological Seminary, in concert with other CRC-related institutions of higher education, to (a) make available to a future synod a list of resources on the relationship of science and theology, especially as they relate to the doctrines of creation, the fall, original sin, and the atonement, and (b) to organize one or more conferences or open conversations on these same topics” (*Acts of Synod 2014*, p. 567).

After Synod 2014, a committee composed of members of the Calvin College and Calvin Seminary faculty was formed (Professors Ryan Bebej, John Cooper, Loren Haarsma, Scott Hoezee, James K.A. Smith, and Mary Vanden Berg). In addition, representatives from Calvin College and Calvin Theological Seminary met with representatives from Dordt College during Synod 2015. As a result of these efforts, Prof. Loren Haarsma is offering a session on “Creation, Evolution, Design, and Human Origins” during Engage 2016, just prior to Synod 2016. In addition, the committee has prepared this list of resources in response to synod’s request. This resource list will be available on Calvin Theological Seminary’s Ministry Theorem website: <http://ministrytheorem.calvinseminary.edu/>.

The following list includes all major perspectives held by Christians: recent creationism, progressive creationism, and different understandings of evolution. Not all of the authors are Reformed, and not all of their views necessarily fit within CRCNA synodical statements. But they illustrate how Christian scholars are currently relating biblical doctrine and the science of origins.

#### Resources by pastors and professors in the CRC and RCA

Calvin College Seminar Series on Human Origins

<http://www.calvin.edu/admin/provost/seminars/human-origins.html>

This site collects audio recordings and handouts from more than three dozen lectures (mostly given at Calvin College) on the theological and scientific issues around human origins, with special emphasis on issues of the image of God, the fall, original sin, and atonement. Talks by Loren Haarsma (Oct. 8, 2010; Sept. 16, 2013) give overviews of the issues. Other talks explore various particular issues in greater detail.

Cooper, John. “Created for Everlasting Life: Can Theistic Evolution Provide an Adequate Christian Account of Human Nature?” in *Zygon*, <http://onlinelibrary.wiley.com/doi/10.1111/zygo.12013/epdf>

This article argues that naturalistic theistic evolution—the theory that God used only natural evolutionary processes to create humans—is inadequate for a Christian doctrine of origins. Scripture teaches that God created humans for everlasting life and that human persons or souls survive physical death, whereas evolution can only produce mortal physical beings. Supernatural theistic evolution and progressive creation are theories that acknowledge the development of hominids and God’s supernatural action in creating humans.

Haarsma, Deborah B., and Loren D. Haarsma. *Origins: Christian Perspectives on Creation, Evolution, and Intelligent Design*. Grand Rapids, Mich.: Faith Alive Christian Resources, 2011.

"When it comes to the history of the universe, many believe that science and faith are mutually exclusive. But in this revised version of *Origins*, physics professors Loren and Deborah Haarsma explore what God's Word and God's world teach us about creation, evolution, and intelligent design. Clearly explaining the science, the authors focus on areas where Christians agree. They also present the strengths and weaknesses of areas where Christians differ. *Origins* helps you develop a deeper understanding of the origins of the universe and sort out your own views on faith and science. Small group discussion questions follow each chapter." Additional resources are available online: <http://origins.faithaliveresources.org/>, including a set of DVDs that can be used in small-group or adult-education discussions.

Leunk, Thea. *Fossils and Faith*. Grand Rapids, Mich.: Faith Alive Christian Resources, 2005.

<http://www.faithaliveresources.org/Products/130700/fossils-and-faith-student-newspapers.aspx>

<http://www.faithaliveresources.org/Products/130705/fossils-and-faith-leaders-guide.aspx>

This four-week course, designed for high school youth, provides an overview of multiple views on origins that adults will also find helpful.

Ratzsch, Del. *Battle of the Beginnings: Why Neither Side Is Winning the Creation-Evolution Debate*. Downers Grove, Ill.: InterVarsity Press, 1996.

Del Ratzsch, emeritus professor of philosophy of science at Calvin College, "examines the history of the debate and takes aim at entrenched positions that he argues impede progress from either side. In considerable detail he looks at the history and development of Darwin's theory and popular creationist misunderstandings of evolution, moving on to the history and development of creationist history and popular evolutionist misunderstandings of it."

Stek, John H. "What Says the Scripture?" in *Portraits of Creation*, pp. 236-65. Grand Rapids, Mich.: Eerdmans, 1990.

John Stek, an expert in Old Testament studies, gives a careful and profoundly valuable exegetical study of the language, cultural setting, and theological themes of the first several chapters of Genesis.

Smith, James K.A., and William T. Cavanaugh, eds. *Reimagining the Intersection of Evolution and the Fall*. Grand Rapids, Mich.: Eerdmans, 2016.

This is an interdisciplinary collection that includes multifaceted contributions by Celia Deane-Drummond (theology and biology), J. Richard Middleton (Old Testament), Joel Green (New Testament), Peter Harrison (history of science), and more.

Young, Davis A., and Ralph F. Stearley. *The Bible, Rocks, and Time*. Downers Grove, Ill.: InterVarsity Press, 2008.

"This book would be especially helpful for Christian college students with a major or interest in science; pastors and youth workers who need

a viable, biblically sound alternative to young-Earth creationism; non-believing scientists, doctors, and engineers who reject Christianity because they think faith in Christ is incompatible with science; anyone who has an interest in the relationship between science (especially geology) and the Bible.”

### **Additional resources focused on Natural Science**

Falk, Darrel. *Coming to Peace with Science*. Downers Grove, Ill.: InterVarsity Press, 2004.

Darrel Falk is a biology professor and a committed evangelical Christian. This book “is written in an understandable and sensitive way that honors both the scientific vocation and the authority of Scripture. Darrel Falk embraces and rejoices in both the biblical message and the history and processes of creation as revealed by scientific investigation. He also makes a strong and personal appeal for peace—not only between science and faith but also among committed believers who have come to different conclusions with regard to the creation’s formational history.”

Rana, Fazale, and Hugh Ross. *Who Was Adam? A Creation Model Approach to the Origin of Man*. Colorado Springs, Colo.: NavPress, 2005.

Fazale Rana and Hugh Ross of the old-earth creationist organization Reasons to Believe explore the hominid fossil record, genetics, and other lines of evidence to test the validity of human evolution. They present a new creation model approach to human origins, arguing that miraculous intervention by God approximately 50,000-70,000 years ago offers a better explanation for the origin of humanity than evolution and common descent.

Wiens, Roger C. “Radiometric Dating: A Christian Perspective” (2002).

<http://www.asa3.org/ASA/resources/Wiens2002.pdf>

This article provides a clear description of the science behind radiometric dating and how it is used from a Christian perspective.

### **Additional resources focused on Religion and Theology**

Alexander, Denis. *Creation or Evolution: Do We Have to Choose?* (2nd edition). Grand Rapids, Mich.: Monarch Books, 2014.

“Dr. Denis Alexander is a neuroscientist who believes passionately in both the biblical doctrine of creation and the coherence of evolutionary theory. His book draws on the latest genetic research.” Alexander presents his research in an accessible format with diagrams and pictures to help lay readers understand concepts that can seem very difficult. Ultimately, Alexander suggests that choosing between creation and evolution is a false dichotomy.

Barrett, Matthew; Ardel B. Caneday; and Stanley N. Gundry, eds. *Four Views on the Historical Adam*. Contributors include Denis O. Lamoureaux, John H. Walton, C. John Collins, William D. Barrick, Gregory A. Boyd, and Philip G. Ryken. Grand Rapids, Mich.: Zondervan, 2013.

“*Four Views on the Historical Adam* clearly outlines the primary views on Adam held by evangelicals, featuring top-notch proponents of each view presenting their positions in their own words and critiquing the positions with which they disagree. You will come away with a better

understanding of the key biblical and theological issues at stake and of the implications of Adam for contemporary Christian witness and church life.”

Collins, C. John. *Did Adam and Eve Really Exist? Who They Were and Why You Should Care*. Wheaton, Ill.: Crossway, 2011.

Collins is a professor of Old Testament who also holds computer science and systems engineering degrees from MIT. Collins carefully considers both the Bible and science as he seeks to understand human origins. Biblical scholar Christopher J. H. Wright describes Collins’s work as a combination of “graciously applied scholarship, conviction, and humility.” He goes on to note that Collins makes “very clear where biblical faithfulness requires us to be uncompromisingly affirmative, and where there is room for varying opinion over possible scenarios that could be consistent with such biblical conviction.”

Murphy, George L. *Models of Atonement: Speaking about Salvation in a Scientific World*. Minneapolis: Lutheran University Press, 2013.

“George Murphy is one of the leading scholars working at the intersection of the Christian faith and modern science. *Models of Atonement* is an incredibly thoughtful and eminently readable attempt to rearticulate the doctrines of sin and salvation in light of evolution. Murphy has mastered both the science of human origins and the range of resources in the Christian theological tradition. Specialists and lay people alike can only benefit from this engaging and timely book.”

VanDoodewaard, William. *The Quest for the Historical Adam: Genesis, Hermeneutics, and Human Origins*. Grand Rapids, Mich.: Reformation Heritage Books, 2015.

“In *The Quest for the Historical Adam*, William VanDoodewaard recovers and assesses the teaching of those who have gone before us, providing a historical survey of Genesis commentary on human origins from the patristic era to the present. Reacquainting the reader with a long line of theologians, exegetes, and thinkers, VanDoodewaard traces the roots, development, and, at times, disappearance of hermeneutical approaches and exegetical insights relevant to discussions on human origins. This survey not only informs us of how we came to this point in the conversation but also equips us to recognize the significance of the various alternatives on human origins.”

Walton, John H. *The Lost World of Genesis One: Ancient Cosmology and the Origins Debate*. Downers Grove, Ill.: IVP Academic, 2009.

“Those entrenched on either side of the creation/evolution debate owe it to themselves and others to read and consider carefully John Walton’s evidence, arguments, insights, and remarkable conclusions.” The purpose of this book is to help readers understand the world of the biblical text in order to properly interpret that text without imposing modern ideas on it.

Walton, John H. *The Lost World of Adam and Eve: Genesis 2-3 and the Human Origins Debate*. Downers Grove, Ill.: IVP Academic, 2015.

“For centuries the story of Adam and Eve has resonated richly through the corridors of art, literature, and theology. But for most moderns, taking

it at face value is incongruous. And even for many thinking Christians today who want to take the authority of Scripture seriously, insisting on a “literal” understanding of Genesis 2-3 looks painfully like a ‘tear here’ strip between faith and science. How can faithful Christians move forward? Following his groundbreaking book *The Lost World of Genesis One*, John Walton now backlights this foundational story with the ancient world of the Bible. Walton gives us the context, insights, and clarity to reset the discussion and move forward.”

Wood, Todd Charles, and Megan J. Murray. *Understanding the Pattern of Life: Origins and Organization of the Species*. Nashville: Broadman & Holman Publishers, 2003.

“From the Preface of “Understanding the Pattern of Life”: ‘I pray that what you are about to read will be unlike any creationist book that you have ever read. It has never been my intention to write yet another book about the truth of Scripture or perceived inadequacies of evolution. Instead, this book is an expression of my attempt, however feeble, to allow the truth of God to transform my view of biology. Rather than trying to prove the truth of Scripture, I assume it as a starting point. From there, I build what I believe to be a reasonable model of biology that fits both the facts of Scripture and the data of creation. You will find that evolutionary theories are mentioned only rarely, and when I do discuss them, I do so to highlight the differences between my ideas and the conventional view.’”

### **Encouraging Civil and Productive Conversations**

*The Colossian Forum on Faith, Science, and Culture.*

<http://www.colossianforum.org>

Headquartered in Grand Rapids, Michigan, the Colossian Forum started out as an organization with the goal of trying to have a better conversation on the topic of human origins within the church. It focuses on how to engage many divisive issues at the intersection of faith, science, and culture, and “facilitates dialogue on divisive topics and approaches differing perspectives as Christ-given opportunities to build community, expand knowledge, and deepen faith.”

Mouw, Richard. *Uncommon Decency: Christian Civility in an Uncivil World*. Chicago: Intervarsity Press, 2010.

Can Christians act like Christians even when they disagree? Richard Mouw, former Calvin College professor and recently retired Fuller Theological Seminary president, has been actively forging a model of Christian civil conversation with those we might disagree with. Few if any people in the evangelical world have conversed as widely and sensitively as Mouw. So few can write more wisely or helpfully than Mouw does here about what Christians can appreciate about pluralism, the theological basis for civility, and how we can communicate with people who disagree with us on the issues that matter most.

Sacks, Jonathan. *The Dignity of Difference: How to Avoid the Clash of Civilizations*. New York: Continuum, 2002.

Sacks presents a monotheistic theological basis for a “respect for difference, based not on relativism but on the concept of covenant.”

Particularly pertinent is his proposal that *conversation* is the key to living with strong differences while sustaining community.

Volf, Miroslav. *Exclusion and Embrace: A Theological Exploration of Identity, Otherness, and Reconciliation*. Nashville: Abingdon Press, 1996.

From a broadly Reformed perspective, Volf proposes the idea of embrace to reduce the natural tendency for us to react out of fear and anger toward those with whom we disagree. He suggests that Christians should lead in being open to others with different views, “enfold[ing] him or her in the same embrace with which we have been enfolded by God.”

### **Additional resources from various Christian perspectives at the following organizations**

American Scientific Affiliation: <http://www.asa3.org/ASA/resources/>

The ASA is an international society of Christians in science whose mission is “to integrate, communicate, and facilitate properly researched science and theology in service to the church and the scientific community.” This website contains a wealth of resources gleaned from ASA conferences and journals over the years and is organized by topic. Topics include reading Genesis, Adam and Eve, the age of the earth, divine action, and others.

Answers in Genesis: <https://answersingenesis.org/answers/>

“Answers in Genesis is an apologetics (i.e., Christianity-defending) ministry, dedicated to enabling Christians to defend their faith and to proclaim the gospel of Jesus Christ effectively. We focus particularly on providing answers to questions surrounding the book of Genesis, as it is the most-attacked book of the Bible. We also desire to train others to develop a biblical worldview, and seek to expose the bankruptcy of evolutionary ideas, and its bedfellow, a ‘millions of years old’ earth (and even older universe).” The page linked above is to frequently asked questions about topics including evolution, the age of the earth, and biblical interpretation.

BioLogos Foundation: <http://biologos.org/common-questions>

“BioLogos invites the church and the world to see the harmony between science and biblical faith as we present an evolutionary understanding of God’s creation.” The page linked above includes responses to frequently asked questions about topics including evolution, human origins, biblical interpretation, and God’s relationship to the creation. The “resources” tab has links specifically for pastors, for youth workers, and for K-12 educators. The “common questions” tab links to some of their most-recommended resources.

Ministry Theorem: <http://ministrytheorem.calvinseminary.edu/>

The Ministry Theorem seeks to remind pastors and other leaders in the church that an appreciation of science lies deep within the Reformed tradition as well as within the Christian tradition generally. From a biblical-theological standpoint, Christians rightly view science as a partner in the preaching and teaching ministry of the church, increasing our wonder over God’s works and so enhancing our worship of this Creator God.

Reasons to Believe: <http://www.reasons.org/about/faqs>



"[Reasons to Believe]'s mission is to spread the Christian gospel by demonstrating that sound reason and scientific research—including the very latest discoveries—consistently support, rather than erode, confidence in the truth of the Bible and faith in the personal, transcendent God revealed in both Scripture and nature." The page linked above includes responses to frequently asked questions about topics including evolution, the age of the earth, and biblical interpretation.

## **Appendix B**

### **Memo regarding Revising Articles of Incorporation**

#### **MEMORANDUM**

To: Executive Committee of the Calvin Theological Seminary Board of Trustees

From: J. Medenblik, President  
R. Feenstra, Academic Dean  
J. Bult De Jong, Chief Financial & Operating Officer

Date: May 9, 2016

Re: Revising Articles of Incorporation

Calvin Theological Seminary is required to revise its purpose statement in its Articles of Incorporation in order to be in compliance with Higher Education Opportunity Act State Authorization Requirements (MCL 450.171). The state of Michigan considers this a legacy issue they are trying to clear up over time.

In preparing for this essential revision, additional revisions were deemed in order and are included in this memorandum.

Attached to this memorandum for reference are the current, complete Articles of Incorporation on record and as taken from the CTS BOT Handbook.

#### **Background**

The purpose statement found in Article 2, Section 2, in our Articles of Incorporation is not in compliance with MCL 450.171, as discovered in October 2015 when we applied to recertify our SEVIS status for immigration.

When Calvin College and Calvin Theological Seminary filed their separate articles of incorporation on 10.DEC.1991, they were filed as nonprofit corporations, not as educational corporations. Both the college and seminary need to process an amendment; the college has completed such with their filing dated 03.APR.2015.

The seminary has completed steps one and two of the process outlined to us by LARA:

1. ATTEST: Letter signed by president requesting authorization from the State of MI LARA office to amend our articles of incorporation, documenting that Calvin Theological Seminary (CTS) meets the

five areas of adequacy required in law (MCL 450.170-450.11). Sent 19.NOV.2015.

*Because the seminary's address was not the same as on our state fire marshal approval document [provided by the college who secures such certification on our behalf], additional correspondence was exchanged.*

2. BE AUTHORIZED TO AMEND: Letter from State of MI LARA approves CTS to conduct business in Michigan with a revised purpose statement, the language of which we must use in our revision. Received 29.DEC.2015. Attached.
3. CTS BOT ACTION TO AMEND: upon recommendation of the Executive Committee for CTS BOT action at its 19.MAY.2016 meeting.
4. SYNODICAL APPROVAL OF AMENDMENTS: submit to Synod 2016 for their approval the recommendation from the CTS BOT to amend its Articles of Incorporation.
5. FILE: Cfoo shall file an amendment to our Articles of Incorporation using State of MI process and including the authorization letter from LARA.

Steps 4 and 5 will be completed pending positive action by the CTS Board of Trustees.

#### **Recommendations for Action by the Calvin Theological Seminary Board of Trustees:**

Revise Article II, Section 2 of the Articles of Incorporation of Calvin Theological Seminary using the language provided by State of Michigan LARA:

"The corporation is approved to operate a private postsecondary educational institution in Michigan. This is a class Y educational corporation. The degree programs authorized to be offered are as follows: Doctors, Masters, Bachelors, and Associates. Certificate and diploma programs are also approved.

"Associate degree programs must consist of at least 60 semester credit hours or equivalent of collegiate level study. Bachelor degree programs must consist of at least 120 semester credit hours or equivalent of collegiate level of study. Master degree programs must consist of 30 semester credit hours of credit or equivalent of collegiate level of study and shall be granted after the successful completion of a bachelor's degree. Doctoral degree programs must consist of 60 semester credit hours or equivalent of collegiate level of study and shall be granted only after the successful completion of a master's degree."

Rationale: Required for compliance with Higher Education Opportunity Act State Authorization Requirements (MCL 450.171).



Revise Article II, Section 3 of Articles of Incorporation to include a ministerial candidacy non-degree program which is neither a certificate nor diploma program:

“To offer a non-degree program for ministerial candidacy in the Christian Reformed Church in North America for those who have studied at other seminaries.”

Rationale: Current wording is obtuse and unclear.

New Article II, with proposed revisions of Article II, Sections 2 and 3, would read:

The purpose or purposes for which the corporation is organized, either directly or indirectly, are as follows:

1. To furnish future ministers graduate academic and theological training entirely in accord with the doctrinal standards of the Christian Reformed Church in North America;
2. The corporation is approved to operate a private postsecondary educational institution in Michigan. This is a class Y educational corporation. The degree programs authorized to be offered are as follows: Doctors, Masters, Bachelors, and Associates. Certificate and diploma programs are also approved;

Associate degree programs must consist of at least 60 semester credit hours or equivalent of collegiate level study. Bachelor degree programs must consist of at least 120 semester credit hours or equivalent of collegiate level of study. Master degree programs must consist of 30 semester credit hours of credit or equivalent of collegiate level of study and shall be granted after the successful completion of a bachelor's degree. Doctoral degree programs must consist of 60 semester credit hours or equivalent of collegiate level of study and shall be granted only after the successful completion of a master's degree;

3. To offer a non-degree program for ministerial candidacy in the Christian Reformed Church in North America for those who have studied at other seminaries;
4. To do all things necessary or incidental to or usually done by similar types of institutions;
5. The corporation shall not discriminate on the basis of race, color, sex, age, national or ethnic origin, or disability.

Revise Article VI with the addition of underlined text:

These Articles of Incorporation shall not be amended without the approval of the Synod of the Christian Reformed Church in North America or the body delegated to act when it is not in session, currently the Board of Trustees of the Christian Reformed Church in North America (CRCNA).

Rationale: The Board of Trustees of the Christian Reformed Church in North America (CRCNA) was not established when these articles were originated; it is now the body delegated to act when synod is not in session.

Appendix C  
CTS 1991 Articles of Incorporation

CT5 **FILED**

DEC 10 1991

748-622

**RECEIVED**  
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DEC 06 1991

Administrator  
MICHIGAN DEPARTMENT OF COMMERCE OF CALVIN THEOLOGICAL SEMINARY  
Corporation & Securities Bureau

MICHIGAN DEPT. OF COMMERCE

The following Articles of Incorporation are executed by the undersigned for the purpose of forming a nonprofit corporation pursuant to the provisions of the Michigan Nonprofit Corporation Act, as amended.

ARTICLE I

The name of the corporation is: Calvin Theological Seminary. ✓

ARTICLE II

The purpose or purposes for which the corporation is organized, either directly or indirectly, are as follows:

1. To furnish future ministers graduate academic and theological training entirely in accord with the doctrinal standards of the Christian Reformed Church in North America;
2. To grant to students Master of Divinity, Master of Arts in Educational Ministry, Master of Arts in Missions and Church Growth, Master of Theology, Master of Ministry, Master of Theological Studies, Doctor of Philosophy degrees and other graduate degrees based on completion of such requirements as shall be determined by the Board of Trustees;
3. To grant such other certificates or diplomas for less than four years training as are appropriate to like instruction;
4. To do all things necessary or incidental to or usually done by similar types of institutions;
5. The corporation shall not discriminate on the basis of race, color, sex, age, national or ethnic origin, or disability.

ARTICLE III

The corporation is organized on a non-stock, directorship basis.

ARTICLE IV

The address of the registered office is 3233 Burton Street, Grand Rapids, Michigan 49546. The name of the registered agent at the registered office is William J. Boer.

ARTICLE V

The term of the corporate existence is perpetual.

8  
083067 22.50 per CR

## ARTICLE VI

These Articles of Incorporation shall not be amended without the approval of the Synod of the Christian Reformed Church in North America.

## ARTICLE VII

The members of the Board of Trustees of the corporation shall be selected by the Synod of the Christian Reformed Church in North America in accordance with the Bylaws of this corporation.

## ARTICLE VIII

The corporation shall not merge or consolidate with another corporation, or sell, lease, exchange, or otherwise dispose of all or substantially all of its assets other than in the usual and regular course of its business, or voluntarily dissolve and liquidate its assets without the approval of the Synod of the Christian Reformed Church in North America.

## ARTICLE IX

No person who is a member of the Board of Trustees of the corporation shall be personally liable to the corporation or its members for monetary damages for a breach of his or her fiduciary duty as a trustee. However, this Article shall not eliminate or limit the liability of a trustee for any breach of duty, act or omission for which the elimination or limitation of liability is not permitted by the Michigan Nonprofit Corporation Act, as amended from time to time. No amendment, alteration, repeal or modification of this Article or adoption of any other provisions in these Articles of Incorporation inconsistent with this Article shall have any effect to increase the liability of any trustee of the corporation with respect to any act or omission of such trustee occurring prior to such amendment, alteration, repeal, modification or adoption.

As used in this Article, the term "trustee" means "volunteer director" as defined in Section 110 of the Michigan Nonprofit Corporation Act, as amended.

## ARTICLE X

The corporation assumes all liability to any person other than the corporation or its trustees for all acts or omissions of a person who is a member of the Board of Trustees of the corporation occurring on or after the date this Article becomes a part of the Articles of Incorporation of the corporation. No claim for monetary damages for a breach of a trustee's duty to any such person shall be brought or maintained against a trustee. No amendment, alteration, repeal or modification of this Article or

adoption of any other provisions in these Articles of Incorporation inconsistent with this Article shall have any effect to increase the liability of any trustee of the corporation with respect to any act or omission of such trustee occurring prior to such amendment, alteration, repeal, modification or adoption.

As used in this Article, the term "trustee" means "volunteer director" as defined in Section 110 of the Michigan Nonprofit Corporation Act, as amended.

#### ARTICLE XI

Trustees and officers of the corporation shall be indemnified as of right to the fullest extent now or hereafter permitted by law in connection with any actual or threatened civil, criminal, administrative or investigative action, suit or proceeding (whether brought by or in the name of the corporation, a subsidiary or otherwise) in which a trustee or officer is a witness or which is brought against a trustee or officer in his or her capacity as a trustee, officer, employee, agent or fiduciary of the corporation or of any corporation, partnership, joint venture, trust, employee benefit plan or other enterprise which the trustee or officer was serving at the request of the corporation. Persons who are not trustees or officers of the corporation may be similarly indemnified in respect of such service to the extent authorized at any time by the Board of Trustees of the corporation.

The corporation may purchase and maintain insurance to protect itself and any such trustee, officer, or other person against any liability asserted against him or her and incurred by him or her in respect of such service whether or not the corporation would have the power to indemnify him or her against such liability by law or under the provisions of this Article.

The provisions of this Article shall be applicable to actions, suits or proceedings, whether arising from acts or omissions occurring before or after the adoption hereof, and to trustees, officers and other persons who have ceased to render such service, and shall inure to the benefit of the heirs, personal representatives, executors and administrators of the trustees, officers and other persons referred to in this Article.

The right of indemnification provided pursuant to this Article shall not be exclusive and the corporation may provide indemnification to any person, by agreement or otherwise, on such terms and conditions as the Board of Trustees may approve. Any agreement for indemnification of any trustee, officer or other person may provide indemnification rights which are broader or otherwise different from those set forth in, or provided pursuant to, or in accordance with, this Article. Any amendment, alteration, modification, repeal or adoption of any provision in these Articles of Incorporation inconsistent with this Article



shall not adversely affect any indemnification right or protection of a trustee, officer or other person existing at the time of such amendment, alteration, modification, repeal or adoption.

#### ARTICLE XII

No part of the earnings of the corporation shall inure to the benefit of any shareholder, director, officer of the corporation, or any private individual (except that reasonable compensation may be paid for services rendered to or for the corporation effecting one or more of its purposes) and no shareholder, director, officer of the corporation, or any private individual shall be entitled to share in the distribution of any of the corporate assets on dissolution of the corporation. In the event of dissolution, all assets of the corporation, real and personal, shall be distributed to the Christian Reformed Church in North America, or if the Christian Reformed Church in North America is no longer in existence, then to such organizations as are qualified as tax exempt under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, or the corresponding provisions of a future United States revenue law.

#### ARTICLE XIII

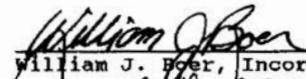
The Incorporators of this corporation and their addresses are as follows:

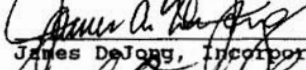
William J. Boer  
Calvin Theological Seminary  
3233 Burton, S.E.  
Grand Rapids, MI 49506

James DeJong  
Calvin Theological Seminary  
3233 Burton, S.E.  
Grand Rapids, MI 49506

Carl Oosterhouse  
Varnum, Riddering,  
Schmidt & Howlett  
Suite 800  
171 Monroe Ave., N.W.  
Grand Rapids, MI 49503

IN WITNESS WHEREOF, the Incorporators of the corporation have executed these Articles of Incorporation on this 8th day of August, 1991.

  
William J. Boer, Incorporator

  
James DeJong, Incorporator

  
Carl Oosterhouse, Incorporator

N03752G.065

**DOCUMENT WILL BE RETURNED TO NAME AND MAILING ADDRESS  
INDICATED IN THE BOX BELOW. Include name, street and number  
(or P.O. box), city, state and ZIP code.**

VARnum, Riddering et al  
171 MONROE AVE STE 800  
GRAND RAPIDS MI 49503



GARY D. HAWKS  
 Interim Superintendent  
 of Public Instruction

STATE OF MICHIGAN  
**DEPARTMENT OF EDUCATION**

P.O. Box 30008  
 Lansing, Michigan 48909

December 23, 1991

STATE BOARD OF EDUCATION

DOROTHY BEARDMORE  
*President*  
 GUMPCONDO SALAS  
*Vice President*  
 BARBARA DUMOUCHELLE  
*Secretary*  
 MAKELYN F. LUNDY  
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*NABBE Delegate*  
 DICK DeVOS  
 BARBARA ROBERTS MASON  
 ANNETTA MILLER  
 GOV. JOHN M. ENGLER  
*Ex Officio*

497

Mrs. G. Ann Baker  
 Director  
 Corporation & Securities Bureau  
 Michigan Department of Commerce  
 6546 Mercantile Way  
 Lansing, Michigan 48910

CAS-275

**UPDATE FILE**

748-622

Re: Calvin Theological Seminary

Dear Mrs. Baker:

This office has reviewed the articles of incorporation for the above caption organization.

This letter may be used as authority to complete of filing the Articles of Incorporation for the above caption organization. The educational purposes while different from the original articles, do not alter the educational intent. Therefore, this office has no objection to completion of filing of the articles.

If you have questions, please contact this office.

Sincerely,

David F. Hanson  
 Specialist  
 Accreditation and Approval

DFH:ag

cc: Carl Oosterhouse

**RECEIVED**

DEC 27 1991

MICHIGAN DEPT OF EDUCATION

# STANDING COMMITTEES





# STANDING COMMITTEE SUPPLEMENTS

## Candidacy Committee Supplement

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

#### A. *Candidates for ministry*

Each year it is a privilege to meet and interview the applicants for candidacy. The interviews for these candidates were conducted this year by teams of four persons. The Candidacy Committee is pleased to recommend the following forty-seven persons for candidacy to become ministers of the Word in the CRC. These candidates include those who graduated from 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 at [www.crcna.org/candidacy](http://www.crcna.org/candidacy).

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

That synod declare the following individuals as candidates for ministry of the Word in the Christian Reformed Church, subject to completion of all remaining (if any) requirements. (*Note:* The list of candidates eligible for call is available on the Candidacy Committee website: [www.crcna.org/candidacy](http://www.crcna.org/candidacy); subject to synod's approval, the candidates will be presented to Synod 2016 on Wednesday, June 15, at 9:30 a.m.)

Christopher R. Allen  
Yohanes Budhi  
Andrew W. Carlson  
Zhi Gang Chen (John)  
Scott Chiang  
Elisabeth A. DeVries  
Daniel J. DeVries  
Willem de Vries  
Darrell Delaney  
Trent M. Elders  
Kendall A. Everett  
Tara K. Foreman  
Laura A. Guichelaar-DeRuiter  
Lloyd H. Hemstreet  
Brenda Kronemeijer-Heyink  
Drew D. Hoekema  
Brian Hofman  
Grant Hofman  
Sarah J. Hoogendoorn

Kyong Won Jung  
Matthew J. Kaemingk  
Moses Kang  
Nathan W. Klingenberg  
Timothy Kooiman  
Jonathan A. Kool  
Sang Myung Lee  
Sheryl J. Leisman  
Benjamin D. McKnight  
Hee Jung (Brian) Na  
Katrina J. Olson  
Jennifer L. Palkowski  
Jesse M. Pals  
Matthew A. Pearce  
Kristen J. Pikaart  
Joella Ranaivoson  
Peter G. Rockhold  
Hendrick Roeda  
Ivan K. Santoso

Kelli K. Sexton  
Sharon R. Smith  
Samuel D. Sutter  
Brian P. Tarpy  
Ricardo R. Tavarez

Arianna M. Tolsma  
Jacob D. Van Steenwyk  
Thomas Van Wyk  
Bradley R. Zwiers

*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-six persons for candidacy extension approval:

Andrea M. Baas  
Nicholas C. Baas  
Kevin J. Boss  
Yoon Chul (Daniel) Choi  
Kyle Dieleman  
Kendra R. Ettema  
Tyler Greenway  
Robert J. Gruessing  
Gareth P. Harker  
Ryan Hoogeerbrugge  
Darren S. Hoogendoorn  
Joseph Hwang  
Sang Jin

Eric D. Kas  
Michelle J. Kool  
Victor S. Laarman  
Barbara A. Sanders  
Kurt C. Schaefer  
Hannah R. Smele  
Juli Stuelpnagel  
Jason R. Terpstra  
David van Eyk  
Jesse L. Walhof  
Kristopher R. Walhof  
Beverly Weeks  
Rhonda S. Workman

*C. Reinstatement of candidacy*

The Candidacy Committee has received a request from a previous candidate who did not receive a call and who would like to be placed back on the list of candidates. After conducting an interview, the Candidacy Committee recommends that Mr. Jacob Meadows be reinstated as a candidate.

**II. 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 review the names of those approved for Article 8. The Candidacy Committee has concurred on *need* for the following persons in the past year. In each case the appropriate documents are on file with the director of candidacy.

| Date     | Name of applicant | Classis             | Former denomination                 |
|----------|-------------------|---------------------|-------------------------------------|
| 7-27-15  | Kim, John         | Central California  | Evangelical Church Alliance         |
| 7-27-15  | Jang, Kyung Lok   | Central California  | Korean American Presbyterian Church |
| 7-27-15  | Choi, King Fai    | Central California  | Chinese Bible Church                |
| 8-10-15  | Hwang, Kurtis     | Hanmi               | Evangelical Church Alliance         |
| 8-17 15  | Funk, Jeff        | Greater Los Angeles | Baptist General Conference          |
| 9-9-15   | Kim, Bok Jin      | Hanmi               | Korean Presbyterian Church          |
| 10-12-15 | Umawing, Julius   | Greater Los Angeles | CRC of Philippines                  |

|         |                |                     |                                    |
|---------|----------------|---------------------|------------------------------------|
| 1-11-16 | Mang, Kei Lai  | Thornapple Valley   | Letpanchaung Christian Assoc.      |
| 2-17-16 | Cheng, Shu-Min | Greater Los Angeles | Tang Kung Ref. Presbyterian Church |
| 2-17-16 | Ivens, Tomas   | Greater Los Angeles | Saddleback Community Church        |
| 2-18-16 | Kim, Won Ki    | Ko-Am               | Presbyterian Church of Korea       |
| 4-15-16 | Lee, Heui Moon | Greater Los Angeles | Evangelical Church Alliance        |

**III. 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 to Mr. Jacob Meadows, as described in section I, C.
- D. That synod approve the declaration of *need* for those listed in section II for affiliation under Church Order Article 8.

Candidacy Committee

David R. Koll, director of candidacy



# OVERTURE



**Overture 38: Add a Church Order Supplement, Article 69-c****I. Background**

Currently the CRCNA holds to the biblically faithful and historic Christian position on marriage as being a God-ordained, lifelong covenant relationship between one man and one woman. This is affirmed in the position statements on the denominational website (<https://www.crcna.org/welcome/beliefs/position-statements/marriage>), in the CRC's two synodically approved forms for marriage (1912, 1979), and in Report 29 adopted by Synod 1980, which states, "Marriage is not a human invention nor an experiment in social relationships which can be altered or abandoned at will. It is a God-ordained, monogamous structure, requiring faithful commitment on the part of husband and wife" (*Acts of Synod 1980*, p. 469).

Although in its current reading Church Order Article 69-c assumes a definition of marriage that is consistent with the denominational position, the wording ultimately remains ambiguous. It states, "Ministers should not solemnize marriages which would be in conflict with the Word of God," ultimately leaving it up to ministers then to decide which marriages would be in conflict with the Word of God. This ambiguity is noted by Dr. Henry De Moor on page 368 of his 2010 *Christian Reformed Church Order Commentary*, regarding Article 69-c: "marriages that 'would be in conflict with the Word of God,' whatever that may be taken to mean, specifically" (emphasis added). It is also noted by Dr. Peter Borgdorff in his 2008 *Manual of Christian Reformed Church Government*, in reference to Article 69-c: "This instruction as applied to a specific situation may be open to interpretation" (p. 268, emphasis added).

Considering all this in light of the current cultural milieu, classis believes this is no time for the CRCNA to be ambiguous on the matter of God's Word and Christian marriage. With government decisions in the United States and Canada over the past 20 years legalizing same-sex marriage, our denomination now finds itself in a cultural context that increasingly holds to a new and deviant definition of marriage. Therefore, in order for the CRCNA to continue to faithfully proclaim God's Word on this matter, and for its pastors to be well equipped to identify marriages that are in conflict with God's Word, it is necessary for synod to define and clarify Christian marriage according to God's Word within the Church Order.

**II. Overture**

Classis Northern Michigan overtures synod to add the following proposed supplement to Church Order Article 69-c:



*In marriage, as instituted by God in his Word, one man and one woman covenant to live together in a lifelong, exclusive partnership of love and fidelity, symbolizing the relationship between Christ and his church. (Note: Definition adapted from the synodically approved form for marriage, 1979).*

*Grounds:*

1. This anchors the CRCNA Church Order in the clear teaching about marriage set forth in Scripture (cf. Gen. 2:19-24; Ex. 20:14; Matt. 19:3-9; 1 Cor. 7:2, 10-11; Eph. 5:21-33).
2. The CRCNA has long recognized this definition as God's will for marriage, yet Church Order Article 69-c remains ambiguous and open to interpretation in its current wording. This proposed supplement would bring our Church Order in line with the long-held denominational position articulated in the synodically approved forms for marriage (1912, 1979) and on the CRCNA website.
3. In light of the recent government rulings in the United States, as well as similar rulings in Canada over the past years in favor of same-sex marriage, there is increasing confusion surrounding marriage both within and outside the church. And although Article 69-c might assume the denominational position on marriage, its ambiguity leaves the CRCNA and its pastors vulnerable to the false teachings that arise out of such confusion.

Classis Northern Michigan

David J. Prince, stated clerk

*Note:* The above overture was approved by Classis Northern Michigan on March 1, 2016; however, because of an oversight it was not submitted in time for the printed *Agenda for Synod 2016*. By way of exception, it is being included in the Agenda Supplement for consideration by Synod 2016.

# FINANCIAL REPORTS



## Operating Budget (000s of U.S.\$) Fiscal Year 2016-2017

|                                             | Fiscal<br>13-14<br>Actual | Fiscal<br>14-15<br>Actual | Fiscal<br>15-16<br>Budget | Fiscal<br>16-17<br>Proposed<br>@ .7500 |
|---------------------------------------------|---------------------------|---------------------------|---------------------------|----------------------------------------|
| <b>INCOME:</b>                              |                           |                           |                           |                                        |
| Ministry Share                              | \$ 3,346                  | \$ 3,194                  | \$ 3,000                  | \$ 2,920                               |
| % of Total Income                           | 35.4%                     | 37.8%                     | 33.3%                     | 32.8%                                  |
| Other Gift Income:                          |                           |                           |                           |                                        |
| Gifts & Offerings                           | \$ 3,732                  | \$ 3,585                  | \$ 4,150                  | \$ 4,230                               |
| Estate Gifts                                | \$ 1,743                  | \$ 1,394                  | \$ 1,450                  | \$ 1,500                               |
| Total Gift Income                           | 5,475                     | 4,979                     | 5,600                     | 5,730                                  |
| % of Total Income                           | 57.9%                     | 59.0%                     | 62.2%                     | 64.4%                                  |
| Other Income:                               |                           |                           |                           |                                        |
| Tuition & Sales                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| Grants-Animation/Capital                    | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| Miscellaneous                               | \$ 641                    | \$ 273                    | \$ 400                    | \$ 250                                 |
| Total Other Income                          | 641                       | 273                       | 400                       | 250                                    |
| % of Total Income                           | 6.8%                      | 3.2%                      | 4.4%                      | 2.8%                                   |
| <b>TOTAL INCOME</b>                         | <b>9,462</b>              | <b>8,446</b>              | <b>9,000</b>              | <b>8,900</b>                           |
| <b>EXPENSES (FTE = Full Time Employee):</b> |                           |                           |                           |                                        |
| Program Services:                           |                           |                           |                           |                                        |
| English                                     | \$ 2,471                  | \$ 2,419                  | \$ 2,375                  | \$ 2,375                               |
| FTEs                                        | 15                        | 17                        | 17                        | 17                                     |
| International                               | \$ 4,470                  | \$ 4,021                  | \$ 4,000                  | \$ 3,908                               |
| FTEs                                        | 17                        | 17                        | 17                        | 17                                     |
| Education                                   | \$ 161                    | \$ 165                    | \$ 190                    | \$ 177                                 |
| FTEs                                        | 2                         | 2                         | 2                         | 2                                      |
| Total Program Service \$                    | \$ 7,102                  | \$ 6,605                  | \$ 6,565                  | \$ 6,460                               |
| Total Program Service FTEs                  | 34                        | 36                        | 36                        | 36                                     |
| % of Total \$                               | 74.4%                     | 73.8%                     | 72.9%                     | 72.6%                                  |
| % of Total FTEs                             | 77.3%                     | 78.3%                     | 78.3%                     | 78.3%                                  |
| Support Services:                           |                           |                           |                           |                                        |
| Management & General                        | \$ 848                    | \$ 799                    | \$ 860                    | \$ 890                                 |
| FTEs                                        | 4                         | 4                         | 4                         | 4                                      |
| Plant Operations                            | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| FTEs                                        | -                         | -                         | -                         | -                                      |
| Fund-raising                                | \$ 1,595                  | \$ 1,551                  | \$ 1,575                  | \$ 1,550                               |
| FTEs                                        | 6                         | 6                         | 6                         | 6                                      |
| Total Support Service \$                    | 2,443                     | 2,350                     | 2,435                     | 2,440                                  |
| Total Support Service FTEs                  | 10                        | 10                        | 10                        | 10                                     |
| % of Total \$                               | 25.6%                     | 26.2%                     | 27.1%                     | 27.4%                                  |
| % of Total FTEs                             | 22.7%                     | 21.7%                     | 21.7%                     | 21.7%                                  |
| <b>TOTAL EXPENDITURES</b>                   | <b>\$ 9,545</b>           | <b>\$ 8,955</b>           | <b>\$ 9,000</b>           | <b>\$ 8,900</b>                        |
| <b>TOTAL FTEs</b>                           | <b>44</b>                 | <b>46</b>                 | <b>46</b>                 | <b>46</b>                              |
| <b>NET INCOME / (EXPENSE)</b>               | <b>\$ (83)</b>            | <b>\$ (509)</b>           | <b>\$ -</b>               | <b>\$ -</b>                            |

**Operating Budget (000s of U.S.\$)  
Fiscal Year 2016-2017**

|                                             | Fiscal<br>13-14<br>Actual | Fiscal<br>14-15<br>Actual | Fiscal<br>15-16<br>Budget | Fiscal<br>16-17<br>Proposed<br>@ .7500 |
|---------------------------------------------|---------------------------|---------------------------|---------------------------|----------------------------------------|
| <b>INCOME:</b>                              |                           |                           |                           |                                        |
| Ministry Share                              | \$ 2,451                  | \$ 2,389                  | \$ 2,306                  | \$ 2,263                               |
| % of Total Income                           | 1.7%                      | 1.6%                      | 1.5%                      | 1.5%                                   |
| Other Gift Income:                          |                           |                           |                           |                                        |
| Gifts & Offerings                           | \$ 3,252                  | \$ 3,443                  | \$ 3,310                  | \$ 3,376                               |
| Estate Gifts                                | \$ 18                     | \$ 53                     | \$ 27                     | \$ 27                                  |
| Total Gift Income                           | 3,270                     | 3,496                     | 3,337                     | 3,403                                  |
| % of Total Income                           | 2.2%                      | 2.3%                      | 2.2%                      | 2.2%                                   |
| Other Income:                               |                           |                           |                           |                                        |
| Tuition & Sales                             | \$ 136,051                | \$ 139,086                | \$ 140,421                | \$ 144,634                             |
| Grants                                      | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| Miscellaneous                               | \$ 3,854                  | \$ 3,940                  | \$ 4,192                  | \$ 4,318                               |
| Total Other Income                          | 139,905                   | 143,026                   | 144,613                   | 148,951                                |
| % of Total Income                           | 96.1%                     | 96.0%                     | 96.2%                     | 96.3%                                  |
| <b>TOTAL INCOME</b>                         | <b>145,626</b>            | <b>148,911</b>            | <b>150,256</b>            | <b>154,618</b>                         |
| <b>EXPENSES (FTE = Full Time Employee):</b> |                           |                           |                           |                                        |
| Program Services:                           |                           |                           |                           |                                        |
| Education                                   | \$ 127,020                | \$ 129,426                | \$ 131,502                | \$ 135,319                             |
| FTEs                                        | 586                       | 576                       | 589                       | 589                                    |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| Total Program Service \$                    | \$ 127,020                | \$ 129,426                | \$ 131,502                | \$ 135,319                             |
| Total Program Service FTEs                  | 586                       | 576                       | 589                       | 589                                    |
| % of Total \$                               | 87.2%                     | 86.9%                     | 87.5%                     | 87.5%                                  |
| % of Total FTEs                             | 78.0%                     | 77.7%                     | 78.6%                     | 78.6%                                  |
| Support Services:                           |                           |                           |                           |                                        |
| Management & General                        | \$ 7,245                  | \$ 8,019                  | \$ 7,635                  | \$ 7,857                               |
| FTEs                                        | 58                        | 60                        | 59                        | 59                                     |
| Plant Operations                            | \$ 7,976                  | \$ 8,319                  | \$ 7,972                  | \$ 8,203                               |
| FTEs                                        | 70                        | 69                        | 70                        | 70                                     |
| Fund-raising                                | \$ 3,385                  | \$ 3,147                  | \$ 3,147                  | \$ 3,239                               |
| FTEs                                        | 37                        | 36                        | 31                        | 31                                     |
| Total Support Service \$                    | 18,606                    | 19,485                    | 18,754                    | 19,299                                 |
| Total Support Service FTEs                  | 165                       | 165                       | 160                       | 160                                    |
| % of Total \$                               | 12.8%                     | 13.1%                     | 12.5%                     | 12.5%                                  |
| % of Total FTEs                             | 22.0%                     | 22.3%                     | 21.4%                     | 21.4%                                  |
| <b>TOTAL EXPENDITURES</b>                   | <b>\$ 145,626</b>         | <b>\$ 148,911</b>         | <b>\$ 150,256</b>         | <b>\$ 154,618</b>                      |
| <b>TOTAL FTEs</b>                           | <b>751</b>                | <b>741</b>                | <b>749</b>                | <b>749</b>                             |
| <b>NET INCOME / (EXPENSE)</b>               | <b>\$ -</b>               | <b>\$ -</b>               | <b>\$ -</b>               | <b>\$ (0)</b>                          |

**Operating Budget (000s of U.S.\$)  
Fiscal Year 2016-2017**

|                                             | Fiscal<br>13-14<br>Actual | Fiscal<br>14-15<br>Actual | Fiscal<br>15-16<br>Budget | Fiscal<br>16-17<br>Proposed<br>@ .7500 |
|---------------------------------------------|---------------------------|---------------------------|---------------------------|----------------------------------------|
| <b>INCOME:</b>                              |                           |                           |                           |                                        |
| Ministry Share                              | \$ 2,701                  | \$ 2,567                  | \$ 2,400                  | \$ 2,364                               |
| % of Total Income                           | 37.4%                     | 33.5%                     | 31.3%                     | 30.8%                                  |
| Other Gift Income:                          |                           |                           |                           |                                        |
| Above Ministry Share                        | \$ 830                    | \$ 1,165                  | \$ 1,300                  | \$ 1,400                               |
| Estate Gifts                                | \$ 52                     | \$ 180                    | \$ 50                     | \$ 100                                 |
| Total Gift Income                           | 882                       | 1,345                     | 1,350                     | 1,500                                  |
| % of Total Income                           | 12.2%                     | 17.5%                     | 17.6%                     | 19.6%                                  |
| Other Income:                               |                           |                           |                           |                                        |
| Tuition & Sales                             | \$ 2,374                  | \$ 2,408                  | \$ 2,350                  | \$ 2,350                               |
| Grants                                      | \$ 1,204                  | \$ 1,272                  | \$ 1,491                  | \$ 1,378                               |
| Miscellaneous                               | \$ 58                     | \$ 73                     | \$ 65                     | \$ 75                                  |
| Total Other Income                          | 3,636                     | 3,753                     | 3,906                     | 3,803                                  |
| % of Total Income                           | 50.4%                     | 49.0%                     | 51.0%                     | 49.6%                                  |
| <b>TOTAL INCOME</b>                         | <b>7,219</b>              | <b>7,665</b>              | <b>7,656</b>              | <b>7,667</b>                           |
| <b>EXPENSES (FTE = Full Time Employee):</b> |                           |                           |                           |                                        |
| Program Services:                           |                           |                           |                           |                                        |
| Instructional                               | \$ 3,054                  | \$ 3,049                  | \$ 3,231                  | \$ 3,124                               |
| FTEs                                        | 30                        | 23                        | 22                        | 20                                     |
| Public Service                              | \$ 68                     | \$ 96                     | \$ 76                     | \$ 100                                 |
| FTEs                                        | 1                         | 1                         | 1                         | 1                                      |
| Academic Support                            | \$ 1,190                  | \$ 1,312                  | \$ 1,288                  | \$ 1,330                               |
| FTEs                                        | 5                         | 5                         | 6                         | 6                                      |
| Student Services                            | \$ 612                    | \$ 546                    | \$ 634                    | \$ 625                                 |
| FTEs                                        | 5                         | 5                         | 5                         | 5                                      |
| Student Aid                                 | \$ 400                    | \$ 363                    | \$ 427                    | \$ 345                                 |
| FTEs                                        | 1                         | 1                         | 1                         | 1                                      |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| Total Program Service \$                    | \$ 5,324                  | \$ 5,366                  | \$ 5,656                  | \$ 5,524                               |
| Total Program Service FTEs                  | 42                        | 35                        | 35                        | 33                                     |
| % of Total \$                               | 66.0%                     | 68.9%                     | 71.4%                     | 70.7%                                  |
| % of Total FTEs                             | 71.2%                     | 67.3%                     | 68.6%                     | 67.3%                                  |
| Support Services:                           |                           |                           |                           |                                        |
| Management & General                        | \$ 1,096                  | \$ 914                    | \$ 890                    | \$ 998                                 |
| FTEs                                        | 9                         | 9                         | 8                         | 8                                      |
| Plant Operations                            | \$ 1,002                  | \$ 866                    | \$ 744                    | \$ 713                                 |
| FTEs                                        | 2                         | 2                         | 3                         | 3                                      |
| Fund-raising                                | \$ 650                    | \$ 639                    | \$ 628                    | \$ 580                                 |
| FTEs                                        | 6                         | 6                         | 5                         | 5                                      |
| Total Support Service \$                    | 2,748                     | 2,419                     | 2,262                     | 2,291                                  |
| Total Support Service FTEs                  | 17                        | 17                        | 16                        | 16                                     |
| % of Total \$                               | 34.0%                     | 31.1%                     | 28.6%                     | 29.3%                                  |
| % of Total FTEs                             | 28.8%                     | 32.7%                     | 31.4%                     | 32.7%                                  |
| <b>TOTAL EXPENDITURES</b>                   | <b>\$ 8,072</b>           | <b>\$ 7,785</b>           | <b>\$ 7,918</b>           | <b>\$ 7,815</b>                        |
| <b>TOTAL FTEs</b>                           | <b>59</b>                 | <b>52</b>                 | <b>51</b>                 | <b>49</b>                              |
| Post-retirement cost other than pension >   | 1,461                     | 48                        |                           |                                        |
| <b>NET INCOME / (EXPENSE)</b>               | <b>\$ 608</b>             | <b>\$ (72)</b>            | <b>\$ (262)</b>           | <b>\$ (148)</b>                        |

**Operating Budget (000s of U.S.\$)  
Fiscal Year 2016-2017**

|                                             | Fiscal<br>13-14<br>Actual | Fiscal<br>14-15<br>Actual | Fiscal<br>15-16<br>Budget | Fiscal<br>16-17<br>Proposed<br>@ .7500 |
|---------------------------------------------|---------------------------|---------------------------|---------------------------|----------------------------------------|
| <b>INCOME:</b>                              |                           |                           |                           |                                        |
| Ministry Share                              | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| % of Total Income                           | 0.0%                      | 0.0%                      | 0.0%                      | 0.0%                                   |
| Other Gift Income:                          |                           |                           |                           |                                        |
| Gifts & Offerings                           | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| Estate Gifts                                | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| Total Gift Income                           | -                         | -                         | -                         | -                                      |
| % of Total Income                           | 0.0%                      | 0.0%                      | 0.0%                      | 0.0%                                   |
| Other Income:                               |                           |                           |                           |                                        |
| Tuition & Sales                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| Grants                                      | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| Note Interest                               | \$ 1,016                  | \$ 1,068                  | \$ 1,152                  | \$ 1,052                               |
| Total Other Income                          | 1,016                     | 1,068                     | 1,152                     | 1,052                                  |
| % of Total Income                           | 100.0%                    | 100.0%                    | 100.0%                    | 100.0%                                 |
| <b>TOTAL INCOME</b>                         | <b>1,016</b>              | <b>1,068</b>              | <b>1,152</b>              | <b>1,052</b>                           |
| <b>EXPENSES (FTE = Full Time Employee):</b> |                           |                           |                           |                                        |
| Program Services:                           |                           |                           |                           |                                        |
| Loan Interest                               | \$ 555                    | \$ 591                    | \$ 600                    | \$ 550                                 |
| FTEs                                        | 1                         | 1                         | 1                         | 1                                      |
| Provision for loan losses                   | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| FTEs                                        | -                         | -                         | -                         | -                                      |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
|                                             | -                         | -                         | -                         | -                                      |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
|                                             | -                         | -                         | -                         | -                                      |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
|                                             | -                         | -                         | -                         | -                                      |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
|                                             | -                         | -                         | -                         | -                                      |
| Total Program Service \$                    | \$ 555                    | \$ 591                    | \$ 600                    | \$ 550                                 |
| Total Program Service FTEs                  | 1                         | 1                         | 1                         | 1                                      |
| % of Total \$                               | 62.8%                     | 66.6%                     | 61.8%                     | 59.0%                                  |
| % of Total FTEs                             | 33.3%                     | 33.3%                     | 50.0%                     | 50.0%                                  |
| Support Services:                           |                           |                           |                           |                                        |
| Management & General                        | \$ 329                    | \$ 297                    | \$ 371                    | \$ 382                                 |
| FTEs                                        | 1                         | 1                         | 1                         | 1                                      |
| Plant Operations                            | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| FTEs                                        | -                         | -                         | -                         | -                                      |
| Fund-raising                                | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| FTEs                                        | -                         | -                         | -                         | -                                      |
| Total Support Service \$                    | 329                       | 297                       | 371                       | 382                                    |
| Total Support Service FTEs                  | 1                         | 1                         | 1                         | 1                                      |
| % of Total \$                               | 37.2%                     | 33.4%                     | 38.2%                     | 41.0%                                  |
| % of Total FTEs                             | 66.7%                     | 66.7%                     | 50.0%                     | 50.0%                                  |
| <b>TOTAL EXPENDITURES</b>                   | <b>\$ 884</b>             | <b>\$ 888</b>             | <b>\$ 971</b>             | <b>\$ 932</b>                          |
| <b>TOTAL FTEs</b>                           | <b>2</b>                  | <b>2</b>                  | <b>2</b>                  | <b>2</b>                               |
| <b>NET INCOME / (EXPENSE)</b>               | <b>\$ 132</b>             | <b>\$ 180</b>             | <b>\$ 181</b>             | <b>\$ 120</b>                          |

## Christian Reformed Home Missions

### Operating Budget (000s of U.S.\$) Fiscal Year 2016-2017

|                                             | Fiscal<br>13-14<br>Actual | Fiscal<br>14-15<br>Actual | Fiscal<br>15-16<br>Budget | Fiscal<br>16-17<br>Proposed<br>@ .7500 |
|---------------------------------------------|---------------------------|---------------------------|---------------------------|----------------------------------------|
| <b>INCOME:</b>                              |                           |                           |                           |                                        |
| Ministry Share                              | \$ 3,557                  | \$ 3,398                  | \$ 3,123                  | \$ 3,108                               |
| % of Total Income                           | 59.7%                     | 56.7%                     | 54.7%                     | 54.7%                                  |
| Other Gift Income:                          |                           |                           |                           |                                        |
| Gifts & Offerings                           | \$ 1,660                  | \$ 1,834                  | \$ 1,877                  | \$ 1,890                               |
| Estate Gifts                                | \$ 95                     | \$ 320                    | \$ 298                    | \$ 300                                 |
| Total Gift Income                           | 1,755                     | 2,154                     | 2,175                     | 2,190                                  |
| % of Total Income                           | 29.5%                     | 36.0%                     | 38.1%                     | 38.6%                                  |
| Other Income:                               |                           |                           |                           |                                        |
| Tuition & Sales                             | \$ -                      | \$ 120                    | \$ 130                    | \$ 135                                 |
| Grants                                      | \$ 353                    | \$ 76                     | \$ 107                    | \$ 44                                  |
| Miscellaneous                               | \$ 292                    | \$ 243                    | \$ 175                    | \$ 201                                 |
| Total Other Income                          | 645                       | 439                       | 412                       | 380                                    |
| % of Total Income                           | 10.8%                     | 7.3%                      | 7.2%                      | 6.7%                                   |
| <b>TOTAL INCOME</b>                         | <b>5,957</b>              | <b>5,991</b>              | <b>5,710</b>              | <b>5,678</b>                           |
| <b>EXPENSES (FTE = Full Time Employee):</b> |                           |                           |                           |                                        |
| Program Services:                           |                           |                           |                           |                                        |
| Ministry Teams                              | \$ 4,281                  | \$ 3,703                  | \$ 3,871                  | \$ 3,345                               |
| FTEs                                        | 20                        | 20                        | 21                        | 18                                     |
| Ministry Devel & Planning                   | \$ 827                    | \$ 737                    | \$ 724                    | \$ 769                                 |
| FTEs                                        | 6                         | 6                         | 5                         | 4                                      |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| Total Program Service \$                    | \$ 5,108                  | \$ 4,440                  | \$ 4,595                  | \$ 4,114                               |
| Total Program Service FTEs                  | 26                        | 26                        | 26                        | 22                                     |
| % of Total \$                               | 78.6%                     | 74.9%                     | 74.8%                     | 72.5%                                  |
| % of Total FTEs                             | 78.8%                     | 78.8%                     | 78.8%                     | 73.3%                                  |
| Support Services:                           |                           |                           |                           |                                        |
| Management & General                        | \$ 832                    | \$ 895                    | \$ 816                    | \$ 782                                 |
| FTEs                                        | 2                         | 2                         | 2                         | 2                                      |
| Plant Operations                            | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| FTEs                                        | -                         | -                         | -                         | -                                      |
| Fund-raising                                | \$ 560                    | \$ 589                    | \$ 729                    | \$ 776                                 |
| FTEs                                        | 5                         | 5                         | 5                         | 6                                      |
| Total Support Service \$                    | 1,392                     | 1,484                     | 1,545                     | 1,558                                  |
| Total Support Service FTEs                  | 7                         | 7                         | 7                         | 8                                      |
| % of Total \$                               | 21.4%                     | 25.1%                     | 25.2%                     | 27.5%                                  |
| % of Total FTEs                             | 21.2%                     | 21.2%                     | 21.2%                     | 26.7%                                  |
| <b>TOTAL EXPENDITURES</b>                   | <b>\$ 6,500</b>           | <b>\$ 5,924</b>           | <b>\$ 6,140</b>           | <b>\$ 5,672</b>                        |
| <b>TOTAL FTEs</b>                           | <b>33</b>                 | <b>33</b>                 | <b>33</b>                 | <b>30</b>                              |
| <b>NET INCOME / (EXPENSE)</b>               | <b>\$ (543)</b>           | <b>\$ 67</b>              | <b>\$ (430)</b>           | <b>\$ 6</b>                            |



## Christian Reformed World Missions

### Operating Budget (000s of U.S.\$) Fiscal Year 2016-2017

|                                             | Fiscal<br>13-14<br>Actual | Fiscal<br>14-15<br>Actual | Fiscal<br>15-16<br>Budget | Fiscal<br>16-17<br>Proposed<br>@ .7500 |
|---------------------------------------------|---------------------------|---------------------------|---------------------------|----------------------------------------|
| <b>INCOME:</b>                              |                           |                           |                           |                                        |
| Ministry Share                              | \$ 4,584                  | \$ 4,382                  | \$ 4,020                  | \$ 4,006                               |
| % of Total Income                           | 30.0%                     | 29.2%                     | 28.3%                     | 27.7%                                  |
| Other Gift Income:                          |                           |                           |                           |                                        |
| Above Ministry Share                        | \$ 8,969                  | \$ 8,848                  | \$ 8,874                  | \$ 9,373                               |
| Estate Gifts                                | \$ 593                    | \$ 903                    | \$ 690                    | \$ 715                                 |
| Total Gift Income                           | 9,562                     | 9,751                     | 9,564                     | 10,088                                 |
| % of Total Income                           | 62.5%                     | 65.0%                     | 67.2%                     | 69.9%                                  |
| Other Income:                               |                           |                           |                           |                                        |
| Tuition & Sales                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| Grants                                      | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| Miscellaneous                               | \$ 1,149                  | \$ 868                    | \$ 639                    | \$ 347                                 |
| Total Other Income                          | 1,149                     | 868                       | 639                       | 347                                    |
| % of Total Income                           | 7.5%                      | 5.8%                      | 4.5%                      | 2.4%                                   |
| <b>TOTAL INCOME</b>                         | <b>15,295</b>             | <b>15,001</b>             | <b>14,223</b>             | <b>14,441</b>                          |
| <b>EXPENSES (FTE = Full Time Employee):</b> |                           |                           |                           |                                        |
| Program Services:                           |                           |                           |                           |                                        |
| Africa                                      | \$ 3,666                  | \$ 3,556                  | \$ 2,897                  | \$ 2,809                               |
| FTEs                                        | 24                        | 24                        | 18                        | 20                                     |
| Eurasia                                     | \$ 2,625                  | \$ 2,772                  | \$ 2,208                  | \$ 2,129                               |
| FTEs                                        | 17                        | 17                        | 14                        | 14                                     |
| Latin America                               | \$ 3,902                  | \$ 4,079                  | \$ 2,757                  | \$ 3,027                               |
| FTEs                                        | 21                        | 21                        | 19                        | 20                                     |
| Global/other Int'l program                  | \$ 1,684                  | \$ 1,587                  | \$ 3,619                  | \$ 3,731                               |
| FTEs                                        | 21                        | 15                        | 40                        | 41                                     |
| Education                                   | \$ -                      | \$ -                      | \$ 155                    | \$ 86                                  |
| FTEs                                        | -                         | -                         | 2                         | 1                                      |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| Total Program Service \$                    | \$ 11,877                 | \$ 11,994                 | \$ 11,636                 | \$ 11,782                              |
| Total Program Service FTEs                  | 83                        | 77                        | 93                        | 96                                     |
| % of Total \$                               | 83.0%                     | 83.0%                     | 81.8%                     | 80.6%                                  |
| % of Total FTEs                             | 85.6%                     | 84.6%                     | 87.7%                     | 87.3%                                  |
| Support Services:                           |                           |                           |                           |                                        |
| Management & General                        | \$ 1,213                  | \$ 1,242                  | \$ 1,085                  | \$ 1,202                               |
| FTEs                                        | 4                         | 4                         | 4                         | 4                                      |
| Plant Operations                            | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| FTEs                                        | -                         | -                         | -                         | -                                      |
| Fund-raising                                | \$ 1,220                  | \$ 1,215                  | \$ 1,502                  | \$ 1,639                               |
| FTEs                                        | 10                        | 10                        | 9                         | 10                                     |
| Total Support Service \$                    | 2,433                     | 2,457                     | 2,587                     | 2,841                                  |
| Total Support Service FTEs                  | 14                        | 14                        | 13                        | 14                                     |
| % of Total \$                               | 17.0%                     | 17.0%                     | 18.2%                     | 19.4%                                  |
| % of Total FTEs                             | 14.4%                     | 15.4%                     | 12.3%                     | 12.7%                                  |
| <b>TOTAL EXPENDITURES</b>                   | <b>\$ 14,310</b>          | <b>\$ 14,451</b>          | <b>\$ 14,223</b>          | <b>\$ 14,623</b>                       |
| <b>TOTAL FTEs</b>                           | <b>97</b>                 | <b>91</b>                 | <b>106</b>                | <b>110</b>                             |
| <b>NET INCOME / (EXPENSE)</b>               | <b>\$ 985</b>             | <b>\$ 550</b>             | <b>\$ -</b>               | <b>\$ (182)</b>                        |

## Congregational Services

### Operating Budget (000s of U.S.\$) Fiscal Year 2016-2017

|                                                   | Fiscal<br>13-14<br>Actual | Fiscal<br>14-15<br>Actual | Fiscal<br>15-16<br>Budget | Fiscal<br>16-17<br>Proposed<br>@ .7500 |
|---------------------------------------------------|---------------------------|---------------------------|---------------------------|----------------------------------------|
| <b>INCOME:</b>                                    |                           |                           |                           |                                        |
| Ministry Share                                    | \$ 3,712                  | \$ 5,678                  | \$ 5,355                  | \$ 5,395                               |
| % of Total Income                                 | 83.5%                     | 45.5%                     | 39.7%                     | 45.5%                                  |
| Other Gift Income:                                |                           |                           |                           |                                        |
| Gifts & Offerings                                 | \$ 434                    | \$ 725                    | \$ 1,225                  | \$ 852                                 |
| Estate Gifts                                      | \$ 87                     | \$ -                      | \$ -                      | \$ -                                   |
| Total Gift Income                                 | 521                       | 725                       | 1,225                     | 852                                    |
| % of Total Income                                 | 11.7%                     | 5.8%                      | 9.1%                      | 7.2%                                   |
| Other Income:                                     |                           |                           |                           |                                        |
| Tuition & Sales                                   | \$ -                      | \$ 5,777                  | \$ 5,506                  | \$ 5,198                               |
| Grants                                            | \$ -                      | \$ -                      | \$ 1,230                  | \$ 212                                 |
| Services & Misc                                   | \$ 213                    | \$ 309                    | \$ 187                    | \$ 192                                 |
| Total Other Income                                | 213                       | 6,086                     | 6,923                     | 5,602                                  |
| % of Total Income                                 | 4.8%                      | 48.7%                     | 51.3%                     | 47.3%                                  |
| <b>TOTAL INCOME</b>                               | <b>4,446</b>              | <b>12,489</b>             | <b>13,503</b>             | <b>11,849</b>                          |
| <b>EXPENSES (FTE = Full Time Employee):</b>       |                           |                           |                           |                                        |
| <b>Program Services:</b>                          |                           |                           |                           |                                        |
| Lead-Chaplaincy Services                          | \$ 276                    | \$ 261                    | \$ 263                    | \$ 256                                 |
| FTEs                                              | 2                         | 2                         | 2                         | 2                                      |
| Lead-Pastor-Church Relations/SCE/SF               | \$ 1,173                  | \$ 1,246                  | \$ 1,203                  | \$ 1,106                               |
| FTEs                                              | 6                         | 6                         | 6                         | 6                                      |
| Lead-Candidacy                                    | \$ 179                    | \$ 236                    | \$ 236                    | \$ 237                                 |
| FTEs                                              | 2                         | 2                         | 2                         | 2                                      |
| Lead-Ecumenical Relations                         | \$ 170                    | \$ 143                    | \$ 143                    | \$ 132                                 |
| FTEs                                              | -                         | -                         | -                         | -                                      |
| Lead-Network/Healthy Church                       | 90                        | 26                        | 41                        | -                                      |
| FTEs                                              | 1                         | 1                         | -                         | -                                      |
| Justice-Race Relations                            | \$ 433                    | \$ 483                    | \$ 596                    | \$ 574                                 |
| FTEs                                              | 4                         | 4                         | 5                         | 5                                      |
| Justice-Safe Church Ministry                      | \$ 228                    | \$ 206                    | \$ 251                    | \$ 285                                 |
| FTEs                                              | 2                         | 2                         | 2                         | 2                                      |
| Justice-Disability Concerns                       | \$ 292                    | \$ 298                    | \$ 279                    | \$ 274                                 |
| FTEs                                              | 2                         | 2                         | 2                         | 2                                      |
| Justice-Social & Restorative Justice              | \$ 568                    | \$ 717                    | \$ 650                    | \$ 630                                 |
| FTEs                                              | 5                         | 5                         | 7                         | 7                                      |
| Justice-Ministries in Canada                      | \$ 1,226                  | \$ 1,074                  | \$ 1,056                  | \$ 991                                 |
| FTEs                                              | 5                         | 5                         | 5                         | 6                                      |
| Faith-Volunteer Services                          | \$ 182                    | \$ 168                    | \$ 170                    | \$ 197                                 |
| FTEs                                              | 2                         | 2                         | 2                         | 2                                      |
| Faith-Church Resources (FA)                       | \$ 385                    | \$ 615                    | \$ 615                    | \$ 585                                 |
| FTEs                                              | 4                         | 4                         | 4                         | 5                                      |
| MSS-Agency services                               | \$ 5,285                  | \$ 2,730                  | \$ 2,730                  | \$ 3,453                               |
| FTEs                                              | 24                        | 18                        | 18                        | 14                                     |
| MSS-Faith Alive (FA)                              | \$ 1,461                  | \$ 1,461                  | \$ 1,461                  | \$ 1,177                               |
| FTEs                                              | 6                         | 6                         | 6                         | 6                                      |
| MSS-Banner (FA)                                   | \$ 1,293                  | \$ 1,412                  | \$ 1,412                  | \$ 1,323                               |
| FTEs                                              | 4                         | 4                         | 4                         | 4                                      |
| MSS-World Literature (FA)                         | \$ 482                    | \$ 572                    | \$ 572                    | \$ 225                                 |
| FTEs                                              | 3                         | 3                         | 3                         | 3                                      |
| MSS-Communications                                | \$ 641                    | \$ 280                    | \$ 280                    | \$ 179                                 |
| FTEs                                              | 3                         | 2                         | 2                         | 1                                      |
| Worship-Worship Resources (FA)                    | \$ 380                    | \$ 464                    | \$ 464                    | \$ 476                                 |
| FTEs                                              | 3                         | 3                         | 3                         | 3                                      |
| Grant Programs - Leadership Init. and Connections | \$ 121                    | \$ 121                    | \$ 121                    | \$ 427                                 |
| FTEs                                              | 1                         | 1                         | 1                         | 2                                      |
| Total Program Service \$                          | \$ 4,468                  | \$ 13,294                 | \$ 12,543                 | \$ 12,527                              |
| Total Program Service FTEs                        | 29                        | 72                        | 74                        | 72                                     |
| % of Total \$                                     | 99.0%                     | 99.7%                     | 99.8%                     | 99.8%                                  |
| % of Total FTEs                                   | 96.7%                     | 98.6%                     | 98.7%                     | 98.6%                                  |
| <b>Support Services:</b>                          |                           |                           |                           |                                        |
| Management & General                              | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| FTEs                                              | -                         | -                         | -                         | -                                      |
| D.D.M.                                            | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| FTEs                                              | -                         | -                         | -                         | -                                      |
| Fund-raising                                      | \$ 43                     | \$ 37                     | \$ 19                     | \$ 20                                  |
| FTEs                                              | 1                         | 1                         | 1                         | 1                                      |
| Total Support Service \$                          | 43                        | 37                        | 19                        | 20                                     |
| Total Support Service FTEs                        | 1                         | 1                         | 1                         | 1                                      |
| % of Total \$                                     | 1.0%                      | 0.3%                      | 0.2%                      | 0.2%                                   |
| % of Total FTEs                                   | 3.3%                      | 1.4%                      | 1.3%                      | 1.4%                                   |
| <b>TOTAL EXPENDITURES</b>                         | <b>\$ 4,511</b>           | <b>\$ 13,331</b>          | <b>\$ 12,562</b>          | <b>\$ 12,547</b>                       |
| <b>TOTAL FTEs</b>                                 | <b>30</b>                 | <b>73</b>                 | <b>75</b>                 | <b>73</b>                              |
| <b>NET INCOME / (EXPENSE)</b>                     | <b>\$ (65)</b>            | <b>\$ (842)</b>           | <b>\$ 941</b>             | <b>\$ (698)</b>                        |

## Synodical Administrative Services

### Operating Budget (000s of U.S.\$) Fiscal Year 2016-2017

|                                             | Fiscal<br>13-14<br>Actual | Fiscal<br>14-15<br>Actual | Fiscal<br>15-16<br>Budget | Fiscal<br>16-17<br>Proposed<br>@ .7500 |
|---------------------------------------------|---------------------------|---------------------------|---------------------------|----------------------------------------|
| <b>INCOME:</b>                              |                           |                           |                           |                                        |
| Ministry Share                              | \$ 2,668                  | \$ 2,398                  | \$ 2,278                  | \$ 2,193                               |
| % of Total Income                           | 75.3%                     | 40.0%                     | 87.9%                     | 74.0%                                  |
| Other Gift Income:                          |                           |                           |                           |                                        |
| Gifts & Offerings                           | \$ 20                     | \$ 19                     | \$ 18                     | \$ 572                                 |
| Estate Gifts                                | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| Total Gift Income                           | 20                        | 19                        | 18                        | 572                                    |
| % of Total Income                           | 0.6%                      | 0.3%                      | 0.7%                      | 19.3%                                  |
| Other Income:                               |                           |                           |                           |                                        |
| Tuition & Sales                             | \$ -                      | \$ -                      | \$ 43                     | \$ 10                                  |
| Grants                                      | \$ 75                     | \$ 75                     | \$ 75                     | \$ 75                                  |
| Services & Misc                             | \$ 780                    | \$ 3,503                  | \$ 179                    | \$ 113                                 |
| Total Other Income                          | 855                       | 3,578                     | 297                       | 198                                    |
| % of Total Income                           | 24.1%                     | 59.7%                     | 11.5%                     | 6.7%                                   |
| <b>TOTAL INCOME</b>                         | <b>3,543</b>              | <b>5,995</b>              | <b>2,593</b>              | <b>2,963</b>                           |
| <b>EXPENSES (FTE = Full Time Employee):</b> |                           |                           |                           |                                        |
| Program Services:                           |                           |                           |                           |                                        |
| Synodical Services & Grants                 | \$ 2,831                  | \$ 2,239                  | \$ 1,098                  | \$ 1,057                               |
| FTEs                                        | 5                         | 5                         | 5                         | 5                                      |
| Communications                              | \$ 626                    |                           |                           |                                        |
| FTEs                                        | 4                         |                           |                           |                                        |
| Sea to Sea expenses & grants                | \$ 1,150                  | \$ 14                     |                           |                                        |
| FTEs                                        | -                         |                           |                           |                                        |
| Leadership Programs                         | \$ 37                     | \$ 35                     | \$ 100                    | \$ 100                                 |
| FTEs                                        | -                         | -                         | -                         | -                                      |
| <b>Total Program Service \$</b>             | <b>\$ 4,644</b>           | <b>\$ 2,288</b>           | <b>\$ 1,198</b>           | <b>\$ 1,157</b>                        |
| <b>Total Program Service FTEs</b>           | <b>9</b>                  | <b>5</b>                  | <b>5</b>                  | <b>5</b>                               |
| <b>% of Total \$</b>                        | <b>79.6%</b>              | <b>62.2%</b>              | <b>47.1%</b>              | <b>40.8%</b>                           |
| <b>% of Total FTEs</b>                      | <b>56.3%</b>              | <b>41.7%</b>              | <b>41.7%</b>              | <b>35.7%</b>                           |
| Support Services:                           |                           |                           |                           |                                        |
| Management & General                        | \$ 860                    | \$ 991                    | \$ 961                    | \$ 1,091                               |
| FTEs                                        | 4                         | 4                         | 4                         | 5                                      |
| D.E.D.                                      | \$ 265                    | \$ 353                    | \$ 286                    | \$ 333                                 |
| FTEs                                        | 2                         | 2                         | 2                         | 2                                      |
| Fund-raising (Foundation & LE)              | \$ 63                     | \$ 48                     | \$ 99                     | \$ 254                                 |
| FTEs                                        | 1                         | 1                         | 1                         | 2                                      |
| Total Support Service \$                    | 1,188                     | 1,392                     | 1,346                     | 1,678                                  |
| Total Support Service FTEs                  | 7                         | 7                         | 7                         | 9                                      |
| % of Total \$                               | 20.4%                     | 37.8%                     | 52.9%                     | 59.2%                                  |
| % of Total FTEs                             | 43.8%                     | 58.3%                     | 58.3%                     | 64.3%                                  |
| <b>TOTAL EXPENDITURES</b>                   | <b>\$ 5,832</b>           | <b>\$ 3,680</b>           | <b>\$ 2,544</b>           | <b>\$ 2,835</b>                        |
| <b>TOTAL FTEs</b>                           | <b>16</b>                 | <b>12</b>                 | <b>12</b>                 | <b>14</b>                              |
| <b>NET INCOME / (EXPENSE)</b>               | <b>\$ (2,289)</b>         | <b>\$ 2,315</b>           | <b>\$ 49</b>              | <b>\$ 128</b>                          |

**Operating Budget (000s of U.S.\$)  
Fiscal Year 2016-2017**

|                                             | Fiscal<br>13-14<br>Actual | Fiscal<br>14-15<br>Actual | Fiscal<br>15-16<br>Budget | Fiscal<br>16-17<br>Proposed<br>@ .7500 |
|---------------------------------------------|---------------------------|---------------------------|---------------------------|----------------------------------------|
| <b>INCOME:</b>                              |                           |                           |                           |                                        |
| Ministry Share                              | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| % of Total Income                           | -                         | -                         | -                         | -                                      |
| Other Gift Income:                          |                           |                           |                           |                                        |
| Gifts & Offerings                           | \$ 20,642                 | \$ 19,786                 | \$ 20,165                 | \$ 20,705                              |
| Estate Gifts                                | \$ 1,768                  | \$ 2,254                  | \$ 1,700                  | \$ 1,510                               |
| Total Gift Income                           | 22,410                    | 22,040                    | 21,865                    | 22,215                                 |
| % of Total Income                           | 56.5%                     | 61.6%                     | 62.7%                     | 65.4%                                  |
| Other Income:                               |                           |                           |                           |                                        |
| Tuition & Sales                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
| Grants                                      | \$ 16,082                 | \$ 13,119                 | \$ 12,380                 | \$ 11,250                              |
| Miscellaneous                               | \$ 1,145                  | \$ 646                    | \$ 650                    | \$ 500                                 |
| Total Other Income                          | 17,227                    | 13,765                    | 13,030                    | 11,750                                 |
| % of Total Income                           | 43.5%                     | 38.4%                     | 37.3%                     | 34.6%                                  |
| <b>TOTAL INCOME</b>                         | <b>39,637</b>             | <b>35,805</b>             | <b>34,895</b>             | <b>33,965</b>                          |
| <b>EXPENSES (FTE = Full Time Employee):</b> |                           |                           |                           |                                        |
| Program Services:                           |                           |                           |                           |                                        |
| Overseas programs                           | \$ 11,248                 | \$ 11,372                 | \$ 12,494                 | \$ 13,518                              |
| FTEs                                        | 41                        | 40                        | 42                        | 45                                     |
| No. America programs                        | \$ 580                    | \$ 393                    | \$ 300                    | \$ 100                                 |
| FTEs                                        | -                         | -                         | -                         | -                                      |
| Disaster relief programs                    | \$ 1,595                  | \$ 1,524                  | \$ 1,630                  | \$ 1,298                               |
| FTEs                                        | 11                        | 13                        | 14                        | 10                                     |
| Above-budget relief costs                   | \$ 15,711                 | \$ 16,065                 | \$ 14,074                 | \$ 14,074                              |
| FTEs                                        | 5                         | 4                         | 2                         | 2                                      |
| Education                                   | \$ 1,323                  | \$ 1,463                  | \$ 1,366                  | \$ 1,500                               |
| FTEs                                        | 10                        | 12                        | 12                        | 12                                     |
|                                             | \$ -                      | \$ -                      | \$ -                      | \$ -                                   |
|                                             | -                         | -                         | -                         | -                                      |
|                                             | -                         | -                         | -                         | -                                      |
|                                             | -                         | -                         | -                         | -                                      |
| Total Program Service \$                    | 30,457                    | 30,817                    | 29,864                    | \$ 30,490                              |
| Total Program Service FTEs                  | 67                        | 69                        | 70                        | 69                                     |
| % of Total \$                               | 88.8%                     | 88.5%                     | 85.9%                     | 85.4%                                  |
| % of Total FTEs                             | 77.0%                     | 73.4%                     | 72.9%                     | 70.4%                                  |
| Support Services:                           |                           |                           |                           |                                        |
| Management & General                        | 1,511                     | 1,438                     | 2,078                     | \$ 2,078                               |
| FTEs                                        | 5                         | 6                         | 6                         | 7                                      |
| Plant Operations                            | -                         | -                         | -                         | -                                      |
| FTEs                                        | -                         | -                         | -                         | -                                      |
| Fund-raising                                | 2,342                     | 2,571                     | 2,822                     | \$ 3,144                               |
| FTEs                                        | 15                        | 19                        | 20                        | 22                                     |
| Total Support Service \$                    | 3,853                     | 4,009                     | 4,900                     | 5,222                                  |
| Total Support Service FTEs                  | 20                        | 25                        | 26                        | 29                                     |
| % of Total \$                               | 11.2%                     | 11.5%                     | 14.1%                     | 14.6%                                  |
| % of Total FTEs                             | 23.0%                     | 26.6%                     | 27.1%                     | 29.6%                                  |
| <b>TOTAL EXPENDITURES</b>                   | <b>34,310</b>             | <b>34,826</b>             | <b>34,764</b>             | <b>\$ 35,712</b>                       |
| <b>TOTAL FTEs</b>                           | <b>87</b>                 | <b>94</b>                 | <b>96</b>                 | <b>98</b>                              |
| <b>NET INCOME / (EXPENSE)</b>               | <b>5,327</b>              | <b>979</b>                | <b>131</b>                | <b>\$ (1,747)</b>                      |

# Ministers' Pension and Special Assistance Funds - Canada

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

|                                               | MPF<br>2014<br>Actual | MPF<br>2015<br>Actual | SAF<br>2014<br>Actual | SAF<br>2015<br>Actual |
|-----------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <b>ADDITIONS:</b>                             |                       |                       |                       |                       |
| Ministry Share                                | \$ -                  | \$ -                  | \$ 9                  | \$ 59                 |
| % of Total Income                             | 0.0%                  | 0.0%                  | 81.8%                 | 96.7%                 |
| 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                       | \$ 3,750              | \$ 3,553              | \$ -                  | \$ -                  |
| Grants                                        | \$ -                  | \$ -                  | \$ -                  | \$ -                  |
| Investment Earnings/(Losses)                  | \$ 5,416              | \$ 2,614              | \$ 2                  | \$ 2                  |
| Total Other Income                            | 9,166                 | 6,167                 | 2                     | 2                     |
| % of Total Income                             | 100.0%                | 100.0%                | 18.2%                 | 3.3%                  |
| <b>TOTAL ADDITIONS</b>                        | <b>9,166</b>          | <b>6,167</b>          | <b>11</b>             | <b>61</b>             |
| <b>DEDUCTIONS (FTE = Full-Time Employee):</b> |                       |                       |                       |                       |
| Program Services:                             |                       |                       |                       |                       |
| Distributions                                 | \$ 2,587              | \$ 2,768              | \$ 22                 | \$ 35                 |
| FTEs                                          | -                     | -                     | -                     | -                     |
| FTEs                                          | -                     | -                     | -                     | -                     |
| FTEs                                          | -                     | -                     | -                     | -                     |
| FTEs                                          | -                     | -                     | -                     | -                     |
| FTEs                                          | -                     | -                     | -                     | -                     |
| FTEs                                          | -                     | -                     | -                     | -                     |
| FTEs                                          | -                     | -                     | -                     | -                     |
| Total Program Service \$                      | \$ 2,587              | \$ 2,768              | \$ 22                 | \$ 35                 |
| Total Program Service FTEs                    | -                     | -                     | -                     | -                     |
| % of Total \$                                 | 78.1%                 | 78.2%                 | 100.0%                | 100.0%                |
| % of Total FTEs                               | 0.0%                  | 0.0%                  |                       |                       |
| Support Services:                             |                       |                       |                       |                       |
| Management & General                          | \$ 725                | \$ 771                | \$ -                  | \$ -                  |
| FTEs                                          | 1                     | 1                     | -                     | -                     |
| Plant Operations                              | \$ -                  | \$ -                  | \$ -                  | \$ -                  |
| FTEs                                          | -                     | -                     | -                     | -                     |
| Fund-raising                                  | \$ -                  | \$ -                  | \$ -                  | \$ -                  |
| FTEs                                          | -                     | -                     | -                     | -                     |
| Total Support Service \$                      | 725                   | 771                   | -                     | -                     |
| Total Support Service FTEs                    | 1                     | 1                     | -                     | -                     |
| % of Total \$                                 | 21.9%                 | 21.8%                 | 0.0%                  | 0.0%                  |
| % of Total FTEs                               | 100.0%                | 100.0%                |                       |                       |
| <b>TOTAL DEDUCTIONS</b>                       | <b>\$ 3,312</b>       | <b>\$ 3,539</b>       | <b>\$ 22</b>          | <b>\$ 35</b>          |
| <b>TOTAL FTEs</b>                             | <b>1</b>              | <b>1</b>              | <b>-</b>              | <b>-</b>              |
| <b>NET ADDITIONS / (DEDUCTIONS)</b>           | <b>\$ 5,854</b>       | <b>\$ 2,628</b>       | <b>\$ (11)</b>        | <b>\$ 26</b>          |

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

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

|                                               | MPF<br>2014<br>Actual | MPF<br>2015<br>Actual | SAF<br>2014<br>Actual | SAF<br>2015<br>Actual |
|-----------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <b>ADDITIONS:</b>                             |                       |                       |                       |                       |
| Ministry Share                                | \$ -                  | \$ -                  | \$ 18                 | \$ 139                |
| % of Total Income                             | 0.0%                  | 0.0%                  | 14.1%                 | 50.7%                 |
| Other Gift Income:                            |                       |                       |                       |                       |
| Above Ministry Share                          | \$ -                  | \$ -                  | \$ -                  | \$ -                  |
| Estate Gifts                                  | \$ -                  | \$ -                  | \$ -                  | \$ -                  |
| Total Gift Income                             | -                     | -                     | -                     | -                     |
| % of Total Income                             | 0.0%                  | 0.0%                  | 0.0%                  | 0.0%                  |
| Other Income:                                 |                       |                       |                       |                       |
| Participant Assessments                       | \$ 5,390              | \$ 5,406              | \$ -                  | \$ -                  |
| Grants                                        | \$ -                  | \$ -                  | \$ 110                | \$ 135                |
| Investment Earnings                           | \$ 6,902              | \$ (231)              | \$ -                  | \$ -                  |
| Total Other Income                            | 12,292                | 5,175                 | 110                   | 135                   |
| % of Total Income                             | 100.0%                | 100.0%                | 85.9%                 | 49.3%                 |
| <b>TOTAL ADDITIONS</b>                        | <b>12,292</b>         | <b>5,175</b>          | <b>128</b>            | <b>274</b>            |
| <b>DEDUCTIONS (FTE = Full-Time Employee):</b> |                       |                       |                       |                       |
| Program Services:                             |                       |                       |                       |                       |
| Distributions                                 | \$ 9,847              | \$ 9,834              | \$ 128                | \$ 253                |
| FTEs                                          | -                     | -                     | -                     | -                     |
| <br>                                          |                       |                       |                       |                       |
| Total Program Service \$                      | \$ 9,847              | \$ 9,834              | \$ 128                | \$ 253                |
| Total Program Service FTEs                    | -                     | -                     | -                     | -                     |
| % of Total \$                                 | 89.2%                 | 89.8%                 | 100.0%                | 100.0%                |
| % of Total FTEs                               | 0.0%                  | 0.0%                  |                       |                       |
| Support Services:                             |                       |                       |                       |                       |
| Management & General                          | \$ 1,192              | \$ 1,118              | \$ -                  | \$ -                  |
| FTEs                                          | 2                     | 2                     | -                     | -                     |
| Plant Operations                              | \$ -                  | \$ -                  | \$ -                  | \$ -                  |
| FTEs                                          | -                     | -                     | -                     | -                     |
| Fund-raising                                  | \$ -                  | \$ -                  | \$ -                  | \$ -                  |
| FTEs                                          | -                     | -                     | -                     | -                     |
| Total Support Service \$                      | 1,192                 | 1,118                 | -                     | -                     |
| Total Support Service FTEs                    | 2                     | 2                     | -                     | -                     |
| % of Total \$                                 | 10.8%                 | 10.2%                 | 0.0%                  | 0.0%                  |
| % of Total FTEs                               | 100.0%                | 100.0%                |                       |                       |
| <b>TOTAL DEDUCTIONS</b>                       | <b>\$ 11,039</b>      | <b>\$ 10,952</b>      | <b>\$ 128</b>         | <b>\$ 253</b>         |
| <b>TOTAL FTEs</b>                             | <b>2</b>              | <b>2</b>              | <b>-</b>              | <b>-</b>              |
| <b>NET ADDITIONS / (DEDUCTIONS)</b>           | <b>\$ 1,253</b>       | <b>\$ (5,777)</b>     | <b>\$ -</b>           | <b>\$ 21</b>          |

## Employees' Retirement Plan - Canada

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

|                                               |    | 2014<br>Actual |    | 2015<br>Actual |
|-----------------------------------------------|----|----------------|----|----------------|
| <b>ADDITIONS:</b>                             |    |                |    |                |
| Ministry Share                                | \$ | -              | \$ | -              |
| % of Total Income                             |    | 0.0%           |    | 0.0%           |
| Other Gift Income:                            |    |                |    |                |
| Above Ministry Share                          | \$ | -              | \$ | -              |
| Estate Gifts                                  | \$ | -              | \$ | -              |
| Total Gift Income                             |    | -              |    | -              |
| % of Total Income                             |    | 0.0%           |    | 0.0%           |
| Other Income:                                 |    |                |    |                |
| Employer Contributions                        | \$ | 408            | \$ | 443            |
| Participant Contributions                     | \$ | 63             | \$ | 55             |
| Investment Earnings                           | \$ | 400            | \$ | 69             |
| Total Other Income                            |    | 871            |    | 567            |
| % of Total Income                             |    | 100.0%         |    | 100.0%         |
| TOTAL ADDITIONS                               |    | 871            |    | 567            |
| <b>DEDUCTIONS (FTE = Full-Time Employee):</b> |    |                |    |                |
| Program Services:                             |    |                |    |                |
| Distributions                                 | \$ | 645            | \$ | 154            |
| FTEs                                          |    | -              |    | -              |
| FTEs                                          | \$ | -              | \$ | -              |
| FTEs                                          | \$ | -              | \$ | -              |
| FTEs                                          | \$ | -              | \$ | -              |
| FTEs                                          | \$ | -              | \$ | -              |
| FTEs                                          | \$ | -              | \$ | -              |
| FTEs                                          | \$ | -              | \$ | -              |
| Total Program Service \$                      | \$ | 645            | \$ | 154            |
| Total Program Service FTEs                    |    | -              |    | -              |
| % of Total \$                                 |    | 99.1%          |    | 95.1%          |
| % of Total FTEs                               |    |                |    |                |
| Support Services:                             |    |                |    |                |
| Management & General                          | \$ | 6              | \$ | 8              |
| FTEs                                          |    | -              |    | -              |
| Plant Operations                              | \$ | -              | \$ | -              |
| FTEs                                          |    | -              |    | -              |
| Fund-raising                                  | \$ | -              | \$ | -              |
| FTEs                                          |    | -              |    | -              |
| Total Support Service \$                      |    | 6              |    | 8              |
| Total Support Service FTEs                    |    | -              |    | -              |
| % of Total \$                                 |    | 0.9%           |    | 4.9%           |
| % of Total FTEs                               |    |                |    |                |
| TOTAL DEDUCTIONS                              | \$ | 651            | \$ | 162            |
| TOTAL FTEs                                    |    | -              |    | -              |
| NET ADDITIONS / (DEDUCTIONS)                  | \$ | 220            | \$ | 405            |

## Employees' Savings Plan - U.S.

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

|                                               |           | 2014<br>Actual |           | 2015<br>Actual |
|-----------------------------------------------|-----------|----------------|-----------|----------------|
| <b>ADDITIONS:</b>                             |           |                |           |                |
| Ministry Share                                | \$        | -              | \$        | -              |
| % of Total Income                             |           | 0.0%           |           | 0.0%           |
| Other Gift Income:                            |           |                |           |                |
| Above Ministry Share                          | \$        | -              | \$        | -              |
| Estate Gifts                                  | \$        | -              | \$        | -              |
| Total Gift Income                             |           | -              |           | -              |
| % of Total Income                             |           | 0.0%           |           | 0.0%           |
| Other Income:                                 |           |                |           |                |
| Contributions                                 | \$        | 2,179          | \$        | 2,378          |
| Grants                                        | \$        | -              | \$        | -              |
| Miscellaneous                                 | \$        | 1,900          | \$        | 8              |
| Total Other Income                            |           | 4,079          |           | 2,386          |
| % of Total Income                             |           | 100.0%         |           | 100.0%         |
| <b>TOTAL ADDITIONS</b>                        |           | <b>4,079</b>   |           | <b>2,386</b>   |
| <b>DEDUCTIONS (FTE = Full-Time Employee):</b> |           |                |           |                |
| Program Services:                             |           |                |           |                |
| Distributions                                 | \$        | 2,520          | \$        | 1,514          |
| FTEs                                          |           | -              |           | -              |
|                                               | \$        | -              | \$        | -              |
| FTEs                                          |           | -              |           | -              |
|                                               | \$        | -              | \$        | -              |
| FTEs                                          |           | -              |           | -              |
|                                               | \$        | -              | \$        | -              |
| FTEs                                          |           | -              |           | -              |
|                                               | \$        | -              | \$        | -              |
| FTEs                                          |           | -              |           | -              |
| Total Program Service \$                      | \$        | 2,520          | \$        | 1,514          |
| Total Program Service FTEs                    |           | -              |           | -              |
| % of Total \$                                 |           | 95.0%          |           | 91.8%          |
| % of Total FTEs                               |           | 0.0%           |           | 0.0%           |
| Support Services:                             |           |                |           |                |
| Management & General                          | \$        | 133            | \$        | 135            |
| FTEs                                          |           | 1              |           | 1              |
| Plant Operations                              | \$        | -              | \$        | -              |
| FTEs                                          |           | -              |           | -              |
| Fund-raising                                  | \$        | -              | \$        | -              |
| FTEs                                          |           | -              |           | -              |
| Total Support Service \$                      |           | 133            |           | 135            |
| Total Support Service FTEs                    |           | 1              |           | 1              |
| % of Total \$                                 |           | 5.0%           |           | 8.2%           |
| % of Total FTEs                               |           | 100.0%         |           | 100.0%         |
| <b>TOTAL DEDUCTIONS</b>                       | <b>\$</b> | <b>2,653</b>   | <b>\$</b> | <b>1,649</b>   |
| <b>TOTAL FTEs</b>                             |           | <b>1</b>       |           | <b>1</b>       |
| <b>NET ADDITIONS / (DEDUCTIONS)</b>           | <b>\$</b> | <b>1,426</b>   | <b>\$</b> | <b>737</b>     |





# REPORT OF SYNOD 2016



# SYNOD 2016

## SERVICE OF PRAYER AND PRAISE

Calvin College Chapel, hosted by North Hills CRC, Troy, Michigan  
June 12, 2016  
3:00 p.m.

*(Asterisk [\*] indicates worshipers may rise in body or in spirit.)*

### Gathering Music

"Præludium II," Felix Mendelssohn  
"Trumpet Tune," Douglas Johnson  
"Fugue in E-flat Major," Johann Sebastian Bach

### Our Call to Worship

"Exultate Deo," Giovanni Pierluigi de Palestrina

Exultate Deo adjutori nostro  
*(Sing joyfully unto God, our strength;)*  
Jubilare Deo Jacob  
*(make a jubilant noise to the God of Jacob.)*

—Psalm 81:1

**\*Our Opening Hymn:** "Lead On, O King Eternal"

**\*God's Greeting Is Given and Received**

**\*We Share God's Peace**

A common greeting for sharing God's peace,  
used by Christians for millennia, is  
"God's peace be with you" or "The Lord be with you!"  
The response: "And also with you."

**\*A Hymn of Praise:** "Praise the Lord, Sing Hallelujah"

### AROUND THE WORD

**The Old Testament Lesson:** Exodus 16:2-4, 9-15

One: This is the Word of the Lord!

All: Thanks be to God!

**The Psalter:** "Sing Joyfully" (Psalm 81:1-4)

Sing joyfully to God our strength;  
sing loud unto the God of Jacob!  
Take the song, bring forth the timbrel,  
the pleasant harp, and the viol.

Blow the trumpet in the new moon,  
even in the time appointed,  
and at our feast day.  
For this is a statute for Israel,  
and a law of the God of Jacob.

—William Byrd

**The New Testament Lesson:** Ephesians 4:1-16

**One:** This is the Word of the Lord!

**All:** Thanks be to God!

**The Sermon:** “One Holy Church”

**Our Prayers**

**AROUND THE TABLE**

**Minister:** The Lord be with you.

**People:** **And also with you.**

**Minister:** Lift up your hearts!

**People:** **We lift them up to the Lord.**

**Minister:** Let us give thanks to the Lord our God.

**People:** **It is right for us to give thanks and praise.**

**It is our joy and peace at all times,  
and in all places to praise you,  
Holy Father, Almighty, Everlasting God,  
through Christ, our risen Lord.**

**Minister:** With joy we praise you, gracious Father,  
for you have created heaven and earth,  
made us in your image, and kept covenant with us—  
even when we fell into sin.

We give you thanks for Jesus Christ, our Lord,  
and for the pouring forth of your Holy Spirit,  
who equips us for service  
and leads us into your truth.

Therefore we join our voices  
with all the saints and angels and the whole creation  
to proclaim the glory of your name:

**People** [all singing]:

**Holy, holy, holy!**

**Lord God Almighty!**

**All thy works shall praise thy name**

**in earth and sky and sea;**

**holy, holy, holy!**

**merciful and mighty,**

**God in three persons, blessed Trinity!**

**Minister:** We give thanks to God the Father  
that our Savior, Jesus Christ, before he suffered,  
gave us this memorial of his sacrifice,  
until he comes again.

At his last supper, the Lord Jesus took bread,  
and when he had given thanks, he broke it

and said, "This is my body, which is for you; do this in remembrance of me."

In the same way he took the cup after supper and said, "This cup is the new covenant in my blood; do this in remembrance of me."

For whenever we eat this bread and drink this cup, we proclaim the Lord's death until he comes.

Therefore we proclaim our faith as signed and sealed in this sacrament:

**People:** **Christ has died.**

**Christ has risen.**

**Christ will come again.**

**Minister:** *[as the elements are indicated]:*

The gifts of God for the people of God!

### **The Communion**

*If you would like to participate in the sacrament, the usher will direct you to come forward to the table when it is time. Please partake of the bread and cup upon receiving them. After your entire circle has partaken, you will be dismissed.*

### **Communion Music**

During the communion the choir will first offer "How Can I Keep from Singing?" (arr. Randall Stroepe). Then **ALL** sing:

"We Will Extol You, God and King"

"Come Now, O Prince of Peace"

"Lord, Make Us Servants"

"Jesus Loves Me"

"Love Divine"

When it's time to conclude:

\*"Praise God, from Whom All Blessings Flow"

*(You are invited to sing in the language of your choice:*

*12 language texts are provided.)*

**\*Our Closing Prayer** *[prayed together and aloud]:*

Eternal God, heavenly Father,  
you have graciously accepted us  
as living members of your Son,  
our Savior, Jesus Christ,  
and you have fed us with spiritual food  
in the sacrament of his body and blood.  
Send us now into the world in peace,  
and grant us strength and courage  
to love and serve you with gladness  
and singleness of heart.  
Through Jesus Christ, our Lord, Amen.

**\*God's Blessing Is Given and Received**

**\*The Postlude**

"Music for a Ceremony," Michael McCabe  
"Trumpet Tune"

**Leading Us in Worship**

The Oakland University Brass

The Calvin College Alumni Choir; Dr. Pearl Shangkuan, director

Congregation, ministers

Rev. Dr. Randall Engle, organist

Jeffrey and Janice Krum, percussion

Rev. Dr. John Rottman, preaching minister and liturgist

Officers of synod, readers

The communion liturgy is taken from the *Agenda for Synod 2016*, pp. 80-84 (portions selected). The brass and organ hymn arrangements are published by John Ferguson (© GIA Music Publishers), and the opening hymn descant by Larry Visser (© Faith Alive Christian Resources, 2014); all other hymn arrangements are of the organist.

# MINUTES OF SYNOD 2016

## FRIDAY MORNING, June 10, 2016 First Session

### ARTICLE 1

Rev. Dr. Mary S. Hulst leads in an opening litany for a gathering of synodical delegates and advisers, *Engage 2016* conferees, and Chaplaincy conferees in the Calvin College Chapel. They sing "To God Be the Glory," confess sins by reading the First and Second Tables of the Law from Exodus 20, and respond with singing "Come, Bring Your Burdens to God."

Rev. Dr. Hulst reads the assurance of God's grace from 2 Corinthians 5:16-21, and delegates sing "For the Glories." Attendees read a responsive litany of our Profession of Faith from the Apostles' Creed.

Rev. Dr. Hulst reads 1 Kings 20:23-34, and delegates join in singing "Psalm 5." She then reads Luke 5:17-26, and Rev. Dr. Randall Engle concludes with morning prayers.

Attendees conclude worship with "God of Grace and God of Glory," accompanied by Rev. Dr. Engle as organist.

After transitioning to the Calvin College Covenant Fine Arts Center, president pro tem Rev. Dr. Randall Engle, pastor of North Hills Christian Reformed Church, Troy, Michigan, the convening church of synod, welcomes the delegates to Synod 2016.

The president pro tem introduces Dr. Michael K. Le Roy, president of Calvin College, who welcomes delegates to the Calvin College Campus.

### ARTICLE 2

The president pro tem asks the executive director, Dr. Steven R. Timmermans, to call the roll of delegates listed on the credentials of the forty-eight classes:

### DELEGATES TO SYNOD 2016

| Classis                    | Delegates           |
|----------------------------|---------------------|
| Alberta North              |                     |
| Minister                   | Bruce E. Gritter    |
| Elder                      | Janet Paquette      |
| Deacon                     | Wilma A. McLaughlin |
| Other                      | William J. Delleman |
| Alberta South/Saskatchewan |                     |
| Minister                   | H. Charles Kooger   |
| Elder                      | Michelle L. Slomp   |
| Deacon                     | Sharon M. Zwart     |
| Other                      | Paul W. Verhoef     |



|                    |                      |
|--------------------|----------------------|
| Arizona            |                      |
| Minister           | Daniel R. Kuiper     |
| Elder              | Samuel Estala Aranda |
| Deacon             | Erika Colyn          |
| Other              | José Rayas           |
| Atlantic Northeast |                      |
| Minister           | Brent A. Pennings    |
| Elder              | Cornelius Hutt       |
| Deacon             | Terry L. Woodnorth   |
| Other              | Bruce M. Dykstra     |
| B.C. North-West    |                      |
| Minister           | Chelsey L. Harmon    |
| Elder              | Elisabeth Termaat    |
| Deacon             | Elly T. Hofman       |
| Other              | Andrew J. Aukema     |
| B.C. South-East    |                      |
| Minister           | Edward H. Gerber     |
| Elder              | Winnie Vandenberg    |
| Deacon             | Justin M. Verwoerd   |
| Other              | Bert Slofstra        |
| California South   |                      |
| Minister           | John H. Caicedo      |
| Elder              | Arlan G. Vanden Bos  |
| Deacon             | Daryl L. Switzer     |
| Other              | DaeWoo Park          |
| Central California |                      |
| Minister           | Mark E. Hofman       |
| Elder              | Karen Wynbeek        |
| Deacon             | Lorna Van Gilst      |
| Other              | Andrew C.S. Narm     |
| Central Plains     |                      |
| Minister           | Richard J. Admiraal  |
| Elder              | Leon J. Groenendyk   |
| Deacon             | Calvin D. Bandstra   |
| Other              | Lawrence J. Birchler |
| Chatham            |                      |
| Minister           | Peter A. Hoytema     |
| Elder              | Marianne Kingma      |
| Deacon             | Margherita Bierling  |
| Other              | Aaron M. Thompson    |
| Chicago South      |                      |
| Minister           | Derek Buikema        |
| Elder              | Jei B. Wilson        |
| Deacon             | Bryan Boersma        |
| Other              | Elsa Fennema         |
| Columbia           |                      |
| Minister           | Anthony R. De Korte  |
| Elder              | Eric Lintner         |
| Deacon             | Marli Lintner        |
| Other              | Gordon L. Nyhof      |
| Eastern Canada     |                      |
| Minister           | Daniel C. Zylstra    |
| Elder              | Jean J.A. Lauziere   |
| Deacon             | Yettie Zandbergen    |
| Other              | Beatrice F. Wallace  |
| Georgetown         |                      |
| Minister           | Gerald A. Koning     |
| Elder              | James Roskam         |
| Deacon             | Melissa S. Dykema    |
| Other              | Terry L. Scholten    |

|                     |                          |
|---------------------|--------------------------|
| Grand Rapids East   | Jack Roeda               |
| Minister            | Khary J. Bridgewater     |
| Elder               | Rachel N. Klompmaker     |
| Deacon              | Steven J. De Ruiter      |
| Other               |                          |
| Grand Rapids North  | Zachary J. Olson         |
| Minister            | Kenneth Koll             |
| Elder               | Earle W. Hogle           |
| Deacon              | Benjamin S. Browneye     |
| Other               |                          |
| Grand Rapids South  | Michael W. Hoogeboom     |
| Minister            | Nelson Haan              |
| Elder               | Sandra C. Raak           |
| Deacon              | Daniel I. Bud            |
| Other               |                          |
| Grandville          | James M. Boer            |
| Minister            | Steve Zuiderveen         |
| Elder               | Steve B. Vos             |
| Deacon              | Cedric W. Parsels        |
| Other               |                          |
| Greater Los Angeles | Sam Lee                  |
| Minister            | Michael Whitten          |
| Elder               | Sheri Admiraal           |
| Deacon              | Fernando Valencia        |
| Other               |                          |
| Hackensack          | Petr Kornilov            |
| Minister            | Anthony Matias           |
| Elder               | Tracie A. T aylor-Rhodes |
| Deacon              | Lenore Maine             |
| Other               |                          |
| Hamilton            | Andrew J. Zomerman       |
| Minister            | Garry H. Sytsma          |
| Elder               | Gina Taylor              |
| Deacon              | Christopher J. Schoon    |
| Other               |                          |
| Hanmi               | Boo Hwan Kwak            |
| Minister            | Vacant                   |
| Elder               | Vacant                   |
| Deacon              | Shin In Chul             |
| Other               |                          |
| Heartland           | Mark T. Klompier         |
| Minister            | Henry W. Kramer          |
| Elder               | Michael V. Krommendyk    |
| Deacon              | Aldon L. Kuiper          |
| Other               |                          |
| Holland             | John R. De Vries         |
| Minister            | Richard J. Mulder        |
| Elder               | Jeffrey D. Vikstrom      |
| Deacon              | Lee Khang                |
| Other               |                          |
| Hudson              | Christian R. Pedersen    |
| Minister            | Sylvia DeVries           |
| Elder               | Miles Kuperus III        |
| Deacon              | Melvin J. Van Essendelft |
| Other               |                          |
| Huron               | John C. Medendorp        |
| Minister            | Albert Hovingh           |
| Elder               | Mary Blydorp             |
| Deacon              | Marguerite E. Ridder     |
| Other               |                          |

|                   |                         |
|-------------------|-------------------------|
| Iakota            |                         |
| Minister          | Gideon E. Wamala        |
| Elder             | Jan van Vliet           |
| Deacon            | Vacant                  |
| Other             | Matthew A. Haan         |
| Illiana           |                         |
| Minister          | Laryn G. Zoerhof        |
| Elder             | Keith E. Bruxvoort      |
| Deacon            | Shaun A. Buikema        |
| Other             | Joel W. Zuidema         |
| Kalamazoo         |                         |
| Minister          | Simon A. Tuin           |
| Elder             | Roger Klok              |
| Deacon            | John A. Terpstra        |
| Other             | Kenneth A. Baker        |
| Ko-Am             |                         |
| Minister          | Jonathan J. Kim         |
| Elder             | Sang Won Park           |
| Deacon            | Vacant                  |
| Other             | Tae Jung Son            |
| Lake Erie         |                         |
| Minister          | Robert A. Arbogast      |
| Elder             | Jim Nicholas            |
| Deacon            | Luanne England          |
| Other             | Matthew T. Ackerman     |
| Lake Superior     |                         |
| Minister          | Brady J. Mulder         |
| Elder             | Drew Ryder              |
| Deacon            | Mark Hubbard            |
| Other             | Albert Postma           |
| Minnkota          |                         |
| Minister          | Roger W. Sparks         |
| Elder             | Alvin Vis               |
| Deacon            | Charles De Berg         |
| Other             | Joseph VandenAkker      |
| Muskegon          |                         |
| Minister          | Drew K. Sweetman        |
| Elder             | Fred M. Bultman         |
| Deacon            | Rosemary Geertsma       |
| Other             | Matthew J. Eenigenburg  |
| Niagara           |                         |
| Minister          | Christopher W. deWinter |
| Elder             | Archie Vermeer          |
| Deacon            | Sylvia Prins            |
| Other             | Steven J. deBoer        |
| Northcentral Iowa |                         |
| Minister          | Russell W. Boersma      |
| Elder             | David Primus            |
| Deacon            | Greg A. De Haan         |
| Other             | Jonathan L. Spronk      |
| Northern Illinois |                         |
| Minister          | William B. Ipema        |
| Elder             | William Van Wyngaarden  |
| Deacon            | Jennie Hengeveld-Misner |
| Other             | Philip Stel             |
| Northern Michigan |                         |
| Minister          | Steven J. Datema        |
| Elder             | Keith A. Dick           |
| Deacon            | Kraig R. Van Houten     |
| Other             | Dirk Koetje             |

|                   |                         |
|-------------------|-------------------------|
| Pacific Northwest |                         |
| Minister          | Mark A. Van Haitsma     |
| Elder             | Jonathan Assink         |
| Deacon            | Nathan Welford          |
| Other             | William G. Vis          |
| Quinte            |                         |
| Minister          | Leonard T. Riemersma    |
| Elder             | Sharon L. Wildeboer     |
| Deacon            | Martin Van Dyk          |
| Other             | Norman A. Sennema       |
| Red Mesa          |                         |
| Minister          | Joseph M. Kamphuis      |
| Elder             | Gail E. De Young        |
| Deacon            | Autumn J. Yazzie-Newell |
| Other             | James Litson            |
| Rocky Mountain    |                         |
| Minister          | Gerald W. Vander Hoek   |
| Elder             | Eileen J. Howerzyl      |
| Deacon            | Maria M. Rawlinson      |
| Other             | Adrian R. deLange       |
| Southeast U.S.    |                         |
| Minister          | Felix M. Fernandez      |
| Elder             | John E. Granada         |
| Deacon            | Vacant                  |
| Other             | Irma N. Rodriguez       |
| Thornapple Valley |                         |
| Minister          | David J. Bosscher       |
| Elder             | Steven H. VanderLeest   |
| Deacon            | Corrie J. Bakker        |
| Other             | Paul R. DeVries         |
| Toronto           |                         |
| Minister          | Hendrik P. Bruinsma     |
| Elder             | John Meiboom            |
| Deacon            | Effie Bierling          |
| Other             | Joan G. DeVries         |
| Wisconsin         |                         |
| Minister          | Michael Winnowski       |
| Elder             | Robert H. Buikema       |
| Deacon            | Vonni M. DeMaster       |
| Other             | Christopher J. Ganski   |
| Yellowstone       |                         |
| Minister          | Timothy B. Toeset       |
| Elder             | Michael Santarosa       |
| Deacon            | Vacant                  |
| Other             | Brian D. Tebben         |
| Zeeland           |                         |
| Minister          | Vern D. Swierenga       |
| Elder             | Henry A. Veenstra       |
| Deacon            | Angie Ploegstra         |
| Other             | John G. Aukema          |

The roll indicates that the following delegates are absent with notice: Mr. Earle W. Hogle (Grand Rapids North), Rev. Sam Lee (Greater Los Angeles), Ms. Tracie A. Taylor-Rhodes (Hackensack), Ms. Lenore Maine (Hackensack), Mr. Sang Won Park (Ko-Am), Mr. Mark R. Hubbard (Lake Superior), Rev. Steven J. deBoer (Niagara), and Ms. Autumn J. Yazzie-Newell (Red Mesa).

The president pro tem declares that a quorum of the membership is present and that the assembly of Synod 2016 is duly constituted.

### ARTICLE 3

The executive director welcomes and individually introduces the faculty advisers who are present: Dr. Ronald J. Feenstra, Dr. John M. Rottman, Rev. Kathleen S. Smith, Dr. Mary L. VandenBerg, Dr. Calvin P. Van Reken, and Dr. Jeffrey A.D. Weima.

The executive director welcomes and individually introduces to synod the ethnic advisers who are present: Ms. Shelia D. Johnson, Mr. John S. Lendein, and Ms. Darleen Litson.

The executive director welcomes and individually introduces to synod the women advisers who are present: Ms. Jenny Douma, Mrs. Karen Knip, Mrs. Linda G. Ryks, Ms. Emily B. Ulmer, Mrs. Sarah van Breda, Ms. Melissa A. Van Dyk, and Mrs. Elaine J. VanLaare.

The executive director also welcomes and individually introduces to synod the young adult representatives who are present: Ms. Ashley G. Bootsma, Mr. Joshua W. Chen, Ms. Chelsea L. Dost, Mr. Aren T. Plante, Ms. Onalee A. Sneller, Ms. Laura A. Vander Horst, and Mr. Brandon L. Vander Stoep.

The executive director welcomes Dr. Michael K. Le Roy, president of Calvin College, and Rev. Julius T. Medenblik, president of Calvin Theological Seminary.

### ARTICLE 4

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

President: Rev. Paul R. De Vries  
Vice President: Rev. José Rayas  
First Clerk: Rev. Bert Slofstra  
Second Clerk: Ms. Elsa Fennema

### ARTICLE 5

Rev. Dr. Engle welcomes the officers to the podium and congratulates them.

Rev. Paul R. De Vries expresses the appreciation of synod to Rev. Dr. Engle for his participation in the opening of synod.

On behalf of himself and the other officers, Rev. De Vries 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 Beliefs of the Christian Reformed Church in North America. The delegates rise to show their assent.

### ARTICLE 7

The executive director, on behalf of synod, welcomes fraternal delegates who are present: Rev. Peter Azuana, general secretary of the Universal Reformed Christian Church (URCC, formerly NKST) of Nigeria; Rev. Ayohol Ate, president of the URCC; Rev. Musa Adamu Manasseh, general secretary of the Reformed Church of Christ for Nations (RCCN); Rev. Ira-Rimam Mathias Iratsi, president of the RCCN; Rev. Rafat Fathy, general secretary of

the Evangelical Presbyterian Church in Egypt (Synod of the Nile); and Rev. Dr. Lisa Vander Wal from the Reformed Church in America.

The executive director introduces the synod news office staff, *The Banner* staff, synod office staff, prayer coordinators, IT staff, worship coordinators, transportation coordinators, Calvin College conference coordinator, denominational executive staff, Board of Trustees president and vice president, and directors of agencies present.

#### ARTICLE 8

The following schedule is presented for information: morning session, 8:15-11:45 a.m.; afternoon session, 1:15-5:00 p.m.; evening session 7:00-9:00 p.m.; 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 2016 and urges that all necessary precautions be taken to prevent violations of confidentiality.

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

##### **II. Audio and video recordings of synod**

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

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

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

- a. Video cameras are permitted only at the entrances . . . not backstage or in the wings.
  - b. Auxiliary lighting is not permitted.
  - c. Videotaping [video recording] 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 2016:

### *Committee 1—Synodical Services*

**Chair:** Robert A. Arbogast; **reporter:** Paul W. Verhoef; **ministers:** Matthew A. Haan, Chelsea Harmon, Jonathan J. Kim, Cedric W. Parsels, Philip Stel, Melvin J. Van Essendelft, Mark A. Van Haitsma, Michael Winnowski; **elders:** Eileen J. Howerzyl, Jean J.A. Lauziere, John Meiboom, Michael Santarosa, Michael Whitten, Jei B. Wilson; **deacons:** Marli Lintner, Angie Ploegstra, Martin Van Dyk, Lorna Van Gilst, Kraig R. Van Houten; **adviser:** Jenny Douma.

### *Committee 2—Church Order and Synodical Matters*

**Chair:** Joan G. DeVries; **reporter:** Jonathan L. Spronk; **ministers:** Andrew J. Aukema, Daniel I. Bud, Adrian R. deLange, Anthony R. De Korte, Aldon L. Kuiper, Sam Lee, Brent A. Pennings; **elders:** Jonathan Assink, Sylvia DeVries, Christopher J. Ganski, Leon J. Groenendyk, Winnie Vandenberg, Henry A. Veenstra; **deacons:** Mary Blydorp, Bryan Boersma, Charles DeBerg, Jennie Hengeveld-Misner, Earle W. Hogle, Sylvia Prins; **advisers:** Darlene Litson, Kathleen S. Smith; **young adult representative:** Aren Plante.

### *Committee 3—Education and Candidacy*

**Chair:** William G. Vis; **reporter:** Hendrik P. Bruinsma; **ministers:** Steven J. De Ruiter, Paul R. De Vries, Christopher W. deWinter, Bruce M. Dykstra, Matthew J. Eenigenburg, Brady J. Mulder, Norman A. Sennema, In Chul Shin; **elders:** Roger Klok, Sang W. Park, Elisabeth Termaat, Jan van Vliet, William Van Wyngaarden, Alvin Vis; **deacons:** Margherita Bierling, Daryl L. Switzer, Tracie A. Traylor-Rhodes, Jeffrey D. Vikstrom; **adviser:** Elaine J. VanLaare.

### *Committee 4—Congregational Support Ministry I*

**Chair:** Laryn G. Zoerhof; **reporter:** Daniel C. Zylstra; **ministers:** John G. Aukema, James M. Boer, Steven J. deBoer, Bruce E. Gritter, Dirk Koetje, Jack Roeda, Fernando Valencia; **elders:** John E. Granada, Marianne Kingma, Eric Lintner, Richard J. Mulder, Jim Nicholas, José Rayas, Marguerite E. Ridder, Karen Wynbeek; **deacons:** Greg A. De Haan, Vonni M. deMaster, Melissa S. Dykema, Michael V. Krommendyk; **advisers:** John S. Lendein, Sarah van Breda, Calvin P. Van Reken; **young adult representative:** Chelsea L. Dost.

### *Committee 5—Congregational Support Ministry II*

**Chair:** Timothy B. Toeset; **reporter:** Joseph VandenAkker; **ministers:** Matthew T. Ackerman, Russell W. Boersma, John R. DeVries, Albert Postma, Terry L. Scholten, Vern D. Swieringa, Aaron M. Thompson, Joel W. Zuidema; **elders:** Gail E. De Young, Kenneth Koll, Anthony Matias, Gordon L. Nyhof,

Michelle L. Slomp; **deacons:** Erika J. Colyn, Rachel N. Klompmaker, Irma N. Rodriguez, Justin M. Verwoerd, Terry L. Woodnorth, Yettie Zandbergen; **advisers:** John M. Rottman, Emily B. Ulmer; **young adult representative:** Brandon L. Vander Stoep.

*Committee 6—Global Mission and Ministry*

**Chair:** Gerald A. Koning; **reporter:** Roger W. Sparks; **ministers:** Richard J. Admiraal, Felix M. Fernandez, William B. Ipema, Mark T. Klompien, H. Charles Kooger, Daniel R. Kuiper, Andrew C.S. Narm; **elders:** Samuel Estala Aranda, Keith A. Dick, David Primus, Drew Ryder, Garry H. Sytsma, Sharon L. Wildeboer; **deacons:** Effie Bierling, Shaun A. Buikema, Elly T. Hofman, John A. Terpstra, Nathan Welford, Autumn J. Yazzie-Newell; **advisers:** Mary L. VandenBerg, Melissa A. Van Dyk; **young adult representative:** Onalee A. Sneller.

*Committee 7—Financial Matters*

**Chair:** Leonard T. Riemersma; **reporter:** Drew K. Sweetman; **ministers:** William J. Delleman, Petr Kornilov, John C. Medendorp, Zachary J. Olson, DaeWoo Park, Simon A. Tuin; **elders:** Keith E. Bruxvoort, Robert H. Buikema, Nelson Haan, Henry W. Kramer, James Litson, Steve H. VanderLeest, Steve Zuiderveen; **deacons:** Calvin D. Bandstra, Miles Kuperus III, Maria M. Rawlinson, Gina Taylor, Sharon M. Zwart; **adviser:** Linda G. Ryks; **young adult representative:** Joshua W. Chen.

*Committee 8—Interdenominational Matters*

**Chair:** Joseph M. Kamphuis; **reporter:** Christopher J. Schoon; **ministers:** David J. Bosscher, Steven J. Datema, Michael W. Hoogeboom, Lee Khang, Christian R. Pedersen, Bert Slofstra, Tae J. Son, Gideon E. Wamala; **elders:** Khary J. Bridgewater, Elsa Fennema, Albert Hovingh, Janet Paquette, Arlan G. Vanden Bos, Archie Vermeer; **deacons:** Luanne England, Rosemary Geertsma, Mark R. Hubbard, Steve B. Vos; **advisers:** Shelia Johnson, Jeffrey A.D. Weima; **young adult representative:** Ashley G. Bootsma.

*Committee 9—Pastoral Guidance re Same-sex Marriage*

**Chair:** Kenneth A. Baker; **reporter:** Peter A. Hoytema; **ministers:** Benjamin S. Browneye, Derek Buikema, John H. Caicedo, Edward H. Gerber, Mark E. Hofman, Boo Hwan Kwak, Brian D. Tebben, Gerald W. Vander Hoek, Andrew J. Zomerman; **elders:** Lawrence J. Birchler, Fred M. Bultman, Cornelius Hutt, Lenore Maine, James Roskam, Beatrice F. Wallace; **deacons:** Sheri Admiraal, Corrie J. Bakker, Wilma A. McLaughlin, Sandra C. Raak; **advisers:** Ronald J. Feenstra, Karen Knip; **young adult representative:** Laura Vander Horst.

*Recommendation:* That synod adopt the report of the Program Committee, including membership on the advisory committees for Synod 2016.

—Adopted

ARTICLE 11

The president of synod, Rev. Paul R. De Vries, leads in closing prayer. Synod recesses at 10:42 a.m. so that the advisory committees may do their work. Synod will reconvene Saturday at 8:15 a.m.



**SATURDAY MORNING, June 11, 2016**  
**Second Session**

**ARTICLE 12**

Rev. Joseph Kamphuis, liturgist; Rev. Vern D. Swieringa; Ms. Rachel N. Klompmaker; Mr. Kenneth Koll; Ms. Onalee A. Sneller; and accompanists lead delegates in singing “Strength Will Rise” and “Be Thou My Vision.” Delegates then sing “Order My Steps in Your Word, Dear Lord,” and Rev. Kamphuis leads in a call to worship. Delegates respond by singing “Be Exalted.”

Rev. Kamphuis introduces the theme of “Belonging,” noting that we belong to God, to the church, and to each other. In relation to that, the worship each day will tie in to a secondary theme of “longing.” Delegates read a litany from Psalm 121, and Rev. Kamphuis offers prayer. Delegates respond by singing “I Lift My Eyes Up.”

Rev. Swieringa reads James 1:5-8, followed by a meditation on longing for wisdom. Delegates sing “God of Grace and God of Glory,” and Rev. Swieringa leads in prayer from Ephesians 1:17-19.

Delegates respond by singing “Lead Me, Guide Me,” and Rev. Swieringa offers the benediction.

Worship concludes with the passing of the peace.

The roll indicates that the following delegate(s) are still absent: Rev. Steven J. deBoer (Niagara), Mr. Earle W. Hogle (Grand Rapids North), and Mr. Mark R. Hubbard (Lake Superior). The following delegates are not present today: Ms. Rosemary Geertsma (Muskegon).

The executive director acknowledges that Rev. Caleb Ahima, president of the Christian Reformed Church of Nigeria, is now present.

**ARTICLE 13**

The officers of synod announce the following appointments:

**Worship Planning Committee:**

Young adult representative  
Ashley G. Bootsma  
Elder delegate Gail E. De Young  
Deacon delegate Rachel N.  
Klompmaker  
Rev. Vern D. Swieringa

**Testimonial Banquet Committee:**

Woman adviser Karen Knip  
Rev. Sam Lee  
Rev. John C. Medendorp

**Hospitality Committee:**

Mr. Ronald Geerlings  
Dr. James Payton  
Dr. Darren C. Roorda  
Rev. Kathleen S. Smith

**Minutes Review Committee:**

Elder delegate James Roskam  
Rev. Simon A. Tuin

**Sergeant at Arms:**

Rev. Chelsey L. Harmon

**ARTICLE 14**

The president presents the following on behalf of the officers of synod:

A. The president announces that all requests for privilege of the floor by the BOT, CRC agencies, educational institutions, standing committees, and study committees of synod contained within the reports to synod are 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 2016:

1. That synod encourage all Christian Reformed churches to recognize Easter Sunday and Reformation Day Sunday as significant opportunities to pray for and receive an offering for Christian Reformed Home Missions (*Agenda for Synod 2016*, p. 198).
2. That synod along with the Board of Trustees encourage all Christian Reformed churches to recognize Pentecost Sunday and the third Sunday of September 2016 as significant opportunities to pray for and to receive an offering for Christian Reformed World Missions (*Agenda for Synod 2016*, p. 202).
3. That synod commend the work of mercy carried on by World Renew and urge the churches to take at least four offerings per year in lieu of ministry-share support (*Agenda for Synod 2016*, p. 237).

—*Adopted*

C. That synod take note of the following protests submitted by way of the Credentials for Synod:

Classis Minnkota: “The following delegates wish to record their protest to the seating of women as delegates as in violation of the Word of God (cf. Church Order Article 40-a, b): Rev. Roger W. Sparks, Elder Alvin Vis, and Deacon Charles De Berg.”

D. The officers have ruled that if requests to record a negative vote are received, the name and classis will be read by the clerks and included in the minutes.

E. The officers have ruled not to seat an elder delegate in place of a deacon delegate.

F. The officers have ruled how to process several communications received by synod.

## ARTICLE 15

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

The president announces that all ballot-related recommendations in the *Agenda for Synod 2016* and in the Supplementary Reports (for appointment, reappointment, or ratification of members for denominational boards or committees) have been satisfied upon completion of the ballot.

## ARTICLE 16

The morning session is recessed at 9:21 a.m. so that delegates can work in advisory committees. Mr. John E. Granada (Southeast U.S.) leads in closing prayer. Synod will reconvene in the Covenant Fine Arts Center Auditorium at 8:15 a.m. on Monday.

ARTICLE 17

Ms. Gail De Young, liturgist; Ms. Rachel M. Klompmaker; Ms. Marianne Kingma; Rev. Mark T. Klompjen; Rev. Vern D. Swieringa; and accompanists welcome delegates with singing.

Dr. Steven R. Timmermans asks all delegates to pause for prayer before entering worship this morning because of the mass shooting in Orlando, Florida, on Sunday, June 12. Delegates sing “Kyrie/Lord Have Mercy,” and Rev. Vern D. Swieringa offers prayer. Delegates sing “Make Me a Channel of Your Peace,” and Ms. Gail De Young offers prayer.

Ms. De Young shares that this morning we continue in our theme of “Belonging.” On Saturday we also noted our longing for wisdom. In our belonging, we also long to be in step with the Spirit. We long for the fruit of the Spirit to be evident in our lives, our speech, our attitudes, and our actions.

Ms. De Young reads 2 Corinthians 3:17-18, and delegates affirm by singing “The Holy Spirit.” All join in a responsive reading.

Delegates and a soloist, Rev. Klompjen, sing “Send Us Your Spirit” as a prayer.

Rev. Gideon E. Wamala reads Galatians 5:16-17 with a meditation on “Walking by the Spirit.” We are believers, justified by Christ yet acknowledging that we are sinful and must continue to seek the Spirit’s help to walk by the Spirit. Delegates respond by singing “Breathe on Me, Breath of God.”

Delegates pray responsively and sing “Holy Spirit, Living Breath of God,” and Rev. Wamala gives a benediction and blessing.

Delegates close the worship time with the passing of the peace.

The roll indicates all delegates are present. Mr. Earle W. Hogle (Grand Rapids North) is no longer able to attend.

ARTICLE 18

Advisory Committee 1, Synodical Services, Rev. Paul W. Verhoef reporting, presents the following:

**I. Board of Trustees**

*A. Materials*

1. Board of Trustees Report (sections I, A, B; II, A, 1-3, 6-11, 15, 17, 21; B, 1-3, including Appendices A-D), pp. 23-31, 33-37, 48-63
2. Board of Trustees Supplement (section I, A-C, G, including Appendix A)
3. Board of Trustees Supplement II

*B. Privilege of the floor:* Ms. Katherine M. Vandergrift, chair of the Board of Trustees; Dr. Steven R. Timmermans, executive director; and members of the executive staff as needed

*C. Recommendations*

1. That synod adopt the proposed mandate, parameters of composition, and timeline for a Synod Review Task Force to review the practices and

functions of synod as proposed in Board of Trustees Report, Appendix A (II, A, 1).

—Adopted

2. That synod adopt the following proposed guidelines (changes indicated in *italics*) for the Rules for Synodical Procedure to provide clarity regarding the function, scope, and reporting of synodical study committees and task forces (Appendix B and section II, A, 2):

*Proposed Section VI, D, 1: Rules for Appointments to Boards and Committees*

All study committees *and task forces* shall be appointed by synod from a nomination made by the advisory committee which drafted the mandate, with the advice of the officers of synod. Delegates to synod will be given opportunity to suggest nominees to the advisory committee, but no new nominees will be accepted from the floor when a committee is recommended. The reporter of the advisory committee shall present the nominations on the floor of synod. If additional time is necessary to complete the appointment of a study committee, a two-week extension will be granted and responsibility to do so will be entrusted to the officers of synod, the chair and reporter of the advisory committee, and one additional person chosen by the advisory committee from among its members.

*The advisory committee shall recommend to synod the scope of the mandate and include in their recommendation one of the following designations:*

*a. Synodical study committee*

*A study committee typically includes a broad representation of the churches in its membership, has a membership of 9-12 persons, is appointed by synod per the above rules, is mandated to conduct a broad study of the matter in question, reports to synod three years after being appointed, may report to synod in the interim if instructed, and presents its final report by September 15 for distribution to the churches by November 1 preceding the synod to which it is scheduled to report.*

*b. Synodical task force*

*A synodical task force is typically more limited in membership and mandate, has a membership of 7-10 persons, is appointed by synod per the above rules, has a more specific mandate limited in scope, often reports to synod two or three years after being appointed, and may report to synod in the interim if instructed. Synod should indicate whether the mandate is considered to be substantial, requiring the task force to submit its final report by September 15 for distribution to the churches by November 1 preceding the synod to which it is scheduled to report, or whether a February 15 deadline is sufficient for inclusion in the Agenda for Synod.*

*By way of exception to these rules, synod may mandate a task force to report through the Board of Trustees to synod, particularly if the matter in question involves the ministries of the CRCNA and if reporting through the BOT will help the work of the task force by*

*providing frequent input/feedback. The Board of Trustees may offer comment (such as agreement with a report) or may serve synod with advice by way of its report to synod with regard to the recommendations of a synodical study committee or task force if any matters reported by such committee or task force relate to programmatic ministry matters falling under the mandate of the BOT.*

—Adopted

3. That synod adopt the proposed Research Methodology Guidelines for Synodical Committees and Task Forces as presented in Appendix C (II, A, 3), with guideline 1 revised to read as follows (changes in *italics*):

If it is likely that the methods of social science are to be used in a study committee's research, membership on the study committee should include *at least one person with an advanced degree* and research knowledge in the area of potential study.

—Adopted

4. That synod appoint Mr. Kyu Paek to fill out his second term as the U.S. at-large member due to a move from Region 6 (II, A, 8, a).

—Adopted

5. That synod adopt the final report from the Diversity and Inclusion Working Group and the following recommendations contained therein (Appendix D and section II, A, 11):

- a. That synod direct the BOT and the office of the executive director to ensure that sufficient funds and resources are available to carry out a communications plan for CRC diversity and related initiatives, and that resources are available to continue a commitment to all activities recommended for implementation in this report.
- b. That synod instruct the executive director, under the direction of the BOT, to ensure that the spirit and essence of all DIWG initiatives continue, including the following:
  - 1) Human Resources procedures to ensure diversity in hiring and promoting.
  - 2) Communication plans that reflect cultural sensitivity and appropriate representation of ethnic groups.
  - 3) Acceptance of the voluntary input of minority and ethnic networks<sup>1</sup> into the life and work of the CRCNA.
  - 4) Support of procedures to ensure a safe, healthy, and supportive workplace in all CRCNA locations.<sup>2</sup>

<sup>1</sup> Several such formal and informal networks already exist, or are being contemplated (e.g., Home Missions ethnic leaders networks plus Consejo Latino, South East Asian and Pacific Island, and East Meets West – Chinese, Black, and African-American Collaborative Network, among others).

<sup>2</sup> The Office of Race Relations also convenes a group called the Antiracism and Reconciliation Team, which specifically addresses antiracism policies and practices for the CRCNA work environments.

- 5) The executive director will continue to request an annual diversity report from each agency and ministry and will include a summary of these reports in the report to the BOT each February.
  - c. That synod direct the BOT to mandate the Office of Race Relations to ensure that training and communications on the issues of race and diversity continue to be made available to the CRCNA and its local congregations. The broader responsibilities currently assigned to the Office of Race Relations must also be the responsibility of every agency and ministry in the CRCNA (i.e., ensuring the creation of a racism-free environment and promoting biblical diversity in every aspect of our ministries).
  - d. That synod instruct the executive director to encourage the Justice, Inclusion, Mercy, and Advocacy (JIMA) collaboration group to continue to prioritize goals and assign resources for all of our justice and mercy denominational issues, and to present an annual report to the ED for the Board of Trustees (via the appropriate calling standing committee) about progress toward diversity goals.
  - e. That synod take note that the Collaborative for Diversity and Inclusion (CDI) will continue the work completed by the DIWG and meet as needed to monitor overall progress toward achieving the plan and concepts contained in this report (see section V in Appendix D). It is anticipated that these meetings will take place no more than three times per year.
  - f. That synod dismiss the DIWG and consider this report to be a fulfillment of the task assigned to the Diversity in Leadership Planning Group in 2013.
- Adopted
6. That synod set aside ten minutes in its schedule to receive a presentation on “Our Journey 2020” and “Our Calling” (II, B, 1-2).
- Adopted
7. That synod take note that the Board of Trustees endorsed changing the name “Five Streams” to “Our Calling” to refer to the five ministry priorities of the Christian Reformed Church in North America (II, B, 2).
- Noted
8. That synod receive the report by the Council of Delegates Transition Committee as information, taking note of the modifications made to the size of the council and the structure and composition of its committees (BOT Supplement section I, C and Appendix A).
- Noted
9. That synod receive as information the approach to policy governance that utilizes a *constituent representative* model (BOT Supplement section I, C).
- Noted

10. That Synod 2018 meet at Calvin College during the same time frame as the RCA's General Synod in June 2018 and that the meetings include both joint and integrative sessions of the two synods.

*Grounds:*

- a. The above action is consistent with the accord reached by the RCA and CRC synods in 2014 held in Pella, Iowa.
- b. This will enable the kind of joint celebrative events experienced in 2014 in Pella.
- c. Integrative sessions will allow both synods to focus on joint, strategic planning for current and future collaborative efforts.

—*Adopted*

11. That synod instruct the Board of Trustees to provide Synod 2017 with an update regarding plans for integrative sessions at Synod 2018.

*Grounds:*

- a. This will give Synod 2017 the opportunity to better understand and have input into what will be discussed during the integrative sessions.
- b. This will give the churches and classes the opportunity to discuss and prepare for the 2018 integrative sessions.

—*Adopted*

## **II. Historical Committee**

A. *Materials:* Historical Committee Report, pp. 328-34

B. *Privilege of the floor:* Dr. Richard H. Harms, CRC Archivist

C. *Recommendations*

1. That synod instruct all churches and classes to send duplicates (photocopies, faxes, or email attachments) of their constitutions and articles of incorporation to the archives. Copies can be sent via surface mail, fax, or email, respectively, to Archives, Calvin College, 1855 Knollcrest Circle SE, Grand Rapids, MI 49546-4402; fax: 616-526-7689; or [crcarchives@calvin.edu](mailto:crcarchives@calvin.edu).

*Ground:* This will enable the Historical Committee to respond helpfully to the frequent requests it receives for copies of misplaced articles of incorporation and other documents.

*Note:* The Historical Committee received 106 such requests over the past year, and it had the requested documents for only five of those requests.

—*Adopted*

2. That synod encourage classes Alberta North, Alberta South/Saskatchewan, Atlantic Northeast, B.C. North-West, B.C. South-East, California South, Central California, Central Plains, Chatham, Chicago South, Columbia, Georgetown, Grand Rapids North, Grand Rapids South, Grandville, Greater Los Angeles, Hackensack, Hanmi, Heartland, Holland, Hudson, Huron, Iakota, Illiana, Kalamazoo, Ko-Am, Lake Erie, Lake Superior, Minnkota, Muskegon, Northcentral Iowa, Northern Illinois, Northern Michigan, Pacific Northwest, Quinte, Red Mesa, Rocky

Mountain, Southeast U.S., Toronto, Wisconsin, and Yellowstone, all of whom have member churches more than ten years old that have not had their minutes duplicated, to ask their member churches to contact the archives to have this done.

*Grounds:*

- a. Submitting minutes to the Historical Committee preserves copies of important church records that may be damaged or lost.
- b. More than 20 percent of the churches have not provided their minutes to the Historical Committee.

—*Adopted*

### **III. Response to Overture 1: Move the Distribution Date of Synodical Study Committee Reports to Churches from November 1 to September 15**

*A. Materials:* Overture 1, p. 547

*B. Recommendation*

1. That synod refer to the Synod Review Task Force (SRTF) the question of the publication deadline for study committee reports, giving particular consideration to how the deadline affects the ability of churches and classes to study and respond to such reports.

*Grounds:*

- a. The current deadline imposes significant time limitations on the processing of study committee reports through councils and classes.
- b. Consideration of this question falls within the range of proposed study topics for the SRTF (Appendix A, section IV; *Agenda for Synod 2016*, pp. 49-50).
- c. Given the complexity of synod's administrative fabric, this single thread should be pulled only after more careful consideration than the constraints of one synod allow.

—*Adopted*

2. That synod declare this to be its response to Overture 1.

—*Adopted*

(The report of Advisory Committee 1 is continued in Article 26.)

#### **ARTICLE 19**

Advisory Committee 4, Congregational Support Ministry I, Rev. Daniel Zylstra reporting, presents the following:

##### **Board of Trustees**

*A. Materials:* Board of Trustees Report (sections II, A, 18; B, 7), pp. 32-33, 39-40

*B. Privilege of the floor:* Ms. Katherine M. Vandergrift, chair of the Board of Trustees; Dr. Steven R. Timmermans, executive director; and members of the executive staff as needed



### *C. Recommendations*

1. That synod encourage CRC churches, classes, and educational institutions to sponsor events to celebrate Disability Awareness Week, October 10-16, 2016 (II, B, 7, a).

#### *Grounds:*

- a. People with disabilities make up 15 to 20 percent of the population in North America. Specific and intentional events that recognize the importance of breaking down barriers and including people with disabilities will remind God's people of the welcome our Lord gives to all of his people (Luke 14:15-24) and will encourage them to press on toward becoming a community in which every member knows that he or she is indispensable (1 Cor. 12:12-27).
- b. 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.
- c. The dates of Disability Week coincide with the CRC denominational schedule for offerings, which assigns the third Sunday in October to Disability Concerns.
- d. The RCA celebrates Disability Awareness Sunday on the second Sunday in October. Having similar dates for this celebration facilitates and enhances deeper collaboration between the Disability Concerns offices of the RCA and CRC. Further, this date aligns our celebration with those of numerous organizations and agencies that highlight disability awareness in October.

*—Adopted*

2. That synod encourage Christian Reformed classes to identify at least one person to serve as a regional disability advocate, and encourage each classis to invite their regional advocate to report to classis at least once per year (II, B, 7, b).

#### *Grounds:*

- a. The new Ministry Plan of the Christian Reformed Church emphasizes regional ministry. Regional disability advocates help the congregations of their classis minister more effectively with people who have disabilities in the churches. Disability Concerns provides resources and training for regional disability advocates to serve the churches of their classis in ministry.
- b. Regional disability advocates help churches identify church disability advocates who can serve their own congregations so that ministry is brought directly to the congregational level. We assist in recruiting and training these ministry leaders to help churches better reflect the body of Christ, especially as described in Luke 14:15-24 and 1 Corinthians 12:12-31.

- c. Deacons serve a critical role in congregational mercy and justice. These twin concerns will have an even more prominent place at our wider assemblies now that deacons will be delegated to all classis and synod meetings. Regional disability advocates (and church disability advocates) can help deacons minister to people who have disabilities if they have significant, long-term needs, and can help deacons minister with people who have disabilities because they, like all other congregation members, have been gifted by the Holy Spirit for ministry.

—*Adopted*

(The report of Advisory Committee 4 is continued in Article 72.)

## ARTICLE 20

Advisory Committee 5, Congregational Support Ministry II, Rev. Joseph Vanden Akker reporting, presents the following:

### I. Board of Trustees

#### A. *Materials*

1. Board of Trustees Report (section II, A, 4, 16; B, 5-6, including Appendices E, H), pp. 26, 31, 38, 63-65, 75-119
2. Board of Trustees Supplement (sections I, E, F; II, A, 1, including Appendix C)

#### B. *Privilege of the floor*

1. Board of Trustees: Ms. Katherine M. Vandergrift, chair; Dr. Steven R. Timmermans, executive director; and members of the executive staff as needed
2. Liturgical Committee: Rev. Joyce Borger, Rev. Kathy Smith, Rev. Len Vander Zee

#### C. *Recommendations*

1. That synod take note of the Better Together Project Executive Summary report in response to a request of Synod 2012 to address the recent rise in Church Order Article 17 ministerial releases (Appendix E and section II, A, 16).

—*Noted*

2. That synod approve the name change for the Office of Pastor-Church Relations to Pastor Church Resources (PCR) (section II, B, 6).

#### *Grounds:*

- a. Since the inception of its ministry, PCR has seen significant expansion in its responsibilities, with proportionally more of its work directed toward resourcing church leaders, congregational staff, pastors, pastor spouses, and so on through increased efforts to generate helpful materials and provide educational events. A significant portion of this work has been stimulated by the Sustaining Pastoral Excellence and Sustaining Congregational Excellence initiatives. The addition of the Ministry Assessment project and the emphasis

- on resourcing classis health continues this momentum. The name Pastor Church Resources would better reflect this broader effort.
- b. The name Pastor-Church Relations has acquired some unintended negative consequences. Some of these are as follows:
    - 1) The brand Pastor-Church Relations explicitly or implicitly suggests that the ministry's primary or only reason for being has been to address "problems" in these critical relationships. This stigma can tend to discourage the use of consultation assistance and many other PCR services focused toward health and flourishing.
    - 2) A reticence to contact PCR has developed among congregational leaders and pastors because, for many, the idea of doing so has become a negative indicator of distress and tension. Pastors and church leaders who have asked PCR staff to facilitate educational experiences have shied away from publicizing that these persons are staff of Pastor-Church Relations, believing that this ministry name will suggest to their congregation that there are significant problems in the pastor-congregation relationship even when that is not the case.
  - c. Changing the name Pastor-Church Relations to Pastor Church Resources provides a way to retain a recognizable abbreviation (PCR) while, at the same time, shifting the public focus on PCR's work in ways that will help churches access and benefit from this ministry.

—Adopted

3. That synod, following a successful interview, appoint Mr. Shiao C. Chong as editor in chief of *The Banner*, effective August 1, 2016 (BOT Supplement section I, E and Appendix C).

*Grounds:*

- a. Mr. Chong exhibits a strong, vibrant, personal Christian faith that exemplifies spiritual humility and integrity and shows a deep love for the Christian Reformed Church and a passion for its spiritual health, witness, and fruitfulness.
- b. As a convert to the Reformed faith, he demonstrates a thorough grasp of the Bible and of Reformed theology as affirmed and lived in the CRC, and he shows understanding of and commitment to the doctrinal positions of the CRC. As a commissioned pastor with fourteen years of ministry experience as a CRC campus pastor at Toronto's York University, he is able to articulate contemporary issues that are of particular relevance to the CRC, the church at large, and the world in which we are called to live our faith. Working in the widely diverse context of a large secular university, he also demonstrates the ability to engage young adults with creativity, sensitivity, and theological integrity.
- c. Through eighteen years of writing for *The Banner* and other Christian publications, Mr. Chong has proven the ability to communicate with clarity and liveliness. He is able to write with sensitivity and grace for a diverse readership and to constructively deal with and respond to a variety of opinions and criticism. In addition, he shows clear understanding of the potential of *The Banner's* online

presence and of what it will take to guide *The Banner* in realizing that potential.

- d. He possesses a proven record as a facilitator/leader working primarily with volunteer student leadership teams on campus. He demonstrates the competencies and understanding of team dynamics that will enable him to manage a staff that works with synergy, accountability, and dedication in setting and meeting objectives. He is able to work effectively and respectfully with a senior management team, a board, and committees.
- e. He demonstrates a strong desire and an impressive ability to seek, discern, communicate, and implement God's vision for the future of *The Banner*.

—Adopted

4. That synod appoint Ms. Rachel M. Klompmaker to interview Mr. Chong for 30 minutes, and that delegates, advisers, and young adult representatives of synod be permitted to ask questions for 20 minutes after the main interview.

—Adopted

## II. Congregational Services of the Christian Reformed Church

### A. Pastor-Church Relations

1. Materials: Pastor-Church Relations Report, pp. 164-70

2. Recommendation

That synod express appreciation to the Office of Pastor-Church Relations for its diligent attention to providing supportive consultation and resources to promote healthy pastors, churches, and pastor-church relations, which more recently has come to include the extension of its supportive ministries through Sustaining Congregational Excellence, Sustaining Pastoral Excellence, the healthy church initiative, the training of specialized transition ministers, and the renewal of classes through the Better Together project.

—Adopted

## III. Dynamic Youth Ministries

### A. Calvinist Cadet Corps

1. Materials: Calvinist Cadet Corps Report, p. 351

2. Recommendations

- a. That synod rejoice with the Calvinist Cadet Corps that after a fifteen-month delay due to immigration paperwork, its new executive director, Mr. Steve Bootsma, was able to take up his work in February 2016.

—Adopted

- b. That synod praise the Lord for the growth in the development of the international ministry of the Cadet program in Kenya, where the number of clubs has more than doubled, now totaling 82 clubs.

—Adopted

*B. GEMS Girls' Clubs*

1. Materials: GEMS Girls' Clubs Report, pp. 352-53

2. Recommendation

That synod give thanks to the Lord for the growth of the GEMS ministry across North America and the world, such that there are 24,000 girls and 5,300 women participating in GEMS clubs. A particular source of joy is the average addition of 40 new clubs each year since 2008 and the outreach provided to girls who do not come from a believing family or have a home church (which applies to almost 40% of GEMS girls).

—Adopted

*C. Youth Unlimited*

1. Materials: Youth Unlimited Report, p. 353

2. Recommendations

a. That synod rejoice in the 48,594 hours that Youth Unlimited students gave in 2015 to serving others in the name of Jesus through the *Live It* convention and *Serve* mission experiences.

—Adopted

b. That synod, in its prayer at the close of the current session, petition the Holy Spirit to use the gospel of Mark and the 2016 Youth Unlimited theme "Make Change. Be Changed" to enable students involved in the 28 *Serve* experiences taking place this summer and those they serve to encounter Jesus Christ in a life-changing manner.

—Adopted

Rev. Joseph Vanden Akker offers prayer for these ministries and gives thanks for the work they do.

(The report of Advisory Committee 5 is continued in Article 50.)

ARTICLE 21

Advisory Committee 6, Global Mission and Ministry, Rev. Roger W. Sparks reporting, presents the following:

**I. Back to God Ministries International**

*A. Materials:* Back to God Ministries International Report, pp. 177-85

*B. Privilege of the floor:* Rev. Kurt Selles, director of Back to God Ministries International, and Rev. Reginald Smith, board president

*C. Recommendation*

That synod accept and affirm with gratitude the report from Back to God Ministries International.

—Adopted

## II. World Renew

### A. Materials

1. World Renew Report, pp. 219-37
2. World Renew Supplement

*B. Privilege of the floor:* Mr. John DeGroot, president of World Renew-Canada; Ms. Carol Bremer-Bennett, director of World Renew-U.S.; and Ms. Ida Kaastra-Mutoigo, director of World Renew-Canada

### C. Recommendation

That synod accept and affirm with gratitude the report from World Renew.

—Adopted

Roger W. Sparks offers a prayer of thanks for the work of these agencies and the effective services they perform.

## III. Response to Overture 9: Instruct Back to God Ministries International to Remove Articles That Advocate Same-sex Marriage from the *Think Christian Website*

### A. Materials

1. Overture 9, pp. 562-64
2. Back to God Ministries International Supplement (section II)

### B. Recommendation

That synod not accede to Overture 9 from the council of Family of Faith CRC.

*Ground:* The issues in Overture 9 have been dealt with satisfactorily by BTGMI staff and by the BTGMI board.

—Adopted

## IV. Board of Trustees

### A. Materials

1. Board of Trustees Report (section II, A, 20; B, 4, including Appendix G), pp. 33, 37-38, 70-75
2. Board of Trustees Supplement (section II, A, 2-5)

*B. Privilege of the floor:* Ms. Katherine M. Vandergrift, chair of the Board of Trustees; Dr. Steven R. Timmermans, executive director; and members of the executive staff as needed

### C. Recommendations

That synod receive the report regarding planting churches outside of Canada and the United States and adopt the following recommendations contained within (Appendix G and section II, A, 20):

- a. That synod declare that classes and congregations considering planting churches under the CRCNA name outside of Canada and the United States and/or considering the affiliation of congregations outside of

Canada and the United States should do so only with utmost caution and care, keeping in mind the following principles and covenants:

- 1) The guiding principle and practice in church planting outside of Canada and the United States must be to enable any new group to affiliate with other Christian groups in their home nation.
- 2) A clear commitment must be to honor our ecumenical partners in other countries. They must be able to offer their blessing or refuse a proposal for church planting within their national borders.
- 3) Motives for any affiliation need to be discerned and discussed openly, recognizing the need to honor and properly balance the desires for doctrinal purity, Christian unity, true accountability, and shared ministry.
- 4) Any congregation that desires to affiliate with the CRCNA or become organized as part of a CRCNA classis would need to demonstrate readiness to actively relate with other congregations in the CRCNA through involvement in the classis; subscribe to CRCNA polity and confessions; and contribute, as they are able, to the ministry support and accountability expected of all other CRCNA congregations. *Note:* An affiliation process has been adopted by synod and is available to the classes for use as guidelines.
  - a) The guidelines of Church Order Article 38 are relevant to this advice, and set definite expectations for any planted or affiliating congregation outside of Canada and the United States to join the CRCNA officially.
  - b) Limits of classis leadership must be recognized in navigating relationships implied by such affiliation. Any experiment should be done with great caution and transparency. This would require early communication with our denominational mission agency, the Ecumenical and Interfaith Relations Committee (EIRC), and the denominational offices that such a project is being contemplated. Further, all parties should actively consult and partner as decisions are made regarding if, how, and when to proceed.

*—Adopted*

- b. That synod instruct the executive director to task an ad hoc committee with the following mandate:

To consider creation of a new category of affiliation by which a (non-Canadian and United States) congregation or groups of congregations could associate with the CRCNA. Composition should include members of the EIRC and staff of the new mission agency.

In addition, if the committee would recommend allowance of such affiliations, their mandate should also include consideration of the role of Church Order Articles 49, 50, 73, and 76.

*Grounds:*

- 1) Such a new category may be a hospitable option for such congregations and ministries potentially unable to meet current require-

ments for affiliation or for whom those described in Recommendation a above are culturally inappropriate.

- 2) Such a relationship could bless both the associating congregation and the CRCNA in ways beyond our anticipation, including a sense of accountability for currently independent congregations and appreciation of global relationships for CRC congregations in North America. This would therefore provide a forum in which global partners and those in the CRC could discuss matters challenging their ministries and assist one another in applying the calls of Scripture.
- 3) Such an exploration is consistent with the CRC Ministry Plan as follows: ecumenical relationships, when appropriate, give rise to the presence of the CRCNA (or a new category of CRC-partner denominations) in countries other than Canada and the United States.

—*Adopted*

- c. That synod instruct the executive director to task an ad hoc committee with the following mandate:

To investigate potential areas of collaborative partnership in ministry with Koreans in Korea. Composition should include members of the Korean Relations Team, EIRC, our educational institutions, and staff of the unified mission agency.

*Grounds:*

- 1) The current contributions of the president of Calvin Theological Seminary and of Calvin College staff have produced many fruitful relationships in Korea. Yet these programs are not coordinated by or inclusive of other CRC ministries. A team to consider such coordination and to maximize efforts would bless all parties involved.
- 2) There are great opportunities for the CRCNA to learn about missions from Korean churches that claim a strong missional and prayer-filled history and identity. The CRCNA can grow in prayer in partnership with such churches. These opportunities to partner in ministry initiatives and in a learning community are beyond the mandate of the EIRC.

—*Adopted*

## **V. Christian Reformed Home Missions**

A. *Materials:* Christian Reformed Home Missions Report, pp. 186-98

B. *Privilege of the floor:* Rev. Moses Chung, Christian Reformed Home Missions director, and Rev. Harvey J. Roosma, board president

C. *Recommendation*

That synod accept and affirm with gratitude the report from Christian Reformed Home Missions.

—*Adopted*



## **VI. Christian Reformed World Missions**

*A. Materials:* Christian Reformed World Missions Report, pp. 199-202

*B. Privilege of the floor:* Ms. Andrea Bootsma, president of CRWM-Canada; Rev. Ronald Meyer, president of CRWM-USA; and Dr. Gary J. Bekker, director of CRWM

### *C. Recommendation*

That synod accept and affirm with gratitude the report from Christian Reformed World Missions.

—Adopted

## **VII. New Mission Agency Report**

*A. Materials:* Christian Reformed Home Missions/Christian Reformed World Missions Supplement—New Mission Agency Report (including Appendix)

*B. Privilege of the floor*

1. From Christian Reformed Home Missions: Rev. Moses Chung, director, and Rev. Harvey J. Roosma, board president
2. From Christian Reformed World Missions: Ms. Andrea Bootsma, president of CRWM-Canada; Rev. Ronald Meyer, president of CRWM-USA; and Dr. Gary J. Bekker, director of CRWM

### *C. Recommendation*

That synod receive the New Mission Agency Report as information, noting that the BOT has approved proposed outcomes, vision, mission, core postures, and values, as well as an organizational structure, of the New Mission Agency.

—Adopted

## **VIII. Communities First Association**

*A. Materials:* Communities First Association Report, pp. 348-49

### *B. Recommendation*

That synod receive the report of Communities First Association as information and commend this ministry for their work.

—Adopted

## **IX. Diaconal Ministries Canada**

*A. Materials:* Diaconal Ministries Canada Report, p. 350

### *B. Recommendation*

That synod receive the report of Diaconal Ministries Canada as information and commend this ministry for their work.

—Adopted

## **X. Partners Worldwide**

*A. Materials:* Partners Worldwide Report, p. 355

### *B. Recommendation*

That synod receive the report of Partners Worldwide as information and commend Partners Worldwide for engaging businesspeople in partnerships that create jobs, transform lives, and build healthy communities around the globe.

—*Adopted*

## **XI. Timothy Leadership Training Institute**

*A. Materials:* Timothy Leadership Training Institute Report, pp. 356-57

### *B. Recommendations*

1. That synod receive the report of Timothy Leadership Training Institute as information and commend them for their work of training church leaders in partnership with the CRCNA.

—*Adopted*

2. That synod take note of the following significant actions:

The BOT in executive session May 5, 2016, took action to approve incorporating the Timothy Leadership Training Institute (TLTI) into the CRCNA. The Timothy Leadership Training Institute board also approved this action on June 6, 2016. Also, in concert with legal experts, administrative staff from the CRCNA and TLTI developed an agreement and plan of reorganization, a certificate to the Amendment to the Articles of Incorporation, and restated bylaws. The BOT reviewed all of these materials prior to its decision regarding TLTI.

—*Noted*

Rev. Roger W. Sparks offers a prayer of thanks for these agencies and the work they do.

## **ARTICLE 22**

The president introduces Ms. Katherine M. Vandergrift, president of the Board of Trustees, who addresses delegates on the work of the Board of Trustees and the executive director.

She shares that during the past six years the Board has had some significant changes in its work, including the following:

- Stronger focus on how the Board relates to the local churches.
- A year with a full executive team (Dr. Steven R. Timmermans; Mr. Colin P. Watson, Sr.; and Dr. Darren C. Roorda) in place that is working well together.
- Taking down silos in structure, culture, and leadership.
- A positive and robust approach to its work. The Board is united in addressing binational, regional, and gender issues.
- A Ministry Plan that serves as a flexible tool for the Board's work.

The Board presents its witness in the way it works together and governs itself. Ms. Vandergrift concludes by expressing her hope that the Board bridges cultural gaps and continues to move forward in its work.

#### ARTICLE 23

The morning session adjourns at 11:46 a.m. Rev. John H. Caicedo (California South) leads in closing prayer.

### MONDAY AFTERNOON, June 13, 2016

#### Fourth Session

#### ARTICLE 24

The afternoon session convenes at 1:22 p.m., and Rev. Cedric W. Parsels (Grandville) leads in opening prayer.

#### ARTICLE 25

Dr. Steven R. Timmermans, executive director, addresses the delegates on the “State of the Church.” He shares, “We live in challenging but also hurting times, yet we together are part of God’s household and family.” He expresses thanks for faithfulness in giving.

Home Missions and World Missions are becoming a New Mission Agency, anticipated ministry shares are being met, deacons are attending synod, a God of bounty and faithfulness has provided resources to help us in ways of partnering and sharing the good news—and through all of this we see God’s leading.

Together we are on a journey to become focused on our desired goals. We are called to follow God’s leading and grow as disciples of God’s kingdom on earth.

#### ARTICLE 26

(The report of Advisory Committee 1 is continued from Article 18.)

Advisory Committee 1, Synodical Services, Rev. Chelsey L. Harmon reporting, presents the following:

#### **I. Response to Overtures 4 and 5—Transfer of East Bay Korean Presbyterian CRC from Classis Hanmi to Classis Central California**

A. *Materials:* Overtures 4 and 5, p. 554

B. *Recommendation*

That synod accede to Overtures 4 and 5.

*Ground:* The geographic location of this church has made participation in Classis Hanmi a difficulty. A transfer to Classis Central California will facilitate easier participation in the life of classis.

—Adopted

## II. Response to Overture 2: Maintain Women Advisers to Synod

A. *Materials*: Overture 2, p. 548

B. *Recommendation*

That synod not accede to Overture 2.

*Grounds*:

1. Current synodical rules and procedures provide for a minimum of two women advisers each year, with the exact number based on a rolling average of previous years' synods.
2. Current rules and procedures already allow for the inclusion of women with various perspectives.
3. Under current rules and procedures, all churches and classes may nominate women advisers.

—Adopted

(The report of Advisory Committee 1 is continued in Article 69.)

### ARTICLE 27

Advisory Committee 8, Interdenominational Matters, Rev. Dr. Christopher J. Schoon reporting, presents the following:

#### I. Response to Overture 12: Prepare a 500th-Anniversary Celebration of the Start of the Protestant Reformation

A. *Materials*: Overture 12, pp. 574-75

B. *Background*

The request for a celebration of the 500th anniversary of the Protestant Reformation received wide agreement and appreciation from the committee. However, the pragmatic components (anticipated costs, research logistics, and time needed to publish new materials) associated with Overture 12 would be difficult, if not impossible, to meet before the fall of 2017. While the committee does not believe synod can accede to the overture, the committee proposes the following recommendations as a means of honoring the spirit of Overture 12.

C. *Recommendations*

1. That synod encourage denominational ministries (particularly Calvin Theological Seminary, the New Mission Agency, *The Banner*, and Worship Ministries) and Synod 2017 to commemorate the 500th anniversary of the Protestant Reformation with particular attention to the *Five Solas*: *Sola Scriptura* ("Scripture alone"), *Sola Gratia* ("grace alone"), *Sola Fide* ("faith alone"), *Solo Christo* ("Christ alone"), and *Soli Deo Gloria* ("glory to God alone").

—Adopted

2. That synod encourage classes to recognize the 500th anniversary of the Protestant Reformation in their fall 2017 meetings with particular attention to the *Five Solas*.

—Adopted

3. That synod encourage local churches to seek out ways to ecumenically commemorate the 500th anniversary of the Protestant Reformation.  
—*Adopted*
4. That synod take note of the World Communion of Reformed Churches' (WCRC) forthcoming resources related to the 500th anniversary of the Protestant Reformation.  
—*Adopted*
5. That synod consider the above as its response to Overture 12.

*Grounds:*

- a. The 500th anniversary of the Protestant Reformation is a significant milestone in the life of the CRCNA.
- b. The *Five Solas* "have served as an ongoing challenge and encouragement to each generation of Reformed Christians ever since the time of the Reformation" (*Agenda for Synod 2016*, p. 575).
- c. The CRCNA is part of a broader tradition that includes many brothers and sisters who are not directly affiliated with the CRCNA.
- d. "Local congregations should seek to worship, witness, and work with neighboring churches that are part of the Christian community and unequivocally witness to Jesus Christ" (Ecumenical Charter, section I, C, 3; and Belgic Confession, Art. 29).

—*Adopted*

## II. Ecumenical and Interfaith Relations Committee

A. *Materials:* Ecumenical and Interfaith Relations Committee Report, including Appendix, pp. 317-27

B. *Privilege of the floor:* Dr. Jim Payton, chair; and Dr. Steven R. Timmermans

C. *Recommendations*

1. That synod express its gratitude to Ms. Debra Ortiz-Vásquez for serving the cause of ecumenicity for the CRC.  
—*Adopted*
2. That synod designate the Presbyterian Church in Ethiopia as a church in dialogue with the CRC.

*Ground:* This action reflects the intended purposes for the category of *churches in dialogue*.

—*Adopted*

3. That synod give thanks for the EIRC and their ongoing work in ecumenical relationships and interfaith dialogue on behalf of the CRCNA.  
—*Adopted*
4. That synod express gratitude to our fraternal delegates for participating with us, sharing their gifts, and teaching us through their stories of God's faithfulness. Further, we thank them for raising our awareness of their struggles, including intense persecution, and for their commitment to the unity of the body of Christ throughout the world. We have much to learn from the deep-rooted faith and hope of our fraternal delegates.  
—*Adopted*

5. That synod take note of the EIRC's feedback that many of our ecumenical partners have not found the category of Ecumenical Faith Declaration to be a helpful category (*Agenda for Synod 2016*, pp. 324-25).

—Noted

(The report of Advisory Committee 8 is continued in Article 45.)

## ARTICLE 28

Dr. Steven R. Timmermans, executive director of the CRCNA, and Rev. Thomas De Vries, general secretary of the Reformed Church in America, linking from the RCA General Synod 2016 meeting in Palos Heights, Illinois, engage in dialogue by video conference, celebrating the fruitful collaboration that is happening between the two denominations. Both synods are looking forward to meeting together at Calvin College in 2018.

Mr. Greg A. De Haan (Niagara) offers prayer for the work and ministry of the RCA and their synod.

Ms. Leah Dykstra (elder delegate from RCA Classis of Holland, via video feed) offers prayer for the work and ministry of the CRCNA and our synod.

## ARTICLE 29

Dr. Steven R. Timmermans introduces Rev. Dr. Lisa Vander Wal, fraternal delegate from the Reformed Church in America, who addresses synod. The president responds.

## ARTICLE 30

Advisory Committee 3. Education and Candidacy, Rev. Hendrik P. Bruin-sma reporting, presents the following:

### I. Board of Trustees

A. *Materials*: Board of Trustees Report (section II, A, 19, including Appendix F), pp. 33, 65-70

B. *Privilege of the floor*: Ms. Katherine M. Vandergrift, chair of the Board of Trustees; Dr. Steven R. Timmermans, executive director; and members of the executive staff as needed

#### C. *Recommendation*

That synod endorse the revised Process for Affiliation of Congregations and Their Pastors with the Christian Reformed Church in North America as found in Appendix F (cf. section II, A, 19).

*Ground*: This report provides a helpful framework for the affiliation process by bringing together material previously found in multiple locations.

—Adopted

### II. Calvin College

#### A. *Materials*

1. Calvin College Report, pp. 149-54
2. Calvin College Supplement

*B. Privilege of the floor:* Chair of the Calvin College Board of Trustees, Mr. Craig Lubben; and the president of Calvin College, Dr. Michael K. Le Roy

*C. Recommendations*

1. That synod ratify the follow faculty appointments/reappointments with tenure, effective September 1, 2016:

- a. Mark D. Bjelland, Ph.D., professor of geography
- b. Becky R. Haney, Ph.D., associate professor of economics
- c. Elisha M. Marr, Ph.D., associate professor of sociology
- d. Victor T. Norman, Ph.D., associate professor of computer science
- e. Marilyn S. Stansbury, Ph.D., associate professor of business
- f. Marjorie A. Terpstra, Ph.D., associate professor of education
- g. Rachel M. Venema, Ph.D., associate professor of social work
- h. Susan K. Verwys, Ph.D., associate professor of education
- i. Eric M. Washington, Ph.D., associate professor of history
- j. Gail L. Zandee, M.S.N., associate professor of nursing

—*Adopted*

2. That synod remove the following Church Order Supplement, Article 18 provision:

Ministerial professors in the college and seminary shall be granted the privilege of honorable retirement with full retirement benefits at the age of sixty-five, if they so desire.

(*Acts of Synod 1960*, p. 53)

*Grounds:*

- a. This provision is unnecessary since the retirement of professors is governed by the retirement plans of the seminary and college.
- b. Retirement benefits and procedures and the category of “ministerial professors” have changed since 1960 such that this Church Order Supplement provision is inaccurate and out of date.
- c. This action will not result in any change or loss of benefit to any person because it currently is not being applied to any person in retirement from either the college or the seminary.
- d. This also satisfies a similar recommendation from the Calvin Theological Seminary board.

—*Adopted*

### **III. Calvin Theological Seminary**

*A. Materials*

1. Calvin Theological Seminary Report, including Appendices A-B, pp. 239-51
2. Calvin Theological Seminary Supplement, including Appendices A-C

*B. Privilege of the floor:* Mr. Sidney Jansma, Jr., chair of the Calvin Theological Seminary Board of Trustees; and Rev. Julius T. Medenblik, president of Calvin Theological Seminary

### C. Recommendations

1. That, following a successful interview, synod ratify the appointment of Dr. Danjuma Gibson as associate professor of pastoral care for three years, effective July 1, 2016.

—Adopted

2. That synod appoint Rev. Christopher W. deWinter to interview Dr. Danjuma Gibson for 30 minutes, and that delegates, advisers, and young adult representatives of synod be permitted to ask questions for 20 minutes after the main interview.

—Adopted

3. That, following a successful interview, synod ratify the appointment of Rev. Geoffrey Vandermolen as director of vocational formation for three years, effective July 1, 2016.

—Adopted

4. That synod appoint Dr. William VanWyngaarden to interview Dr. Geoffrey Vandermolen for 30 minutes, and that delegates, advisers, and young adult representatives of synod be permitted to ask questions for 20 minutes after the main interview.

—Adopted

5. That synod, with gratitude to God, acknowledge the years of faithful service of Rev. Alvern Gelder and note the new title conferred on him by the Calvin Theological Seminary Board of Trustees: director of mentored ministries, *emeritus*, effective July 1, 2016.

—Adopted

Rev. Jul Medenblik offers prayer for Rev. Alvern Gelder in the recent death of his brother.

6. That synod, with gratitude to God, acknowledge the years of faithful service of Dr. Arie Leder and note the new title conferred on him by the Calvin Theological Seminary Board of Trustees: professor of Old Testament, *emeritus*, effective July 31, 2016.

—Adopted

7. That synod, with gratitude to God, acknowledge the years of faithful service of Dr. Calvin Van Reken and note the new title conferred on him by the Calvin Theological Seminary Board of Trustees: professor of moral theology, *emeritus*, effective July 31, 2016.

—Adopted

8. That synod, with gratitude to God, acknowledge the years of faithful service of Rev. Lugene Schemper and note the new title conferred on him by the Calvin Theological Seminary Board of Trustees: theological librarian, *emeritus*, effective upon his retirement on September 16, 2016.

—Adopted



9. That synod remove the following Church Order Supplement, Article 18 provision:

Ministerial professors in the college and seminary shall be granted the privilege of honorable retirement with full retirement benefits at the age of sixty-five, if they so desire.

*(Acts of Synod 1960, p. 53)*

*Grounds:*

- a. This provision is unnecessary since the retirement of professors is governed by the retirement plans of the seminary and college.
- b. Retirement benefits and procedures and the category of “ministerial professors” have changed since 1960 such that this Church Order Supplement provision is inaccurate and out of date.
- c. This action will not result in any change or loss of benefit to any person because it currently is not being applied to any person in retirement from either the college or the seminary.

*Note:* A similar recommendation was presented above from Calvin College.

—*Adopted*

10. That synod approve the revisions to Articles II and VI of the Articles of Incorporation of Calvin Theological Seminary as outlined in Appendix B to the Supplement report.

—*Adopted*

11. That synod note that Calvin College and Calvin Theological Seminary have fulfilled the mandate of Synod 2014 to provide a list of resources on the relationship of science and theology.

—*Noted*

#### **IV. Candidacy Committee**

##### *A. Materials*

1. Candidacy Committee Report (including Appendices A-B and Addenda), pp. 257-316
2. Candidacy Committee Supplement

*B. Privilege of the floor:* Rev. David R. Koll, director of Candidacy, and to an additional member of the Candidacy Committee, if present

##### *C. Recommendations*

1. That synod, considering the request for clarification regarding Church Order Article 23 (see *Acts of Synod 2015*, pp. 640-41),
  - a. Receive the report on Clarification Regarding Church Order Article 23 (Appendix A) as presented by the Candidacy Committee and recommend it to the congregations and classes for review as helpful advice in the administration of Church Order Article 23.

—*Adopted*

- b. Instruct the Candidacy Committee to bring recommendations and, if necessary, modifications to Church Order Article 23 and its Supplement that address the five areas of concern raised in Appendix A, section III, and report to Synod 2017. Churches and classes are encouraged to freely communicate related ideas and concerns to the Candidacy Committee by November 1, 2016.

*Ground:* These five areas of concern emerge from the ongoing work of the Candidacy Committee with churches and classes across the denomination.

—Adopted

2. That synod approve the following with respect to continuing education for pastors:

- a. That synod emphasize the following statements of Synod 2000 (*Acts of Synod 2000*, p. 681), as noted in section VII, A of the report.

That synod urge all councils (a) to establish a policy for continuing education, (b) to establish the expectation that their pastor(s) and ministry staff annually engage in an appropriate program of continuing education for ministry, and (c) to hold ministers and other ministry staff accountable for obtaining continuing education and for the content of the programs. This accountability is to be based on clear criteria adopted by the council in consultation with the minister(s) and ministry staff.

That synod urge church councils to grant pastors and ministry staff adequate time (approximately ten days per year) for annual continuing education and budget sufficient funds (approximately \$1,200) to cover this education.

—Adopted

- b. That synod encourage all councils and pastors to engage in an annual review of their plan for the pastor's continuing education (CE), as presented in section VII, B of the report, and that synod recommend the use of the Learning Covenant in Addendum 1.

—Adopted

- c. That synod encourage each classis, through regional pastors and mentors, to help develop a Learning Covenant for new pastors (Article 6, 7, or 8 ministers of the Word and Article 23 commissioned pastors) in order that they can grow in an awareness of our denominational covenants and practices, and that synod endorse the variety of ideas for such educational opportunities as presented in section VII, C and Addendum 2 of this report.

—Adopted

- d. That synod encourage each classis, through mechanisms such as mentors, regional pastors, peer groups, church visitors, and classical ministry leadership teams, to help churches and pastors engage in the formation and annual review of the learning covenant for the pastor's CE.

—Adopted

- e. That synod recognize and celebrate the many learning opportunities for pastors, elders, deacons, and key congregational leaders that are

becoming part of classis life in various regions of the Christian Reformed Church.

—*Adopted*

- f. That synod note with joy the growth of the practice and policies pertaining to sabbaticals among pastors and churches in the CRC.

—*Adopted*

- g. That synod recognize and celebrate the vast variety of CE resources both within the CRC and beyond as identified in Addendum 2 of the report.

—*Adopted*

- h. That synod commission the creation of a “CE for Pastors” website in cooperation with the CRC Network in order to facilitate access to resources and information pertaining to CE for Pastors, as described in section VII, H of the report.

—*Adopted*

- i. That synod instruct the Candidacy Committee to appoint an administrative team from such ministries as Pastor Church Resources, Calvin Theological Seminary, and the Candidacy Committee to coordinate initiatives and to seek volunteer help for what would become the new Continuing Education Committee, which would be commissioned to attend to nurturing the practice and culture of continuing education for pastors and ministry staff within the CRC, as described in section VII, I of the report.

—*Adopted*

- j. That synod encourage the new Continuing Education Committee to make use of, as much as is possible, the current budget of Pastor Church Resources’ Continuing Education Committee and to work collaboratively and creatively with the denomination’s funding source for new projects (the CRC Foundation), the RCA, and other potential donor sources to facilitate and enable a robust practice of CE for our pastors.

—*Adopted*

- k. That synod instruct the new Continuing Education Committee to work with the diverse communities in the CRC in order to enable them to attend to pastoral CE needs in ways that fit with their various cultures.

—*Adopted*

- l. That synod note the various ideas in section VII, L of the report for nurturing a culture of CE and recommend them to the churches.

—*Adopted*

- m. That synod note with appreciation the current efforts of Calvin Theological Seminary in providing continuing education opportunities and ask the seminary to investigate and pursue means of providing additional resources for CE for pastors and church leaders, including online resources, noncredit seminars and conferences, presentations at classes, courses for credit, and possibly a D.Min. program—all for the purpose of serving the church by providing effective CE for pastors and church leaders.

—*Adopted*

- n. That synod celebrate the development of a congregation-based Clinical Pastoral Education (CPE) program, with a distance learning element, as a project of Pine Rest Christian Mental Health Services in partnership with the CRC and the RCA, as presented in section VII, N of the report.

—*Adopted*

- o. That synod instruct the new Continuing Education Committee (see section VII, I) to report to Synod 2018 through the Candidacy Committee, indicating progress made in the initiatives described in this report, and speaking specifically to the adequacy of the staff arrangement for these initiatives.

—*Adopted*

- p. That synod receive the report of the Committee on Continuing Education for Pastors and dismiss the committee with thanks.

—*Adopted*

3. That synod take note of the various initiatives and challenges identified by the Candidacy Committee in this report.

—*Noted*

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

Christopher R. Allen

Yohanes Budhi

Andrew W. Carlson

Zhi Gang Chen (John)

Scott Chiang

Elisabeth A. DeVries

Daniel J. DeVries

Willem de Vries

Darrell Delaney

Trent M. Elders

Kendall A. Everett

Tara K. Foreman

Laura A. Guichelaar-DeRuiter

Lloyd H. Hemstreet

Brenda Kronemeijer-Heyink

Drew D. Hoekema

Brian Hofman

Grant Hofman

Sarah J. Hoogendoorn

Kyong Won Jung

Matthew J. Kaemingk

Moses Kang

Nathan W. Klingenberg

Timothy Kooiman

Jonathan A. Kool

Sang Myung Lee

Sheryl J. Leisman

Benjamin D. McKnight

Hee Jung (Brian) Na

Katrina J. Olson

Jennifer L. Palkowski

Jesse M. Pals

Matthew A. Pearce

Kristen J. Pikaart

Joella Ranaivoson

Peter G. Rockhold

Hendrick Roeda

Ivan K. Santoso

Kelli K. Sexton

Sharon R. Smith

Samuel D. Sutter

Brian P. Tarpy

Ricardo R. Tavarez

Arianna M. Tolsma

Jacob D. Van Steenwyk

Thomas Van Wyk

Bradley R. Zwiers

—*Adopted*

5. That synod approve the following extensions of candidacy:

|                         |                      |
|-------------------------|----------------------|
| Andrea M. Baas          | Michelle J. Kool     |
| Nicholas C. Baas        | Victor S. Laarman    |
| Kevin J. Boss           | Barbara A. Sanders   |
| Yoon Chul (Daniel) Choi | Kurt C. Schaefer     |
| Kyle Dieleman           | Hannah R. Smele      |
| Kendra R. Ettema        | Juli Stuelpnagel     |
| Tyler Greenway          | Jason R. Terpstra    |
| Robert J. Gruessing     | David van Eyk        |
| Ryan Hoogerbrugge       | Jesse L. Walhof      |
| Darren S. Hoogendoorn   | Kristopher R. Walhof |
| Joseph Hwang            | Beverly Weeks        |
| Sang Jin                | Rhonda S. Workman    |
| Eric D. Kas             |                      |

—Adopted

6. That synod approve the reinstatement of candidacy to Mr. Jacob Meadows, as described in section I, C of the Candidacy Committee Supplement.

—Adopted

7. That synod approve the work of the Candidacy Committee relative to the statement of *need* for the following persons seeking affiliation under Church Order Article 8:

| Date     | Name of applicant | Classis             | Former denomination                 |
|----------|-------------------|---------------------|-------------------------------------|
| 7-27-15  | Kim, John         | Central California  | Evangelical Church Alliance         |
| 7-27-15  | Jang, Kyung Lok   | Central California  | Korean American Presbyterian Church |
| 7-27-15  | Choi, King Fai    | Central California  | Chinese Bible Church                |
| 8-10-15  | Hwang, Kurtis     | Hanmi               | Evangelical Church Alliance         |
| 8-17-15  | Funk, Jeff        | Greater Los Angeles | Baptist General Conference          |
| 9-9-15   | Kim, Bok Jin      | Hanmi               | Korean Presbyterian Church          |
| 10-12-15 | Umawing, Julius   | Greater Los Angeles | CRC of Philippines                  |
| 1-11-16  | Mang, Kei Lai     | Thornapple Valley   | Letpanchaung Christian Assoc.       |
| 2-17-16  | Cheng, Shu-Min    | Greater Los Angeles | Tang Kung Ref. Presbyterian Church  |
| 2-17-16  | Ivens, Tomas      | Greater Los Angeles | Saddleback Community Church         |
| 2-18-16  | Kim, Won Ki       | Ko-Am               | Presbyterian Church of Korea        |
| 4-15-16  | Lee, Heui Moon    | Greater Los Angeles | Evangelical Church Alliance         |

—Adopted

**V. Dordt College**

A. *Materials:* Dordt College Report, pp. 337-38

B. *Recommendation*

That synod note Dordt College is thankful to God for blessing the school with extremely strong enrollment. Students and faculty have been involved in many acts of ministry and serviceable insight. Of particular note is the hosting of the inaugural Iowa Conference on Presidential Politics and, together with partner organizations, addressing the issue of world hunger and poverty in material ways such as via the Global Agriculture Summit. In the near future, Dordt College will be offering two-year degrees in professional/technical programs.

—Adopted

## **VI. Institute for Christian Studies**

*A. Materials:* Institute for Christian Studies Report, pp. 339-40

*B. Recommendation*

That synod note the work of the Institute for Christian Studies as a faithful Christian witness in the academy and beyond. In 2017 they will celebrate 50 years of fruitful work in Christian higher education, and we rejoice with them for the evidence of God's sustaining grace among them. Forty-three students are enrolled in graduate degree programs. One example of fruitful cooperative research with the CRCNA in Canada has been the production of a toolkit that churches can use to create community dialogue on justice and faith issues.

—*Adopted*

## **VII. The King's University**

*A. Materials:* The King's University Report, pp. 341-42

*B. Recommendation*

That synod note the many blessings enjoyed at The King's University. At the time of its 35th anniversary it has gained legislative permission to call itself a university, has launched the Leder School of Business, has partnerships with other universities around the world, and enjoys record enrollment.

—*Adopted*

## **VIII. Kuyper College**

*A. Materials:* Kuyper College Report, p. 343

*B. Recommendation*

That synod take note of a stable year (2015-2016) for Kuyper College due to enrollment and budget exceeding projections. Students and graduates continue to indicate strong support for the way Kuyper requires them to major in Bible as well as in another field of studies. By next year, Lord willing, the college anticipates two changes: it will offer online classes, and President Nicholas Kroeze will retire after 22 years of outstanding service.

—*Adopted*

## **IX. Redeemer University College**

*A. Materials:* Redeemer University College, pp. 344-45

*B. Recommendation*

That synod take note that Redeemer University College experiences the blessing of God while facing enrollment and financial challenges. It has implemented new strategic initiatives and hired five new faculty and two new library staff. Redeemer University College is responding well to the pressing issues of our social and cultural contexts with a strong commitment to Reformed identity.

—*Adopted*

## **X. Trinity Christian College**

*A. Materials:* Trinity Christian College Report, pp. 346-47

### *B. Recommendation*

That synod note the strong partnership between the CRC and Trinity Christian College. Under the leadership of President Kurt Dykstra, appointed in 2015, Trinity continues to provide a high-quality faith-based liberal arts education to an increasingly diverse student body, equipping undergraduate and graduate students for the Lord's service in a fast changing world.

—*Adopted*

President Paul R. De Vries offers prayers for these many Christian educational institutions and for the wonderful education available and used by many people.

## **XI. Response to Overtures 6 and 7—Financial Support for Seminary Students**

*A. Materials:* Overtures 6 and 7, pp. 555-60

### *B. Observations*

Classis Hamilton submitted Overture 6 in October 2015 and Overture 7 in February 2016. Together these overtures address a number of issues with regard to equity and other challenges related to student funding.

### *C. Recommendations*

1. That synod form a task force to address the following:

- a. Issues of equity in classis-based funding of seminary students.
- b. Financial challenges faced by students from Canada who desire to attend Calvin Theological Seminary.
- c. The impact of these financial circumstances on CRC members accessing a Reformed preparation for ministry within the CRCNA.

The task force shall be composed of representatives from Calvin Theological Seminary, the Candidacy Committee, three classis committees responsible for student funding, and two current or recent CTS students. The task force shall present its findings and any recommendations to Synod 2017.

—*Adopted*

2. That synod declare this to be its response to Overtures 6 and 7.

—*Adopted*

(The report of Advisory Committee 3 is continued in Article 33.)

## **ARTICLE 31**

The afternoon session adjourns at 4:55 p.m. Ethnic adviser Mr. John S. Lendein leads in closing prayer.

**MONDAY EVENING, June 13, 2016**  
**Fifth Session**

**ARTICLE 32**

The evening session convenes at 7:00 p.m. Ms. Lenore Maine (Hackensack) leads in opening prayer.

**ARTICLE 33**

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

**Calvin Theological Seminary**

*A. Materials:* Calvin Theological Seminary Report, including Appendices A-B, pp. 239-51

*B. Recommendations*

Synod proceeds according to the adopted procedure (in Article 32, section III of these minutes) and, following the completed interviews, considers the following recommendations:

1. That synod ratify the appointment of Dr. Danjuma Gibson as associate professor of pastoral care for three years, effective July 1, 2016.

—*Adopted*

Rev. William G. Vis (Pacific Northwest) congratulates Dr. Gibson on his appointment.

Dr. Ronald J. Feenstra, faculty adviser, offers prayer for Dr. Danjuma Gibson.

2. That synod ratify the appointment of Rev. Geoffrey Vandermolen as the director of vocational formation for three years, effective July 1, 2016.

—*Adopted*

Rev. William G. Vis (Pacific Northwest) congratulates Rev. Vandermolen on his appointment.

Rev. Julius T. Medenblik, president of Calvin Theological Seminary, offers prayer for Rev. Geoffrey Vandermolen.

(The report of Advisory Committee 3 is continued in Article 83.)

**ARTICLE 34**

The evening session adjourns at 9:28 p.m. Rev. Boo Hwan Kwak (Hanmi) leads in closing prayer.



**TUESDAY MORNING, June 14, 3016**  
**Sixth Session**

**ARTICLE 35**

Mr. Colin Watson, liturgist, offers the call to worship. The praise team (Ms. Gail De Young, Ms. Diane Dykgraaf, Rev. Vern Swieringa, and Mr. Leon Groendyk) and delegates sing “Come, All You People.”

Mr. Watson shares that we have expressed our longing for wisdom and for the Spirit to lead and guide us. We belong together, and in our belonging we long for unity of the body.

Delegates affirm the unity of the body responsively from the Belhar Confession and sing “We Are One in Christ Jesus.”

Delegates respond with a litany prayer of confession and sing “Cornerstone.”

Rev. Joan G. De Vries opens with prayer and speaks on “Unity of the Body through Diversity.” Delegates respond with a narrative litany of 1 Corinthians 12:12-37 and sing “Take, O Take Me as I Am” as a prayer. Rev. De Vries leads in prayer.

Delegates respond by singing “With One Heart,” Rev. De Vries gives a benediction and blessing, and delegates sing “In Christ There Is No East or West.”

Worship concludes with the passing of the peace.

Roll call indicates all delegates are present.

**ARTICLE 36**

Advisory Committee 7, Financial Matters, Rev. Drew K. Sweetman reporting, presents the following:

**Board of Trustees**

*A. Materials*

1. Board of Trustees Report (sections I, C; II; C-D, including Appendix I), pp. 24-25, 40-41, 120-46
2. Board of Trustees Supplement (section II, B, including Appendices D and E)

*B. Privilege of the floor:* Ms. Katherine M. Vandergrift, chair of the Board of Trustees; Dr. Steven R. Timmermans, executive director; and members of the executive staff as needed

*C. Recommendations*

1. That synod receive as information the condensed financial statements of the agencies and educational institutions (Appendix I).  
—Adopted
2. That synod receive as information the Summary of Denominational Investments and Compliance with Investment Policy (Appendix E, Board of Trustees Supplement).  
—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, 4).
  - b. That synod receive as information the list of nondenominational agencies, previously accredited, that have been approved for calendar year 2017 (BOT Supplement section II, B, 5), noting that the Christian Learning Center (CLC) was inadvertently omitted from the BOT Supplement and that the Redeemer University College U.S. Foundation has been shut down.

*—Adopted*

4. That synod adopt the 2016-2017 denominational salary grid for senior positions as proposed (BOT Supplement section II, B, 7).

*Ground:* These salaries represent the 10th percentile for the most senior positions (level 16 and higher) relative to marketplace salaries.

*—Adopted*

5. That synod take note of the BOT's endorsement of the following decision presented by the Pension Trustees (BOT Supplement section II, B, 8):

That the 2017 per-member assessment for the Canadian Plan remains \$42.96 and that the Canadian per-participant assessment remains \$9,840. Similarly, that the 2017 per-member assessment for the U.S. Plan remains \$37.20 and the U.S. per-participant assessment remains \$7,704.

*—Adopted*

6. That synod endorse the report of the Task Force on Financial Sustainability, taking note of the Board's endorsement of the five action steps (BOT Supplement section II, B, 1 and Appendix D).

*Grounds:*

- a. The ministry-share system is a synodically approved and practiced revenue stream to support the local, regional, and global mission and vision of the CRCNA. The motions address its ongoing effective implementation and administration in order to serve the denomination's long-term financial sustainability.
- b. The ministry-share system would be greatly enhanced with renewed focus on the role of each classis to hold its member churches to their joint commitment to be covenant partners in the global mission of the CRCNA.

*—Adopted*

7. That synod require that all new ministry proposals include a ministry-share cost implication and/or alternative funding plan for sustaining the ministry.

*Grounds:*

- a. This requirement provides present and future stewardship and accountability.
- b. This requirement prevents unfunded mandates.

—Adopted

8. That synod instruct the BOT to evaluate and prioritize all existing programs and ministries with the goal of reducing the institutional footprint, including the following:

- Produce a detailed chart of all existing ministries that includes the following information: ministry description, date the ministry began, account of synod that established the ministry, and current financial ministry-share allocation. This chart is to be presented to the BOT by February 2017.
- Provide an update on the process to Synod 2017.
- Seek input from the churches and classes in the prioritization and evaluation.
- Bring a final report to Synod 2018 to affirm the prioritized ministries.
- Going forward, all ministries will be evaluated on a regular basis.

*Grounds:*

- a. A smaller institutional footprint allows for churches and classes to better support their local ministries.
- b. This process will create greater ownership of denominational programs and ministries within the local congregations.

—Adopted

9. That synod ask the BOT to create a process for the classes to encourage churches to do their share as they are able and to find ways to connect ministry with all the churches.

*Grounds:*

- a. This process will foster a climate of mutual accountability around financial matters.
- b. Classes are in an ideal position to understand the circumstances of their member churches.
- c. This action was affirmed by Synod 1939 (*Acts of Synod 1939*, p. 22).

—Approved

10. That synod ask the BOT, following the ministry evaluation/prioritization, to reimagine ministry shares using the following guidelines and to report to Synod 2019.

- Fund the prioritized ministries at agreed-upon levels.
- Simplify the calculations.
- Consider options other than the number of professing members over 18 as a basis of the calculation.

*Grounds:*

- a. The churches are asking for a reimagined system as evidenced by Overture 10 and the recent actions of Classes Illiana and Muskegon (both have moved to a percentage of income model and away from the per-member assessment).

- b. Since “money follows ministry,” it is appropriate to reimagine ministry shares after the ministry and program evaluation.
  - c. We envision a reimagined system that allocates the right-sized financial responsibility to churches in such a way (e.g., a percentage of revenue) that all churches contribute to the ministry-share system.
- Adopted*

The following negative vote is registered: Rev. John R. De Vries (Holland).

(The report of Advisory Committee 7 is continued in Article 42.)

#### ARTICLE 37

A. Dr. Jim Payton, chair of the Ecumenical Interfaith Relations Committee, introduces the following ecumenical guests and fraternal delegates:

Dr. Sam Logan, associate international director of World Reformed Fellowship (USA), who addresses synod. The president responds with prayer.

Rev. Rafat Fathy, general secretary of the Evangelical Presbyterian Church in Egypt, who addresses synod. The president responds with prayer.

Rev. Caleb Ahima, president of the Christian Reformed Church of Nigeria, who addresses synod. The president responds with prayer.

B. Dr. Steven R. Timmermans introduces Mr. Fikre Norcha, a student at Calvin Theological Seminary, who is the former general secretary of the Presbyterian Church of Ethiopia.

#### ARTICLE 38

The morning session adjourns at 11:50 a.m. Rev. Daniel R. Kuiper (Arizona) leads in closing prayer, including prayer for the fraternal delegates and ecumenical guests of synod.

### **TUESDAY AFTERNOON, June 14, 2016**

#### **Seventh Session**

#### ARTICLE 39

The afternoon session convenes at 1:18 p.m. Elder delegate Mr. Anthony Matias (Hackensack) leads in opening prayer.

#### ARTICLE 40

Dr. Jim Payton, chair of the Ecumenical Interfaith Relations Committee, introduces the following ecumenical guests and fraternal delegates:

Rev. Douglas Rollwage, moderator of the Presbyterian Church in Canada, who addresses synod. The president responds in prayer.

Rev. Peter Azuana, general secretary, and Rev. Ayohol Ate, president, from the Universal Reformed Christian Church (formerly NKST). Rev. Azuana

brings greetings, and Rev. Ate addresses synod. The president responds in prayer.

Rev. Ira-Rimam Mathias Iratsi, president, and Rev. Musa Adamu Manasseh, general secretary, from the Reformed Church of Christ for Nations (RCCN). Rev. Manasseh addresses synod. The president responds in prayer.

#### ARTICLE 41

Rev. José Rayas, vice president of synod, shares thoughts of encouragement he has received over the years. Rev. Rayas is grateful that diversity is showing through a spirit of unity in the church and at this meeting of synod.

#### ARTICLE 42

(The report of Advisory Committee 7 is continued from Article 36.)

Advisory Committee 7, Financial Matters, Rev. Drew K. Sweetman reporting, presents the following:

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

###### *A. Materials*

1. Board of Trustees Report (sections I, C; II; C-D, including Appendix I), pp. 24-25, 40-41, 120-46
2. Board of Trustees Supplement (section II, B, including Appendices D and E)

*B. Privilege of the floor:* Ms. Katherine M. Vandergrift, chair of the Board of Trustees; Dr. Steven R. Timmermans, executive director; and members of the executive staff as needed

###### *C. Recommendations*

That synod receive the agencies and institutional unified budget as information and approve a ministry share of \$339.48 (per active professing member age 18 and over) for calendar year 2017 (BOT Supplement sections II, B, 2-3).

*Ground:* The committee does not wish to raise the ministry share rate while our current ministries are under evaluation.

—Adopted

##### **II. Response to Overture 10: Redesign the Ministry-Share System for the Next Generation**

###### *A. Materials:* Overture 10, pp. 564-73

###### *B. Recommendations*

1. That synod not accede to Overture 10 from Classis Iakota.

*Grounds:*

- a. The actions endorsed and proposed by this advisory committee accomplish the three primary purposes detailed in the overture (*Agenda for Synod 2016*, p. 568).

- b. The overture raises important issues; however, it primarily focuses on the revenue side of ministry. A more comprehensive approach, as outlined by the actions of this advisory committee, more fully addresses both the revenue and ministry issues.

—*Adopted*

2. That synod accept our actions as the response to the communication from Back to God Ministries International in response to Overture 10 (Back to God Ministries International Supplement, section III).

—*Adopted*

(The report of Advisory Committee 7 is continued in Article 44.)

#### ARTICLE 43

The president introduces Dr. Michael K. Le Roy, president of Calvin College, who addresses delegates on the work of Calvin College and introduces synod to three students (interviewed on a video) who describe their diverse experiences at Calvin. Calvin College continues to send out students so that their vocation is a way of life—equipping them to become agents of renewal in today's world.

Calvin has a diverse and growing group of students learning and growing together to walk in freedom with the Holy Spirit in their lives. Calvin College continues to remain faithful to the covenant pledge of equipping students to think deeply, act justly, and live wholeheartedly for the Lord.

The president responds.

#### ARTICLE 44

(The report of Advisory Committee 7 is continued from Article 42.)

Advisory Committee 7, Financial Matters, Rev. Drew K. Sweetman reporting, presents the following:

##### **I. Christian Reformed Church Loan Fund, Inc., U.S.**

A. *Materials*: Christian Reformed Church Loan Fund, Inc., U.S. Report, pp. 162-63

B. *Privilege of the floor*: the Loan Fund director or any members of the Board of Directors of the Christian Reformed Church Loan Fund, Inc., U.S.

##### *C. Recommendation*

That synod receive the report of the Christian Reformed Church Loan Fund for information.

—*Adopted*

##### **II. Pensions and Insurance**

A. *Materials*: Pensions and Insurance Report, pp. 171-75

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

C. *Recommendation*

That synod designate up to 100 percent of a minister's early or normal retirement pension or disability pension for 2017 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.

*Ground:* This meets the requirements of the IRS Code and is declared annually by synod.

—*Adopted*

**III. Response to Overture 11: Add Harvest USA to the List of CRCNA-Recommended Agencies**

A. *Materials:* Overture 11, pp. 573-74

B. *Recommendation*

That synod not accede to Overture 11.

*Ground:* While aspects of Harvest USA's ministry are good and are needed, their bylaws (Article III) express a view of homosexuality that is in conflict with the CRC position (*Acts of Synod 1973*, pp. 50-53).

—*Tabled*

(The report of Advisory Committee 7 is continued in Article 81.)

ARTICLE 45

Advisory Committee 8, Interdenominational Matters, Rev. Dr. Christopher J. Schoon reporting, presents the following:

**Committee to Study Religious Persecution and Liberty**

A. *Materials:* Committee to Study Religious Persecution and Liberty Report, pp. 444-74

B. *Privilege of the floor:* Kevin R. den Dulk, chair, and other members of the committee

C. *Recommendations*

1. That synod encourage each congregation to appoint a prayer coordinator or team who will keep up on religious persecution and religious liberty issues, advise officebearers about developments, and foster regular prayer for people suffering religious persecution.

—*Adopted*

2. That synod direct the Board of Trustees to instruct the Office of Social Justice to continue and expand the practice of urging every congregation to participate in the International Day of Prayer for the Persecuted Church, devoting worship services that day to the pressing issue of religious persecution.

—*Adopted*

3. That synod instruct the EIRC and direct the BOT to instruct World Renew and the Centre for Public Dialogue to consider their work with interfaith

and refugee groups and to strategize ways in which to communicate about the injustice of persecution with the rest of the denomination.

—*Adopted*

4. That synod direct the BOT to ask the Office of Social Justice (OSJ) to ensure the collection and distribution of up-to-date information about religious persecution and liberty to CRC congregations and to those who join the OSJ network.

—*Adopted*

5. That synod accept this report as fulfilling the mandate of the Committee to Study Religious Persecution and Liberty and dismiss the committee with thanks for their work.

—*Adopted*

6. That synod encourage all members of the Christian Reformed Church to actively live out their love for God and for others in every area of life, despite the relative threat of persecution.

—*Adopted*

#### ARTICLE 46

Advisory Committee 2, Church Order and Synodical Matters, Rev. Jonathan L. Spronk reporting, presents the following:

##### **Board of Trustees**

###### *A. Materials*

1. Board of Trustees Report (sections II, A, 5, 12-14), pp. 26, 30-31
2. Board of Trustees Supplement (section I, D, including Appendix B)

*B. Privilege of the floor:* Ms. Katherine M. Vandergrift, chair of the Board of Trustees; Dr. Steven R. Timmermans, 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, 5), as well as to the agency boards as needed.

—*Adopted*

2. That synod adopt the report of the Committee Reviewing Church Order Articles 82-84 and their Supplements and its recommendations as outlined in the following (BOT Supplement section I, D and Appendix B):

- a. That synod adopt the following proposed changes to the Church Order and Its Supplements:

##### ***Proposed changes to Supplement, Articles 82-84***

*New sections a and b, indicated by italics (the former sections a-g would remain unchanged and would be relettered as sections c-i):*

- a. *An administrative leave may be imposed without prejudice by the council in order to investigate allegations of deviation from sound doctrine*



or godly conduct. Compensation and benefits would continue, and any duties to be performed during the leave would be specified by the council. All suspensions and administrative leaves are temporary.

*Ground:* This statement offers administrative leave as an option for cases in which an allegation has been made but guilt or innocence has not yet been established. In addition, it explains the temporary nature of these actions.

*b. Officebearers who confess to or are determined to be guilty of sexual misconduct will be considered guilty of serious deviation from godly conduct and worthy of discipline.*

*Ground:* This statement acknowledges the serious nature of sexual misconduct by a church leader and the damaging impacts it brings to individuals and to church communities.

*A new section j (indicated by italics):*

*j. When a minister resigns under discipline or to avoid discipline, he or she should be released from office per Article 14-c, noting that the provisions of Supplement, Article 14-b also apply to Article 14-c, especially in these situations.*

—Cf. Supplement, Article 14-c

*Ground:* This addition provides a cross-reference to Supplement, Article 14 and will aid churches in dealing with situations of resignation.

—Adopted

(The report of Advisory Committee 2 is continued in Article 49.)

#### ARTICLE 47

The afternoon session adjourns at 4:58 p.m. Rev. Fernando Valencia (Greater Los Angeles) leads in closing prayer.

### **TUESDAY EVENING, June 14, 2016**

#### **Eighth Session**

#### ARTICLE 48

Synod reconvenes at 7:15 p.m. Mr. Khary J. Bridgewater (Grand Rapids East) leads in opening prayer.

#### ARTICLE 49

(The report of Committee 2 is continued from Article 46.)

Advisory Committee 2, Church Order and Synodical Matters, Rev. Jonathan L. Spronk reporting, presents the following:

## Board of Trustees

A. *Materials:* Board of Trustees Supplement (section I, D, including Appendix B)

B. *Recommendations*

That synod adopt the report of the Committee Reviewing Church Order Articles 82-84 and their Supplements and its recommendations as outlined in the following (BOT Supplement section I, D and Appendix B):

- a. That synod adopt the following proposed changes to the Church Order and its Supplements:

***Proposed new Supplement, Article 83***  
(indicated by italics)

*One of the key dynamics in considering abuse of office is the imbalance and misuse of power. The power inherent in the role of officebearer represents a sacred trust and must not be misused.*

*Ground:* Power is a foundational dynamic in ministry and in other professional relationships. Adding this statement to the Supplement will help ensure that the power dynamic is understood and is not ignored in considering these issues.

—Adopted

***Proposed changes to Supplement, Article 84***

*A new “Examples” paragraph to replace the paragraph under section 1, d (indicated by italics):*

*Examples of related ungodly conduct include, but are not limited to, participation in pornography, engaging in sexual contact in return for payment or any other favor, or voyeuristic behavior, displays of sexually offensive material, suggestive gestures and remarks, and other sexually intimidating behavior.*

*Ground:* The committee believes that this paragraph should be more comprehensive and be updated to more current language.

*A definition of sexual misconduct to replace the Note under section 2 (indicated by italics):*

Sexual misconduct should never be viewed as a lesser offense than sexual abuse. Rather, sexual misconduct is broader than sexual abuse, so sexual abuse is a subset of sexual misconduct (cf. BOT Supplement I, Appendix B, section II, B. Differentiate sexual misconduct from sexual abuse).

*The “Guidelines for Handling Abuse Allegations Against a Church Leader” adopted by Synod 2010 (cf. Agenda for Synod 2010, pp. 503-504) define sexual misconduct as*

- *exploiting or grooming (preparing) a minor or an adult—regardless of consent or circumstances—for the purpose of sexual touch, sexual activity, or emotional intimacy, with the result of either sexual gratification or power and control over the minor or adult;*

- *unwelcome touch, sexual activity, or emotional intimacy between co-workers, co-volunteers; or*
- *sexual touch, sexual activity, or emotional intimacy between a supervisor and a subordinate who serve together in a church program or church ministry.*

*Ground:* The most recent definition of sexual misconduct approved by synod should be used.

*Insert the following additional Note (indicated by italics):*

*Note: These rules that prevent the reinstatement of deposed officebearers in particular situations also apply to those ministers who have been released by way of Article 14 and have been declared “dismissed” or “in the status of one deposed” due to those situations.*

*Ground:* If these former officebearers confessed to or are determined to be guilty of sexual misconduct, as per the parameters defined in the Supplement to Article 84, they should not be allowed to serve again in office.

—Adopted

***Proposed new Supplement, Article 14-e***  
(indicated by italics)

*The provisions of Supplement, Article 84 related to reinstatement of ministers who have been deposed also apply to ministers who resign under discipline or to avoid discipline and later seek reordination by way of Article 14-e.*

*Ground:* Just as deposed officebearers are not allowed reinstatement to office in certain circumstances related to sexual misconduct, so also ministers who resign from office in certain cases of sexual misconduct should not be allowed to be reordained in those same circumstances. This procedure is included in the *Manual of Christian Reformed Church Government* as a recommended practice.

—Adopted

- b. That synod refer this report to the churches for study and for awareness of these important issues.

—Adopted

- c. That synod instruct the executive director to communicate these changes to the churches and classes directly—separately from the summary report of decisions of Synod 2016 so as to emphasize the importance of these changes.

—Adopted

(The report of Advisory Committee 2 is continued in Article 53.)

## ARTICLE 50

(The report of Advisory Committee 5 is continued from Article 20.)

### Board of Trustees

#### A. Materials

1. Board of Trustees Report (section II, A, 4), p. 26
2. Board of Trustees Supplement (section I, E, including Appendix C)  
Rev. Timothy B. Toeset introduces Mr. Shiao C. Chong.

#### B. Recommendation

Synod proceeds according to the adopted procedure (in Article 20, section I, C, 4) and, following the completed interview, considers the following recommendation:

That synod appoint Mr. Shiao C. Chong to the position of editor-in-chief of *The Banner*, effective August 1, 2016 (BOT Supplement section I, E and Appendix C).

—Adopted

Rev. Timothy B. Toeset congratulates Mr. Chong in his new appointment.

Rev. Joseph Vanden Akker offers prayer for Mr. Chong and gives thanks for the service of Rev. Leonard J. Vander Zee as interim *Banner* editor.

(The report of Advisory Committee 5 is continued in Article 54.)

## ARTICLE 51

The evening session adjourns at 8:55 p.m. Ms. Michelle L. Slomp (Alberta South/Saskatchewan) leads in closing prayer.

## WEDNESDAY MORNING, June 15, 2016

### Ninth Session

## ARTICLE 52

Mr. Anthony Matias, liturgist, gives the call to worship, and the praise team (Rachel Klompmaker, Joyce Borger, Robert Buikema) leads the delegates in singing “Holy, Holy, Holy.”

Ms. Denise Posie introduces the time of worship—to be spent in Scripture, song, and prayer, expressing our longing for peace and shalom. She reads words of confession from Psalm 79:5-6; delegates respond with a prayer of confession and sing “Forgive Our Sins as We Forgive.”

Mr. Matias gives the assurance of pardon, and delegates respond by singing “Oh, to See the Dawn.”

Ms. Posie reads from *Our World Belongs to God: A Contemporary Testimony* (CT) as a framework of God’s reconciling love, and delegates respond by singing “I Then Shall Live.”

Mr. Matias reads from the CT as we pray for wisdom and courage. Delegates respond by singing “Salaam” as we join with our brothers and sisters from Egypt and around the world pleading for peace.

The worshipers engage in an extended time of prayer, asking for God’s healing and restoration in the world and in the church. Delegates respond with “Kyrie, Lord Have Mercy” as each topic is introduced. In closing this time of prayer, delegates sing “Mighty to Save.”

Ms. Posie reads the Great Commission (Matthew 18:18-20); delegates respond with affirmation and sing “Praise God, from Whom All Blessings Flow” (in various languages).

Worship concludes with the passing of the peace.

Roll call indicates all delegates are present.

## ARTICLE 53

(The report of Advisory Committee 2 is continued from Article 49.)

Advisory Committee 2, Church Order and Synodical Matters, Rev. Jonathan L. Spronk reporting, presents the following:

### I. Ministerial retirements

*A. Information:* Synod has received notice of the following ministerial retirements:

| Minister             | Classis             | Effective Date     |
|----------------------|---------------------|--------------------|
| Larry D. Baar        | Northern Michigan   | October 24, 2015   |
| Jerry L. Blom        | Yellowstone         | August 15, 2016    |
| Roger A. Bouwman     | lakota              | February 1, 2016   |
| Rozanne M. Bruins    | Grand Rapids East   | May 21, 2015       |
| Carl H. Bruxvoort    | lakota              | May 31, 2016       |
| Evert S. Busink      | Lake Superior       | October 1, 2015    |
| Ronald H. Cok        | Red Mesa            | December 31, 2015  |
| Ronald De Young      | Kalamazoo           | January 1, 2016    |
| Wayne R. De Young    | Minnkota            | May 1, 2015        |
| Thomas D. Draayer    | Rocky Mountain      | January 24, 2016   |
| Douglas R. Fauble    | Grandville          | August 1, 2016     |
| Wick D. Hubers       | Wisconsin           | December 31, 2015  |
| Douglas J. Hunderman | Rocky Mountain      | February 24, 2016  |
| John G. Keizer       | lakota              | October 11, 2015   |
| Marquis J. Knoper    | Grand Rapids East   | August 21, 2015    |
| Arie C. Leder        | Grand Rapids East   | July 31, 2016      |
| Harry W. Lew         | Grand Rapids East   | September 17, 2015 |
| Jerald D. Lion       | Atlantic Northeast  | June 30, 2016      |
| Larry L. Meyer       | Wisconsin           | June 1, 2016       |
| Ronald J. Meyer      | Zeeland             | June 1, 2016       |
| James A. Molenbeek   | Georgetown          | June 30, 2015      |
| Richard A. Muller    | Grand Rapids East   | July 31, 2015      |
| Ricardo E. Orellana  | Rocky Mountain      | July 1, 2015       |
| John Pasma           | Alberta North       | February 29, 2016  |
| James T. Petersen    | Northern Illinois   | March 5, 2016      |
| Cornelius Pool       | California South    | April 15, 2016     |
| Gary Schipper        | Grand Rapids East   | April 3, 2016      |
| H. David Schuringa   | Holland             | January 18, 2016   |
| David J. Sieplinga   | Muskegon            | October 1, 2015    |
| Peter Slofstra       | Quinte              | August 17, 2016    |
| Sid Sybenga          | Greater Los Angeles | January 16, 2016   |
| John Tenyenhuis      | Toronto             | July 3, 2016       |
| Bernard F. Tol       | Illiana             | February 1, 2016   |
| Jerry Van Groningen  | Georgetown          | June 30, 2016      |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                    |                  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|------------------|
| Thomas J. Vos                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Northcentral Iowa  | July 1, 2015     |
| Douglas J. Vrieland                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Grand Rapids North | May 17, 2016     |
| Douglas S. Walker                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Atlantic Northeast | March 31, 2014   |
| Franklin T. Wevers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Holland            | January 16, 2016 |
| <i>B. Synod has received notice of the following commissioned pastor retirements:</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                    |                  |
| Commissioned pastor                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Classis            | Effective date   |
| Wen-Yau Hsieh                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Central Plains     | July 31, 2016    |
| Larry Vanderaa                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Lake Superior      | August 10, 2016  |
| <i>C. Recommendations</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                    |                  |
| 1. That synod take note of the above list of ministerial and commissioned pastor retirements.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                    |                  |
| —Noted                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                    |                  |
| 2. That synod instruct the executive director to send a letter of appreciation to each of the retirees and their families listed above.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                    |                  |
| —Adopted                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                    |                  |
| 3. That synod offer a prayer of gratitude for these servants of God, and for the many years of service they represent.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                    |                  |
| —Adopted                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                    |                  |
| Rev. Jonathan L. Spronk offers a prayer of gratitude for the above-listed ministers and commissioned pastors as servants of God.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                    |                  |
| <b>II. Work of the synodical deputies</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                    |                  |
| <i>A. Ministers from other denominations, Church Order Article 8</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                    |                  |
| 1. Synodical deputies J.J. Greydanus (Red Mesa), M.E. Hofman (Central California), and W. Verhoef (California South), having heard the colloquium doctum (doctrinal conversation) of <b>Reverend Shu-Min Cheng</b> , 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, 2016, to declare her eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Hope International CRC of Arcadia, California. |                    |                  |
| 2. Synodical deputies W. Verhoef (California South), E.D. Westra (Greater Los Angeles), and J.J. Greydanus (Red Mesa), having heard the colloquium doctum (doctrinal conversation) of <b>Reverend King Fai Choi</b> , in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Central California, in session on October 6, 2015, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Golden Gate CRC of San Francisco, California.    |                    |                  |
| 3. Synodical deputies W. Verhoef (California South), P.N. Ryu (Ko-Am), and J.J. Greydanus (Red Mesa), having heard the colloquium doctum                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                    |                  |

(doctrinal conversation) of **Reverend Jeffrey R. Funk**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Greater Los Angeles, in session on October 27, 2015, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Bethany CRC of Bellflower, California.

4. Synodical deputies W. Verhoef (California South), E.D. Westra (Greater Los Angeles), and M.E. Hofman (Central California), having heard the colloquium doctum (doctrinal conversation) of **Reverend Kurtis Hwang**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Hanmi, in session on September 14, 2015, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Springing Fountain CRC of Anaheim, California.
5. Synodical deputies J.J. Greydanus (Red Mesa), M.E. Hofman (Central California), and W. Verhoef (California South), having heard the colloquium doctum (doctrinal conversation) of **Reverend Tomas Ivens**, 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, 2016, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Latin American CRC of Anaheim, California.
6. Synodical deputies W. Verhoef (California South), E.D. Westra (Greater Los Angeles), and J.J. Greydanus (Red Mesa), having heard the colloquium doctum (doctrinal conversation) of **Reverend Kyung Lok Jang**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Central California, in session on October 6, 2015, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is San Jose Church of God's Love CRC of San Jose, California.
7. Synodical deputies E.D. Westra (Greater Los Angeles), P.N. Ryu (Ko-Am), and J.J. Greydanus (Red Mesa), having heard the colloquium doctum (doctrinal conversation) of **Reverend Yi-Ming Kao**, 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 18, 2015, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is CrossPoint Chinese CRC of Chino, California.
8. Synodical deputies W. Verhoef (California South), E.D. Westra (Greater Los Angeles), and M.E. Hofman (Central California), having heard the colloquium doctum (doctrinal conversation) of **Reverend John Bokjin Kim**, in accordance with Church Order Article 8, and having received

the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Hanmi, in session on September 14, 2015, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Smyrna CRC of Monterey Park, California.

9. Synodical deputies W. Verhoef (California South), E.D. Westra (Greater Los Angeles), and J.J. Greydanus (Red Mesa), having heard the colloquium doctum (doctrinal conversation) of **Reverend John Kim**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Central California, in session on October 6, 2015, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Lord's Grace CRC of Tracy, California.
10. Synodical deputies C.J. Aardsma (Illiana), P.J. Van Dyken (Hackensack), and M.J. Kooy (Chicago South), having heard the colloquium doctum (doctrinal conversation) of **Reverend Jong Y. Kim**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Southeast U.S., in session on March 18, 2016, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Beautiful Korean CRC of Marietta, Georgia.
11. Synodical deputies R. Walter (Arizona), M.E. Hofman (Central California), and J.J. Greydanus (Red Mesa), having heard the colloquium doctum (doctrinal conversation) of **Reverend Won Ki Kim**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Ko-Am, in session on February 23, 2016, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Dong San of Love CRC of Northridge, California.
12. Synodical deputies L.M. Korf (Columbia), M.E. Hofman (Central California), and W. Verhoef (California South), having heard the colloquium doctum (doctrinal conversation) of **Reverend Heui Moon 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 May 3, 2016, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is The Church of Joy CRC of Los Angeles, California.
13. Synodical deputies H. Admiraal (Grand Rapids North), M.D. Bennink (Georgetown), and D.R. Fauble (Grandville), having heard the colloquium doctum (doctrinal conversation) of **Reverend Kei Lian Mang**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Thornapple Valley, in session on February 16, 2016, to



declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Chin Christian Church of Grand Rapids CRC of Kentwood, Michigan.

14. Synodical deputies W. Verhoef (California South), P.N. Ryu (Ko-Am), and J.J. Greydanus (Red Mesa), having heard the colloquium doctum (doctrinal conversation) of **Reverend Julius Umawing**, in accordance with Church Order Article 8, and having received the favorable recommendation of the Candidacy Committee, concur in the decision of Classis Greater Los Angeles, in session on October 27, 2015, to declare him eligible for call to the ministry of the Word in the Christian Reformed Church in North America. The calling church is Bethel CRC of Sun Valley, California.

*Recommendation:* That synod approve the work of the synodical deputies.

—Adopted

*B. Classical examination of candidates, Church Order Article 10*

1. Synodical deputies H. Jonker (B.C. North-West), J.C. Fraser (Alberta South/Saskatchewan), 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. South-East, in session March 1, 2016, to admit candidate **Hyeon (Tony) Bang** to the ministry of the Word in the Christian Reformed Church in North America.
2. Synodical deputies P.V. De Jonge (Grand Rapids East), D.R. Fauble (Grandville), and M.A. Palsrok (Georgetown), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Holland, in session October 1, 2015, to admit candidate **Jenna L. Brandsen** to the ministry of the Word in the Christian Reformed Church in North America.
3. Synodical deputies J.P. Groenwold (Columbia), H. Jonker (B.C. North-West), and B. Slofstra (B.C. South-East), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Pacific Northwest, in session December 3, 2015, to admit candidate **Blake I. Campbell** to the ministry of the Word in the Christian Reformed Church in North America.
4. Synodical deputies R.D. Gorter (Hudson) and C.A. Fluit (Atlantic Northeast), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Hackensack, in session November 9, 2015, to admit candidate **Jeffrey Chang** to the ministry of the Word in the Christian Reformed Church in North America.
5. Synodical deputies D.W. De Groot (Iakota), J. Van Marion (Lake Superior), and T.M. Zuidema (Heartland), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Minnkota, in session September 10, 2015, to admit candidate **Joshua Christoffels** to the ministry of the Word in the Christian Reformed Church in North America.

6. Synodical deputies T.J. Ouwinga (Minnkota), D.L. Heilman (Heartland), and F.E. Pott (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 23, 2015, to admit candidate **Douglas J. De Groot** to the ministry of the Word in the Christian Reformed Church in North America.
7. Synodical deputies S. Draayer (Grand Rapids North), D.L. Spoelma (Lake Erie), and M.N. Buwalda (Thornapple Valley), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Grand Rapids East, in session September 17, 2015, to admit candidate **Bryant DeKruyter** to the ministry of the Word in the Christian Reformed Church in North America.
8. Synodical deputies T.J. Brown (Minnkota), D.W. De Groot (Iakota), and F.E. Pott (Northcentral Iowa), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Heartland, in session March 5, 2016, to admit candidate **Nevada DeLapp** to the ministry of the Word in the Christian Reformed Church in North America.
9. Synodical deputies S. Draayer (Grand Rapids North), D.R. Fauble (Grandville), and S. Scripps (Holland), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Georgetown, in session October 29, 2015, to admit candidate **Shelby Gemmen** to the ministry of the Word in the Christian Reformed Church in North America.
10. Synodical deputies H. Jonker (B.C. North-West), J.C. Fraser (Alberta South/Saskatchewan), 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. South-East, in session March 1, 2016, to admit candidate **David C. Groen** to the ministry of the Word in the Christian Reformed Church in North America.
11. Synodical deputies R.D. Gorter (Hudson) and C.A. Fluit (Atlantic North-east), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Hackensack, in session November 9, 2015, to admit candidate **Patrick Guarracino** to the ministry of the Word in the Christian Reformed Church in North America.
12. Synodical deputies T.J. Brown (Minnkota), D.W. De Groot (Iakota), and D.L. Heilman (Heartland), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Lake Superior, in session September 15, 2015, to admit candidate **Robert Hoekstra** to the ministry of the Word in the Christian Reformed Church in North America.
13. Synodical deputies H. Admiraal (Grand Rapids North), M.D. Bennink (Georgetown), and T. Howerzyl (Zeeland), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Grandville, in session January 21, 2016, to

admit candidate **Daniel Jin Su Hwang** to the ministry of the Word in the Christian Reformed Church in North America.

14. Synodical deputies D.W. De Groot (Iakota), F.E. Pott (Northcentral Iowa), and T.M. Zuidema (Heartland), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Central Plains, in session February 26, 2016, to admit candidate **Edward Jiang** to the ministry of the Word in the Christian Reformed Church in North America.
15. Synodical deputies J.P. Groenewold (Columbia), H. Jonker (B.C. North-West), and B. Slofstra (B.C. South-East), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Pacific Northwest, in session December 3, 2015, to admit candidate **Erik W. Kamp** to the ministry of the Word in the Christian Reformed Church in North America.
16. Synodical deputies M.D. Bennink (Georgetown), D.R. Fauble (Grandville), and G.P. Timmer (Kalamazoo), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Holland, in session August 13, 2015, to admit candidate **Lee Khang** to the ministry of the Word in the Christian Reformed Church in North America.
17. Synodical deputies R.A. Blacketer (Grand Rapids South) and P. Borgdorff (Grand Rapids East), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Lake Erie, in session March 5, 2016, to admit candidate **Yongwan Kim** to the ministry of the Word in the Christian Reformed Church in North America.
18. Synodical deputies F.E. Pott (Northcentral Iowa), S. Starkenberg (Central Plains), and T.M. Zuidema (Heartland), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Iakota, in session September 15, 2015, to admit candidate **Mark E. Langenbach** to the ministry of the Word in the Christian Reformed Church in North America.
19. Synodical deputies D.R. Fauble (Grandville), D.L. Spoelma (Lake Erie), and M.N. Buwalda (Thornapple Valley), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Grand Rapids East, in session January 21, 2016, to admit candidate **Kristy R. Manion** to the ministry of the Word in the Christian Reformed Church in North America.
20. Synodical deputies P.V. De Jonge (Grand Rapids East), M.N. Buwalda (Thornapple Valley), and D.R. Fauble (Grandville), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Grand Rapids North, in session July 21, 2015, to admit candidate **Elaine May** to the ministry of the Word in the Christian Reformed Church in North America.
21. Synodical deputies J.C. Fraser (Alberta South/Saskatchewan), A.G. Vander Leek (B.C. South-East), and K.D. Koeman (Pacific Northwest),

having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis B.C. North-West, in session March 2, 2016, to admit candidate **Janina S. Mobach** to the ministry of the Word in the Christian Reformed Church in North America.

22. Synodical deputies B. Slofstra (B.C. South-East), J. Huttinga (Yellowstone), and L.M. Korf (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 15, 2015, to admit candidate **Mark Mohrlang** to the ministry of the Word in the Christian Reformed Church in North America.
23. Synodical deputies H. Admiraal (Grand Rapids North), M.A. Palsrok (Georgetown), and R.A. Blacketer (Grand Rapids South), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Kalamazoo, in session January 26, 2016, to admit candidate **Karis Mpindi** to the ministry of the Word in the Christian Reformed Church in North America.
24. Synodical deputies H. Admiraal (Grand Rapids North), D.L. Spoelma (Lake Erie), and M.N. Buwalda (Thornapple Valley), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Grand Rapids East, in session April 21, 2016, to admit candidate **Cornelius M. Muasa** to the ministry of the Word in the Christian Reformed Church in North America.
25. Synodical deputies E.D. Westra (Greater Los Angeles), P.N. Ryu (Ko-Am), and J.J. Greydanus (Red Mesa), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis California South, in session October 18, 2015, to admit candidate **Joseph W. Nasvytis** to the ministry of the Word in the Christian Reformed Church in North America.
26. Synodical deputies M.D. Bennink (Georgetown), D.R. Fauble (Grandville), and G.P. Timmer (Kalamazoo), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Holland, in session August 13, 2015, to admit candidate **Jacob D. Porter** to the ministry of the Word in the Christian Reformed Church in North America.
27. Synodical deputies C.J. Aardsma (Illiana), M.J. Kooy (Chicago South), and J.R. Huizinga (Northern Illinois), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Holland, in session May 12, 2016, to admit candidate **Christina B. Rea** to the ministry of the Word in the Christian Reformed Church in North America.
28. Synodical deputies H. Admiraal (Grand Rapids North), D.L. Spoelma (Lake Erie), and M.N. Buwalda (Thornapple Valley), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Grand Rapids East, in session April 21, 2016, to admit candidate **Paula Seales** to the ministry of the Word in the Christian Reformed Church in North America.

29. Synodical deputies S. Draayer (Grand Rapids North), M.A. Palsrok (Georgetown), and D.R. Fauble (Grandville), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Grand Rapids South, in session October 15, 2015, to admit candidate **Mary Vanden Berg** to the ministry of the Word in the Christian Reformed Church in North America.
30. Synodical deputies J.C. Fraser (Alberta South/Saskatchewan), A.G. Vander Leek (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 Alberta North, in session March 9, 2016, to admit candidate **Jeremy Vandermeer** to the ministry of the Word in the Christian Reformed Church in North America.
31. Synodical deputies H.D. Praamsma (Toronto), J. Kerkhof (Chatham), and R. Koops (Hamilton), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Niagara, in session September 23, 2015, to admit candidate **Kevin VanderVeen** to the ministry of the Word in the Christian Reformed Church in North America.
32. Synodical deputies D.R. Fauble (Grandville), D.L. Spoelma (Lake Erie), and M.N. Buwalda (Thornapple Valley), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Grand Rapids East, in session January 21, 2016, to admit candidate **Mark A. Vander Werf** to the ministry of the Word in the Christian Reformed Church in North America.
33. Synodical deputies W. Verhoef (California South), J.J. Greydanus (Red Mesa), and J. Huttinga (Yellowstone), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Rocky Mountain, in session October 9, 2015, to admit candidate **Philip VanderWindt** to the ministry of the Word in the Christian Reformed Church in North America.
34. Synodical deputies F.E. Pott (Northcentral Iowa), S. Starkenberg (Central Plains), and T.M. Zuidema (Heartland), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Iakota, in session September 15, 2015, to admit candidate **Chad Van Ginkel** to the ministry of the Word in the Christian Reformed Church in North America.
35. Synodical deputies H. Admiraal (Grand Rapids North), M.D. Bennink (Georgetown), and D.R. Fauble (Grandville), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Thornapple Valley, in session January 19, 2016, to admit candidate **Corey Van Huizen** to the ministry of the Word in the Christian Reformed Church in North America.
36. Synodical deputies J. Kuipers (Quinte), J.C. Dekker (Niagara), and R. Koops (Hamilton), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Toronto, in session February 18, 2016, to admit candidate **Lesli van**

**Milligan** to the ministry of the Word in the Christian Reformed Church in North America.

37. Synodical deputies R. Koops (Hamilton), R.G. Fisher (Huron), and H.D. Praamsma (Toronto), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Quinte, in session September 22, 2015, to admit candidate **Benjamin G. Vanstraten** to the ministry of the Word in the Christian Reformed Church in North America.
38. Synodical deputies S. Draayer (Grand Rapids North), M.D. Bennink (Georgetown), and D.R. Fauble (Grandville), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Thornapple Valley, in session October 20, 2015, to admit candidate **Scott Van Voorst** to the ministry of the Word in the Christian Reformed Church in North America.
39. Synodical deputies G.P. Timmer (Kalamazoo), G.D. Postema (Muskegon), and H.F. Vlaardingebroek (Grandville), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Georgetown, in session September 17, 2015, to admit candidate **Richard Visser** to the ministry of the Word in the Christian Reformed Church in North America.
40. Synodical deputies T.J. Brown (Minnkota), D.W. De Groot (Iakota), and D.L. Heilman (Heartland), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Lake Superior, in session September 15, 2015, to admit candidate **Perrin M. Werner** to the ministry of the Word in the Christian Reformed Church in North America.
41. Synodical deputies D.H. Bratt (Hackensack) and C.A. Fluit (Atlantic Northeast), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Hudson, in session March 3, 2016, to admit candidate **Leo Yoon** to the ministry of the Word in the Christian Reformed Church in North America.
42. Synodical deputies T.J. Brown (Minnkota), D.W. De Groot (Iakota), and D.L. Heilman (Heartland), having heard the examination for ordination in accordance with Church Order Article 10, concur in the decision of Classis Lake Superior, in session September 15, 2015, to admit candidate **David Zigterman** 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 E.D. Westra (Greater Los Angeles), J.J. Greydanus (Red Mesa), and W. Verhoef (California South), having reviewed the evidence supplied by the council of River Rock Christian Reformed Church of Folsom, 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 Central California, in session on March 1, 2016, to approve the position of Chaplain at Wheaton College, Wheaton, Illinois, as consistent with the ministry of the Word. This position is to be filled by **Reverend Timothy D. Blackmon**.

2. Synodical deputies T. Howerzyl (Zeeland), M.D. Bennink (Georgetown), and T.D. Slachter (Grand Rapids North), having reviewed the evidence supplied by the council of Calvary Christian Reformed Church of Wyoming, 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 May 19, 2016, to approve the position of Pastor of Stewardship and Hospitality as consistent with the ministry of the Word. This position is to be filled by **Reverend Douglas J. Bouws**.
3. Synodical deputies D.W. De Groot (Iakota), F.E. Pott (Northcentral Iowa), and T.M. Zuidema (Heartland), having reviewed the evidence supplied by the council of Chinese Church of Iowa City Christian Reformed Church of North Liberty, 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 February 26, 2016, to approve the position of Church Partnership Facilitator as consistent with the ministry of the Word. This position is to be filled by **Mr. Scott Chiang**.
4. Synodical deputies H. Admiraal (Grand Rapids North), D.L. Spoelma (Lake Erie), and M.N. Buwalda (Thornapple Valley), having reviewed the evidence supplied by the council of Fuller 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 March 14, 2016, to approve the position of Ministry Assessment Coordinator as consistent with the ministry of the Word. This position is to be filled by **Reverend Samantha DeJong McCarron**.
5. Synodical deputies B. Slofstra (B.C. South-East), J. Huttinga (Yellowstone), and L.M. Korf (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 15, 2015, to approve the position of Church Planting Catalyst as consistent with the ministry of the Word. This position is to be filled by **Reverend Ray De Lange**.
6. Synodical deputies M.D. Bennink (Georgetown), D.R. Fauble (Grandville), and G.P. Timmer (Kalamazoo), having reviewed the evidence supplied by the council of Pillar Church Christian Reformed Church of Holland, 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 Holland, in session on August 13, 2015, to approve the position of Associate Director of Journey Ridder Church

Renewal as consistent with the ministry of the Word. This position is to be filled by **Reverend Christopher J. De Vos**.

7. Synodical deputies H.D. Praamsma (Toronto), R. Koops (Hamilton), and B.B. Bakker (Quinte), having reviewed the evidence supplied by the council of First Christian Reformed Church of Kemptville, 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 Eastern Canada, in session on October 22, 2015, to approve the position of Chaplain at the Manitoba Development Centre Community Service Delivery as consistent with the ministry of the Word. This position is to be filled by **Reverend Michael F. Miedema**.
8. Synodical deputies M.N. Buwalda (Thornapple Valley), D.R. Fauble (Grandville), and D.L. Spoelma (Lake Erie), having reviewed the evidence supplied by the council of Madison Square 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 28, 2016, to approve the position of Community Ministry Pastor as consistent with the ministry of the Word. This position is to be filled by **Reverend Paula Seales**.
9. Synodical deputies S. Draayer (Grand Rapids North), M.A. Palsrok (Georgetown), and D.R. Fauble (Grandville), having reviewed the evidence supplied by the council of LaGrave 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 South, in session on October 15, 2015, to approve the position of Seminary Professor as consistent with the ministry of the Word. This position is to be filled by **Reverend Mary Vanden Berg**.
10. Synodical deputies M.N. Buwalda (Thornapple Valley), D.L. Spoelma (Lake Erie), and S. Draayer (Grand Rapids North), 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 12, 2015, to approve the position of Teacher of Bible and Theology as consistent with the ministry of the Word. This position is to be filled by **Reverend Mark A. Vander Werf**.
11. Synodical deputies J. Kuipers (Quinte), J.C. Dekker (Niagara), and R. Koops (Hamilton), having reviewed the evidence supplied by the council of CrossPoint Christian Reformed Church of Brampton, Ontario, and having been satisfied that lines of accountability have been established, according to Church Order Article 12-c, concur in the decision of Classis Toronto, in session on February 18, 2016, to approve the position of Regional Catalyzer with CRCNA in the Faith Formation Ministry as consistent with the ministry of the Word. This position is to be filled by **Reverend Leslie L. van Milligan**.



*Recommendation:* That synod approve the work of the synodical deputies.

—*Adopted*

*D. Loaning a minister to another denomination according to Church Article 13-c*

1. Synodical deputies C.A. Fluit (Atlantic Northeast), R.D. Gorter (Hudson), and S.A. Vander Ploeg (Southeast U.S.), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis Hackensack, in session on March 8, 2016, to approve loaning **Reverend Jeffrey Chang** to serve Grace Christian Church (RCA) of Staten Island, New York.
2. Synodical deputies D.H. Bratt (Hackensack), R.D. Gorter (Hudson), and J.M. Van de Hoef (Eastern Canada), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis Atlantic Northeast, in session on March 3, 2016, to approve loaning **Reverend Christopher A. Fluit** to serve Genesee Valley Presbytery (PCUSA) of Rochester, New York.
3. Synodical deputies D.R. Fauble (Grandville), S. Draayer (Grand Rapids North), and S. Scripps (Holland), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis Georgetown, in session on October 29, 2015, to approve loaning **Reverend Shelby Gemmen** to serve Grant Reformed Church of Grant, Michigan.
4. Synodical deputies E.D. Westra (Greater Los Angeles), P.N. Ryu (Ko-Am), and J.J. Greydanus (Red Mesa), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis California South, in session on October 18, 2015, to approve loaning **Reverend Charles M. Hong** to serve Poongsunghan Church of Anaheim, California.
5. Synodical deputies D.H. Bratt (Hackensack), J. Kuipers (Quinte), and C.J. Aardsma (Illiana), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis Hudson, in session on September 22, 2015, to approve loaning **Reverend James C. Kirk** to serve Trinity Presbyterian Church of Rye, New York.
6. Synodical deputies H. Admiraal (Grand Rapids North), M.A. Palsrok (Georgetown), and R.A. Blacketer (Grand Rapids South), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis Kalamazoo, in session on January 26, 2016, to approve loaning **Reverend Karis Mpindi** to serve St. John Reformed Church of Montreal, Quebec.
7. Synodical deputies R.A. Blacketer (Grand Rapids South) and P. Borgdorff (Grand Rapids East), 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 March 5, 2016, to approve loaning **Reverend Dongwon Na** to serve Waldorf Calvary Church of Waldorf, Maryland.

8. Synodical deputies W. Verhoef (California South), P.N. Ryu (Ko-Am), and J.J. Greydanus (Red Mesa), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis Greater Los Angeles, in session on October 27, 2015, to approve loaning **Reverend Kwang-Chul Seung** to serve New Life Church of Thousand Oaks, California.
9. Synodical deputies S. Draayer (Grand Rapids North), D.L. Spoelma (Lake Erie), and M.N. Buwalda (Thornapple Valley), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis Grand Rapids East, in session on September 17, 2015, to approve loaning **Reverend Ellen Van Tongeren** to serve Iglesia Emanuel PCUSA Church of Durham/Chapel Hill, North Carolina.
10. Synodical deputies J.R. Huizinga (Northern Illinois), M.J. Kooy (Chicago South), and M. Winnowski (Wisconsin), satisfied that synodical regulations have been followed in accordance with Church Order Article 13-c, concur in the decision of Classis Illiana, in session on September 16, 2015, to approve loaning **Reverend Ferenc Varga** to serve Hungarian Reformed Church of Allen Park, Michigan.

*Recommendation:* That synod approve the work of the synodical deputies.

*—Adopted*

*E. Release from office to enter a ministry outside the Christian Reformed Church under Church Article 14-b*

1. Synodical deputies E.D. Westra (Greater Los Angeles), P.N. Ryu (Ko-Am), and J.J. Greydanus (Red Mesa), having heard the discussions relating to the resignation of **Rev. Isay B. Alvarez** in accordance with Church Order Article 14-b, concur in the decision of Classis California South in session on October 18, 2015, to declare that **Rev. Isay B. Alvarez** is released from the office of minister of the Word in the Christian Reformed Church in North America.
2. Synodical deputies W. Verhoef (California South), P.N. Ryu (Ko-Am), and J.J. Greydanus (Red Mesa), having heard the discussions relating to the resignation of **Rev. Ronald D. Black** in accordance with Church Order Article 14-b, concur in the decision of Classis Greater Los Angeles in session on October 27, 2015, to declare that **Rev. Ronald D. Black** is dismissed from the office of minister of the Word in the Christian Reformed Church in North America.
3. Synodical deputies M. Winnowski (Wisconsin), J.R. Huizinga (Northern Illinois), and C.J. Aardsma (Illiana), having heard the discussions relating to the resignation of **Rev. Richard R. DeVries** in accordance with Church Order Article 14-b, concur in the decision of Classis Chicago South in session on September 16, 2015, to declare that **Rev. Richard R. DeVries** is honorably released from the office of minister of the Word in the Christian Reformed Church in North America.
4. Synodical deputies W. Verhoef (California South), E.D. Westra (Greater Los Angeles), and M.E. Hofman (Central California), having heard the

discussions relating to the resignation of **Rev. Se Jong Jang** in accordance with Church Order Article 14-b, concur in the decision of Classis Hanmi in session on September 14, 2015, to declare that **Rev. Se Jong Jang** is released from the office of minister of the Word in the Christian Reformed Church in North America.

5. Synodical deputies R. Walter (Arizona), M.E. Hofman (Central California), and J.J. Greydanus (Red Mesa), having heard the discussions relating to the resignation of **Rev. Chan Gun Jeong** in accordance with Church Order Article 14-b, concur in the decision of Classis Ko-Am in session on February 23, 2016, to declare that **Rev. Chan Gun Jeong** is released from the office of minister of the Word in the Christian Reformed Church in North America.
6. Synodical deputies M.E. Hofman (Central California), E.D. Westra (Greater Los Angeles), and J.J. Greydanus (Red Mesa), having heard the discussions relating to the resignation of **Rev. Daewon D. Shin** in accordance with Church Order Article 14-b, concur in the decision of Classis California South in session on July 22, 2015, to declare that **Rev. Daewon D. Shin** is honorably released from the office of minister of the Word in the Christian Reformed Church in North America.
7. Synodical deputies W. Verhoef (California South), P.N. Ryu (Ko-Am), and J.J. Greydanus (Red Mesa), having heard the discussions relating to the resignation of **Rev. Gary M. Stevens** in accordance with Church Order Article 14-b, concur in the decision of Classis Greater Los Angeles in session on October 27, 2015, to declare that **Rev. Gary M. Stevens** is honorably released from the office of minister of the Word in the Christian Reformed Church in North America.
8. Synodical deputies J.C. Dekker (Niagara), R.G. Fisher (Huron), and H.P. Bruinsma (Toronto), having heard the discussions relating to the resignation of **Rev. Paul Vanden Brink** in accordance with Church Order Article 14-b, concur in the decision of Classis Hamilton in session on October 27, 2015, to declare that **Rev. Paul Vanden Brink** is honorably released from the office of minister of the Word in the Christian Reformed Church in North America.
9. Synodical deputies R.G. Fisher (Huron), J.C. Dekker (Niagara), and R. Koops (Hamilton), having heard the discussions relating to the resignation of **Rev. Richard T. Vander Vaart** in accordance with Church Order Article 14-b, concur in the decision of Classis Chatham in session on May 24, 2016, to declare that **Rev. Richard T. Vander Vaart** is dismissed from the office of minister of the Word in the Christian Reformed Church in North America.
10. Synodical deputies E.D. Westra (Greater Los Angeles), J.J. Greydanus (Red Mesa), and W. Verhoef (California South), having heard the discussions relating to the resignation of **Rev. DongEun Woo** in accordance with Church Order Article 14-b, concur in the decision of Classis Central California in session on March 1, 2016, to declare that **Rev. DongEun Woo** is honorably released from the office of minister of the Word in the Christian Reformed Church in North America.

11. Synodical deputies J.J. Greydanus (Red Mesa), M.E. Hofman (Central California), and W. Verhoef (California South), having heard the discussions relating to the resignation of **Rev. Jin So Yoo** in accordance with Church Order Article 14-b, concur in the decision of Classis Greater Los Angeles in session on February 23, 2016, to declare that **Rev. Jin So Yoo** is honorably released from the office of minister of the Word in the Christian Reformed Church in North America.
12. Synodical deputies J.R. Huizinga (Northern Illinois), M.J. Kooy (Chicago South), and M. Winnowski (Wisconsin), having heard the discussions relating to the resignation of **Rev. Richard Zekveld** in accordance with Church Order Article 14-b, concur in the decision of Classis Illiana in session on September 16, 2015, to declare that **Rev. Richard Zekveld** is dismissed 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 Article 14-c*

1. Synodical deputies M.A. Palsrok (Georgetown), S. Scripps (Holland), and H.F. Vlaardingerbroek (Grandville), having heard the discussion of Classis Grand Rapids South, in session on May 19, 2016, concur in the decision of classis to declare, in accordance with Church Order Article 14-c, that **Rev. David M. Crump** 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 R.L. Westenbroek (Rocky Mountain), E.D. Westra (Greater Los Angeles), and M. DenBlyker (Arizona), having heard the discussion of Classis Red Mesa, in session on January 16, 2016, concur in the decision of classis to declare, in accordance with Church Order Article 14-c, that **Rev. Joshua R. Holwerda** is dismissed from the office of minister of the Word in the Christian Reformed Church in North America to enter a nonministerial vocation.
3. Synodical deputies D.H. Bratt (Hackensack), R.D. Gorter (Hudson), and J.M. Van de Hoef (Eastern Canada), having heard the discussion of Classis Atlantic Northeast, in session on March 3, 2016, concur in the decision of classis to declare, in accordance with Church Order Article 14-c, that **Rev. Christopher P. Mitchell** is honorably 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 M.D. Bennink (Georgetown), D.R. Fauble (Grandville), and G.P. Timmer (Kalamazoo), having heard the discussion of Classis Holland, in session on August 13, 2015, concur in the decision of classis to declare, in accordance with Church Order Article 14-c, that **Rev. C. Mark Roeda** is dismissed 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. Return to office of one who was released to enter a nonministerial vocation under Church Order Article 14-e*

Synodical deputies R.G. Fisher (Huron), R. Koops (Hamilton), and B.B. Bakker (Quinte), having heard the interview of the applicant and the discussion of Classis Toronto, in session on October 10, 2015, concur in the decision of classis to declare, in accordance with Church Order Article 14-e, that **Mr. Douglas J. VandeKamp**, by way of exception, is eligible for call to the ministry of the Word in the Christian Reformed Church in North America for one additional year. *Note:* The applicant was originally granted eligibility for call in 2011.

*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 P.V. De Jonge (Grand Rapids East), D.R. Fauble (Grandville), and M.D. Bennink (Georgetown), having heard the weighty reasons provided and the discussion of Classis Grand Rapids North, in session on May 17, 2016, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. James D. Alblas** is released from ministerial service in Pioneer Christian Reformed Church of Cedar Springs, Michigan.
2. Synodical deputies L.M. Korf (Columbia), M.E. Hofman (Central California), and W. Verhoef (California South), having heard the weighty reasons provided and the discussion of Classis Greater Los Angeles, in session on May 3, 2016, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Sung Chil Choi** is released from ministerial service in Together Community Christian Reformed Church of Santa Fe Springs, California.
3. Synodical deputies R.D. Gorter (Hudson), P.J. Van Dyken (Hackensack), and J. Kuipers (Quinte), having heard the weighty reasons provided and the discussion of Classis Atlantic Northeast, in session on October 8, 2015, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Raymond E. Coffey** is released from ministerial service in Fairlawn Christian Reformed Church of Whitinsville, Massachusetts.
4. Synodical deputies H. Jonker (B.C. North-West), J.C. Fraser (Alberta South/Saskatchewan), and K.D. Koeman (Pacific Northwest), having heard the weighty reasons provided and the discussion of Classis B.C. South-East, in session on March 1, 2016, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Sam Gutierrez** is released from ministerial service in Kelowna Christian Reformed Church of Kelowna, British Columbia.
5. Synodical deputies P.V. De Jonge (Grand Rapids East), A.D. Snider (Northern Michigan), and D.R. Fauble (Grandville), having heard the weighty reasons provided and the discussion of Classis Muskegon, in session on October 1, 2015, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Richard J.**

**Hamstra** is released from ministerial service in First Christian Reformed Church of Grand Haven, Michigan.

6. Synodical deputies M.D. Bennink (Georgetown), M.N. Buwalda (Thornapple Valley), and D.R. Fauble (Grandville), having heard the weighty reasons provided and the discussion of Classis Zeeland, in session on May 19, 2016, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Timothy Howerzyl** is released from ministerial service in First Christian Reformed Church of Alledale, Michigan.
7. Synodical deputies J.J. Greydanus (Red Mesa), M.E. Hofman (Central California), and W. Verhoef (California South), having heard the weighty reasons provided and the discussion of Classis Greater Los Angeles, in session on February 23, 2016, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Alison Jones** is released from ministerial service in Community Christian Reformed Church of Los Angeles, California.
8. Synodical deputies J.J. Greydanus (Red Mesa), M.E. Hofman (Central California), and W. Verhoef (California South), having heard the weighty reasons provided and the discussion of Classis Greater Los Angeles, in session on February 23, 2016, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Richard A. Jones, Sr.** is released from ministerial service in Community Christian Reformed Church of Los Angeles, California.
9. Synodical deputies T.J. Brown (Minnkota), D.W. De Groot (Iakota), and D.L. Heilman (Heartland), having heard the weighty reasons provided and the discussion of Classis Lake Superior, in session on September 15, 2015, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Joseph Kim** is released from ministerial service in Emden Christian Reformed Church of Renville, Minnesota.
10. Synodical deputies R.J. DeRuiter (Pacific Northwest), T.J. Oosterhuis (Alberta North), and H.C. Kooger (Alberta South/Saskatchewan), having heard the weighty reasons provided and the discussion of Classis B.C. South-East, in session on October 20, 2015, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Koendert J. Koster** is released from ministerial service in Agassiz Christian Reformed Church of Agassiz, British Columbia.
11. Synodical deputies R.A. Blacketer (Grand Rapids South) and P. Borgdorff (Grand Rapids East), having heard the weighty reasons provided and the discussion of Classis Lake Erie, in session on March 5, 2016, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Samuel L. Perry** is released from ministerial service in River Terrace Christian Reformed Church of East Lansing, Michigan.
12. Synodical deputies T.J. Oosterhuis (Alberta North), J.P. Groenewold (Columbia), and B. Slofstra (B.C. South-East), having heard the weighty reasons provided and the discussion of Classis Alberta South/



Saskatchewan, in session on October 30, 2015, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Ronald J. Smeding** is released from ministerial service in Bethel Christian Reformed Church of Saskatoon, Saskatchewan.

13. Synodical deputies M.N. Buwalda (Thornapple Valley), S. Draayer (Grand Rapids North), and D.R. Fauble (Grandville), having heard the weighty reasons provided and the discussion of Classis Grand Rapids South, in session on June 25, 2015, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Reginald Smith** is released from ministerial service in Roosevelt Park Christian Reformed Church of Grand Rapids, Michigan.
14. Synodical deputies J.C. Fraser (Alberta South/Saskatchewan), A.G. Vander Leek (B.C. South-East), and K.D. Koeman (Pacific Northwest), having heard the weighty reasons provided and the discussion of Classis B.C. North-West, in session on March 2, 2016, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Walter H. Vanderwerf** is released from ministerial service in Duncan Christian Reformed Church of Duncan, British Columbia.
15. Synodical deputies E.D. Westra (Greater Los Angeles), P.N. Ryu (Ko-Am), and J.J. Greydanus (Red Mesa), having heard the weighty reasons provided and the discussion of Classis California South, in session on October 18, 2015, concur in the decision of classis to declare, in accordance with Church Order Article 17-a, that **Rev. Sung Pil Yang** is released from ministerial service in Hanaro Christian Reformed Church of La Puente, California.

*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 D.R. Fauble (Grandville), M.A. Palsrok (Georgetown), and P.V. De Jonge (Grand Rapids East), having heard the discussion of Classis Northern Michigan, in session on March 1, 2016, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Jaclyn D. Busch's** eligibility for call is extended for one year.
2. Synodical deputies M.N. Buwalda (Thornapple Valley), D.L. Spoelma (Lake Erie), and S. Draayer (Grand Rapids North), having heard the discussion of Classis Grand Rapids East, in session on September 17, 2015, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Samantha DeJong McCarron's** eligibility for call is extended for one year.
3. Synodical deputies J. Huttinga (Yellowstone), J.J. Greydanus (Red Mesa), and W. Verhoef (California South), having heard the discussion of Classis Rocky Mountain, in session on March 1, 2016, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Joy Engelsman's** eligibility for call is extended for one year.

4. Synodical deputies G.R. Erffmeyer (Chicago South), J.R. Huizinga (Northern Illinois), and C.J. Aardsma (Illiana), having heard the discussion of Classis Southeast U.S., in session on September 15, 2015, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Paul G. Hackett's** eligibility for call is extended for one year.
5. Synodical deputies D.R. Fauble (Grandville), M.A. Palsrok (Georgetown), and M.N. Buwalda (Thornapple Valley), having heard the discussion of Classis Grand Rapids South, in session on January 21, 2016, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Robert B. Harris's** eligibility for call is extended for one year.
6. Synodical deputies M.A. Palsrok (Georgetown), R.A. Blacketer (Grand Rapids South), and T.D. Slachter (Grand Rapids North), having heard the discussion of Classis Kalamazoo, in session on May 10, 2016, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Kevin S. Heeres's** eligibility for call is extended for one year.
7. Synodical deputies B. Slofstra (B.C. South-East), J. Huttinga (Yellowstone), and L.M. Korf (Columbia), having heard the discussion of Classis Pacific Northwest, in session on October 15, 2015, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Ladan A. Jennings's** eligibility for call is extended for one year.
8. Synodical deputies R.G. Fisher (Huron), W.T. Koopmans (Chatham), and H.P. Bruinsma (Toronto), having heard the discussion of Classis Niagara, in session on February 27, 2016, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Dr. Richard W. Loerop's** eligibility for call is extended for one year.
9. Synodical deputies M. Winnowski (Wisconsin), J.R. Huizinga (Northern Illinois), and C.J. Aardsma (Illiana), having heard the discussion of Classis Chicago South, in session on September 16, 2015, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. Gerry G. Van Dam's** eligibility for call is extended for one year.
10. Synodical deputies R. Koops (Hamilton), H.D. Praamsma (Toronto), and R. Vander Kooij (Huron), having heard the discussion of Classis Quinte, in session on January 26, 2016, 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. Release from the office of minister of the Word under Church Article 17-c*

1. Synodical deputies P.V. De Jonge (Grand Rapids East), M.N. Buwalda (Thornapple Valley), and D.R. Fauble (Grandville), having heard the discussion of Classis Grand Rapids North, in session on July 21, 2015, concur in the decision of classis to declare, in accordance with Church



Order Article 17-c, that **Rev. Jack D. DeJong** is released from the office of minister of the Word in the Christian Reformed Church in North America.

2. Synodical deputies M. Winnowski (Wisconsin), J.R. Huizinga (Northern Illinois), and C.J. Aardsma (Illiana), having heard the discussion of Classis Chicago South, in session on September 16, 2015, concur in the decision of classis to declare, in accordance with Church Order Article 17-c, that **Rev. John Wilczewski** is released from the office of minister of the Word in the Christian Reformed Church in North America.

*Recommendation:* That synod approve the work of the synodical deputies.

—*Adopted*

*K. Declaration that a commissioned pastor position fits synodical guidelines under Church Order Article 23-a*

1. Synodical deputies M.N. Buwalda (Thornapple Valley), D.R. Fauble (Grandville), and D.L. Spoelma (Lake Erie), having examined the written materials submitted by the council of Madison Square Christian Reformed Church of Grand Rapids, Michigan, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Grand Rapids East, in session on January 29, 2016, that the commissioned pastor position to be filled by **Mr. Bryan Choyce** is in keeping with synodical guidelines for commissioned pastors. The position title is Neighborhood Outreach Pastor.
2. Synodical deputies R.G. Fisher (Huron), H.D. Praamsma (Toronto), and R. Koops (Hamilton), having examined the written materials submitted by the council of Providence Christian Reformed Church of Beamsville, Ontario, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Niagara, in session on May 18, 2016, that the commissioned pastor position to be filled by **Mr. Michael Collins** is in keeping with synodical guidelines for commissioned pastors. The position title is Commissioned Pastor.
3. Synodical deputies B. Slofstra (B.C. South-East), H. Jonker (B.C. North-West), and J.P. Groenewold (Columbia), having examined the written materials submitted by the council of Sumas Christian Reformed Church of Sumas, Washington, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Pacific Northwest, in session on March 3, 2016, that the commissioned pastor position to be filled by **Mr. Aaron deBoer** is in keeping with synodical guidelines for commissioned pastors. The position title is Commissioned Pastor.
4. Synodical deputies W. Verhoef (California South), E.D. Westra (Greater Los Angeles), and J.J. Greydanus (Red Mesa), having examined the written materials submitted by the council of River Rock Christian Reformed Church of Folsom, California, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Central California, in session on October 6, 2015, that the commissioned pastor position to be filled by **Mr. Noel de Luna** is in keeping

with synodical guidelines for commissioned pastors. The position title is Pastor of Youth Spiritual Formation.

5. Synodical deputies J.C. Fraser (Alberta South/Saskatchewan), J.P. Groenewold (Columbia), and B. Slofstra (B.C. South-East), having examined the written materials submitted by the council of First Christian Reformed Church of Rocky Mountain House, Alberta, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Alberta North, in session on October 14, 2015, that the commissioned pastor position to be filled by **Mr. Brian Dunn** is in keeping with synodical guidelines for commissioned pastors. The position title is Pastor of Congregational Life.
6. Synodical deputies M.A. Palsrok (Georgetown), S. Draayer (Grand Rapids North), and T. Howerzyl (Zeeland), having examined the written materials submitted by the council of Friendship Christian Reformed Church of Grandville, Michigan, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Grandville, in session on May 21, 2015, that the commissioned pastor position to be filled by **Mr. Eric Everhart** is in keeping with synodical guidelines for commissioned pastors. The position title is Youth Pastor.
7. Synodical deputies P.V. De Jonge (Grand Rapids East), A.D. Snider (Northern Michigan), and D.R. Fauble (Grandville), having examined the written materials submitted by the council of Spring Lake Christian Reformed Church of Spring Lake, Michigan, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Muskegon, in session on October 1, 2015, that the commissioned pastor position to be filled by **Mr. Russel Gabel** is in keeping with synodical guidelines for commissioned pastors. The position title is Director of Youth.
8. Synodical deputies P.V. De Jonge (Grand Rapids East), A.D. Snider (Northern Michigan), and D.R. Fauble (Grandville), having examined the written materials submitted by the council of Spring Lake Christian Reformed Church of Spring Lake, Michigan, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Muskegon, in session on October 1, 2015, that the commissioned pastor position to be filled by **Mr. Russel Gabel** is in keeping with synodical guidelines for commissioned pastors. The position title is Director of Outreach.
9. Synodical deputies D.W. De Groot (Iakota), J.R. Huizinga (Northern Illinois), and F.E. Pott (Northcentral Iowa), having examined the written materials submitted by the council of Trinity Christian Reformed Church of Maryland Heights, Missouri, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Central Plains, in session on September 19, 2015, that the commissioned pastor position to be filled by **Mr. Mark Green** is in keeping with synodical guidelines for commissioned pastors. The position title is Commissioned Pastor.

10. Synodical deputies W. Verhoef (California South), P.N. Ryu (Ko-Am), and J.J. Greydanus (Red Mesa), having examined the written materials submitted by the council of Hope International Christian Reformed Church of Arcadia, California, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Greater Los Angeles, in session on October 27, 2015, that the commissioned pastor position to be filled by **Mr. Charles H. Ho** is in keeping with synodical guidelines for commissioned pastors. The position title is Church Planter.
11. Synodical deputies B. Slofstra (B.C. South-East), T.J. Oosterhuis (Alberta North), and J.P. Groenewold (Columbia), having examined the written materials submitted by the council of Bethel Christian Reformed Church of Saskatoon, Saskatchewan, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Alberta South/Saskatchewan, in session on March 11, 2016, that the commissioned pastor position to be filled by **Mr. Rafik Kamel** is in keeping with synodical guidelines for commissioned pastors. The position title is Commissioned Pastor.
12. Synodical deputies W. Verhoef (California South), P.N. Ryu (Ko-Am), and J.J. Greydanus (Red Mesa), having examined the written materials submitted by the council of Hope International Christian Reformed Church of Arcadia, California, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Greater Los Angeles, in session on October 27, 2015, that the commissioned pastor position to be filled by **Mr. Sherman Lii** is in keeping with synodical guidelines for commissioned pastors. The position title is Commissioned Pastor of the Chinese Congregation at Hope International.
13. Synodical deputies G.R. Erffmeyer (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 re office and ordination, concur with the decision of Classis Southeast U.S., in session on September 15, 2015, that the commissioned pastor position to be filled by **Mr. Aaron Mamuyac** is in keeping with synodical guidelines for commissioned pastors. The position title is Youth Pastor.
14. Synodical deputies J.R. Huizinga (Northern Illinois), M.J. Kooy (Chicago South), and M. Winnowski (Wisconsin), having examined the written materials submitted by the council of Peace Christian Reformed Church of South Holland, Illinois, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Illiana, in session on September 16, 2015, that the commissioned pastor position to be filled by **Mr. Glen McCarthy** is in keeping with synodical guidelines for commissioned pastors. The position title is Solo Pastor.

15. Synodical deputies B. Slofstra (B.C. South-East), H. Jonker (B.C. North-West), and J.P. Groenewold (Columbia), having examined the written materials submitted by the council of Seattle Dream Christian Reformed Church of Seattle, Washington, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Pacific Northwest, in session on March 3, 2016, that the commissioned pastor position to be filled by **Rev. Taeil Nam** is in keeping with synodical guidelines for commissioned pastors. The position title is Seoul Ministry Pastor.
16. Synodical deputies W. Verhoef (California South), J.J. Greydanus (Red Mesa), and J. Huttinga (Yellowstone), having examined the written materials submitted by the council of Sunrise Community Christian Reformed Church of Austin, Texas, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Rocky Mountain, in session on October 9, 2015, that the commissioned pastor position to be filled by **Ms. Sandra B. Nemecek** is in keeping with synodical guidelines for commissioned pastors. The position title is Hospice Chaplain.
17. Synodical deputies G.R. Erffmeyer (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 re office and ordination, concur with the decision of Classis Southeast U.S., in session on September 15, 2015, that the commissioned pastor position to be filled by **Mr. Jason Palm** is in keeping with synodical guidelines for commissioned pastors. The position title is Executive Pastor.
18. Synodical deputies J.J. Greydanus (Red Mesa), M.E. Hofman (Central California), and W. Verhoef (California South), having examined the written materials submitted by the council of Hope International Christian Reformed Church of Arcadia, California, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Greater Los Angeles, in session on February 23, 2016, that the commissioned pastor position to be filled by **Ms. Brenda Sansom-Moorey** is in keeping with synodical guidelines for commissioned pastors. The position title is Commissioned Pastor of Congregational Life for the Chinese Congregation.
19. Synodical deputies G.R. Erffmeyer (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 re office and ordination, concur with the decision of Classis Southeast U.S., in session on September 15, 2015, that the commissioned pastor position to be filled by **Mr. Juan Sierra** is in keeping with synodical guidelines for commissioned pastors. The position title is Church Planter for Sunlight Espanol.

20. Synodical deputies W. Verhoef (California South), J.J. Greydanus (Red Mesa), and J. Huttinga (Yellowstone), having examined the written materials submitted by the council of Sunrise Community Christian Reformed Church of Austin, Texas, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Rocky Mountain, in session on October 9, 2015, that the commissioned pastor position to be filled by **Mr. Ben Sorrels** is in keeping with synodical guidelines for commissioned pastors. The position title is Commissioned Pastor.
21. Synodical deputies J.C. Dekker (Niagara), H.D. Praamsma (Toronto), and R.G. Fisher (Huron), having examined the written materials submitted by the council of Bethel Christian Reformed Church of Waterdown, Ontario, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Hamilton, in session on February 23, 2016, that the commissioned pastor position to be filled by **Mr. John Span** is in keeping with synodical guidelines for commissioned pastors. The position title is Global Mission Capacity Builder.
22. Synodical deputies M.A. Palsrok (Georgetown), P.V. De Jonge (Grand Rapids East), and D.R. Fauble (Grandville), having examined the written materials submitted by the council of Harderwyk Christian Reformed Church of Holland, Michigan, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Holland, in session on October 1, 2015, that the commissioned pastor position to be filled by **Ms. Sarah Stryd** is in keeping with synodical guidelines for commissioned pastors. The position title is Worship Leader.
23. Synodical deputies J. Huttinga (Yellowstone), J.J. Greydanus (Red Mesa), and W. Verhoef (California South), having examined the written materials submitted by the council of Sunrise Community Christian Reformed Church of Austin, Texas, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Rocky Mountain, in session on March 1, 2016, that the commissioned pastor position to be filled by **Mr. NeeOdoi E. Thompson** is in keeping with synodical guidelines for commissioned pastors. The position title is Hospice Chaplain.
24. Synodical deputies J.J. Greydanus (Red Mesa), M.E. Hofman (Central California), and W. Verhoef (California South), having examined the written materials submitted by the council of Hope International Christian Reformed Church of Arcadia, California, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Greater Los Angeles, in session on February 23, 2016, that the commissioned pastor position to be filled by **Ms. Suni Tsai** is in keeping with synodical guidelines for commissioned pastors. The position title is Commissioned Pastor of Worship for the Chinese Congregation.

25. Synodical deputies M.A. Palsrok (Georgetown), S. Draayer (Grand Rapids North), and T. Howerzyl (Zeeland), having examined the written materials submitted by the council of Friendship Christian Reformed Church of Grandville, Michigan, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Grandville, in session on May 21, 2015, that the commissioned pastor position to be filled by **Ms. Valjean L. Wykstra VandeHaar** is in keeping with synodical guidelines for commissioned pastors. The position title is Chaplain.
26. Synodical deputies H. Jonker (B.C. North-West), J.C. Fraser (Alberta South/Saskatchewan), and K.D. Koeman (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 re office and ordination, concur with the decision of Classis B.C. South-East, in session on March 1, 2016, that the commissioned pastor position to be filled by **Mr. Ethan P. Vanderleek** is in keeping with synodical guidelines for commissioned pastors. The position title is Christian Chaplain at Kwantlen Polytechnic University, Surrey Campus.
27. Synodical deputies R. Koops (Hamilton), R.G. Fisher (Huron), and J.C. Dekker (Niagara), having examined the written materials submitted by the council of Forest City Community Christian Reformed Church of London, Ontario, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Chatham, in session on September 22, 2015, that the commissioned pastor position to be filled by **Mr. Nick Vander Ploeg** is in keeping with synodical guidelines for commissioned pastors. The position title is Commissioned Pastor.
28. Synodical deputies M. Winnowski (Wisconsin), J.R. Huizinga (Northern Illinois), and C.J. Aardsma (Illiana), having examined the written materials submitted by the council of Jacob's Well Church Community Christian Reformed Church of Evergreen Park, Illinois, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Chicago South, in session on September 16, 2015, that the commissioned pastor position to be filled by **Mr. Aaron Visser** is in keeping with synodical guidelines for commissioned pastors. The position title is Commissioned Pastor.
29. Synodical deputies J.C. Fraser (Alberta South/Saskatchewan), A.G. Vander Leek (B.C. South-East), and J.P. Groenewold (Columbia), having examined the written materials submitted by the council of Covenant Christian Reformed Church of Edmonton, Alberta, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Alberta North, in session on March 9, 2016, that the commissioned pastor position to be filled by **Ms. Nola Visser** is in keeping with synodical guidelines for commissioned pastors. The position title is Commissioned Pastor.



30. Synodical deputies M.E. Hofman (Central California), E.D. Westra (Greater Los Angeles), and J.J. Greydanus (Red Mesa), having examined the written materials submitted by the council of Grace Valley Christian Reformed Church of Las Vegas, Nevada, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis California South, in session on October 18, 2015, that the commissioned pastor position to be filled by **Mrs. Francene J. Wunderink** is in keeping with synodical guidelines for commissioned pastors. The position title is Commissioned Pastor.
31. Synodical deputies M.E. Hofman (Central California), E.D. Westra (Greater Los Angeles), and J.J. Greydanus (Red Mesa), having examined the written materials submitted by the council of Grace Valley Christian Reformed Church of Las Vegas, Nevada, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis California South, in session on October 18, 2015, that the commissioned pastor position to be filled by **Mr. Steven J. Wunderink** is in keeping with synodical guidelines for commissioned pastors. The position title is Commissioned Pastor.
32. Synodical deputies W. Verhoef (California South), P.N. Ryu (Ko-Am), and J.J. Greydanus (Red Mesa), having examined the written materials submitted by the council of Hope International Christian Reformed Church of Arcadia, California, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Greater Los Angeles, in session on October 27, 2015, that the commissioned pastor position to be filled by **Ms. Kathy Q. Xu** is in keeping with synodical guidelines for commissioned pastors. The position title is Minister of Congregational Life.
33. Synodical deputies R.G. Fisher (Huron), R. Koops (Hamilton), and H.D. Praamsma (Toronto), having examined the written materials submitted by the council of Hebron Christian Reformed Church of Whitby, Ontario, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Quinte, in session on May 14, 2016, that the commissioned pastor position to be filled by **Mr. George Zhao** is in keeping with synodical guidelines for commissioned pastors. The position title is Commissioned Pastor for Mandarin Service.
34. Synodical deputies R.A. Blacketer (Grand Rapids South) and P. Borgdorff (Grand Rapids East), having examined the written materials submitted by the council of River Terrace Christian Reformed Church of East Lansing, Michigan, and having compared them with the synodical guidelines re office and ordination, concur with the decision of Classis Lake Erie, in session on March 5, 2016, that the commissioned pastor position is in keeping with synodical guidelines for commissioned pastors. The position title is Commissioned Pastor (for Hmong Christian Ministry).

*Recommendation:* That synod approve the work of the synodical deputies.

—Adopted

*L. Article 23-a commissioned pastors, filling previously approved positions*

The following commissioned pastors have been examined by the classis indicated for positions previously approved by synodical deputies (in addition to those listed above in the synodical deputy reports for Church Order Article 23-a):

| Name               | Classis            | Date               |
|--------------------|--------------------|--------------------|
| Theresa Bakker     | Hamilton           | October 27, 2015   |
| Shamshadeen Mayers | Hackensack         | September 22, 2015 |
| Dean Sinclair      | Grand Rapids North | September 15, 2015 |

*Recommendation:* That synod take note of the above-named persons ordained as commissioned pastors within the classis indicated.

—Noted

*M. Service of a commissioned pastor in an organized church as solo pastor under Church Order Article 23-b or -c*

Synodical deputies C.A. Fluit (Atlantic Northeast), R.D. Gorter (Hudson), and S.A. Vander Ploeg (Southeast U.S.), having examined the request submitted by the council of Spirit and Truth Fellowship Christian Reformed Church of Philadelphia, Pennsylvania, concur with the decision of Classis Hackensack, in session on September 21, 2015, that **Dr. Drew Angus** (commissioned pastor) may serve the congregation as its solo pastor.

*Recommendation:* That synod approve the work of the synodical deputies.

—Adopted

*N. Calling a commissioned pastor to serve in an organized church as solo pastor under Church Order Article 23-d*

1. Synodical deputies H. Admiraal (Grand Rapids North), S. Scripps (Holland), and D.R. Fauble (Grandville), having examined the materials submitted by the council of Lucas Christian Reformed Church of McBain, Michigan, and having compared them with the synodical guidelines for calling a commissioned pastor to an organized congregation, concur with the decision of Classis Northern Michigan, in session on September 29, 2015, that a commissioned pastor, **Mr. Todd Kuperus**, may serve the congregation as its solo pastor.
2. Synodical deputies J.R. Huizinga (Northern Illinois), M.J. Kooy (Chicago South), and M. Winnowski (Wisconsin), having examined the materials submitted by the council of Peace Christian Reformed Church of South Holland, Illinois, and having compared them with the synodical guidelines for calling a commissioned pastor to an organized congregation, concur with the decision of Classis Illiana, in session on September 16, 2015, that a commissioned pastor, **Mr. Glen McCarthy**, may serve the congregation as its solo pastor.
3. Synodical deputies R.G. Fisher (Huron), R. Koops (Hamilton), and H.D. Praamsma (Toronto), having examined the materials submitted by the council of Discovery Christian Reformed Church of Bowmanville, Ontario, and having compared them with the synodical guidelines for calling a commissioned pastor to an organized congregation, concur with



the decision of Classis Quinte, in session on May 14, 2016, that a commissioned pastor, **Mr. Martin Spoelstra**, may serve the congregation as its solo pastor.

4. Synodical deputies C.A. Fluit (Atlantic Northeast), R.D. Gorter (Hudson), and S.A. Vander Ploeg (Southeast U.S.), having examined the materials submitted by the council of Trinity Christian Reformed Church of Broomall, Pennsylvania, and having compared them with the synodical guidelines for calling a commissioned pastor to an organized congregation, concur with the decision of Classis Hackensack, in session on September 21, 2015, that a commissioned pastor, **Mr. Norman Viss**, may serve the congregation as its solo pastor.

*Recommendation:* That synod approve the work of the synodical deputies.

*Note:* The contextualized learning plans required for commissioned pastors serving as solo pastors, as called for in Supplement, Article 23-a, have not been submitted in every case.

—*Adopted*

*O. Commissioned pastors concluding service under Church Order Article 23*

The following commissioned pastors have concluded service in the classes indicated in the positions to which they were appointed:

| Name            | Classis           | Classis Meeting Date |
|-----------------|-------------------|----------------------|
| Bryan Blakely   | Grand Rapids East | January 21, 2016     |
| Anton Brown     | Hackensack        | September 21, 2015   |
| Michael Collins | Niagara           | September 23, 2015   |
| Ty Hogue        | Holland           | October 1, 2015      |
| Daniel Lindley  | Northcentral Iowa | September 15, 2015   |
| Shawn May       | Lake Erie         | October 8, 2015      |
| Taylor Shade    | Rocky Mountain    | October 9, 2015      |

*Recommendation:* That synod take note of the above-named persons who have concluded service as commissioned pastors in the classes indicated.

—*Noted*

*P. Deposition of a minister of the Word under Church Order Articles 82 and 83*

Synodical deputies J. Van Marion (Lake Superior), G.E. Wamala (Iakota), and T.M. Zuidema (Heartland), having heard the grounds submitted by the council of Worthington Christian Reformed Church of Worthington, Minnesota, and the discussion of Classis Minnkota, in session on January 21, 2016, concur in the decision of classis to approve, in accordance with Church Order Articles 82 and 83, the deposition of **Rev. Andrew W. Henry** 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*

(The report of Advisory Committee 2 is continued in Article 76.)

## ARTICLE 54

(The report of Advisory Committee 5 is continued from Article 50.)

Advisory Committee 5, Congregational Support Ministry II, Rev. Joseph Vanden Akker reporting, presents the following:

### Board of Trustees

*A. Materials: Board of Trustees Report* (section II, B, 5, including Appendix H), pp. 38, 75-119

*B. Privilege of the floor*

1. Board of Trustees: Ms. Katherine M. Vandergrift, chair of the Board of Trustees; Dr. Steven R. Timmermans, executive director; and members of the executive staff as needed
2. Liturgical Committee: Rev. Joyce Borger, Rev. Kathy Smith, Rev. Len Vander Zee

Rev. Vanden Akker explains the advisory committee's purpose in proposing revisions to various liturgical forms submitted for synod's approval in Appendix H.

(The report of Advisory Committee 5 is continued in Article 56.)

## ARTICLE 55

The president of synod welcomes the candidates to Synod 2016. Rev. David R. Koll, director of candidacy, presents the 2016 candidates for ministry of the Word in the Christian Reformed Church. (Names in bold print indicate those present at Synod 2016.)

Christopher R. Allen  
**Yohanes Budhi**  
Andrew W. Carlson  
**Zhi Gang Chen (John)**  
Scott Chiang  
**Elisabeth A. DeVries**  
**Daniel J. DeVries**  
**Willem de Vries**  
**Darrell Delaney**  
Trent M. Elders  
**Kendall A. Everett**  
**Tara K. Foreman**  
**Laura A. Guichelaar-DeRuiter**  
**Lloyd H. Hemstreet**  
**Brenda Kronemeijer-Heyink**  
Drew D. Hoekema  
**Brian Hofman**  
**Grant Hofman**  
Sarah J. Hoogendoorn  
Kyong Won Jung  
Matthew J. Kaemingk

**Moses Kang**  
**Nathan W. Klingenberg**  
Timothy Kooiman  
**Jonathan A. Kool**  
Sangmyung Samuel Lee  
Sheryl J. Leisman  
Benjamin D. McKnight  
Hee Jung (Brian) Na  
Katrina J. Olson  
Jennifer L. Palkowski  
Jesse M. Pals  
**Matthew A. Pearce**  
Kristen J. Pikaart  
**Joella Ranaivoson**  
Peter G. Rockhold  
Hendrick Roeda  
**Ivan K. Santoso**  
**Kelli K. Sexton**  
**Sharon R. Smith**  
Samuel D. Sutter  
**Brian P. Tarp**

Rev. Julius T. Medenblik, president of Calvin Theological Seminary, addresses delegates and candidates, sharing that this day marks the transition for candidates from the seminary to the church. Addressing the candidates, he shares, "This is the church that loves you, prays for you, and encourages you. You are on a journey; you received this calling and have sacrificed to take this step of obedience. We will pray for you on this journey. God will provide, protect, and encourage you as you go."

Rev. Koll acknowledges guests and delegates who are relatives of the candidates. Candidates and delegates respond by singing "O Jesus, Joy of Loving Hearts." Rev. Fernando Valencia leads a litany of celebration and dedication.

Delegates and candidates sing "Fear Not, Rejoice and Be Glad," and the president of synod, Rev. Paul R. De Vries, responds and leads in a prayer of blessing. Delegates and candidates respond by singing "Christ the Lord Is Risen Today."

## ARTICLE 56

(The report of Advisory Committee 5 continues from Article 54.)

Advisory Committee 5, Congregational Support Ministry II, Rev. Joseph Vanden Akker reporting, presents the following:

### Board of Trustees

A. *Materials*: Board of Trustees Report (section II, B, 5, including Appendix H), pp. 38, 75-119

B. *Privilege of the floor*

1. Board of Trustees: Ms. Katherine M. Vandergrift, chair of the Board of Trustees; Dr. Steven R. Timmermans, executive director; and members of the executive staff as needed
2. Liturgical Committee: Rev. Joyce Borger, Rev. Kathy Smith, Rev. Len Vander Zee

C. *Recommendations*

1. That synod approve the following liturgical forms and introductions printed in the Addendum of the Liturgical Forms Committee report (Appendix H) and as revised below:
  - 1) Introduction to the Celebration of Holy Communion (as revised)
  - 2) A Brief Form for the Celebration of Holy Communion (as revised)
  - 3) Introduction to the Communion for the Sick and Homebound
  - 4) Service of Holy Communion for the Sick or Homebound
  - 5) Introduction to the Sacrament of Holy Baptism (as revised)
  - 6) Form for the Holy Baptism of Infants and Young Children (as revised)
  - 7) Form for the Holy Baptism and Profession of Faith of Older Children and Adults (as revised)

- 8) Introduction to the Public Profession of Faith of Baptized Youth (as revised)
- 9) Form for the Public Profession of Faith of Baptized Youth
- 10) Form for the Welcome of New Members (as revised)
- 11) Form for the Ordination of Commissioned Pastors
- 12) Form for the Ordination/Installation of Chaplains
- 13) Form for the Ordination of Elders and Deacons

*Grounds:*

- a. These forms are consistent with scriptural teaching and with the Reformed confessions.
- b. Strengthening the pool of explicitly approved synodical forms is valuable both for congregations that use the exact text of approved forms and congregations that adapt them.
- c. Revisions were needed in several places where the language in the introductions and forms for baptism as submitted by the Liturgical Forms Committee described baptism in terms that could lead to the conclusion that baptism is a sacramental sign and seal of the eternal salvation in Christ of the baptized infant. Several revisions aim to emphasize the need to embrace the gracious promises of God by faith. Other revisions incorporate references to the covenant (which were notably rare). Still other revisions sought to clarify ambiguous language and improve sentence structure.

—*Adopted*

2. That synod instruct the ED to ensure that Worship Ministries consult with the Translations Team to provide the forms in Spanish and Korean and other languages as requested.

*Ground:* These forms ought to be available to congregations worshipping in Spanish, Korean, and bilingually.

—*Adopted*

3. That synod instruct the ED to ensure that Worship Ministries work with Ministry Support Services in finding the most efficient and financially feasible way to present these forms online in a user-friendly format.

*Ground:* These forms ought to be easily accessible online and in a format that makes the portion to be used easily copied or printed.

—*Adopted*

### **ADDENDUM: LITURGICAL FORM REVISIONS**

Synod adopted the following revisions to the liturgical forms proposed in Appendix H (*Agenda for Synod 2016*, pp. 75-119). (*Deletions are indicated by strikethrough, and insertions are indicated by underline.*)

#### **Liturgical Form 1: Introduction to the Celebration of Holy Communion**

*Paragraph 2 in the section “What Does This Sacrament Mean?”*

Broadly speaking, the main issue is whether the Lord’s Supper is merely a memorial of Christ’s death on the cross, or whether, in and through the sacrament, we, by faith, actually commune with the risen and ascended

Christ, become bonded more firmly to him, and receive the spiritual life he provides. Christ actually communicates his risen and ascended life to believers. Do we receive Christ in the sacrament, or do we just remember what he has done for us?

*Final paragraph in the section “What Does This Sacrament Mean?”*

It is clear, then, that in this meal we receive Christ and all his benefits through by the mediation of the Holy Spirit through faith. This understanding of the sacrament should prompt us to celebrate it often (perhaps weekly, as John Calvin desired), and with appropriate joy, reverence, and faith.

*Point 7 in the section “How Should This Sacrament Be Celebrated?”*

7. In the Lord’s Supper, Christ communicates signifies our salvation through his atoning sacrifice on the cross his grace and salvation to us in the form of physical bread and wine (grape juice). In the Lord’s Supper, it is fitting, therefore, that these material elements should be readily visible and tangible. Actual loaves of bread, pitchers of wine or grape juice, and substantial vessels can enhance the experience and meaning of the sacrament.

## **Liturgical Form 2: A Brief Form for the Celebration of Holy Communion**

*Suggestion 1 in the section “The Invitation”*

1. Christ invites all his baptized people who trust in Christ as their Savior to dine at his table, where he will feed them with himself by the Holy Spirit. Come to receive all the benefits and blessings of his atoning death, his life-giving resurrection, and his ascended lordship.

## **Liturgical Form 5: Introduction to the Sacrament of Holy Baptism**

*Paragraph 1 in the section “What Does This Sacrament Mean?”*

As with the Lord’s Supper, in the Reformed tradition, this sacrament is much more than a mere symbol of being united with Christ, or a testimony of one’s personal faith, or the dedication of a child to God. The water sacrament of baptism is a sign and seal of God’s promise to claim us as his own, unite us to his Son, wash away our sins, and give us the gift of the Holy Spirit as we embrace these promises by faith. Signifies that God claims us as his own, unites us to his Son, Jesus Christ, washes away our sins, and sets the seal of the Holy Spirit.

*Points 1, 4, and 7 in the section “What Does This Sacrament Mean?”*

### **1. Baptism unites us to Christ in his death and resurrection.**

In Romans 6:1-11, Paul identifies baptism as our participation in the death and resurrection of Christ. “Do you not know that all of us who have been baptized into Christ Jesus were baptized into his death? Therefore we have been buried with him by baptism into death, so that, just as Christ was raised from the dead by the glory of the Father, so we too might walk in newness of life” (vv. 3-4, NRSV). Baptism is a kind of drowning, in symbolizes a deluge of God’s grace through which the old self dies and a new self in Christ comes

to life, just as the children of Israel were led through the Red Sea and into the promised land.

**4. In baptism we are adopted into the trinitarian God's covenant family through Christ.** Being baptized "into the name of the Father and of the Son and of the Holy Spirit" declares that we have a new name because we have been adopted through the Son into the family of the triune God, ~~at the heart of which is the blessed Trinity itself.~~ Jesus' own baptism in the Jordan River by John also demonstrates what our baptism means. Taking his place as the new human alongside sinners, Jesus receives the Spirit's empowerment and hears the Father's voice: "This is my beloved Son." So our baptism marks our adoption into the trinitarian family through Christ.

**7. All these blessings of baptism become ours through faith.** "In Christ Jesus you are all children of God *through faith*. As many of you as were baptized into Christ have clothed yourself with Christ" (Gal. 3:26-27, NRSV). While our faith is in Christ alone, the Heidelberg Catechism (Q&A 69) teaches that baptism *assures* us that Christ's salvation is personally ours. ~~We do not believe in our baptism, as though it automatically applies Christ's blessings to us, but we believe in the salvation of Christ through our baptism as a visible sign and seal of God's grace.~~

*Points 9-10 in the section "How Should Baptism Be Celebrated?"*

9. Another subtle but powerful expression of the **new identity and citizenship** of the baptized (infant) involves having the officiant rather than a parent hold the child for baptism, thus symbolizing further the child's adoption into God's covenant family. ~~The trinitarian family of the church.~~
10. In some churches, ministers also make a **sign of the cross** with a finger on the forehead of the baptized as they say a blessing. ~~"You are sealed with the Spirit and marked as Christ's own forever," or similar words.~~

## **Liturgical Form 6: Form for the Holy Baptism of Infants and Young Children**

*Option 1 in the "Introduction" section*

### **Introduction**

*[Option 1]*

Brothers and sisters in Christ,  
the sacrament of baptism reminds and assures us that  
we share in the death and resurrection of Christ,  
and are incorporated into Christ's holy church.

Baptism proclaims the faith of the church.

~~By the sign of~~ The water of baptism is a sign and seal of God's promise ~~God promises to cleanse us from sin, renews life, renew us, and prefigures the reconciliation of~~ reconcile all things to himself ~~promised in Christ.~~

In baptism we God's people are promised the gift of the Holy Spirit  
as a pledge of this reconciliation.

The same Spirit binds us to each other  
and joins us to Christ's ministry  
of love, peace, and justice.

*Third-to-last paragraph in the section “The Covenant of Baptism”*

*[The minister may pour or touch the water.]*

Send your Holy Spirit, we pray,  
upon ~~these here~~ those baptized here today *[minister may prefer to use the names of the candidates],*

that this water may be a spring gushing up to eternal life.

Wash away *their* sin,

raise *them* to new life, and

graft *them* to the body of Christ.

*Paragraph 4 in the section “The Baptism”*

*[The minister may mark the sign of the cross on the forehead with a gesture or using oil, saying to each:]*

*[Name],*

~~child of the covenant,~~

~~in baptism you are sealed by the Holy Spirit;~~

~~marked as God’s own forever, and~~

~~called to follow Christ in mission. Amen.~~

The Lord bless you and keep you;

the Lord make his face shine upon you and be gracious to you;

the Lord turn his face to you and give you peace.

## **Liturgical Form 7: Form for the Holy Baptism and Profession of Faith of Older Children and Adults**

*Option 1 in the “Introduction” section*

*[Option 1]*

Brothers and sisters in Christ,

the sacrament of baptism reminds and assures us that

we share in the death and resurrection of Christ

and are incorporated into Christ’s holy church.

Baptism proclaims the faith of the church.

~~By the sign of~~ The water of baptism is a sign and seal of God’s promise ~~God~~  
~~promises to cleanse us from sin, renews life, renew us, and prefigures the~~  
~~reconciliation of reconcile all things to himself promised in Christ.~~

In baptism we God’s people are promised the gift of the Holy Spirit  
as a pledge of this reconciliation.

The same Spirit binds us to each other

and joins us to Christ’s ministry

of love, peace, and justice.

*Paragraph 2 in the section “The Baptism”*

*[The minister may mark the sign of the cross on the forehead with a gesture or using oil, saying to each:]*

*[Name],*

~~in baptism, you are sealed by the Holy Spirit,~~

~~marked as God’s own forever, and~~

~~called to follow Christ in mission. Amen.~~

The Lord bless you and keep you;  
the Lord make his face shine upon you and be gracious to you;  
the Lord turn his face to you and give you peace.

### **Liturgical Form 8: Introduction to the Public Profession of Faith of Baptized Youth**

*Paragraphs 1 and 4*

Public Profession of Faith (PPF) is primarily the personal response of faith to God's promises made in baptism. In our baptism, God accepts us as his adopted children-brings us into his covenant family in Jesus Christ in our baptism, and in PPF we respond by declaring our personal faith and commitment as baptized members in Christ. This has always been the central meaning of PPF.

Paul says, "If you declare with your mouth, 'Jesus is Lord,' and believe in your heart that God raised him from the dead, you will be saved. For it is with your heart that you believe and are justified, and it is with your mouth that you profess your faith and are saved" (Rom. 10:9-10). Thus, while baptism declares that one is united with Christ in his death and resurrection, the church expects that at some point baptized persons will publicly declare their own faith in Christ. When infants or young children are baptized, their parents declare their faith on their children's behalf, and promise, with the support of the whole congregation, to raise their children to know and love the Lord. This points inevitably to the expectation and necessity of PPF. It is a personal profession of faith of the baptized person, and it is public because being a member of the church requires a public ("confess with your mouth") recognition of Jesus Christ as Lord.

### **Liturgical Form 10: Form for the Welcome of New Members**

*Paragraph 2 in the "Welcome" section*

*[Addressing the new members:]*

[Name/s], in your baptism, you became were marked as members of Christ's the church of Jesus Christ. It is our joy to welcome you today as members of this congregation. We believe that the Holy Spirit has led you to this congregation at this time for your own good and the good of this congregation. We invite you now to affirm your faith in Christ and express your commitment to the life of this church and mission God has given to us.

(The report of Advisory Committee 5 is continued in Article 82.)

#### **ARTICLE 57**

The morning session adjourns at 11:58 a.m. Mr. Samuel Estrala Aranda (Arizona) leads in closing prayer.



ARTICLE 58

The afternoon session convenes at 1:20 p.m. Mr. Michael Whitten (Greater Los Angeles) leads in opening prayer.

ARTICLE 59

(The report of Advisory Committee 8 is continued from Article 45.)

Advisory Committee 8, Interdenominational Matters, Rev. Dr. Christopher J. Schoon reporting, presents the following:

**Response to Overture 13: Adopt the Belhar Confession as the Fourth Confession of the Christian Reformed Church in North America (Majority Report)**

A. *Materials*: Overture 13, pp. 575-79

B. *Background*

Overture 13 requests that synod “adopt the Belhar Confession as a fourth confession of the Christian Reformed Church in North America, equal to the historic three forms of unity.” Because a previous synod decided not to accept the Belhar Confession as a fourth confession, Church Order Article 31 requires that the request of Overture 13 must present “sufficient and new grounds for reconsideration” of the matter. The committee determined that the grounds presented do not clearly justify reconsideration of the Belhar Confession as a fourth confession. Moreover, even if Overture 13 had clearly presented sufficient new grounds, Synod 2016 would only have the authority to recommend adoption of the Belhar Confession as a fourth CRC confession to a future synod (Church Order Supplement, Article 47).

Nevertheless, in considering the overture, including consultation with delegates from Classis Hackensack, the committee believes that the overture warrants a substantive response from synod. In order to address pastoral and structural concerns, the committee makes the following recommendations.

C. *Recommendations*

1. That synod grieve alongside those who have been and continue to be marginalized through racialized violence, systemic racism, and ethnic strife in North American society.
2. That synod offer prayers of lament as a response of solidarity with those who have been brutalized by these sinful actions and the attitudes of indifference that have frequently accompanied them.

*Grounds:*

- a. Overture 13 and the testimony of representatives from Classis Hackensack (among others) give evidence to the personal and communal pain being carried by many in the church and in our broader culture

on account of the continued perpetuation of racism within North America.

- b. Scripture calls us to carry each other's burdens and to weep with those who weep: Galatians 6:2; Romans 12:15.
  - c. Belhar Confession Article 4 states 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 an ever-flowing stream."
3. That synod denounce the racialized violence, systemic racism, and ethnic strife evident in North American society.

*Grounds:*

- a. Events of the past several years in the United States and Canada have heightened public attention to the ongoing and systemic nature of racism within the North American context.
  - b. Belhar Confession Article 4 states 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 an ever-flowing stream."
  - c. Previous synods have issued declarations against racism in response to situations of heightened racial tension, such as in Charleston, South Carolina (*Acts of Synod 2015*, p. 682; see also *Acts of Synod 1968*, p. 18).
4. That synod reaffirm that all people are created in God's image and are worthy of our love, care, and protection.

*Grounds:*

- a. There is continued public rhetoric that diminishes the value and dignity of people based upon their racial, ethnic, cultural, or national identity.
  - b. *God's Diverse and Unified Family* states: "As God's imagebearers, all human beings without exception are endowed with royal dignity and share in dominion over all creation" (Creation, pt. 1).
5. That synod recognize that Overture 13, together with the EIRC reports to Synod 2015 and Synod 2016, exposes dissatisfactions with locating the Belhar Confession in the Ecumenical Faith Declaration category.

*Grounds:*

- a. Both Overture 13 and personal testimonies heard by the advisory committee express a desire for the Belhar Confession to have a more substantive place in the CRCNA than its current location as an Ecumenical Faith Declaration.
- b. The EIRC reports to Synod 2015 and Synod 2016 both expressed concern that our category for the Belhar Confession has been met with confusion by our ecumenical partners in the broader Reformed community.

6. That synod direct the EIRC to provide a report on the confusion with the Ecumenical Faith Declaration category as identified by our ecumenical partners in their February 2014 consultation and in subsequent conversations with the EIRC, advising Synod 2017 on the viability of the Ecumenical Faith Declaration category.
7. That synod propose that Synod 2017 recategorize the Belhar Confession to the same status as that of a contemporary testimony in the CRC—same as *Our World Belongs to God: A Contemporary Testimony*.

*Grounds:*

- a. Synod 2013 declined to respond to an overture requesting a change in the status of the Belhar Confession on the grounds that the EIRC's work of seeking feedback from ecumenical partners regarding the category of Ecumenical Faith Declarations was not yet complete (*Acts of Synod 2013*, p. 574). Per EIRC reports to Synod 2015 and Synod 2016, the current status of the Belhar Confession as an Ecumenical Faith Declaration is confusing to our ecumenical partners.
  - b. Synod 2014 urged the EIRC "to continue its assessment of the place of the Belhar Confession in the life and ministry of the CRC and report back to synod at appropriate times" (*Acts of Synod 2014*, Article 49, C, 3, p. 565).
  - c. The current status of the Belhar Confession does not provide the necessary weight to respond appropriately to the historic and recurring presence of racialized violence, systemic racism, and ethnic strife throughout the world.
8. That this be synod's response to Overture 13.

According to the Rules of Synodical Procedure, the minority report of Advisory Committee 8 re the issue of the Belhar Confession is presented as information by delegate Mr. Steve B. Vos:

**Response to Overture 13: Adopt the Belhar Confession as the Fourth Confession of the Christian Reformed Church in North America (Minority Report)**

A. *Materials:* Overture 13, pp. 575-79

B. *Background*

Overture 13 requests that synod "adopt the Belhar Confession as a fourth confession of the Christian Reformed Church in North America, equal to the historic three forms of unity." Because a previous synod decided not to accept the Belhar Confession as a fourth confession, Church Order Article 31 requires that the request of Overture 13 must present "sufficient and new grounds for reconsideration" of the matter. The committee determined that the grounds presented do not clearly justify reconsideration of the Belhar Confession as a fourth confession. Moreover, even if Overture 13 had clearly presented sufficient new grounds, Synod 2016 would only have the authority to recommend adoption of the Belhar Confession as a fourth CRC confession to a future synod (Church Order Supplement, Art. 47).

Nevertheless, in considering the overture, including consultation with delegates from Classis Hackensack, the committee believes that the overture warrants a substantive response from synod.

During the course of discussions among the delegates seated on the advisory committee as well as the advisers to the committee, it became apparent that interpretations of the reports and information presented, while not substantive in difference in spirit, brought differences in the application and actions taken from the material presented. Therefore, we offer the following recommendations to synod.

*C. Recommendations*

1. That synod grieve alongside those who have been and continue to be marginalized through racialized violence, systemic racism, and ethnic strife in North American society.
2. That synod offer prayers of lament as a response of solidarity with those who have been brutalized by these sinful actions and the attitudes of indifference that have frequently accompanied them.

*Grounds:*

- a. Overture 13 and the testimony of representatives from Classis Hackensack (among others) give evidence to the personal and communal pain being carried by many in the church and in our broader culture on account of the continued perpetuation of racism within North America.
  - b. Scripture calls us to carry each other's burdens and to weep with those who weep: Galatians 6:2; Romans 12:15.
  - c. Belhar Confession Article 4 states 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 an ever-flowing stream."
3. That synod denounce the racialized violence, systemic racism, and ethnic strife evident in North American society.

*Grounds:*

- a. Events of the past several years in the United States and Canada have heightened public attention to the ongoing and systemic nature of racism within the North American context.
  - b. Belhar Confession Article 4 states 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 an ever-flowing stream."
  - c. Previous synods have issued declarations against racism in response to situations of heightened racial tension, such as in Charleston, South Carolina (*Acts of Synod 2015*, p. 682; see also *Acts of Synod 1968*, p. 18).
4. That synod reaffirm that all people are created in God's image and are worthy of our love, care, and protection.

*Grounds:*

- a. There is continued public rhetoric that diminishes the value and dignity of people based upon their racial, ethnic, cultural, or national identity.
  - b. *God's Diverse and Unified Family* states: "As God's imagebearers, all human beings without exception are endowed with royal dignity and share in dominion over all creation" (Creation, pt. 1).
5. That synod recognize that Overture 13, together with the EIRC reports to Synod 2015 and Synod 2016, exposes dissatisfactions with locating the Belhar Confession in the Ecumenical Faith Declaration category.

*Ground:* The EIRC reports to Synod 2015 and Synod 2016 both expressed concern that our category for the Belhar Confession has been received with confusion by some of our ecumenical partners in the broader Reformed community, and that Overture 13 and personal testimonies heard by the committee express the inadequacy of its current applications.

6. That synod
- a. Instruct the EIRC to provide a report on the confusion with the Ecumenical Faith Declaration (EFD) category as identified by our ecumenical partners, and to compile feedback from CRCNA ecumenical partners, both positive and negative, for use in this report.
  - b. Direct the BOT (Council of Delegates) to instruct Calvin Theological Seminary to advise Synod 2017 on the definition or possible renaming of the EFD category, utilizing compiled feedback from the EIRC.
  - c. Encourage the EIRC to foster the employment of the EFD category in the broader Reformed community, with special attention to ecumenical partners who have not adopted the Belhar Confession as an important document that outlines key biblical principles of reconciliation in our fallen world.

*Grounds:*

- 1) Synod 2012 authorized the creation of the Ecumenical Faith Declarations category as an alternative to the existing categories and did this in response to numerous overtures from classes (*Acts of Synod 2012*, pp. 766-67).
- 2) Synod 2013 encouraged "the executive director and the EIRC as they explore options for discussing the concept of and criteria for Ecumenical Faith Declarations with our ecumenical partners" (*Acts of Synod 2013*, p. 573), yet no criteria have been established.
- 3) While the EIRC has consulted with ecumenical partners, it has not been able to adequately expound on the confusion it met.
- 4) It is therefore appropriate to engage the expertise of our denomination's seminary in matters of theological and biblical interpretation, since this undertaking has greater implications than the scope of the EIRC's expertise.
- 5) Elevating the status of the Belhar Confession to that of *Our World Belongs to God* does little to clarify its categorical place to our ecumenical partners.

7. That this be synod's response to Overture 13.

Following the rules of procedure, synod returns to consideration of the recommendation of the advisory committee's majority report.

**Response to Overture 13: Adopt the Belhar Confession as the Fourth Confession of the Christian Reformed Church in North America (Majority Report)**

A. *Materials*: Overture 13, pp. 575-79

B. *Background*

Overture 13 requests that synod "adopt the Belhar Confession as a fourth confession of the Christian Reformed Church in North America, equal to the historic three forms of unity." Because a previous synod decided not to accept the Belhar Confession as a fourth confession, Church Order Article 31 requires that the request of Overture 13 must present "sufficient and new grounds for reconsideration" of the matter. The committee determined that the grounds presented do not clearly justify reconsideration of the Belhar Confession as a fourth confession. Moreover, even if Overture 13 had clearly presented sufficient new grounds, Synod 2016 would only have the authority to recommend adoption of the Belhar Confession as a fourth CRC confession to a future synod (Church Order Supplement, Article 47).

Nevertheless, in considering the overture, including consultation with delegates from Classis Hackensack, the committee believes that the overture warrants a substantive response from synod. In order to address pastoral and structural concerns, the committee makes the following recommendations.

C. *Recommendations*

1. That synod reaffirm that all people are created in God's image and are worthy of our love, care, and protection.

*Grounds:*

- a. There is continued public rhetoric that diminishes the value and dignity of people based upon their racial, ethnic, cultural, or national identity.
- b. *God's Diverse and Unified Family* states: "As God's imagebearers, all human beings without exception are endowed with royal dignity and share in dominion over all creation" (Creation, pt. 1).

—*Adopted*

2. That synod grieve alongside those who have been and continue to be marginalized through racialized violence, systemic racism, and ethnic strife in North American society.

—*Adopted*

3. That synod offer prayers of lament as a response of solidarity with those who have been brutalized by these sinful actions and the attitudes of indifference that have frequently accompanied them.

*Grounds:*

- a. Overture 13 and the testimony of representatives from Classis Hackensack (among others) give evidence to the personal and communal

pain being carried by many in the church and in our broader culture on account of the continued perpetuation of racism within North America.

- b. Scripture calls us to carry each other's burdens and to weep with those who weep: Galatians 6:2; Romans 12:15.
- c. Belhar Confession Article 4 states 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 an ever-flowing stream."

—Adopted

The following negative vote is registered: Rev. Michael Winnowski (Wisconsin).

Commissioned pastor Khary J. Bridgewater and Rev. Dr. Christopher J. Schoon offer a prayer of lament, with responses from the delegates.

**Prayer of Lament** (*with verses from the Psalms, especially Psalms 19 and 74*)

One: God of the cross and the lynching tree,  
of the jail cell and the street corner,  
of the Bible study and the police car,  
look upon the world you have made.

See how it is full of hatred and how violence inhabits the earth.

One: Gunshots ring out under the heavens that declare your glory,  
singing the destruction of your children.  
Do you not hear our songs?

**All: How long, O God, will you keep silence?  
How long will we fail to be your voice?**

One: The streets and sidewalks of your dwelling place flow with blood,  
pouring out the cries of your beloveds.  
Do you not hear our cries?

**All: How long, O God, will you keep silence?  
How long will we fail to be your voice?**

One: The breaths snatched from lungs swirl on wind that blew creation to life,  
echoing with the last gasps of your dear ones.  
Do you not hear our gasps?

**All: How long, O God, will you keep silence?  
How long will we fail to be your voice?**

One: The bones that you knit together in a mother's womb are broken,  
rattling with the earth-shaking suffering of your people.  
Do you not hear our rattling?

**All: How long, O God, will you keep silence?  
How long will we fail to be your voice?**

One: The clanging of cell doors resounds amidst the music of the spheres,  
tolling the lives stolen by systemic oppression and unspeakable violence.  
Do you not hear the tolling?

**All: How long, O God, will you keep silence?  
How long will we fail to be your voice?**

**One:** The crashing of fire-licked windows mingles with the praise and prayers of generations,  
shattering the refuge and safety of your sanctuaries.  
Do you not hear the shattering?

**All: How long, O God, will you keep silence?  
How long will we fail to be your voice?**

**One:** In these days, as in days past,  
our mothers and grandmothers have become mourners,  
our fathers and grandfathers have become grievors,  
our children have become wanderers in vacant rooms,  
our kinfolk have become pallbearers,  
our communities have become filled with empty chairs.  
Remember the people you have redeemed, Holy One.  
Remember the work of salvation brought about by your love.

You made a way out of no way for slaves to cross the sea on dry land.

**All: Arise, O God, and defend your own cause.  
Raise up in us the cries of outrage.**

**One:** You made water to flow in the desert for Hagar and Ishmael when they were driven out.

**All: Arise, O God, and defend your own cause.  
Raise up in us commitment to the long struggle for justice.**

**One:** You cast out demons so that people might be restored to community.  
**Arise, O God, and defend your own cause.  
Raise up in us the determination to drive out racism.**

**One:** You witnessed the death of your beloved Child.

**All: Arise, O God, and defend your own cause.  
Raise up in us the grief that cannot be comforted.**

**One:** You brought new life from the crucifixion of state violence and the wounds of abandonment.

**All: Arise, O God, and defend your own cause.  
Raise up in us the courage to speak truth to power, and hope to hatred.**

**One:** God of the ones with hands up and the ones who can't breathe,  
of "we who believe in freedom" and we who "have nothing to lose but our chains,"  
look upon the world you have made.  
Do not forget your afflicted people forever  
so that we might praise your holy name with joyful lips. Amen.

Modified from a prayer written by Rev. Dr. Sharon Fennema, assistant professor of Christian worship and director of worship life, Pacific School of Religion.

4. That synod denounce the racialized violence, systemic racism, and ethnic strife evident in North American society.



*Grounds:*

- a. Events of the past several years in the United States and Canada have heightened public attention to the ongoing and systemic nature of racism within the North American context.
- b. Belhar Confession Article 4 states 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 an ever-flowing stream.”
- c. Previous synods have issued declarations against racism in response to situations of heightened racial tension, such as in Charleston, South Carolina (*Acts of Synod 2015*, p. 682; see also, *Acts of Synod 1968*, p. 18).

—*Adopted*

5. That synod recognize that Overture 13, together with the EIRC reports to Synod 2015 and Synod 2016, exposes dissatisfactions with locating the Belhar Confession in the Ecumenical Faith Declaration category.

*Grounds:*

- a. Both Overture 13 and personal testimonies heard by the advisory committee express a desire for the Belhar Confession to have a more substantive place in the CRCNA than its current location as an Ecumenical Faith Declaration.
- b. The EIRC reports to Synod 2015 and Synod 2016 both expressed concern that our category for the Belhar Confession has been met with confusion by our ecumenical partners in the broader Reformed community.

After a time of deliberation re the above recommendation, it is tabled to receive a presentation from Congregational Services Ministries. Delegates return to consideration of the recommendation in Article 63.

(The report of Advisory Committee 8 is continued in Article 61.)

## ARTICLE 60

The president introduces Ms. Karen De Boer of Faith Formation Ministries, who shares with delegates about Congregational Services through a video presentation relating to Our Calling.

## ARTICLE 61

(The report of Advisory Committee 8 is continued from Article 59.)

Synod returns to consideration of the following recommendation of the Advisory Committee 8 majority report.

### **Response to Overture 13: Adopt the Belhar Confession as the Fourth Confession of the Christian Reformed Church in North America (Majority Report)**

5. That synod recognize that Overture 13, together with the EIRC reports to Synod 2015 and Synod 2016, exposes dissatisfactions with locating the Belhar Confession in the Ecumenical Faith Declaration category.

*Grounds:*

- a. Both Overture 13 and personal testimonies heard by the advisory committee express a desire for the Belhar Confession to have a more substantive place in the CRCNA than its current location as an Ecumenical Faith Declaration.
- b. The EIRC reports to Synod 2015 and Synod 2016 both expressed concern that our category for the Belhar Confession has been met with confusion by our ecumenical partners in the broader Reformed community.

—*Tabled*

Delegates table the above recommendation to consider the following recommendation 5 presented by way of the minority report:

5. That synod recognize that Overture 13, together with the EIRC reports to Synod 2015 and Synod 2016, exposes dissatisfactions with locating the Belhar Confession in the Ecumenical Faith Declaration category.

*Ground:* The EIRC reports to Synod 2015 and Synod 2016 both expressed concern that our category for the Belhar Confession has been received with confusion by some of our ecumenical partners in the broader Reformed community, and that Overture 13 and personal testimonies heard by the committee express the inadequacy of its current applications.

—*Adopted*

Delegates return to consideration of the majority report.

6. That synod direct the EIRC to provide a report on the confusion with the Ecumenical Faith Declaration category as identified by our ecumenical partners in their February 2014 consultation and in subsequent conversations with the EIRC, advising Synod 2017 on the viability of the Ecumenical Faith Declaration category.

—*Adopted*

7. That synod propose that Synod 2017 recategorize the Belhar Confession to the same status as that of a contemporary testimony in the CRC—same as *Our World Belongs to God: A Contemporary Testimony*.

*Grounds:*

- a. Synod 2013 declined to respond to an overture requesting a change in the status of the Belhar Confession on the grounds that the EIRC's work of seeking feedback from ecumenical partners regarding the category of Ecumenical Faith Declarations was not yet complete (*Acts of Synod 2013*, p. 574). Per EIRC reports to Synod 2015 and Synod 2016, the current status of the Belhar Confession as an Ecumenical Faith Declaration is confusing to our ecumenical partners.
- b. Synod 2014 urged the EIRC "to continue its assessment of the place of the Belhar Confession in the life and ministry of the CRC and report back to synod at appropriate times" (*Acts of Synod 2014*, p. 565).
- c. The current status of the Belhar Confession does not provide the necessary weight to respond appropriately to the historic and

recurring presence of racialized violence, systemic racism, and ethnic strife throughout the world.

—*Adopted*

The following negative votes are registered: John R. De Vries (Holland) and Kraig R. Van Houten (Northern Michigan).

8. That this be synod's response to Overture 13.

—*Adopted*

#### ARTICLE 62

The afternoon session adjourns at 5:15 p.m. Mr. Lawrence J. Birchler (Central Plains) leads in closing prayer.

### **WEDNESDAY EVENING, June 15, 2016**

#### **Eleventh Session**

#### ARTICLE 63

The evening session convenes at 7:01 p.m. Rev. Derek Buikema (Chicago South) leads in opening prayer.

#### ARTICLE 64

Dr. Steven R. Timmermans, executive director, introduces a video, *Our Journey: Identity* for viewing by the delegates.

#### ARTICLE 65

Advisory Committee 9, Pastoral Guidance re Same-sex Marriage, Rev. Peter A. Hoytema reporting, according to the Rules for Synodical Procedure, reads the report of Advisory Committee 9.

### **Committee to Provide Pastoral Guidance re Same-sex Marriage (majority and minority reports)**

#### *A. Materials*

1. Committee to Provide Pastoral Guidance re Same-sex Marriage (majority and minority reports), including Appendices A-D, pp. 361-443
2. Overtures 15-37 (pp. 587-658), Overture 38 (Supplement)
3. Communications 3-4 (pp. 662-68)

#### *B. Privilege of the floor*

1. Majority Report: Rev. Rolf T. Bouma, chair; Ms. Julia Smith, reporter
2. Minority Report: Ms. Jessica Driesenga; Rev. Dr. John M. Rottman

#### *C. Recommendations*

1. That synod receive the majority and minority reports as information and recommend to the churches the pastoral guidance of the minority report (*Agenda for Synod 2016*, pp. 436-43) in conversation and in keeping with the synodical decisions of 1973, 1999, and 2002.

*Grounds:*

- a. The minority report, in its provision of greater clarity (particularly prohibiting the solemnization of same-sex marriages and stronger cautions about involvement of officebearers in such ceremonies as well as helpful distinctions between participation in the life of the church and participation in its leadership) reflects greater fidelity to the mandate of Synod 2013 as well as to our collective understanding of the proper expression of same-sex attraction as articulated by Synods 1973 and 2002.
  - b. The clarified guidelines articulated in the minority report provide a needed balance of freedom of individual conscience (championed by the majority report) with sensitivity to the consciences of others (cf. 1 Cor. 8:9-13) and exhibit greater fidelity to the integrity of church leaders' life and doctrine (1 Tim. 4:16) while supporting the witness of the church as a family of holy love and loving holiness (1 John 5:2-3).
  - c. While the majority report correctly calls the church to repentance for our sin against same-sex attracted brothers and sisters, it does not go on to adequately present the inclusion of repentance (turning away from sin and running to new life in Christ) as part of the gospel for those of us who sin by engaging in same-sex sexual behavior. This universal call to repentance is central to Christ and the ministry of his church (2 Peter 3:9).
  - d. The minority report's added engagement with the positive view of marriage articulated in the 1980 statement on Marriage Guidelines provides helpful resources for churches to thoughtfully respond to the reality of same-sex marriage in our time and in our church communities.
2. That synod decide to place a reference to the pastoral guidance of the minority report as a new Supplement to Church Order Article 69-c. It is intended that the Supplement to Article 69-c will refer to pages 436-43 in the *Agenda for Synod 2016* and will indicate that the decision of Synod 2016 represents one example of how synod has determined that a marriage is considered to be in conflict with the Word of God.
  3. That synod dismiss the study committee with thanks.
  4. That synod appoint a new study committee to articulate a foundation-laying biblical theology of human sexuality that pays particular attention to biblical conceptions of gender and sexuality. The central aim of this theological task will be to provide concise yet clear ethical guidance for what constitutes a holy and healthy Christian sexual life, and in light of this to serve the church with pastoral, ecclesial, and missional guidance that explains how the gospel provides redemptive affirmation and hope for those experiencing sexual questioning, temptation, and sin.
    - a. In addition to these broad outlines, the study will include the following three components:
      - 1) Discussion outlining how a Reformed hermeneutic does or does not comport with readings of Scripture being employed to endorse what

are, for the historic church, groundbreaking conclusions regarding human sexual behavior and identification.

- 2) Dialogue with, and potential critique of, untraditional conclusions arising from arguments about a new movement of the Spirit (e.g., Acts 15), as well as conclusions arising from scientific and social scientific studies.
- 3) Reflection and evaluation of whether or not, with respect to same-sex behavior and other issues identified in the study, it will be advisable for future synods to consider
  - changing the main text of Church Order Article 69 (see Overtures 18, 19, 20, 21, 31, 38).
  - declaring a *status confessionis* (see Overture 16).
  - appointing a team of individuals to draft a new confession, in the style of the Contemporary Testimony, on human embodiment and sexuality that reflects and secures the teachings and conclusions of the report (see Overture 28).
- b. The committee will be constituted of twelve individuals, CRC members who adhere to the CRC's biblical view on marriage and same-sex relationships. These individuals will be gifted and suited for this task. Ideally the committee will include
  - at least three ethnic minority pastors and/or theologians
  - at least three faculty members from Calvin Theological Seminary: one Old Testament; one New Testament; one philosophical, ethical, or historical theology
  - a same-sex attracted and a gender dysphoric person
  - two pastors
  - a philosopher
  - a scientist

*Grounds:*

- 1) A diverse makeup of study committee members will serve well to ensure a variety of perspectives and expertise.
  - 2) Overtures 15, 25, 26, 27, 30, 31, and Communication 4 all identify a too narrow focus and/or gaps in the CRC's theological, pastoral, ecclesial, and/or missional reflection on these critical and urgent matters.
  - 3) A study which promotes a positive and expansive vision of human sexuality and gender, as well as identifying areas of brokenness and sin, will enable the church to be a beacon of hope, empowered to speak prophetically, with clarity and wisdom, to the culture in which we live.
5. That synod declare this to be its response to Overtures 15-37 (pp. 587-658), Overture 38 (Supplement), and Communications 3 and 4 (pp. 662-68).

According to the Rules of Synodical Procedure, Rev. Rolf Bouma, chair of the study committee, presents the following recommendations of the majority report of the Committee to Provide Pastoral Guidance re Same-sex Marriage:

## **Recommendations (majority report of the study committee)**

- A. That synod receive the accompanying report for information and recommend it for consideration to churches, pastors, and church leaders and members for background understanding and to promote informed discussion on the matter of civil same-sex marriage.
- B. That synod adopt the pastoral guidance contained in section VI of this report as its counsel to churches, pastors, church leaders, and members for addressing the ramifications of civil same-sex marriage as it affects the church and its members.
- C. That synod accept this report as fulfilling the mandate of the Committee to Provide Pastoral Guidance re Same-sex Marriage.
- D. That synod dismiss the committee.

According to the Rules of Synodical Procedure, Ms. Jessica Driesenga, signatory of the minority report of the study committee, speaks to the purpose and content of the minority report of the Committee to Provide Pastoral Guidance re Same-sex Marriage.

Following the rules of procedure, synod returns to consideration of the recommendations of the majority report of the study committee. After a time of deliberation regarding the majority report, delegates table the recommendations of the majority report of the Committee to Provide Pastoral Guidance re Same-sex Marriage to consider the recommendations of Advisory Committee 9.

The following negative vote to table the report is registered: Rev. Chelsey L. Harmon (B.C. North-West).

## **Committee to Provide Pastoral Guidance re Same-sex Marriage (majority and minority reports)**

### *Recommendations*

- 1. That synod receive the majority and minority reports as information and recommend to the churches the pastoral guidance of the minority report (*Agenda for Synod 2016*, pp. 436-43) in conversation and in keeping with the synodical decisions of 1973, 1999, and 2002.

### *Grounds:*

- a. The minority report, in its provision of greater clarity (particularly prohibiting the solemnization of same-sex marriages and stronger cautions about involvement of officebearers in such ceremonies as well as helpful distinctions between participation in the life of the church and participation in its leadership) reflects greater fidelity to the mandate of Synod 2013 as well as to our collective understanding of the proper expression of same-sex attraction as articulated by Synods 1973 and 2002.
- b. The clarified guidelines articulated in the minority report provide a needed balance of freedom of individual conscience (championed by the majority report) with sensitivity to the consciences of others (cf. 1 Cor. 8:9-13) and exhibit greater fidelity to the integrity of church leaders' life and doctrine (1 Tim. 4:16) while supporting the

witness of the church as a family of holy love and loving holiness (1 John 5:2-3).

- c. While the majority report correctly calls the church to repentance for our sin against same-sex attracted brothers and sisters, it does not go on to adequately present the inclusion of repentance (turning away from sin and running to new life in Christ) as part of the gospel for those of us who sin by engaging in same-sex sexual behavior. This universal call to repentance is central to Christ and the ministry of his church (2 Peter 3:9).
- d. The minority report's added engagement with the positive view of marriage articulated in the 1980 statement on Marriage Guidelines provides helpful resources for churches to thoughtfully respond to the reality of same-sex marriage in our time and in our church communities.

Rev. Paul R. De Vries, president of synod, offers prayer prior to the vote.

—*Adopted*

The following negative votes are registered: Matthew T. Ackerman (Lake Erie), Robert A. Arbogast (Lake Erie), James M. Boer (Grandville), LuAnne England (Lake Erie), Chelsey L. Harmon (B.C. North-West), Jennie Hengeveld-Misner (Northern Illinois), John Meiboom (Toronto), Leonard T. Riemersma (Quinte), Sharon L. Wildeboer (Quinte), and Daniel C. Zylstra (Eastern Canada).

2. That synod decide to place a reference to the pastoral guidance of the minority report as a new Supplement to Church Order Article 69-c. It is intended that the Supplement to Article 69-c will refer to pages 436-43 in the *Agenda for Synod 2016* (in Recommendation 1 above) and will indicate that the decision of Synod 2016 represents one example of how synod has determined that a marriage is considered to be in conflict with the Word of God.

—*Adopted*

The following negative vote is registered: Matthew T. Ackerman (Lake Erie).

3. That synod dismiss the study committee with thanks.

—*Adopted*

(The report of Advisory Committee 9 is continued in Article 68.)

## ARTICLE 66

The evening session adjourns at 9:35 p.m. Rev. Jonathan L. Spronk leads in closing prayer.

**THURSDAY MORNING, June 16, 2016**  
**Twelfth Session**

**ARTICLE 67**

Rev. Sam Lee, liturgist, gives thanks to God for another day to work and worship. He shares that we celebrate the beauty of creation, celebrate our belonging, and long for the fullness of life in Jesus.

Delegates spend time in silence. The praise team (Ms. Diane Dykgraaf, Ms. Nalini Van Den Bosch, Rev. Vern Swieringa, and Rev. Sam Lee) leads delegates in singing “Alleluia” and “Praise to the Lord, the Almighty.”

Delegates read Psalm 148 responsively and sing “All Creatures of Our God and King.” Rev. Lee offers prayer followed by the singing of “Oh, How Good Is Christ the Lord.”

Rev. Christian R. Pedersen reads John 10:10 and speaks to delegates about “Longing for God’s Abundant Life,” sharing that this is the heart of the gospel—it is not a fringe benefit. Delegates respond by singing “Spirit of the Living God.”

Rev. Pedersen offers the benediction, and the service concludes with the passing of the peace.

Roll call indicates that the following delegate is absent: Rev. Gideon E. Wamala (Iakota).

**ARTICLE 68**

(The report of Advisory Committee 9 is continued from Article 65.)

Advisory Committee 9, Pastoral Guidance re Same-sex Marriage, Rev. Peter A. Hoytema reporting, presents the following:

**Committee to Provide Pastoral Guidance re Same-sex Marriage (majority and minority reports)**

*A. Materials*

1. Committee to Provide Pastoral Guidance re Same-sex Marriage (majority and minority reports), including Appendices A-D, pp. 361-443
2. Overtures 15-37 (pp. 587-658), Overture 38 (Supplement)
3. Communications 3-4 (pp. 662-68)

*B. Privilege of the floor*

1. Majority Report: Rev. Rolf T. Bouma, chair; Ms. Julia Smith, reporter
2. Minority Report: Ms. Jessica Driesenga; Rev. Dr. John M. Rottman

*C. Recommendation*

The advisory committee continues to present its recommendations. (Advisory Committee 9, Recommendations 1-3 were considered in Article 67.)

4. That synod appoint a new study committee to articulate a foundation-laying biblical theology of human sexuality that pays particular attention to biblical conceptions of gender and sexuality. The central aim of this theological task will be to provide concise yet clear ethical guidance for



what constitutes a holy and healthy Christian sexual life, and in light of this to serve the church with pastoral, ecclesial, and missional guidance that explains how the gospel provides redemptive affirmation and hope for those experiencing sexual questioning, temptation, and sin.

a. In addition to these broad outlines, the study will include the following three components:

- 1) Discussion outlining how a Reformed hermeneutic does or does not comport with readings of Scripture being employed to endorse what are, for the historic church, ground breaking conclusions regarding human sexual behavior and identification.
- 2) Dialogue with, and potential critique of, untraditional conclusions arising from arguments about a new movement of the Spirit (e.g., Acts 15), as well as conclusions arising from scientific and social scientific studies.
- 3) Reflection and evaluation of whether or not, with respect to same-sex behavior and other issues identified in the study, it will be advisable for future synods to consider
  - changing the main text of Church Order Article 69 (see Overtures 18, 19, 20, 21, 31, 38).
  - declaring a *status confessionis* (see Overture 16).
  - appointing a team of individuals to draft a statement of faith, perhaps in the style of the Contemporary Testimony, on human embodiment and sexuality that reflects and secures the teachings and conclusions of the report (see Overture 28).

—Adopted

The following negative vote is registered: Matthew T. Ackerman (Lake Erie).

b. The committee will be constituted of twelve individuals, CRC members who adhere to the CRC's biblical view on marriage and same-sex relationships. These individuals will be gifted and suited for this task. Ideally the committee will include

- at least three ethnic minority pastors and/or theologians
- at least three faculty members from Calvin Theological Seminary: one Old Testament; one New Testament; one philosophical, ethical, or historical theology
- a same-sex attracted and a gender dysphoric person
- two pastors
- a philosopher
- a scientist
- a *promotor fidei*

*Grounds:*

- 1) A diverse makeup of study committee members will serve well to ensure a variety of perspectives and expertise.
- 2) Overtures 15, 25, 26, 27, 30, 31, and Communication 4 all identify a too narrow focus and/or gaps in the CRC's theological, pastoral, ecclesial, and/or missional reflection on these critical and urgent matters.

- 3) A study which promotes a positive and expansive vision of human sexuality and gender, as well as identifying areas of brokenness and sin, will enable the church to be a beacon of hope, empowered to speak prophetically, with clarity and wisdom, to the culture in which we live.

—*Recommitted*

The following negative vote is registered: Matthew T. Ackerman (Lake Erie).

(The report of Advisory Committee 9 is continued in Article 73.)

## ARTICLE 69

(The report of Advisory Committee 1 is continued from Article 26.)

Advisory Committee 1, Synodical Services, Rev. Chelsey L. Harmon reporting, presents the following:

### **Response to Overture 3: Adopt the Practice of Appointing Same-sex Oriented Advisers to Synod**

A. *Materials*: Overture 3, pp. 548-54

B. *Recommendations*

1. That synod not accede to Overture 3, Recommendation A.

#### *Grounds:*

- a. The category of “same-sex oriented” (as well as the categories of “sexual minority person” and “LGBT+ person” as used in the overture) are broad and not well defined. (The overture does not define the qualifications and characteristics for members in this category of adviser, and neither do the rules of synodical procedure.)
- b. In addition, sexuality and sexual identities have moral dimensions that other categories of advisers to synod do not.
- c. Even within these gender- and sexuality-related categories, there are differences of opinion and disposition among people in those categories.
- d. Identifying suitable candidates will be problematic, since many faithful people in this category may not wish to be publicly identified (see Overture 31, *Agenda for Synod 2016*, pp. 628-29).
- e. The characterization of same-sex oriented people in the same manner as ethnic minorities is particularly offensive to many ethnic minorities.

—*Adopted*

The following negative votes are registered: Matthew T. Ackerman (Lake Erie), John G. Aukema (Zeeland), Jennie Hengeveld-Misner (Northern Illinois), Zachary J. Olson (Grand Rapids North), Christopher J. Schoon (Hamilton), and Daniel C. Zylstra (Eastern Canada).

(The report of Advisory Committee 1 is continued in Article 80.)

## ARTICLE 70

The morning session adjourns at 12:10 p.m. Rev. William G. Vis (Pacific Northwest) leads in closing prayer.

## THURSDAY AFTERNOON, June 16, 2016 Thirteenth Session

## ARTICLE 71

The afternoon session convenes at 1:20 p.m. Mr. Mark Charles (Doctrine of Discovery Task Force member) leads in opening prayer.

## ARTICLE 72

(The report of Advisory Committee 4 is continued from Article 19.)

Advisory Committee 4, Congregational Support Ministry I, Rev. Daniel Zylstra reporting, presents the following:

### I. Doctrine of Discovery Task Force

#### A. Materials

1. Doctrine of Discovery Task Force Report (including Appendices A-B), pp. 475-543
2. Overture 14: Suspend Moving Forward with Adoption of the Doctrine of Discovery Task Force Report, pp. 579-87
3. Communications 1 and 2, pp. 659-62

*B. Privilege of the floor:* Mr. Mike Hogeterp, chair, and designated task force members when the report of the Doctrine of Discovery Task Force is addressed.

#### C. Recommendations

1. That synod acknowledge the need for great sensitivity, discernment, and long-term commitment in addressing the legacy of the Doctrine of Discovery, particularly in addressing CRCNA mission work among Indigenous peoples.

—*Adopted*

2. That synod acknowledge that the existing Doctrine of Discovery is a heresy and we reject and condemn it. It helped shape western culture and led to great injustices.

—*Adopted*

3. That synod, nevertheless, recognize also the gospel motivation in response to the Great Commission, as well as the love and grace extended over many years by missionaries sent out by the CRCNA to the Indigenous peoples of Canada and the United States. For this we give God thanks, and honor their dedication.

—*Adopted*

4. That synod recognize the pain of those who suffered from their experiences in the residential schools of the United States and Canada, including Rehoboth Christian School, and lament any of our mistakes that caused pain.  
—*Adopted*
5. That synod affirm the actions of Rehoboth Christian School in publishing its “Statement of Confession and Reconciliation” upon its 100th anniversary, and its promises and fulfillment of promises to serve well the diverse community in McKinley County, New Mexico.  
—*Adopted*
6. That synod celebrate the current culture at the Rehoboth Christian School, the Zuni Christian Mission School, and our Urban Aboriginal Ministries along with the many stories of renewal, transformation, grace, and cultural exchange as together God’s people remain committed to mutual learning, encouragement, and healing.  
—*Adopted*
7. That synod direct the executive director to work with the appropriate agencies and offices in committing the CRC to walk alongside affected parties, listen to their stories, lament, and weep with them until such time as we can “walk in beauty together.”  
—*Adopted*
8. That synod affirm initial actions for justice and reconciliation of the CRC in Canada that are already in process:
  - the public acknowledgment of “systemic evils behind colonialism,” the confession of the CRC’s “sins of assimilation and paternalism,” and the commitment to live “into a sacred call of unity and reconciliation,” as expressed to the Truth and Reconciliation Commission (TRC) of Canada.
  - follow-up initiatives on the calls to action of the TRC.—*Adopted*
9. That synod direct the executive director, working in conjunction with denominational agencies to consider a denomination-wide annual Day of Justice for the purpose of coming together as a body of Christ to recognize the plight of those who are oppressed, marginalized, and suffer in a culture of discrimination. On this day, people of the Christian Reformed Church would come together to confess, lament, and listen to the stories of those who have experienced pain at the hands of others, read the Belhar Confession, and then open the doors to promoting just solutions to the problems created by the evils of racism. Through this Day of Justice, as the body of Christ, we would resolve to transform our world, seek to change hearts through Christ’s redeeming love, and promote the welfare of our brothers and sisters who cry out for justice.  
—*Adopted*
10. That synod declare this to be its response to the Doctrine of Discovery Task Force report, Overture 14, and Communications 1 and 2.  
—*Adopted*
11. That synod dismiss the Doctrine of Discovery Task Force with thanks.  
—*Adopted*

Delegates, guests, and staff circle the CFAC auditorium, holding hands as Mr. Harold Roscher offers prayer for those who have experienced pain at the hands of others.

## **II. Response to Overture 8: Reaffirm the CRC's Commitment to Love All People**

A. *Materials*: Overture 8, pp. 560-61

B. *Recommendations*

1. That synod reaffirm our commitment to love all people by standing and reciting together Heidelberg Catechism Lord's Day 40.

—*Granted*

Delegates rise and read the following from the Heidelberg Catechism:

### **Lord's Day 40**

#### **Question & Answer 105**

##### **Q. What is God's will for you in the sixth commandment?**

A. I am not to belittle, hate, insult, or kill my neighbor—not by my thoughts, my words, my look or gesture, and certainly not by actual deeds—and I am not to be party to this in others; rather, I am to put away all desire for revenge. I am not to harm or recklessly endanger myself either. Prevention of murder is also why government is armed with the sword.

#### **Question & Answer 106**

##### **Q. Does this commandment refer only to murder?**

A. By forbidding murder God teaches us that he hates the root of murder: envy, hatred, anger, vindictiveness. In God's sight all such are disguised forms of murder.

#### **Question & Answer 107**

##### **Q. Is it enough then that we do not murder our neighbor in any such way?**

A. No. By condemning envy, hatred, and anger God wants us to love our neighbors as ourselves, to be patient, peace-loving, gentle, merciful, and friendly toward them, to protect them from harm as much as we can, and to do good even to our enemies.

2. That synod declare this to be its response to Overture 8.

—*Adopted*

## **III. Congregational Services of the Christian Reformed Church**

A. *Committee for Contact with the Government*

1. *Materials*: Committee for Contact with the Government Report, pp. 203-204
2. *Recommendation*

That synod commend the work of the Centre for Public Dialogue, the public arm of the Committee for Contact with the Government.

—*Adopted*

*B. Disability Concerns*

1. Materials: Disability Concerns Report, pp. 205-208

2. Recommendation

That synod commend the work of the Office of Disability Concerns.

—Adopted

*C. Race Relations*

1. Materials: Race Relations Report, pp. 209-10

2. Recommendation

That synod commend the work of the Office of Race Relations.

—Adopted

*D. Safe Church Ministry*

1. Materials: Safe Church Ministry Report, pp. 211-12

2. Recommendations

a. That synod commend the work of the Office of Safe Church Ministry.

b. That synod highlight for the churches the availability of many helpful resources through the Safe Church Ministry website ([www.crcna.org/SafeChurch](http://www.crcna.org/SafeChurch)).

—Adopted

*E. Social Justice and Hunger Action*

1. Materials: Social Justice and Hunger Action Report, pp. 213-16

2. Recommendations

a. That synod commend the work of Social Justice and Hunger Action (the Office of Social Justice).

b. That synod highlight for the churches the availability of the free resource *Changed for Life*, created to “provide short-term mission teams with quality materials that engage all participants and keep long-term goals in mind.” This resource is available through [www.bechangedforlife.org](http://www.bechangedforlife.org).

—Adopted

*F. Urban Aboriginal Ministries*

1. Materials: Urban Aboriginal Ministries Report, pp. 217-18

2. Recommendation

That synod commend the work of Urban Aboriginal Ministries in Canada as they bring healing, reconciliation, and restored relationships between Aboriginal peoples and non-Aboriginal peoples in Canada.

—Adopted

#### IV. Friendship Ministries

A. *Materials*: Friendship Ministries Report, p. 354

B. *Recommendation*

That synod commend the work of Friendship Ministries.

—Adopted

#### ARTICLE 73

(The report of Advisory Committee 9 is continued from Article 68.)

Advisory Committee 9, Pastoral Guidance re Same-sex Marriage, Rev. Peter A. Hoytema reporting, presents the following:

#### **Committee to Provide Pastoral Guidance re Same-sex Marriage (majority and minority reports)**

A. *Materials*

1. Committee to Provide Pastoral Guidance re Same-sex Marriage (majority and minority reports), including Appendices A-D, pp. 361-443
2. Overtures 15-37 (pp. 587-658), Overture 38 (Supplement)
3. Communications 3-4 (pp. 662-68)

B. *Privilege of the floor*

1. Majority Report: Rev. Rolf T. Bouma, chair; Ms. Julia Smith, reporter
2. Minority Report: Ms. Jessica Driesenga; Rev. Dr. John M. Rottman

C. *Recommendations*

The committee presents the following motion in response to synod's request to revise the original Advisory Committee 9, Recommendation 4, b:

- b. The committee will be constituted of up to twelve individuals, CRC members who represent diversity in gender, ethnicity, binationality, and ministry location, and who adhere to the CRC's biblical view on marriage and same-sex relationships. These individuals will be gifted and suited for this task. Ideally the committee will include
  - at least three ethnic minority pastors and/or theologians
  - at least three faculty members from Calvin Theological Seminary: one Old Testament; one New Testament; one philosophical, ethical, or historical theology
  - a same-sex attracted person
  - a gender dysphoric person
  - two pastors
  - a chaplain
  - a philosopher
  - a scientist
  - a *promotor fidei* (not necessarily to serve as a member of the committee)

*Grounds:*

- 1) A diverse makeup of study committee members will serve well to ensure a variety of perspectives and expertise.

- 2) Overtures 15, 25, 26, 27, 30, 31, and Communication 4 all identify a too narrow focus and/or gaps in the CRC's theological, pastoral, ecclesial, and/or missional reflection on these critical and urgent matters.
- 3) A study which promotes a positive and expansive vision of human sexuality and gender, as well as identifying areas of brokenness and sin, will enable the church to be a beacon of hope, empowered to speak prophetically, with clarity and wisdom, to the culture in which we live.

—*Adopted*

- c. That synod provide the study committee with a five-year window to complete their task, such that the committee will present their final report to Synod 2021. In consideration of this extended time frame, a written summary of the committee's work will be provided by February 1, 2019, for inclusion in the *Agenda of Synod 2019* in order for Synod 2019 to dialogue with and provide feedback to the committee.

*Grounds:*

- 1) The scope of the task assigned to the committee needs more time to be completed than the typical three-year window allows.
- 2) The consideration of *status confessionis* is a weighty matter that requires extended and careful deliberation.

—*Adopted*

The following negative vote is registered: Matthew T. Ackerman (Lake Erie).

5. That synod declare this to be its response to Overtures 15-37 (pp. 587-658), Overture 38 (Supplement), and Communications 3 and 4 (pp. 662-68).

—*Adopted*

Rev. Peter A. Hoytema offers prayer for the matters discussed and adopted.

(The report of Advisory Committee 9 is continued in Article 84.)

#### ARTICLE 74

The afternoon session is adjourned at 5:45 p.m. Rev. Joseph M. Kamphuis (Red Mesa) leads in closing prayer.

### THURSDAY EVENING, June 16, 2016 Fourteenth Session

#### ARTICLE 75

The evening session convenes at 7:00 p.m. Rev. Roger W. Sparks (Minnkota) and Mr. Aren T. Plante (young adult representative) lead in opening prayer.

#### ARTICLE 76

Synod enters into executive session.

(The report of Advisory Committee 2 is continued from Article 53.)



Advisory Committee 2, Church Order and Synodical Matters, presents the report and recommendations regarding the response to the personal appeal by Dr. Ferry Yang.

Following deliberation, the following actions are taken:

That synod sustain the personal appeal of Dr. Ferry Yang.

—*Adopted*

Subsequently synod takes the following action concerning the synodical deputies' report regarding the Article 14-b release:

That synod not approve the work of the synodical deputies with respect to the release of Dr. Ferry Yang via Church Order Article 14-b in response to a decision of Classis Alberta North on October 14, 2015.

—*Adopted*

Synod concludes its executive session.

#### ARTICLE 77

The evening session adjourns at 9:15 p.m. Ms. Elsa Fennema (Chicago South) and Ms. Sandra C. Raak (Grand Rapids South) lead in closing prayer.

### **FRIDAY MORNING, June 17, 2016 Fifteenth Session**

#### ARTICLE 78

The morning session convenes at 8:15 a.m. Dr. Ronald J. Feenstra (faculty adviser) leads in opening prayer.

Roll indicates the following are absent: Rev. Bruce E. Gritter (Alberta North), Mr. Jean J.A. Lauziere (Eastern Canada), and Rev. Gideon E. Wamala (Iakota).

#### ARTICLE 79

Mr. Henry Hess, communications director, introduces a video, *Our Journey: Discipleship*, for viewing by the delegates.

Mrs. Anita Beem, a member of North Hills CRC in Troy, Michigan, and a member of the denominational conference planning team, presents information on the exciting, upcoming "Inspire 2017" denominational conference to take place in Detroit, Michigan, August 3-5, 2017.

#### ARTICLE 80

(The report of Advisory Committee 1 is continued from Article 69.)

Advisory Committee 1, Synodical Services, Rev. Chelsey L. Harmon reporting, presents the following:

### **Response to Overture 3: Adopt the Practice of Appointing Same-sex Oriented Advisers to Synod**

A. *Materials*: Overture 3, pp. 548-54

B. *Recommendations*

1. That synod advise the classes and congregations to invite, as much as possible, the presence and involvement of same-sex attracted members when dealing with matters that affect the lives and discipleship of same-sex attracted members within the CRCNA.

*Ground*: It is the stated goal of the CRCNA, and has been for forty-three years, that same-sex attracted persons who are fellow believers are welcomed in the church, and their gifts used in the building of the kingdom of Christ. Every statement, review, and assessment since 1973 has lamented how little progress has been made toward this goal, while yet hoping that change is just around the corner. This advice would remind us of our unrealized ideals and call us to faithfulness and repentance.

—*Adopted*

2. That the above be synod's response to Overture 3, Recommendation B.

—*Adopted*

(The report of Advisory Committee 1 is continued in Article 84.)

#### **ARTICLE 81**

(The report of Advisory Committee 7 is continued from Article 44.)

Advisory Committee 7, Financial Matters, Rev. Drew K. Sweetman reporting, presents the following:

### **Response to Overture 11: Add Harvest USA to the List of CRCNA-Recommended Agencies**

A. *Materials*: Overture 11, pp. 573-74

B. *Recommendation*

That synod not accede to Overture 11.

*Grounds*:

1. While aspects of Harvest USA's ministry are good and are needed, their bylaws (Article III) express a view of homosexuality that is in conflict with the CRC position (*Acts of Synod 1973*, pp. 50-53).
2. Synods 2002 and 2013 cautioned the churches against gender reassignment therapy as noted in item 7, "Observations on the 1973 and 2002 reports and the CRC," part b, "Conversion/reparative therapy (sexual orientation change efforts)" (*Agenda for Synod 2016*, p. 403). The 2002 report conveyed cautions with regard to the efficacy of conversion therapy. Data and experience since then suggest that these cautions should be amplified and great care taken with any recommendations for therapy and treatment regarding sexual orientation change, especially with minors. "Since 2002, the understanding of so-called

conversion therapy has changed significantly in light of research and experience. In 2013, Exodus International, the most prominent umbrella organization for ex-gay ministries in North America, officially ended its ministry after acknowledging the ineffectiveness of conversion efforts. Its leaders issued an apology for the harm done by reparative measures. Since then the potential harms of reparative or conversion therapy have been highlighted with a movement to ban the practice for minors.”

3. The scope of Harvest USA work suggests that it is not a regular counseling-based ministry due to its extraordinarily narrow focus on only “sexual sin issues.”
4. It does not meet basic professional standards of counseling in that it does not employ licensed or professional Christian counselors.

—*Adopted*

The following negative votes are registered: Rev. Hendrik P. Bruinsma (Toronto), Rev. Steven J. Datema (Northern Michigan), Mr. Charles De Berg (Minnkota), Rev. John R. De Vries (Holland), Rev. Lee Khang (Holland), Mr. Michael V. Krommendyk (Heartland), Dr. Michael Santarosa (Yellowstone), Rev. Roger W. Sparks (Minnkota), Rev. Jonathan L. Spronk (Northcentral Iowa), Rev. Joseph Vanden Akker (Minnkota), and Mr. Kraig R. Van Houten (Northern Michigan).

## ARTICLE 82

(The report of Advisory Committee 5 is continued from Article 56.)

Advisory Committee 5, Congregational Support Ministry II, Rev. Joseph Vanden Akker reporting, presents the following:

### **Congregational Services of the Christian Reformed Church**

#### *A. Chaplaincy and Care Ministry*

1. Materials: Chaplaincy and Care Ministry Report, pp. 157-61
2. Recommendations
  - a. That synod give thanks to God as the 75th year of chaplaincy ministry by the Christian Reformed Church begins, and express appreciation for the leadership of Rev. Ron Klimp, who expects to retire prior to Synod 2017.
- b. That synod recognize the 75th anniversary of chaplaincy ministries by providing Chaplaincy and Care Ministry an opportunity to present at Synod 2017.

—*Adopted*

—*Adopted*

#### *B. Faith Formation Ministries*

1. Materials: Faith Formation Ministries Report, pp. 155-56

## 2. Recommendation

That synod instruct the executive director to task Faith Formation Ministries to investigate the feasibility of the development of new curricula and its potential usage within the Christian Reformed Church.

*Grounds:*

- a. When synod approved the dissolution of Faith Alive Christian Resources in 2013, it was assured that its core functions would continue, and its approval was based on this understanding. Yet synod gave no clear guidance concerning the future of developing and supporting Christian Reformed Church curricula.
- b. There is an ongoing need for distinctively Reformed curricula, yet the development of such new curricula may be costly.

—*Adopted*

## C. *Worship Ministries*

1. Materials: Worship Ministries Report, pp. 252-54

## 2. Recommendation

That synod affirm Worship Ministries' approach of networking with groups such as the Calvin Institute of Christian Worship, Faith Formation Ministries, and the Center for Excellence in Preaching, and of creating forums and means by which worship leaders can share resources and best practices with one another.

—*Adopted*

## ARTICLE 83

(The report of Advisory Committee 3 is continued from Article 33.)

Advisory Committee 3, Education and Candidacy, Rev. Hendrik P. Bruinsma reporting, presents the following:

### **Task Force on Funding for Calvin Theological Seminary Students**

#### *Recommendation*

That synod appoint the following as members of the Task Force on Funding for Calvin Theological Seminary Students:

Candidacy Committee representative

Mr. James M. Jones

Rev. David R. Koll, *ex officio*

Calvin Theological Seminary representatives

Ms. Jennifer Settergren

Rev. Geoffrey A. Vandermolén

Classis Ministerial Leadership Team representatives

Rev. Daniel J. Kinnas

Rev. Brady Mulder

Rev. Christopher J. Schoon

Current or recent Calvin Theological Seminary students  
Rev. Michael L. Ten Haken  
Rev. Corey Van Huizen

—Adopted

ARTICLE 84

(The report of Advisory Committee 1 is continued from Article 80. The report of Advisory Committee 9 is continued from Article 73.)

That synod defer to the officers of synod, the chair and reporter of the advisory committee, and one additional member of the advisory committee the appointments to the Synod Review Task Force and the Committee to Articulate a Foundation-Laying Biblical Theology of Human Sexuality.

—Adopted

Synod reviews draft membership lists of the two synodical committees and provides feedback.

ARTICLE 85

Appointments, officers, and functionaries are presented for review. This listing reflects the results of the synodical elections and appointments and includes study committees that are synodically approved.

I. Officers, functionaries, and convening church for Synod 2017

A. Officers

- 1. Executive director: Dr. Steven R. Timmermans
- 2. Canadian ministries director: Rev. Dr. Darren C. Roorda
- 3. Director of ministries and administration: Mr. Colin P. Watson, Sr.
- 4. Director of finance and operations: Mr. John H. Bolt
- 5. Director of synodical services: Ms. Diane S. Recker

B. Functionaries

Arrangements for Synod 2017: Ms. Brooke Simkins, conference and events manager, Trinity Christian College.

C. Convening church

Convening church for Synod 2017: Crossroads Community CRC, Schererville, Indiana.

II. Synodical deputies

| Classis                        | Deputy                    | Alternate                      | Term Expires |
|--------------------------------|---------------------------|--------------------------------|--------------|
| Alberta North                  | Dr. Thomas J. Oosterhuis  | Rev. Kornelis (Neil) De Koning | 2018(1)      |
| Alberta South/<br>Saskatchewan | Rev. Dale Melenberg       | Rev. H. Charles Kooger         | 2019(1)      |
| Arizona                        | Rev. Merle Den Bleyker    | Rev. Robert Walter, Jr.        | 2017(1)      |
| Atlantic Northeast             | Rev. Christopher A. Fluit | Rev. Brent A. Pennings         | 2018(2)      |
| B.C. North-West                | Rev. David Cheung         | Rev. Henry Jonker              | 2018(2)      |
| B.C. South-East                | Rev. Rudy W. Ouwehand     | Rev. Walt Brouwer              | 2019(1)      |
| California South               | Rev. Cornelius Pool       | Rev. William Verhoef           | 2019(1)      |
| Central California             | Rev. Mark E. Hofman       | Rev. Kenneth D. Boonstra       | 2018(1)      |
| Central Plains                 | Rev. Sheldon Starkenburg  | Rev. Bradley A. Meinders       | 2018(1)      |

|                     |                            |                               |         |
|---------------------|----------------------------|-------------------------------|---------|
| Chatham             | Rev. William T. Koopmans   | Rev. Dirk Miedema             | 2018(1) |
| Chicago South       | Rev. Gerald R. Erffmeyer   | Rev. Michael J. Kooy          | 2017(1) |
| Columbia            | Rev. Jelmer P. Groenwold   | Rev. Louis P. Korf            | 2017(2) |
| Eastern Canada      | Rev. Daniel Meinema        | Rev. Jacob M. Van de Hoef     | 2018(1) |
| Georgetown          | Rev. Mark D. Bennink       | Rev. Matthew A. Palsrok       | 2019(1) |
| Grand Rapids East   | Rev. Philip V. De Jonge    | Dr. Peter Borgdorff           | 2018(1) |
| Grand Rapids North  | Rev. Terry D. Slachter     | Rev. Henry Admiraal           | 2018(1) |
| Grand Rapids South  | Dr. Raymond A. Blacketer   | Rev. Robert L. Boersma        | 2019(2) |
| Grandville          | Rev. Douglas R. Fauble     | Rev. Hank F. Vlaardingerbroek | 2019(2) |
| Greater Los Angeles | Rev. Erick D. Westra       | Rev. Paul A. Hansen           | 2018(2) |
| Hackensack          | Rev. Paul J. Van Dyken     | Rev. Douglas H. Bratt         | 2018(1) |
| Hamilton            | Rev. Siebert A. Van Houten | Rev. Ed W. Visser             | 2019(1) |
| Hanmi               | Rev. Roger Y. Ryu          | Rev. Tong Kun Park            | 2017(1) |
| Heartland           | Rev. Todd M. Zuidema       | Rev. David L. Heilman         | 2018(2) |
| Holland             | Rev. Stanley Scripps       | Rev. Christopher J. De Vos    | 2017(1) |
| Hudson              | Rev. Rod D. Gorter         | Rev. Norman F. Brown          | 2019(2) |
| Huron               | Rev. Ray Vander Kooy       | Rev. Stephen D. Tamming       | 2019(1) |
| Iakota              | Rev. Daniel W. De Groot    | Rev. Gideon E. Wamala         | 2018(1) |
| Illiana             | Rev. Joel W. Zuidema       | Rev. Joel J. Sheeres          | 2019(1) |
| Kalamazoo           | Rev. Gregory P. Timmer     | Rev. Timothy L. Raakman       | 2017(1) |
| Ko-Am               | Rev. Peter N. Ryu          | Rev. Teakuk Ko                | 2017(1) |
| Lake Erie           | Rev. David L. Spoelma      | Rev. Randall D. Engle         | 2017(1) |
| Lake Superior       | Rev. Jack Van Marion       | Rev. Henry G. Gunnink         | 2018(2) |
| Minnkota            | Rev. Timothy J. Ouwinga    | Rev. Roger W. Sparks          | 2019(1) |
| Muskegon            | Rev. Fred M. Bultman       | Rev. Gerald D. Postema        | 2018(1) |
| Niagara             | Rev. James C. Dekker       | Rev. Benjamin J. Ponsen       | 2017(1) |
| Northcentral Iowa   | Rev. Frank E. Pott         | Rev. Joel A. De Boer          | 2018(1) |
| Northern Illinois   | Rev. John R. Huizinga      | Rev. Gregory D. Schuringa     | 2017(1) |
| Northern Michigan   | Rev. Chris A. Kostelansky  | Rev. Alex D. Snider           | 2018(1) |
| Pacific Northwest   | Rev. Richard J. DeRuiter   | Rev. Kenneth D. Koeman        | 2019(2) |
| Quinte              | Rev. Henry Wildeboer       | Rev. Michael W. Bootsma       | 2019(1) |
| Red Mesa            | Rev. John J. Greydanus     | Rev. John W. Dykhuis          | 2018(2) |
| Rocky Mountain      | Rev. Robert L. Westenbroek | Rev. Thomas D. Draayer        | 2019(2) |
| Southeast U.S.      | Rev. Scott A. Vander Ploeg | Rev. Vernon G. Vander Zee     | 2019(2) |
| Thornapple Valley   | Rev. Paul R. De Vries      | Rev. Thomas J. De Vries       | 2019(1) |
| Toronto             | Rev. Herman D. Praamsma    | Rev. Hendrik P. Bruinsma      | 2019(2) |
| Wisconsin           | Rev. Michael Winnowski     | Rev. Mark J. Pluimer          | 2017(2) |
| Yellowstone         | Rev. Peter J. DeVries      | Rev. Jack Huttinga            | 2019(1) |
| Zeeland             | Rev. Timothy Howerzyl      | Rev. Stephen F. Terpstra      | 2017(1) |

### 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, and the New Mission Agency—Christian Reformed Home Missions/Christian Reformed World Missions) are elected from the following twelve regions:

*Region 1*—Classes B.C. North-West and B.C. South-East

*Region 2*—Classes Alberta North, Alberta South/Saskatchewan, and Lake Superior (Canadian congregations)

*Region 3*—Classes Eastern Canada, Quinte, and Toronto

*Region 4*—Classes Chatham, Hamilton, Huron, and Niagara

*Region 5*—Classes Columbia, Pacific Northwest, and Yellowstone

*Region 6*—Classes California South, Central California, Greater Los Angeles, Hanmi, and Ko-Am

*Region 7*—Classes Arizona, Red Mesa, and Rocky Mountain

*Region 8*—Classes Central Plains, Heartland, Iakota, Lake Superior (U.S. congregations), Minnkota, and Northcentral Iowa

*Region 9*—Classes Chicago South, Illiana, Northern Illinois, and Wisconsin

*Region 10*—Classes Georgetown, Holland, Kalamazoo, Muskegon, Northern Michigan, and Zeeland

*Region 11*—Classes Grand Rapids East, Grand Rapids North, Grand Rapids South, Grandville, Lake Erie, and Thornapple Valley

*Region 12*—Classes Atlantic Northeast, Hackensack, Hudson, and Southeast U.S.

*A. Board of Trustees of the Christian Reformed Church in North America*

| District                       | Member                                       | Term Expires |
|--------------------------------|----------------------------------------------|--------------|
| <i>Canadian members</i>        |                                              |              |
| Alberta North                  | Mr. Walter Mulder                            | 2019(1)      |
| Alberta South/<br>Saskatchewan | Mr. Peter DeBoer                             | 2018(1)      |
| B.C. North-West                | Mr. Andy deRuyter                            | 2018(1)      |
| B.C. South-East                | Ms. Gavrielle (Gavy) Tran                    | 2017(2)      |
| Chatham                        | Rev. Norman J. Visser                        | 2017(1)      |
| Eastern Canada                 | Rev. B. Bernard Bakker                       | 2019(1)      |
| Hamilton                       | Mr. Garry Sytsma                             | 2019(2)      |
| Huron                          | Rev. Darrell Bierman                         | 2018(1)      |
| Lake Superior                  | Rev. Donald Draayer                          | 2017(1)      |
| Niagara                        | Rev. Christopher W. deWinter                 | 2019(1)      |
| Quinte                         | Rev. Shawn R. Brix                           | 2017(1)      |
| Toronto                        | Rev. Samuel Cooper                           | 2019(1)      |
| At-large                       | Mrs. Verney Kho                              | 2019(2)      |
|                                | Mr. Ralph Luimes                             | 2018(1)      |
|                                | Ms. Aaltje (Aalie) Van Grootheest            | 2019(1)      |
| <i>U.S. members</i>            |                                              |              |
| Region 5                       | Dr. Gary D. Bos                              | 2019(1)      |
| Region 6                       | Rev. Ronald I. Chu                           | 2019(1)      |
| Region 7                       | Mr. David De Ridder                          | 2019(2)      |
| Region 8                       | Rev. Calvin Hoogendoorn                      | 2019(2)      |
|                                | Dr. Socorro Woodbury                         | 2017(1)      |
| Region 9                       | Ms. Elizabeth Rudenga                        | 2017(1)      |
| Region 10                      | Rev. Kenneth Baker                           | 2018(2)      |
|                                | Mr. Kevin TenBrink                           | 2019(1)      |
| Region 11                      | Rev. Paul R. De Vries                        | 2019(1)      |
|                                | Rev. Emmett A. Harrison                      | 2018(1)      |
|                                | Mr. Chris Van Spronsen                       | 2017(2)      |
| Region 12                      | Mr. Jose Tagle                               | 2017(1)      |
| At-large                       | Mr. Randy L. Freeland                        | 2018(1)      |
|                                | Ms. Susan B. Hoekema                         | 2018(1)      |
|                                | Mr. Kyu Paek                                 | 2017(2)      |
| Ex officio                     | Dr. Steven R. Timmermans, executive director |              |

### *B. Back to God Ministries International Board*

| Region    | Member                       | Term Expires |
|-----------|------------------------------|--------------|
| Region 1  | Mr. John Vegt                | 2017(2)      |
| Region 2  | Mrs. Evelyn Bakker           | 2017(1)      |
| Region 3  | Dr. Raymond Postuma          | 2018(1)      |
| Region 4  | Rev. Gregory A. Fluit        | 2019(2)      |
| Region 5  | Rev. Gregory Selmon          | 2017(1)      |
| Region 6  | Mrs. Alison Libolt Renkema   | 2019(2)      |
| Region 7  | Mr. Gerald Reinsma           | 2019(1)      |
| Region 8  | Mr. Leland Vanderaa          | 2019(2)      |
| Region 9  | Ms. Sally Haywood            | 2019(1)      |
| Region 10 | Mr. Wayne Brower             | 2018(2)      |
|           | Ms. Cynthia (Cindi) Veenstra | 2017(2)      |
| Region 11 | Mr. Edwin de Jong            | 2018(2)      |
|           | Rev. Dr. Reginald Smith      | 2017(2)      |
| Region 12 | Rev. Joel Vande Werken       | 2018(2)      |
| At-large  | Mr. Mark Van Beveren         | 2019(2)      |
|           | Mr. Mark Volkers             | 2017(1)      |

### *C. Calvin College Board of Trustees*

| Region            | Member                           | Term Expires |
|-------------------|----------------------------------|--------------|
| Regions 1 and 2   | Ms. Margaret Verboon (Pan Zhang) | 2017(2)      |
| Region 3          | Ms. Marsha Vander gaast          | 2018(1)      |
| Region 4          | Dr. Albert M. Wolters            | 2019(1)      |
| Region 5          | Mr. Thomas J. Wybenga            | 2018(1)      |
| Region 6          | Mr. Fernando del Rosario         | 2018(1)      |
| Region 7          | Mr. Michael J. DenBleyker        | 2019(2)      |
| Region 8          | Dr. Jon Kuylers                  | 2019(1)      |
| Region 9          | Rev. Pedro Aviles                | 2017(1)      |
| Region 10         | Mr. A. Scott Boot                | 2017(2)      |
| Region 11         | Mr. Ray Vander Kooi              | 2017(1)      |
| Region 12         | Dr. David Cok                    | 2017(1)      |
| Regional at-large |                                  |              |
| Region 9          | Ms. Janice Buikema               | 2018(1)      |
| Region 10         | Mr. Christopher (CJ) Grier       | 2018(1)      |
|                   | Mr. Bruce Los                    | 2019(1)      |
| Region 11         | Ms. Pearl Banks                  | 2018(1)      |
|                   | Mr. Thomas A. Geelhoed           | 2018(2)      |
| Alumni            | Ms. Mary C. Bonnema              | 2019(2)      |
|                   | Mr. Jeff DeNooyer                | 2018(1)      |
|                   | Ms. Paula Wigboldy               | 2017(2)      |
| At-large          | Mr. William J. Boer              | 2017(1)      |
|                   | Dr. Philip J. Brondsema          | 2017(2)      |
|                   | Mr. Bradley Haverkamp            | 2018(3)      |
|                   | Mr. Allen E. Hoekstra            | 2018(2)      |
|                   | Ms. Wendy Granger Hofman         | 2018(2)      |
|                   | Ms. Marjorie Hage Hoogeboom      | 2018(2)      |
|                   | Mr. Craig H. Lubben              | 2017(2)      |
|                   | Ms. Christine A. Metzger         | 2017(3)      |
|                   | Mr. Thomas J. Nobel, Jr.         | 2017(3)      |
|                   | Dr. Steven J. Triesenberg        | 2018(1)      |
|                   | Ms. Rachel Vander Veen           | 2019(1)      |
|                   | Dr. Jack Veltkamp                | 2017(3)      |



### *D. Calvin Theological Seminary Board of Trustees*

| Region            | Member                      | Term Expires |
|-------------------|-----------------------------|--------------|
| Region 1          | Mr. Victor Chen             | 2019(1)      |
| Region 2          | Rev. Victor Y. Ko           | 2017(2)      |
| Region 3          | Rev. Daniel G. Brown        | 2019(1)      |
| Region 4          | Rev. M. Jeffery Klingenberg | 2017(2)      |
|                   | Mr. Keith Oosthoek          | 2018(1)      |
| Region 5          | Pastor Sergio Castillo      | 2018(1)      |
| Region 6          | Rev. Scott Elgersma         | 2018(1)      |
| Region 7          | Rev. John Dykhuis           | 2018(2)      |
| Region 8          | Rev. Timothy Ouwinga        | 2018(2)      |
| Region 9          | Rev. William R. Sytsma      | 2017(2)      |
| Region 10         | Rev. Timothy Howerzyl       | 2018(1)      |
| Region 11         | Rev. Curtis A. Walters      | 2017(1)      |
| Region 12         | Mr. Henry Lane              | 2019(1)      |
| Regional at-large |                             |              |
| Region 8          | Dr. Karen De Mol            | 2018(2)      |
| Region 10         | Mr. Myles Kuperus           | 2017(2)      |
| Region 11         | Mrs. Teresa Renkema         | 2018(2)      |
| At-large          | Ms. Heather Garretson       | 2019(1)      |
|                   | Mr. Sidney Jansma, Jr.      | 2019(3)      |
|                   | Dr. Yudha Thianto           | 2019(2)      |

### *E. New Mission Agency Board*

| Region               | Member                     | Alternate | Term Expires |
|----------------------|----------------------------|-----------|--------------|
| <i>Canada</i>        |                            |           |              |
| Region 1             | Ms. Jenny Siebring-deGroot |           | 2018(2)      |
| Region 2             | Rev. Bruce Gritter         |           | 2018(2)      |
|                      | Ms. Cora Rempel            |           | 2019(2)      |
| Region 3             | Vacant                     |           | 2017(1)      |
| Region 4             | Ms. Beth Fellingner        |           | 2018(2)      |
|                      | Rev. A. Carel Geleynse     |           | 2017(1)      |
| At-large             | Ms. Sara De Moor           |           | 2019(2)      |
|                      | Mr. Adam Veenstra          |           | 2018(2)      |
| <i>United States</i> |                            |           |              |
| Region 5             | Rev. Bomsu Kim             |           | 2018(2)      |
| Region 6             | Rev. Melvin O. Jackson     |           | 2019(1)      |
| Region 7             | Rev. John O. Eigege        |           | 2019(2)      |
|                      | Rev. B. Joy Engelsman      |           | 2018(2)      |
| Region 8             | Mr. Dennis Kroll           |           | 2018(1)      |
| Region 9             | Mr. Bruce McMurry          |           | 2018(2)      |
| Region 10            | Rev. Jeffrey Hough         |           | 2017(1)      |
|                      | Rev. Ronald J. Meyer       |           | 2018(2)      |
| Region 11            | Mr. Timothy Bosscher       |           | 2017(1)      |
|                      | Rev. Dirk VanEyck          |           | 2017(1)      |
| Region 12            | Dr. Peter Steensma         |           | 2019(2)      |
|                      | Rev. Stanley J. Workman    |           | 2017(1)      |
| At-large             | Rev. Eduardo A. Gonzalez   |           | 2017(2)      |
|                      | Mr. John Hwang             |           | 2019(2)      |
|                      | Mr. Ricardo Tavaréz        |           | 2019(2)      |
|                      | Vacant                     |           |              |

## F. World Renew Board

| Classis                        | Member                      | Term Expires |
|--------------------------------|-----------------------------|--------------|
| Alberta North                  | Mr. Ray Prins*              | 2017(1)      |
| Alberta South/<br>Saskatchewan | Ms. George Lubberts         | 2018(1)      |
| Arizona                        | Mr. Dennis Preston          | 2018(2)      |
| Atlantic Northeast             | Mr. Mike Hendrikse          | 2019(1)      |
| B.C. North-West                | Ms. Jacoba (Ko) Spyksma     | 2018(1)      |
| B.C. South-East                | Mr. Rob Aukema              | 2017(1)      |
| California South               | Ms. Trena Boonstra          | 2018(1)      |
| Central California             | Ms. Monika Grasley          | 2019(1)      |
| Central Plains                 | Ms. Marilyn Harms           | 2018(2)      |
| Chatham                        | Mr. John DeGroot*           | 2018(2)      |
| Chicago South                  | Rev. Roger Nelson           | 2017(2)      |
| Columbia                       | Ms. Joy Anema*              | 2018(2)      |
| Eastern Canada                 | Mr. Richard Smit            | 2018(1)      |
| Georgetown                     | Ms. Jodi Cole Meyer*        | 2017(2)      |
| Grand Rapids East              | Vacant                      |              |
| Grand Rapids North             | Mr. Barry Haven*            | 2018(1)      |
| Grand Rapids South             | Vacant                      |              |
| Grandville                     | Mr. Marc Faasse             | 2019(1)      |
| Greater Los Angeles            | Ms. Rebekah Vanderzee       | 2019(1)      |
| Hackensack                     | Ms. Karen J. Walker         | 2019(1)      |
| Hanmi                          | Vacant                      |              |
| Hamilton                       | Mr. Edward P. Scharringa    | 2017(1)      |
| Heartland                      | Dr. Harlan VanderGriend     | 2017(2)      |
| Holland                        | Ms. Rachel Brink            | 2017(1)      |
| Hudson                         | Mr. Roy Heerema*            | 2019(2)      |
| Huron                          | Ms. Eve Mazereeuw           | 2017(1)      |
| lakota                         | Rev. Carl H. Bruxvoort      | 2017(2)      |
| Illiana                        | Mr. James L. Groen          | 2017(2)      |
| Kalamazoo                      | Ms. Cheri Dykstra           | 2019(2)      |
| Ko-Am                          | Vacant                      |              |
| Lake Erie                      | Ms. Mary Rupke              | 2019(2)      |
| Lake Superior (Canada)         | Rev. Joseph Hamilton        | 2019(1)      |
| Lake Superior (U.S.)           | Ms. Linda Markus            | 2018(1)      |
| Minnkota                       | Mr. Richard Vander Ziel     | 2018(1)      |
| Muskegon                       | Vacant                      |              |
| Niagara                        | Mr. Lawrence DeGraaf        | 2017(1)      |
| Northcentral Iowa              | Vacant                      |              |
| Northern Illinois              | Ms. Sara Swanson            | 2018(1)      |
| Northern Michigan              | Mr. Dennis Anderson         | 2017(2)      |
| Pacific Northwest              | Vacant                      |              |
| Quinte                         | Mr. Hans Vink               | 2019(2)      |
| Red Mesa                       | Mr. Caleb Dickson           | 2017(2)      |
| Rocky Mountain                 | Ms. Shirley Van Heukelem    | 2018(1)      |
| Southeast U.S.                 | Ms. Erika Izquierdo*        | 2019(2)      |
| Thornapple Valley              | Vacant                      |              |
| Toronto                        | Ms. Suzanne Christie        | 2018(2)      |
| Wisconsin                      | Mr. Chuck Adams             | 2019(1)      |
| Yellowstone                    | Mr. Howard Walhof           | 2017(1)      |
| Zeeland                        | Mr. Donald Kloosterhouse    | 2017(2)      |
| Pastoral adviser (U.S.)        | Rev. Ramon Orstizaga*       | 2019(1)      |
| Pastoral adviser (Can.)        | Rev. Rita S. Klein-Geltink* | 2018(2)      |
| At-large Canada                | Mr. Jerry Aydalla*          | 2019(1)      |
|                                | Mr. Jason DeBoer*           | 2018(1)      |
|                                | Mr. Thomas Gnanayudam       | 2018(1)      |
|                                | Mr. Al Hummel               | 2018(2)      |
|                                | Mr. James Joosse*           | 2017(2)      |
|                                | Mr. David Mayer             | 2019(1)      |
|                                | Mr. Daniel Muthui           | 2019(1)      |
|                                | Ms. Marguerite Ridder*      | 2019(2)      |
|                                | Ms. Rebecca Warren*         | 2017(1)      |

|                              |                               |                       |         |
|------------------------------|-------------------------------|-----------------------|---------|
| At-large U.S.                | Mr. John Apostol              |                       | 2018(1) |
|                              | Ms. Hyacinth Douglas Bailey*  |                       | 2019(2) |
|                              | Mr. Lyman Howell*             |                       | 2018(2) |
|                              | Ms. Sarah B. Rinsema-Sybenga  |                       | 2019(2) |
|                              | Mr. Gregg Alan Robbert        |                       | 2018(1) |
|                              | Rev. Andrew Woja Henry        |                       | 2018(2) |
| Young Adult at-large: U.S.   | (Calvin College)              | Ms. Morgan Trotter    | 2018(1) |
|                              | (Dordt College)               | Ms. Brianna Enerson   | 2018(1) |
|                              | (Trinity Christian College)   | Vacant                |         |
| Young Adult at-large: Canada | (Redeemer University College) | Mr. David Schuurman   | 2018(1) |
|                              | (The Kings University)        | Ms. Sarah Van Woerden | 2018(1) |

\* Also a member of the Board of Directors

Joint Ministry Council = 7 members from U.S. Board, 8 members from Canada Board

## IV. Service committees

### A. Candidacy Committee

Dr. Amanda Benckhuysen (2017/2), Rev. Chang Guk (Joseph) Byun (2017/1), Mr. James Jones (2018/1), Rev. Joel Kok (2018/2), Rev. Susan LaClear (2018/1), Rev. Mark W. Hilbelink (2019/1), Dr. LaVerne Jordan (2019/2), Rev. Fernando Valencia (2019/2), Rev. Andrew G. Vander Leek (2019/1), Rev. David R. Koll (staff), Dr. Steven R. Timmermans (*ex officio* as ED), Rev. Julius T. Medenblik (*ex officio* as Calvin Theological Seminary representative).

### B. Christian Reformed Church Loan Fund, Inc., U.S. Committee

Ms. Andrea P. Kaarsten (2017/2), Mr. Thomas J. Sinke (2017/2), Mr. James Brewer (2018/1), Mr. Scott K. Ritsema (2018/2), Ms. Chery De Boer (2019/2), Mr. Kenneth J. Stienstra (2019/2), Mr. David E. Veen (*ex officio* member).

### C. Ecumenical and Interfaith Relations Committee

Rev. Jay Shim (2017/2), Rev. Andrew E. Beunk (2017/1), Ms. Sharon Jim (2017/1), Rev. Karen Norris (2018/2), Dr. James Payton (2018/2), Rev. Kathleen Smith (2018/1), Rev. John Tenyenhuis (2018/1), Rev. Anthony Elenbaas (2019/2), Rev. Emmett Harrison (2019/2), Ms. Lenore Maine (2019/1), Dr. Steven R. Timmermans (*ex officio* member), Dr. Darren C. Roorda (*ex officio* member).

### D. Historical Committee

Dr. Lyle Bierma (2017/2), Dr. Robert Schoone-Jongen (2018/2), Rev. Paul Bremer (2019/2), Dr. Kristin Kobes DuMez (2019/2), Dr. Richard Harms, secretary (*ex officio*).

### E. Judicial Code Committee

Ms. Laura B. Bakker (2017/2), Rev. Henry P. Kranenburg (2017/1), Mr. Orlan Gulker (2018/1), Rev. Aldon L. Kuiper (2018/1), Mr. Calvin Rozenboom (2018/1), Ms. Roberta Vriesema (2018/1), Rev. Henry Wildeboer (2018/1), Dr. Duane Bajema (2019/1), Ms. Rita Buitendorp (2019/2), Rev. Henry Jonker (2019/1), Mr. Ron Nightingale (2019/2), Mr. Joel D. Vos (2019/2), Dr. Steven R. Timmermans (adviser).

## *F. Ministers' Pension Funds committees*

### *Canadian Pension Trustees*

Mr. Henry Eygenraam (2018/2), Ms. MaryAnn Kokan-Nyhof (2018/2), Rev. Kevin te Brake (2018/3), Mr. Keith Oosthoek (2019/3), Ms. Kathy Wassink (2019/1).

### *U.S. Board of Pensions*

Mr. Thomas Dykhouse (2018/2), Mr. Jack Byeman (2018/3), Mr. Kurt Knoll (2018/3), Rev. Joel J. Sheeres (2019/2), Mr. Howard Van Mersbergen (2019/3).

## **V. Synodical study committees and task forces**

*A. Task Force on Funding for Calvin Theological Seminary Students* (scheduled to report in 2017)

Mr. James M. Jones, Rev. Daniel J. Kinnas, Rev. Brady Mulder, Rev. Christopher J. Schoon, Ms. Jennifer Settergren, Rev. Michael L. Ten Haken, Rev. Geoffrey A. Vandermolen, Rev. Corey Van Huizen, and Rev. David R. Koll, *ex officio*.

*B. Synod Review Task Force* (scheduled to report in 2019)  
(Membership yet to be finalized)

*C. Committee to Articulate a Foundation-Laying Biblical Theology of Human Sexuality* (scheduled to report in 2021)  
(Membership yet to be finalized)

## **VI. Recommendation**

That synod approve the list of boards and committees.

—Adopted

## **ARTICLE 86**

The president of synod, Rev. Paul R. De Vries, expresses thank to fellow officers Rev. José Rayas, Rev. Bert Slofstra, and Ms. Elsa Fennema. He thanks the Calvin College staff for facility arrangements: President Michael K. Le Roy, Ms. Connie Porte, Mr. Carl Hordyk, Ms. Donna Joyce, and many others.

The president expresses thanks to the convening church (North Hills CRC, Troy, Michigan) and Rev. Randall Engle. He also thanks the prayer coordinator, Ms. Brenda Den Houten, and the prayer team.

The president of synod expresses gratitude to the synod office staff: Ms. Theona Cooke, Ms. Kim De Vries, Ms. Karen Koster, Ms. Maribeth Stech, Ms. Rebekah Vanden Akker, Ms. Dorothy Vandersteen, and Ms. Dorothy Wallinga. He expresses thanks for the transportation team: Mr. Jeff Bolt and Ms. Jenna Dutton, and the many volunteers. He thanks the IT staff: Ms. Stephanie Arce, Mr. Chris Bal, Mr. Jason Carrigan, Ms. Beth Coleman, Ms. Shirley De Vries, Mr. Austin Rivet, Mr. Lee Schiebel, Ms. Carol Spiering, and Mr. Ben Stephenson; the news office staff: Mr. Henry Hess, Mr. Tim Postuma, and Ms. Mary Schuurmans; the *Banner* staff: Ms. Karen Huttenga, Dr. Clayton Libolt, Ms. Gayla Postma, Rev. Leonard Vander Zee, Ms. Roxanne Van Farowe, and Rev. George Vink. He expresses gratitude to

the interpreters: Mr. Chankyu Jang, Mr. Eunjun Jeong, Mr. Charles Kim, Mr. James Lee, and Mr. Jiyea Oh.

The president also expresses appreciation for the following:

Worship Planning Committee

Ms. Ashley G. Bootsma

Ms. Gail E. De Young

Ms. Rachel N. Klompmaker

Rev. Vern D. Swieringa

... with the wonderful assistance of Ms. Diane Dykgraaff

(Worship Ministries Office)

Minutes Review Committee

Mr. James Roskam

Rev. Simon Tuin

Sergeant at Arms

Ms. Chelsey L. Harmon

Hospitality Committee for our ecumenical guests

Mr. Ronald Geerlings

Mr. James Payton

Rev. Dr. Darren C. Roorda

Rev. Kathleen S. Smith

Testimonial Banquet Committee

Ms. Karen Snip

Rev. Sam Lee

Rev. John C. Medendorp

In addition, the president expresses appreciation for the following:

Faculty advisers

Dr. Ronald J. Feenstra

Dr. John M. Rottman

Rev. Kathy S. Smith

Dr. Mary L. VandenBerg

Dr. Calvin P. Van Reken

Dr. Jeffrey A.D. Weima

Ethnic advisers

Ms. Sheila D. Johnson

Mr. John S. Lendein

Ms. Darleen Litson

Women advisers

Ms. Jenny Douma

Ms. Karen Knip

Ms. Linda G. Ryks

Ms. Emily B. Ulmer

Ms. Sarah van Breda

Ms. Melissa A. Van Dyk

Ms. Elaine J. VanLaare

Young adult representatives

Ms. Ashley G. Bootsma  
Mr. Joshua W. Chen  
Ms. Chelsea L. Dost  
Mr. Aren T. Plante  
Ms. Onalee A. Sneller  
Ms. Laura A. Vander Horst  
Mr. Brandon L. Vander Stoep

Fraternal delegates and ecumenical guests

Rev. Caleb Ahima  
Rev. Peter Azuana  
Rev. Ayohol Ate  
Rev. Musa Adamu Manasseh  
Rev. Ira-Rimam Mathias Iratsi  
Rev. Rafat Fathy  
Dr. Sam Logan  
Rev. Douglas Rollwage  
Rev. Dr. Lisa Vander Wal

Presidents of Calvin College and Calvin Theological Seminary

Dr. Michael K. Le Roy  
Rev. Julius T. Medenblik

Staff consultants

Mr. John Bolt  
Mr. Henry De Moor  
Rev. David Koll  
Ms. Dee Recker  
Rev. Dr. Darren Roorda  
Mr. Colin P. Watson, Sr.

The president expresses gratitude to the delegates for their service to the church. He also expresses thanks to the executive director, Dr. Steven R. Timmermans.

The executive director expresses the gratitude of synod to the four officers and presents them with gifts.

ARTICLE 87

Synod 2016 concludes its business and spends time in closing worship.

Ms. Rachel Klompmaker shares, “We gather for this final worship time together to offer praise and thanks for what God has done. We belong to God, we belong to the church, and we belong to each other.” She notes that in worship over the past week, synod has longed for wisdom, for the Spirit, for unity, for shalom, and for abundant life in Christ. She adds, “Today we long for the completion of all things temporal, and for the coming of the kingdom.”

Delegates join hearts and voices and worship the King of all kings by singing “O Worship the King.”

Delegates respond with a reading of Psalm 105 and sing “How Great Is Our God” and “How Great Thou Art.”

The president of synod reads from Hebrews 13:9-14 and urges delegates and advisers to synod to “get outside of your camp.” Rev. De Vries explains that we need to do this to have a full missional life, and then we will see the city that is to come.

He leads in closing prayer.

Ms. Rachel Klompmaker reads Ephesians 4:1b-6, and delegates sing “God, the Father of Your People.”

The benediction is given in Romanian, Russian, and English. Delegates sing “My Friends, May You Grow in Grace.”

Worship concludes with the passing of the peace.

#### ARTICLE 88

Synod is adjourned at 11:35 a.m.

# DENOMINATIONAL MINISTRY SHARES AND RECOMMENDED AGENCIES FOR 2017





# DENOMINATIONAL MINISTRY SHARES AND RECOMMENDED AGENCIES FOR 2017

## I. Denominational Ministry Shares for 2017

| AGENCY                           | Area 1 | Area 2 | Area 3 | Area 4 | Area 5 | Area 6 | Area 7 | Area 8 |
|----------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|
| Base amount per member           | 307.56 | 307.56 | 307.56 | 307.56 | 307.56 | 307.56 | 307.56 | 307.56 |
| Calvin College*                  | 89.30  | 55.50  | 33.90  | 7.30   | 47.50  | 16.40  | 5.40   | 3.30   |
| Total ministry shares per member | 396.86 | 363.06 | 341.46 | 314.86 | 355.06 | 323.96 | 312.96 | 310.86 |

\*Areas which benefit from a ministry shares reduction should employ the following monies saved to finance their area colleges:

|                       |   |       |       |       |       |       |       |       |
|-----------------------|---|-------|-------|-------|-------|-------|-------|-------|
| Per professing member | - | 12.95 | 34.55 | 61.15 | 20.95 | 52.05 | 63.05 | 65.15 |
|-----------------------|---|-------|-------|-------|-------|-------|-------|-------|

### 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; Dakota; Lake Superior; Minnesota; Northcentral Iowa                                                                       |
| AREA 5 | Atlantic Northeast; Hackensack; Hudson                                                                                                               |
| AREA 6 | Arizona; Columbia; California South; Central California; Greater Los Angeles; Hanmi; Ko-Am; 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 Shares Allocation

|                                                                                                                                                                                                                                                                                                                                                                                                                         | 2016<br>ministry shares<br>allocation<br>eff. 1/01/2016 | 2017<br>ministry shares<br>allocation<br>eff. 1/01/2017 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|---------------------------------------------------------|
| BACK TO GOD MINISTRIES INTERNATIONAL                                                                                                                                                                                                                                                                                                                                                                                    | \$ 44.41                                                | \$ 44.41                                                |
| CALVIN COLLEGE*                                                                                                                                                                                                                                                                                                                                                                                                         | 31.92                                                   | 31.92                                                   |
| CALVIN THEOLOGICAL SEMINARY                                                                                                                                                                                                                                                                                                                                                                                             | 36.27                                                   | 36.27                                                   |
| HOME MISSIONS                                                                                                                                                                                                                                                                                                                                                                                                           | 47.35                                                   | 47.35                                                   |
| WORLD MISSIONS                                                                                                                                                                                                                                                                                                                                                                                                          | 61.17                                                   | 61.17                                                   |
| WORLD RENEW                                                                                                                                                                                                                                                                                                                                                                                                             | -                                                       | -                                                       |
| SYNODICAL ADMINISTRATIVE SERVICES:<br>General Administration<br>Synodical Services<br>Board of Trustees                                                                                                                                                                                                                                                                                                                 | 35.68                                                   | 35.68                                                   |
| CHURCH SUPPORT MINISTRIES:<br><i>The Banner</i><br>Candidacy<br>Centre for Public Dialogue<br>Chaplaincy and Care Ministry<br>Church Resources<br>Disability Concerns<br>Ecumenical and Interfaith Relations<br>Faith Formation Ministries<br>Pastor Church Resources<br>Race Relations<br>Safe Church Ministry<br>ServiceLink<br>Social Justice and Hunger Action<br>Urban Aboriginal Ministries<br>Worship Ministries | 78.95                                                   | 78.95                                                   |
| SPECIAL ASSISTANCE FUND                                                                                                                                                                                                                                                                                                                                                                                                 | 3.73                                                    | 3.73                                                    |
|                                                                                                                                                                                                                                                                                                                                                                                                                         | <u>\$ 339.48</u>                                        | <u>\$ 339.48</u>                                        |

\*Represents the composite rate. Actual rate varies by area.

Note: Christian Reformed Home Missions and Christian Reformed World Missions retain individual budgets while the unification approved by Synod 2015 is implemented.

## II. Agencies recommended for financial support in 2017

### A. Denominational agencies and ministries 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)
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. Church Support Ministries—above-ministry-share needs
  - a. *The Banner* ..... 856901285 RR0002
  - b. Centre for Public Dialogue ..... 856901285 RR0002
  - c. Chaplaincy and Care Ministry ..... 856901285 RR0002
  - d. Disability Concerns ..... 856901285 RR0002
  - e. Faith Formation Ministries ..... 856901285 RR0002
  - f. Pastor Church Resources ..... 856901285 RR0002
  - g. Race Relations ..... 856901285 RR0002
  - h. Safe Church Ministry ..... 856901285 RR0002
  - i. ServiceLink ..... 856901285 RR0002
  - j. Social Justice and Hunger Action ..... 856901285 RR0002
  - k. Urban Aboriginal Ministries ..... 856901285 RR0002
  - l. Worship Ministries ..... 856901285 RR0002
8. World Renew—one offering per quarter because World Renew  
receives no ministry-share support ..... 118857366 RR0001

### B. Denominationally related or affiliated agencies recommended for one or more offerings

1. Communities First Association ..... NA
2. Diaconal Ministries Canada ..... 89309 3377 RR0001
3. Dynamic Youth Ministries
  - a. GEMS ..... 88992 0799 RR0001
  - b. Calvinist Cadet Corps ..... 88992 0799 RR0001
  - c. Youth Unlimited ..... 88992 0799 RR0001
4. Friendship Ministries (Friendship Ministries - Canada) ..... 11893 2375 RR0001
5. Partners Worldwide ..... 83675 7807 RR0001
6. 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. Pine Rest Christian Mental Health Services
- 6. Quiet Waters Ministries

*B. Educational agencies*

- 1. Ascending Leaders
- 2. Christian Learning Center (CLC)
- 3. Christian Schools International
- 4. Christian Schools International Foundation (for textbook development)
- 5. Dordt College
- 6. Elim Christian Services
- 7. Friends of ICS (U.S. Foundation of Institute for Christian Studies)
- 8. Hunting Park Christian Academy
- 9. Kids Hope USA
- 10. The King’s University (through the U.S. Foundation)
- 11. Kuyper College
- 12. Langham Partnership
- 13. Rehoboth Christian School
- 14. Tent Schools International (formerly Worldwide Christian Schools)
- 15. Trinity Christian College
- 16. Zuni Christian Mission School

*C. Miscellaneous agencies*

- 1. Association for a More Just Society
- 2. Audio Scripture Ministries
- 3. Bible League International
- 4. Care of Creation
- 5. Center for Public Justice
- 6. Crossroad Bible Institute
- 7. InterVarsity Christian Fellowship (endorsed for local, specified staff support only)
- 8. Mission India
- 9. Mississippi Christian Family Services, Inc.
- 10. Talking Bibles
- 11. The Tract League
- 12. World Communion of Reformed Churches (WCRC)
- 13. Wycliffe Bible Translators, Inc.

**Canadian agencies**

*A. Benevolent agencies*

Canadian Business Number

- 1. Beginnings Family Services ..... 11880 2388 RR0001
- 2. Indwell (formerly Homestead Christian Care) ..... 13129 5198 RR0001

*B. Educational agencies*

- 1. Dordt College ..... (per Schedule VIII)
- 2. EduDeo ..... 88945 9970 RR0001
- 3. Institute for Christian Studies ..... 10750 8434 RR0001
- 4. The King’s University ..... 10808 5911 RR0001
- 5. Kuyper College ..... (per Schedule VIII)
- 6. Redeemer University College ..... 12331 3660 RR0001
- 7. Trinity Christian College ..... (per Schedule VIII)

C. *Miscellaneous agencies*

|                                                           |                   |
|-----------------------------------------------------------|-------------------|
| 1. A Rocha Canada . . . . .                               | 86663 8943 RR0001 |
| 2. Bible League – Canada . . . . .                        | 10822 2084 RR0001 |
| 3. Canadian Council of Churches . . . . .                 | 11883 0512 RR0001 |
| 4. Cardus (Work Research o/a Cardus) . . . . .            | 11892 9207 RR0001 |
| 5. Citizens for Public Justice (CJL Foundation) . . . . . | 89438 3512 RR0001 |
| 6. Evangelical Fellowship of Canada . . . . .             | 10735 3922 RR0001 |
| 7. Gideons International – Canada . . . . .               | 10808 2991 RR0001 |
| 8. InterVarsity Christian Fellowship of Canada . . . . .  | 10751 3160 RR0001 |
| 9. OneBook (Global PartnerLink o/a OneBook) . . . . .     | 81317 5957 RR0001 |
| 10. Shalem Mental Health Network . . . . .                | 13056 6011 RR0001 |
| 11. World Communion of Reformed Churches (WCRC) . . . . . | 13056 6011 RR0001 |
| 12. Wycliffe Bible Translators of Canada, Inc. . . . .    | 10822 3371 RR0001 |



(Page numbers in **boldface type** refer to the minutes of synod; page numbers in regular type refer to the agenda and supplementary materials.)

Abbreviations and acronyms in the *Agenda* and *Acts of Synod 2016*

ABCD – Asset-Based Community Development  
 AME – African Methodist Episcopal  
 BIA – Bureau of Indian Affairs  
 BOT – Board of Trustees  
 BTGMI – Back to God Ministries International  
 CAMC – Canadian Aboriginal Ministry Committee  
 CBC – Canadian Broadcasting Corporation  
 CCC – Canadian Council of Churches  
 CCG – Committee for Contact with the Government  
 CCRCC – Council of Christian Reformed Churches in Canada  
 CCT-USA – Christian Churches Together in the U.S.A.  
 CDI – Collaborative for Diversity and Inclusion  
 CDP – Centre for Public Dialogue  
 CFA – Communities First Association  
 CFGB – Canadian Foodgrains Bank  
 CJM – Congregation Justice Mobilization  
 CMD – Canadian Ministries Director  
 CMI – Church Multiplication Initiative  
 CMLT – Classical Ministerial Leadership Team  
 COD – Council of Delegates  
 COP 21 – Conference of Parties 21 (held in Paris, Nov.-Dec. 2015)  
 CPE – Clinical Pastoral Education  
 CRC – Christian Reformed Church  
 CRCNA – Christian Reformed Church in North America  
 CRHM – Christian Reformed Home Missions  
 CRWM – Christian Reformed World Missions  
 CRWRC – Christian Reformed World Relief Committee (now World Renew)  
 CSR – Center for Social Research (at Calvin College)  
 CTS – Calvin Theological Seminary  
 DC – Disability Concerns  
 DFO – Director of Finance and Operations  
 DIWG – Diversity and Inclusion Working Group  
 DLPG – Diversity in Leadership Planning Group  
 DMA – Director of Ministries and Administration  
 DMC – Diaconal Ministries Canada  
 DOCD – Doctrine of Christian Discovery  
 DOD – Doctrine of Discovery



DOMA – Defense of Marriage Act  
 DORR – Dance of Racial Reconciliation  
 DRC – Dutch Reformed Church in South Africa  
 DRS – Disaster Response Services  
 DSS – Director of Synodical Services  
 ECO – Covenant Order of Evangelical Presbyterians  
 ED – Executive Director  
 EFC – Evangelical Fellowship of Canada  
 EFD – Ecumenical Faith Declaration  
 EIRC – Ecumenical and Interfaith Relations Committee  
 EPMC – Ecclesiastical Program for Ministerial Candidacy  
 FF – Faith Formation  
 FFM – Faith Formation Ministries  
 FRB – Foods Resource Bank  
 FTE – Full-time employee  
 GCF – Global Christian Forum  
 GEMS – Girls Everywhere Meeting the Savior  
 GKN – Gereformeerde Kerken in Nederland  
 HR – Human Resources  
 ICS – Institute for Christian Studies  
 IGCPR – Institute for Global Church Planting and Renewal  
 JIMA – Justice, Inclusion, Mercy, and Advocacy  
 JMC – Joint Ministry Council  
 KIM – Korean Institute for Ministry  
 LGBTQ – Lesbian, Gay, Bisexual, Transgender, and Queer  
 MERF – Middle East Reformed Fellowship  
 MLC – Ministries Leadership Council  
 MSS – Ministry Support Services  
 NAE – National Association of Evangelicals  
 NIV – New International Version  
 NKJV – New King James Version  
 NKST – Church of Christ among the Tiv (Nongo U Kristu U Ken Sudan Hen Tiv)  
 NRSV – New Revised Standard Version  
 ORR – Office of Race Relations  
 OSJ – Office of Social Justice and Hunger Action  
 PCR – Pastor-Church Relations  
 RBA – Reformed Benefits Association  
 RCA – Reformed Church in America  
 RCCN – Reformed Church of Christ for Nations  
 RCJ – Reformed Church in Japan  
 SCE – Sustaining Congregational Excellence  
 SMCC – Synodical Ministerial Candidacy Committee  
 SPE – Sustaining Pastoral Excellence  
 SSA – Same-sex attracted  
 STM – Specialized Transitional Minister  
 TFRSC – Task Force Reviewing Structure and Culture  
 TLT – Timothy Leadership Training  
 TLTI – Timothy Leadership Training Institute  
 TRC – Truth and Reconciliation Commission (of Canada)  
 UAM – Urban Aboriginal Ministries

URCC – Universal Reformed Christian Church  
WCRC – World Communion of Reformed Churches  
WTC – Widening the Circle  
YALT – Young Adult Leadership Task Force

## A

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