

MINUTES
STATED MEETING OF HOLSTON PRESBYTERY
Jonesborough Presbyterian Church – Jonesborough, TN
December 2, 2003

Holston Presbytery met for its stated meeting at Jonesborough Presbyterian Church in Jonesborough, TN on December 2. The Moderator, Millie Wilson, called the meeting to order at 9:00 AM. A worship service opening with prayer was led by Millie Wilson with Carol Baird, Leslie Sharp and Beth Yarborough. Gordon Turnbull delivered the message. Conrad Crow closed with prayer.

Pastor Beth Yarborough welcomed commissioners and guests to the church. First time commissioners and guests were recognized.

MINISTERS PRESENT: Sharon Amstutz, Earle Barron, Gary Bement, Michael Chamberlain, Harrell Cobb, Conrad Crow, Charles Echols, Baron Eliason, John Everett, Rich Fifield, Donald E. Frederick, Jim Gray, Yale Gunn, David Hale, William D. Hyers, Greg Jordan, Gary Kelly, Robert L. Lowry, Jim Mays, John Mitchell, Don Muncie, Richard Ray, Errol Rohr, George Rolling, Raymond Saunders, Angus Shaw, David Sims, Terry Sutherland, Gordon Turnbull, Russ Weekley, David Welch, Katherine White, Brian C. Wyatt, Beth Yarborough.

MINISTERS ABSENT: William Allen, Robert Armistead, Richard Austin, Gary Bullard, Margaret Burkey, Alan Chapman, Cathy Clasen, John Campbell, Payne Cave, Martin Christian, Daniel S. Clark, Sung Wook Chung, Elias Dantas, Dan Donaldson, John Dowling, Clarence Durham, David Fillpot, Tim Fulop, Barrett Gilmer, Bill Goforth, Ted Hagen, David Hambrick, William Herd, Ira Howard, Ralph Hutchison, Katherine Jackson, Hubert Kaylor, Phillip Kestner, Lewis Lancaster, James McClanahan, Jim Martin, John Martin, Dennis Maxey, David Miller, Russ Morgan, Charlie Murphy, William Olson, Gradye Parsons, Wiley Prugh, Steve Rembert, Glenn Scruggs, Ed Shackelford, Andrew Spence, Charles Sydnor, Thomas Wade, Fred Walker, Ray White, Davis Whitesides, Steve Weisz, Don Wood, William Young.

ELDER COMMISSIONERS: (P - Principle; A - Alternate; V - Visitor)

Amity –
Bethany – Walter Kirby (P)
Bethel, Kingsport – Donald P. Koth (P); Joe Davy (V)
Bethel, Dandridge –
Blountville – Bob Sanders (P)
Bristol, First – Jackie Burt (P)
Cedar Creek –
Cedarview –
Chuckey –
Clinton –
Cold Spring –
Colonial Heights – Nancy Shackelford (V)
Cove Creek -
Covenant – Roberta Carroll (P)
Cross Anchor –
Elizabethton, First – Melody Faust (P); Robert Curtis (V)
Erwin – Donna Hunter (P)

Grays Chapel –
Greeneville, First – Mark Stokes (A)
Hebron –
Hopewell – Jewel Rankin (P); Karen Rohde (A)
Jefferson City, First – Helen Jolley (P)
Jennie Moore – Helen Saunders (V)
Johnson City, First – Noy Montgomery (A)
Jonesborough – Carol Baird (P)
Keystone – J. C. Gage (P); Kate Gage (A)
Kingsport, First – Bill Adams (P); Peggy Smith (P)
Leesburg –
Liberty –
Magill Memorial –
Meadowview –
Morristown, First – Penney P. Rogers (P); W. T. Hale (A)
Mountain City –
Mt. Hermon –

New Bethel –
New Ebenezer –
New Market –
New Providence –
Newport –
Oakland –
Old Kingsport –
Philadelphia –
Piney Flats –
Preston Hills – Doug Fabick (A)
Reedy Creek, Bristol –
Reedy Creek, Kingsport –
Rock Creek – F. B. White (P); Danny Ayers (A)
Rogersville – Jim Rogers (P); Ben Chambers
(A)
Rosemont –
Salem – Renee Boy (P)

Shady Valley –
Shenandoah –
St. Paul –
Strawberry Plains – Ella Hodges (P); Martin
Dail (V); Maxine Dail (V); William R.
Hodges (V)
Tabernacle –
Timber Ridge –
Tri Cities Korean –
Walkertown –
Watauga Avenue –
Waverly Road – Jim Phillips (P); Peg Lincoln
(V)
West Ridge – Gladys Shackelford (V)
Whitesburg –
Windsor Avenue –
Zion –

PRESBYTERY STAFF: Craig Bell, Kim Hammond, Jim Kirkpatrick, Susan Smith, Paulette Thompson.

VISITING MINISTERS: George Conn (Bethany; Abingdon Presbytery); Robert Noble (Cross Anchor/Walkertown); B. Harrison Taylor (First, Elizabethton)

COMMITTEE CHAIRS: Carol Baird (Ethical Issues/Human Needs/CLP); Barbara Kelly (Stewardship & Budget); David Light (Council Moderator/CLP); Millie Wilson (Moderator); Bob Millard (Institutions)

COMMISSIONED LAY PASTORS:

CHRISTIAN EDUCATORS:

OTHER VISITORS: Pierce Buford (Synod Staff); Rainey Ratchford (Grandfather Home); Bob & Jackie Riddle (First, Astoria OR)

CONSENT AGENDA:

The Moderator presented the Consent Agenda which included:

- Approve enrollment
- Declaration of quorum
- Approve requests for excused absences
- Approve giving visiting ministers' voice
- Approve minutes of September 9, 2003 stated meeting
- Appointment of Committee on Thanks: David Hale, Jim Mays
- Appointment of the Bills & Overture Committee: David Light and Barbara Kelly
- And Adoption of the Docket

The Consent Agenda was approved.

DECLARATION OF NEW BUSINESS –

There was no new business introduced.

Stated Clerk's Report - Rich Fifield reported.

INFORMATION:

1. Report of the Commission to install The Rev. Elias Dantas on September 28, 2003 ([see attachment.](#))
2. Report of the Commission to ordain The Rev. David Hyers on September 20, 2003 ([see attachment.](#))
3. Pursuant to *Book of Order* D-10.0103, an accusation of an alleged offense has been received by the Stated Clerk and has been referred to an Investigating Committee appointed by the Stated Clerk in consultation with the Council Moderator consisting of: the Rev. Jim Mays, Moderator; Mrs. Jane Scott (elder, First Church, Kingsport); and Mr. Chip Herndon (elder, First Church, Johnson City).
4. The Council is open to invitations to host presbytery meetings in 2005:
 - March 5, 2005 (Saturday)
 - December 6, 2005 (Tuesday)
5. Report of the Commission to ordain The Rev. Dana Eglinton on November 23, 2003. (see attachment)

MINUTES OF THE COMMISSION of Holston Presbytery to ordain Dana Eglinton as a Minister of the Word and Sacrament in the Presbyterian Church (USA).

The Commission, according to the appointment of Holston Presbytery met at First Presbyterian, Bristol Church, on November 23, 2003, at 10:15 AM, with Ministers Earle Barron, Honorably Retired, Gordon Turnbull, First Presbyterian Church, Bristol, Elders Randy Cook, First Presbyterian Church, Bristol, Mary Lee Harmon, First Presbyterian Church, Kingsport, Mark Stokes, First Presbyterian Church, Greeneville present. Earle Barron opened the meeting with prayer. Gordon Turnbull was elected Moderator and Mary Lee Harmon., Clerk of the Commission. A quorum was declared. Responsibilities and procedures for the Service of Ordination were reviewed, and the Commission recessed to be reconvened in the presence of the congregation at 11 AM.

Gordon Turnbull reconvened the Commission in the presence of the congregation and Gordon Turnbull led the congregation in worship by preaching from I Corinthians 3:1-15. Gordon Turnbull propounded the Constitutional Questions to the Candidate. All questions being answered in the affirmative, Dana Eglinton was ordained as a Minister of the Word and Sacrament in the Presbyterian Church (USA) agreeably to the Word of God and the constitution of the Presbyterian Church (U.S.A.). The prayer was led by Earle Barron.

Members of the presbytery and others then welcomed the newly ordained minister into their fellowship in the ministry of the Word. Randy Cook delivered a charge to the Pastor.

At the conclusion of the service the new minister of the church pronounced the benediction. After the service, officers and members of the church offered an appropriate expression of cordial reception and affectionate regard. The minutes of the Commission were read and approved and the Commission adjourned with prayer by Earle Barron.

Signed by Clerk: *Mary Lee Harmon*

MINUTES OF THE COMMISSION of Holston Presbytery to install *Elias Dantas* as pastor of the Reedy Creek Presbyterian Church, Kingsport, Tennessee.

The Commission, according to the appointment of Holston Presbytery, met at Reedy Creek Presbyterian Church, on September 28, 2003 at 10:35 AM with the Revs. Jim McClanahan, Ira Howard and Richard L. Fifield, and Elders Ernie Williams (Reedy Creek, Kingsport), Jim Graham (Cold Spring) and John Vann (First Church, Bristol). Rich Fifield was asked to serve as Moderator of the Commission and opened the meeting with prayer. A quorum was declared. Responsibilities and procedures for the Service of Installation were reviewed. The Commission recessed to be reconvened in the presence of the congregation at 11:00 AM, and agreed to adjourn at

close of the service following the Benediction.

The Commission reconvened in the presence of the congregation. The Rev. Jim McClanahan preached from Ephesians 4:1-16 and propounded the Constitutional Questions for the pastor-elect, and Elder Jim Graham propounded the Constitutional Questions to the Congregation. All questions being answered in the affirmative, Elder John Vann led the installation prayer and the Rev. Elias Dantas was installed as pastor of the Reedy Creek Presbyterian Church, Kingsport, agreeably to the Word of God and the constitution of the Presbyterian Church (U.S.A.).

The newly installed pastor was welcomed into the ministry of Holston Presbytery. The Rev. Rich Fifield presented a charge to the newly installed pastor, and the Rev. Ira Howard presented a charge to the congregation.

The Rev. Elias Dantas pronounced the benediction and the Commission was adjourned at the close of the service. Afterwards, officers and members of the church gave their new pastor an appropriate expression of cordial reception and affectionate regard.

Signed by Moderator: *Richard L. Fifield*

MINUTES OF THE COMMISSION of Holston Presbytery to ordain *David Bradley Hyers* as a minister of the Word and Sacrament of the Presbyterian Church, (USA).

The Commission, according to the appointment of Holston Presbytery met at Holston Presbytery Camp & Retreat Center in Banner Elk, North Carolina on September 20, 2003 at 2:00 p.m. with ministers William D. Hyers, Brian C. Wyatt and Cathy L. Clasen and elders Anne Smith (Covenant) and Gary Barrigar (First, Elizabethton). Guests sharing in the service were the Rev. Sharon Amstutz Craig Bell, Randy Preddy (First Presbyterian, Waco, TX) and Craig and Laura Neely (Oakhurst Presbyterian, Decatur, GA).

Reverend Bill Hyers opened the meeting with prayer and was asked to serve as Moderator and Clerk of the Commission. A quorum was declared and responsibilities and procedures for the Service of Installation were reviewed. The Commission recessed to be reconvened at 2:30 p.m. for the service with agreement to adjourn at the close following the Benediction.

Reverend Bill Hyers reconvened the Commission in the presence of those gathered and led those present in worship by preaching from II Timothy 1:1-14. Reverend Brian C. Wyatt propounded the Constitutional Questions and with all questions being answered in the affirmative David B. Hyers was ordained as a Minister of the Word and Sacrament of the Presbyterian Church (USA) agreeably to the Word of God and the constitution of the Presbyterian Church (USA). Prayer was led by Reverend Wyatt. Members of the presbytery and others then welcomed the newly ordained minister into their fellowship in the ministry of the Word. Reverend Wyatt delivered a charge to the Pastor and Reverend Cathy Clasen led a welcome and charge to visiting members of the First Presbyterian Church of Waco, Texas.

At the conclusion of the service, the new minister pronounced the benediction. After the service, officers and members present gave to the new Pastor an appropriate expression of cordial reception and affectionate regard.

Signed by Moderator/Clerk: *William D. Hyers*

RECOMMENDATION:

1. The Stated Clerk nominates Paulette Thompson to serve as the Recording Clerk, effective January 1, 2004, for a term of three years. Hearing no nominations from the floor, this was approved.

TREASURER'S REPORT

December 2, 2003

General Mission Budget vs. Actual January through October 2003

	Jan – Oct 03	Budget
Income		
60160- Unified Mission Designated Fund (Unified Mission ...	89,381.89	71,819.40
60500- Unified Monies (Unified Monies)	512,809.71	640,236.96
61905- Interest Income (Interest Income)	2,812.28	3,600.00
Total Income	605,003.88	715,656.36
Expense		
70100- Presbytery Council/Governing Bo (Presbytery Coun...	94,311.30	113,239.32
70200- E- Committee on Ministry (E- Committee on Ministry)	1,388.86	4,000.00
70300- E-Committee Prep for Ministry (E-Committee Prep f...	2,631.99	5,000.00
70400- WW Mission Committee (WW Mission Committee)	600.00	2,700.00
70500- Congregational Life Committee (Congregational Lif...	10,264.38	19,800.00
70600- EIHN Committee (EIHN Committee)	2,500.00	4,500.00
70700- Church Development & Evangelism (Church Develo...	24,057.51	41,100.00
70800- Committee on Institutions (Committee on Institutions)	46,625.00	52,500.00
70900- Administration & Planning Com (Administration & Pl...	296,697.50	362,216.98
71100- Stewardship & Budget Committee (Stewardship & B...	3,788.00	4,500.00
71200- Holston Camp & Retreat Center (Holston Camp & R...	70,925.00	81,000.00
71300- Campus Ministry (Campus Ministry)	16,862.54	25,000.00
71400- Trustees (Trustees)	34.00	100.00
71900- Miscellaneous (Miscellaneous)	3,465.81	
Total Expense	574,151.89	715,656.30
Net Income	30,851.99	0.06

Balance Sheet

As of October 31, 2003

10000 · CHECKING – CITIZENS BANK (Checking – Citizen...		
10101· Jonesborough Ministers Con Ed. (Jonesborou...	412.00	
10111· Select Monies (Select Monies)	9,073.32	
10160· Westminster PC – Lease Monies (Westminster ...	-511.46	
10211· Hattie Farthing Fund (Hattie Farthing Fund)	647.26	
10311· Young Ministers Library (Young Ministers Libr...	1,901.00	
10410· Frontera De Cristo (Frontera De Cristo)	13,693.79	
10415· Brazil Mission Trip (Brazil Mission Trip)	5,600.00	
10420· 3 Cents-a-Meal Local (3 Cents-a-Meal Local)	13,807.36	
10421· 3 Cents-a-Meal International (3 Cents-a-Meal I...	20,974.93	
10510· Ferguson Fund (Ferguson Fund)	12,070.00	
10530· Indian Ridge Payment (Indian Ridge Payment)	1,000.00	
10531· Youth Ministry Endowment (Youth Ministry En...	7,227.53	
10541· Pentecost Offering (Pentecost Offering)	1,610.17	
10630· Presbytery Peacemaking (Presbytery Peacem...	1,593.49	
10631· Synod Peacemaking Grant (Synod Peacemaki...	78.37	
10640· EIHN – Restoring Creation (EIHN – Restoring C...	900.00	
10650· Viking Mtn Water Project (Viking Mtn Water Pr...	142.75	
10710· Fairmount Payment (Fairmount Payment)	8,625.00	
10711· CDE Partnership – Hopewell (CDE Partnership...	-1,417.00	
10712· Ministry – Hawkins County (Ministry – Hawkins...	4,063.76	
10713· BCS Mutual Worker (BCS Mutual Worker)	7,208.84	
10714· Church Hill – Undesignated (Church Hill – Und...	2,313.76	
10781· BCS Evangelism Project (BCS Evangelism Pr...	5.08	
10805· Camp & Campus Campaign (Camp & Campus ...	16,031.69	
11310· Campus Ministry Intern (Campus Ministry Inte...	4,378.81	
11810· Devries Scholarship Fund (Devries Scholarshi...	628.85	
11860· Williams Transition Fund (Williams Transition ...	34.01	
11861· Williams Capital Fund Interest (Williams Capit...	1,814.15	
11862· Williams Program Fund Interest (Williams Pro...	1,407.44	
11910· Honoraria – FIFIELD (Honoraria – FIFIELD)	1,777.76	
20000· Citizens Bank (Citizens Bank)		
20210 · Pastoral Care (Pastoral Care)	1,820.73	
20531 · Youth Triennium (Youth Triennium)	2,083.49	
20710 · Church Development (Church Development)	298.63	
20750 · New Church Development (New Church De...	376.33	
20780 · Evangelism (Evangelism)	8,572.81	
20911 · Equipment Reserve (Equipment Reserve)	667.30	
21810 · Devries Scholarship Fund a (Devries Schol...	1,904.57	
21820 · Grigsby Scholarship (Grigsby Scholarship)	7,805.30	
21830 · Braziel Scholarship (Braziel Scholarship)	5,459.38	
21840 · Dixon Scholarship (Dixon Scholarship)	6,303.19	
Total 20000 · Citizens Bank (Citizens Bank)	35,291.73	
10000 · CHECKING – CITIZENS BANK (Checking – Citiz...	178,967.23	
Total 10000 · CHECKING – CITIZENS BANK (Checking – C...	351,351.62	
30000 · PRESBYTERIAN FOUNDATION (Presbyterian Fo...		
30211 · Hattie Farthing Fund (Hattie Farthing Fund)	24,400.00	
30710 · Church Development (Church Development)	14,257.91	
30730 · Small Church Fund (Small Church Fund)	145,499.53	
30750 · New Church Development (New Church Devel...	164,214.18	
31820 · Grigsby Scholarship (Grigsby Scholarship)	54,716.11	
31830 · Braziel Scholarship (Braziel Scholarship)	31,159.64	
31840 · Dixon Scholarship (Dixon Scholarship)	25,000.00	
31870 · Pattie Bushong Fund (Pattie Bushong Fund)	1,258.39	
31880 · Robinson Fund (Robinson Fund)	385.85	
31881 · Ninth Street Loan Fund (Ninth Street Loan Fu...	4,900.49	
31882 · Ninth Street Scholarship (Ninth Street Scholar...	31,198.26	
Total 30000 · PRESBYTERIAN FOUNDATION (Presbyteri...	496,990.36	
Total Checking/Savings	848,341.98	

Camp & Campus Ministry Campaign Report

October 27, 2003

Church	Pledged	Gifts Received	DESIGNATION IF ANY
Amity Presbyterian			
Bethany Presbyterian	\$10,000.00	\$5,000.00	
Bethel - Dandridge			
Bethel - Kingsport	\$5,000.00	\$3,437.53	
Blountville Presbyterian	\$5,000.00	\$3,437.50	
1st Bristol Presbyterian	\$30,000.00	\$7,525.00	ALL TO CAMP
Cedar Creek Presbyterian	\$1,800.00	\$600.00	ALL TO CAMP
Cedarview Presbyterian			
Chucky Presbyterian			
Clinton Presbyterian			
Cold Springs Presbyterian	\$16,000.00	\$8,000.00	
Colonial Heights Presbyterian	\$28,000.00	\$19,250.00	
Cove Creek Presbyterian			
Covenant Presbyterian		\$2,531.00	
Cross Anchor Presbyterian			
1st Elizabethton Presbyterian			
Erwin Presbyterian		\$500.00	
Grays Chapel Presbyterian			
1st Greeneville Presbyterian	\$35,000.00	\$8,750.00	
Hebron Presbyterian			
Hopewell Presbyterian			
Jennie Moore Presbyterian			
1st Jefferson City Presbyterian	\$8,000.00	\$6,067.00	
1st Johnson City Presbyterian	\$50,000.00	\$35,416.78	
Jonesborough Presbyterian		\$500.00	
Keystone Presbyterian		\$1,506.00	
1st Kingsport Presbyterian	\$50,000.00	\$20,833.34	
Leesburg Presbyterian			
Liberty Presbyterian		\$200.00	
Magill Memorial Presbyterian		\$300.00	
Meadowview Presbyterian	\$1,600.00	\$1,600.00	
1st Morristown Presbyterian	\$12,000.00	\$0.00	ALL TO CAMP
Mountain City Presbyterian			
Mount Hermon Presbyterian			
New Bethel Presbyterian	\$3,000.00	\$1,250.00	
New Ebenezer Presbyterian			
New Market Presbyterian			
Newport Presbyterian			
New Providence		\$100.00	
Oakland Presbyterian			

Old Kingsport Presbyterian		\$1,000.00	
Philadelphia Presbyterian			
Piney Flats Presbyterian	\$2,500.00	\$650.00	2000 CAMP 600 CAMPUS
Preston Hill Presbyterian			
Reedy Creek - Bristol			
Reedy Creek - Kingsport	\$2,500.00	\$1,875.00	
Rock Creek Presbyterian	\$400.00	\$1,200.00	NOT SURE FOR EACH YEAR
Rogersville Presbyterian	\$16,000.00	\$4,485.00	
Rosemont Presbyterian	\$1,000.00	\$1,000.00	
Salem Presbyterian	\$1,000.00	\$1,050.00	
Shady Valley Presbyterian			
Shenandoah Presbyterian			
St Paul Presbyterian			
Strawberry Plains Presbyterian	\$1,200.00	\$800.00	
Tabernacle Presbyterian	\$200.00	\$55.00	
Timber Ridge Presbyterian	\$7,368.00	\$5,145.00	2/3 TO CAMP 1/3 TO CAMPUS
Walkertown Presbyterian			
Watauga Ave. Presbyterian	\$8,000.00	\$5,500.00	
Waverly Road Presbyterian	\$18,000.00	\$18,000.00	
Weaver Presbyterian			
Westminster Presbyterian		\$1,000.00	
West Ridge Presbyterian		\$800.00	
Whitesburg Presbyterian			
Windsor Ave. Presbyterian	\$2,500.00	\$625.00	
Zion Presbyterian			
Tri Cities Korean Presbyterian			
MISC SOURCES		\$340.48	
	\$316,068.00	\$170,329.63	
Start up funds		-\$6,601.57	
		\$163,728.06	

Checks distributed:

10/9 Holston Camp	\$42,513.84
10/9 Campus Ministry	\$40,815.50
7/31 Holston Camp	\$35,047.50
7/31 Campus Ministry	\$29,423.70
	\$147,800.54

Sept 2, 2003

Financial Analysis
For the year ending December 31, 2002

Board of Trustees
Holston Presbytery of the Presbyterian
Church (U.S.A.), Inc.
Kingsport, Tennessee 37664

I have prepared a financial analysis of the accompanying balance sheet, changes in fund balance, and related statements of cash receipts and disbursements of Holston Presbytery of the Presbyterian Church(U.S.A.), Inc. (a non-profit organization) for the year ended December 31, 2002. This financial statement is the responsibility of the Holston Presbytery management.

I have performed various test on the books of account, in order to assess the accuracy of the reported data. Findings from this analysis concluded nothing significant. No changes were necessary to improve the accuracy of the data presented. Notes are included with this analysis to detail other information not specific to the other reports.

Respectfully Submitted,



Susan Wallace

9:50 AM – Small Groups – The body was recessed to groups for discussion of the General Assembly Amendments to be voted on today.

10:45 AM – The Moderator reconvened the body.

Presbytery Council Report – David Light

Present: David Light, Moderator; Millie Wilson, George Rolling, Carol Baird, Bob Lowry, Yale Gunn, Barbara Kelly, Chip Herndon, Scott Wise, Gladys Shackelford, Rich Fifield, Craig Bell, Jim Kirkpatrick, Kim Hammond, Paulette Thompson, Lewis Carson, and guest Harrell Cobb.

The meeting was called to order at 7:03 PM by Council Moderator, David Light with opening prayer. Council members divided into groups for discussion of prayer concerns which were brought back to meeting and shared by David Light at the close of the meeting.

Reports and Recommendations to Council:

Stated Clerk’s Report: Rich Fifield

1. Regarding proposed amendments—That the booklet of proposed amendments to the *Book of Order* from the 215th General Assembly be distributed at the December 2, 2003 stated meeting of presbytery. Approved.
2. Regarding future Council dates— Council approved the following dates:

2004 Council meetings

February 24
May 25 (change)
August 31 (change)
November 16

2005 Council meetings

February 22
May 31
August 30
November 22

Treasurer’s Report: Kim Hammond

The Treasurer’s Report was included in the presbytery information packet.

Staff Reports:

Rich Fifield, Executive Presbyter

Personal Aim: As the Executive Presbyter and Stated Clerk of Holston Presbytery it is my aim to strengthen the ministries of congregations and ministers in proclaiming the good news of Jesus Christ.

Intentions: I seek to accomplish the mission of Holston Presbytery and my personal aim in three primary ways:

1. By focusing on congregations and ministers through communication and service in vision, leadership and witness. This aspect represents about 40% of my time and is spent:
 - a. Preaching and leading worship and programs in congregations (about 50 times annually);

The mission of Holston Presbytery is to:

- Proclaim Jesus Christ as Savior and Lord;
- Serve Christ by helping Presbyterian congregations within its boundaries to serve Him;
- Coordinate the mission to which the Presbytery itself is called; and
- Interpret the work and witness of the Presbyterian Church (USA) for its own members and for all others in this region.

- b. Meeting with congregations, sessions, and church committees when invited (about 30 times annually);
 - c. Speaking and meeting regularly with ministers in crisis and non-crisis situations.
2. By focusing on congregations and ministers through the organizational structures of Holston Presbytery, the Synod of Living Waters and the General Assembly. This aspect represents about 40% of my time and is spent:
 - a. Resourcing most of the 17 presbytery committees (and being available to all presbytery committees) in seeking ways to effectively serve our congregations and ministers (about 70 presbytery committee meetings annually);
 - b. Evaluating and planning meetings of the presbytery to be both effective and efficient;
 - c. Monitoring the finances of the presbytery to maximize resources for congregations and ministers;
 - d. Navigating the *Book of Order* to better assist congregations and ministers in fulfilling their mission;
 - e. Relating with our six institutions, higher governing bodies and the Board of Pensions of the Presbyterian Church (USA).
3. By focusing on congregations and ministers with the united efforts of the presbytery staff. This aspect represents about 20% of my time and is spent:
 - a. Encouraging (and challenging) the staff in their professional and personal development;
 - b. Constantly seeking ways for staff to become more effective in serving congregations and ministers;
 - c. Exemplifying a collegial and Christ-centered working environment.

Major accomplishments in 2003:

- Reallocated the former Associate Presbyterian's ministry among the presbytery staff and the presbytery committees;
- Completed pastoral transitions for nine congregations and a dozen ministers;
- Increased the use of electronic and printed means of communicating with congregations and ministers;
- Stabilized the presbytery's financial environment through increased grants and steady congregational contributions;
- Streamlined office operations and presbytery processes to gain greater efficiency.

Facts, figures and other information:

- I respond to an average of 30 or more telephone calls, emails and visits daily
- I preach approximately 40 Sundays each year, visiting as many as three congregations on any Sunday
- This year I traveled over 50,000 miles
- I spent two weeks on a continuing education event (October 2-15) in Scotland with Executive Presbyters from the Synod (I have not yet taken any vacation for 2003.)
- I enjoy my ministry and deeply appreciate the people of Holston Presbytery!

Jim Kirkpatrick – Director of Campus/Youth Ministry

What I have been doing: August 23 - October 31, 2003

CAMPUS

Presbyterian Student Fellowship	11
Faculty/Staff Lunch	8
Counseling situations	7
Special help to a student	6
Special Student Events	5
Meetings regarding PSF	5

YOUTH MINISTRY

Meetings re Youth Ministry	2
Youth Ministry Sub-Committee	2
Consulting w/ local church	2
Congregation Life Committee	1
Counseling Situation	1
Meetings re Senior Retreat	1

Campus Staff	3	Meetings re Youth Council	1
TAP	3	Youth Council	1
PSF Core Group	2	Educator's Group	1
Campus Ministry Association	2	Led a Program at a Church	1
International Night	1	Special Youth Ministry Events	1
Campus Ministry Committee	1		
Student Advance	2 days	Youth Council	2 days
Spiritual Retreat	3 days	Youth Leader's Connection	1.5 days
		Youth Council's Leadership Event	1.5 days

HOLSTON PRESBYTERY

Staff Meeting	3
Meetings regarding Presbytery	2
Presbytery Meetings	1

What I will be doing, - - November 1, 2003 - February 14, 2004

Regular activates:

Faculty/Staff Lunch	9	Campus Ministry Events	2
Presbyterian Student Fellowship	7		

Dated activities:

November 2	Led worship at Marthina Chapel both morning and evening
November 3	Congregational Life Committee
November 5	Campus Ministry Association
November 5	Mid-Week Worship at Marthina Chapel
November 8	Middler Retreat Planning day
November 8	Led folk dancing with youth of East Tennessee Presbytery
November 9	CORE Group
November 11	Staff meeting
November 11	Presbytery Council
November 14-15	Tennessee Campus Ministry Board
November 17	Campus Ministry Committee
November 21-23	Senior High Retreat
December 2	Holston Presbytery Meeting
December 9	Educator's Group
December 15	Campus Ministry Committee
January 16-17	Youth Council
January 19	Campus Ministry Committee
January 22	Staff meeting
January 26	Youth Ministry Committee
February 6-8	TCMB Ski Retreat

Craig Bell, Director, Holston Camp & Retreat Center

What have I been doing?

1. Working on next summers schedule and details relating to costs.
2. Working on the summer brochures and getting it to the graphic designer.
3. Building the new boat storage shed.
4. Finished up the new Pavilion and held a dedication with the Mooneyhan Board and the camp Board. Had a Dutch Oven dinner.
5. Finishing up the siding on Cabin 3.
6. Installing Gutter Guards on all buildings.
7. Held the 2nd Annual John Knox Cup Golf Tournament. We had 96 players, 19 hole sponsors and Food City provided the grilled lunch.
8. Getting Summer Staff application forms and other printed material up-dated.
9. Working on our Health Care protocol.
10. Work on the American Camping Association manual – next summer we have our ACA visit.
11. Enclosing the back porch of the kitchen at the Dining hall. This money was from an anonymous Friend of Camp.

12. I continue to work with the Boy Scout Troop that meets at the camp.
13. Running a Woolly Worm Hot Dog booth for the Boy Scouts.
14. Speak at Churches about the camp.
15. Plan the program portion for the National Presbyterian Church Camp & Conference Association.
16. Attend the Camp Directors Institute near Chicago, October 27-Nov. 2, 2003
17. Attend the National conference at Stronghold outside of Chicago November 2-9.

What will I be doing?

1. Finishing up the summer camp brochure.
2. Hosting the Community Thanksgiving pot luck supper.
3. Hosting the Tree Cutting party on Dec. 5-6.
4. Re-doing the Summer Staff manual.
5. Working on the ACA manual for next summer.
6. Hiking trails as I make plans for next summer.
7. Participating in the Boy Scout Klondike Derby at McRae Meadows the Weekend of Nov. 14-16 along with 360 other scouts.
8. Hoping to have Benjamin's Eagle Scout Court of Honor before Christmas.
9. Start interviewing and hiring summer staff.
10. Visiting Colleges and recruiting.
11. Speaking at churches about summer camp.
12. Renovating the pantry in the kitchen into Adam's Pantry.
13. Learning to say "NO" more often.
14. Shoveling and pushing snow.
15. Cleaning up my office.
16. Take a Bahamas cruise with my wife. She won the raffle.

Moderator's Report: Millie Wilson requested that any committee chairperson not reporting at the December 2 presbytery meeting should let her know.

Vice-Moderator's Report: Rich Fifield reported on worship plans for the December 2 meeting.

Administration & Planning Committee: Harrell Cobb

3. Regarding presbytery staff salary increases: it was moved that the following recommendation be approved by Council and recommended to presbytery. The motion was unanimously approved with deepest thanks and wish that the increase could be more.

Recommendation: That the following salary increases be recommended to presbytery for their approval, effective January 1, 2004:

- a. **Executive Presbytery/Stated Clerk – 2% for cost-of-living
2004 Salary - \$33,415.20; 2004 Housing Allowance - \$33,415.20
(plus SECA allowance, full Board of Pensions, and reimbursed expenses)**
- b. **Holston Presbytery Camp & Retreat Center Director – 2% for cost-of-living
2004 Salary - \$41,134.18**
- c. **Campus/Youth Ministry Director – 2% for cost-of-living
2004 Salary - \$40,419.66**
- d. **Office Manager – 2% for cost-of-living and 5% for 4-year merit increase
2004 Salary - \$26,909.24**
- e. **HARC Director – 2% for cost-of-living**

2004 Salary - \$16,230.24

- f. Financial Manager/Treasurer – 2% for cost-of-living
2004 Salary - \$19,476.29**

**Approved by Presbytery with appreciation expressed for the jobs done by
presbytery staff.**

Stewardship & Budget Committee: Barbara Kelly

4. Moved that Holston Presbytery adopt the “Charitable Income Strategy” as proposed by the Iona Charitable Planning Group and Garrison, Snapp and Associates Financial Services, Inc., and authorize the Executive Presbyter and Treasurer to execute all related documents.

The “Charitable Income Strategy” is a patented (pending) program of the Iona Charitable Planning Group that assists nonprofit organizations in increasing the return on their investments on a guaranteed basis. This patented (pending) strategy provides a no cost, no risk, and no liability income stream for the charity.

The following organizations are evaluating or participating in the “Charitable Income Strategy”:

Wisconsin Evangelical Lutheran Synod, Milwaukee, WI
Immanuel School of Religion, Johnson City, TN
Hands On Regional Museum, Johnson City, TN
Christian Medical and Dental Association, Bristol, TN
Christian Training Center International, Franklin, NC
Living Word Lutheran Church, Johnson City, TN
Cherokee United Methodist Church, Johnson City, TN
First Presbyterian Church, Johnson City, TN
Counseling and Consultation Services, Piney Flats, TN

After discussion, the motion was voted on by ballot, preceded with prayer. The motion was approved. It was understood that if the “Charitable Income Strategy” was different from the presentation, it would be discussed by the Council.

Actions Referred to Council by Presbytery — None

A draft Copy of the Handout Packet for December 2, 2003 stated meeting of presbytery at Jonesborough Church, including proposed docket and committee reports to presbytery, was reviewed and approved.

A motion was made by Bob Lowry and passed expressing thanks to Yale Gunn, Carol Baird and David Light for their work as their terms expire.

There being no further business, the Council was adjourned at 8:50 PM with prayer by David Light. The next meeting of Council will be February 24, 2004 at 7 PM.

Council Minutes Committee met immediately following adjournment and approved the Minutes.

Respectfully submitted, Paulette H. Thompson

Ethical Issues and Human Needs Committee – Carol Baird

INFORMATION:

1. The Committee approved the following Local 3¢-A-Meal Hunger Fund Applications:
 - \$2,000 Hopewell (Samaritan House Food Pantry)
 - \$2,000 Colonial Heights (Hope Haven Ministries Homeless Feeding Program)
 - \$2,000 1st Jefferson City (Jefferson County Neighborhood Service Center)
 - \$2,000 1st Johnson City (Good Samaritan Ministries Emergency Food Pantry)

RECOMMENDATIONS:

1. The Committee requests the approval of Presbytery for the following International 3¢-A-Meal Hunger Fund Applications/Projects:
 - \$2,000 First Bristol (Natal, Brazil Community Center Nutrition Program)
 - \$3,000 Reedy Creek, Kingsport (Rio Verde, Brazil Bread of Life Program)
 - \$5,000 EIHN Committee (The Heifer Project Gift of an Ark)
 - \$2,000 Moscow Protestant Chaplaincy Soup Kitchen ECO #047943
 - \$2,000 West Africa Moringa Oleifera Tree Program ECO #051622
 - \$2,000 Agape/Food Relief in Croatia, Bosnia, and Serbia ECO #047857

Approved.

2. The Committee requests the approval of Presbytery for the following resolution regarding Humanitarian Aid to Iraq. Complete information about the Presbyterian Disaster Assistance Humanitarian Aid to Iraq can be found at the PCUSA Presbyterian Disaster Assistance website, <http://www.pcusa.org/pda/response/middleeast/iraq-index.htm>.

Be it resolved that Holston Presbytery urges its churches and members to promote and receive a special offering to Presbyterian Disaster Assistance for the relief of suffering and the rebuilding of the country of Iraq. (PDA #9-2000082 for Humanitarian Assistance to Iraq and/or PDA #9-2000164 Assistance to Children of Iraq).

Approved.

Congregational Life Committee – Jim Gray

INFORMATION:

1. The autumn meeting of the Congregational Life Committee was held at the ETSU Presbyterian Campus Ministry Center, 7 p.m., on November 3, 2003 and set the following goals for 2004:
 - a. Seek and provide information for funding student youth leaders for our churches. This funding may be in the form of grants to aid churches who are interested in underwriting the cost of having student leaders from colleges and/or seminaries serve as student youth ministry interns.

- b. Have a resource person from each church in Holston Presbytery to promote HARC, Grace Odyssey, Youth Ministry, Christian Education curriculum, and other events/resources of Congregational Life.
- c. Sponsor and host a “Spiritual Growth” event for Holston Presbytery.
- d. Promote the new PCUSA Christian Education curriculum, “We Believe,” by having a “We Believe Moment!” at presbytery meetings.
- e. Plan and host Grace Odyssey for the late summer of 2004. The committee discussed and set the tentative date of August 28, 2004 for GO.

RECOMMENDATION:

- 1. That the *Pentecost Offering Video* be shown at the March, 2004 meeting of presbytery. Approved.

World Wide Missions Committee –

INFORMATION:

- 1. The committee established objectives and goals for 2004:
 - a. to support the Brazil Mission trip with both prayer and financially
 - b. to continue to support the Gatlinburg Mission Conference (January 23-25) both financially and by being more intentional in publicizing it
 - c. to attempt to get an itinerating missionary to speak at Holston Presbytery in local congregations
 - d. to continue to support and participate in Frontera de Cristo

RECOMMENDATIONS: None

Committee On Ministry – Robert Lowry

INFORMATION:

- 1. The Committee approved the Ordination Commission to ordain **David Hyers** who has received a call from First Presbyterian Church, Waco Texas, in Grace Presbytery, on Saturday, September 20th, 2:30 PM, at the Holston Camp & Retreat Center. Members of the commission included: the Revs. Bill Hyers, Brian Wyatt and Cathy Clasen; Elders Gary Barrigar (First Church, Elizabethton) and Anne Smith (Covenant Church).
- 2. The Committee approved the Interim Pastor Contract between **the Rev. David Welch and Weaver Union Church**, from September 21, 2003 through February 28, 2004. Terms of call: monthly salary \$400; monthly housing allowance \$600; travel reimbursement at the IRS allowance, one week vacation per quarter.

3. No recommendation is being made by the Committee changing the minimum terms of call in 2004 for full-time, installed pastors.
4. Approved the call of **Weaver Union/Keystone Churches to the Rev. Jim Gray** as Pastor. Terms of call: Cash Salary \$26,000, Housing Allowance \$7,800, SECA Allowance \$2,585.70, full Board of Pensions, Travel Reimbursement up to \$2,000, Continuing Education Reimbursement up to \$500, four weeks vacation and two weeks continuing education. The installation commission is to include: the Rev. Dan Donaldson, the Rev. George Rolling, the Rev. Cathy Clasen, Elder Steve Hildebrand (Weaver Union), Elder J.C. Gage (Keystone), and elder Carolyn Moore (Jonesborough), with corresponding members the Rev. Mark Knisley (East Tennessee) and Barry Staubus (Weaver Union). The installation will be on January 11, 2004, 4:00 PM, at Weaver Union Church.
5. Approved the Interim Contract of **Bethany Church with the Rev. George Conn** (Abingdon Presbytery), November 1, 2003 through December 31, 2003 (two months) for \$1,504 each month. His duties would include: preaching each Sunday, visitation on Sunday afternoons, office hours on Monday, taking care of special pastoral needs and moderating the session.
6. Approved the pastoral call of Jacksonville Church, Bordentown, NJ (Monmouth Presbytery) to **Dana Eglinton** as pastor. Terms of call: Cash Salary \$27,700, Use of Manse, SECA Allowance \$3,925, full Board of Pensions, Travel Reimbursement up to \$1,000, Continuing Education Reimbursement up to \$500, one month vacation and two weeks continuing education. The committee also approved the ordination commission of: the Rev. Gordon Turnbull, the Rev. Earle Barron, Elder Randy Cook (First, Bristol), Elder Mary Lee Harmon (First, Kingsport) and Elder Mark Stokes (First, Greeneville) to ordain on Sunday, November 23, 2003, 11:00 AM, at First Church, Bristol. ([see attached](#))
7. Approved the Temporary Supply contract between **Old Kingsport Church and the Rev. David Hambrick**.
8. Approved **the Rev. David Welch** as parish associate of **First Church, Bristol**.
9. Approved the leave of absence of **the Rev. David Sims**, Stated Supply, of **West Ridge/Cedarview Churches**, and approved the temporary contract with **the Rev. George Aichel** (retired minister, Abingdon) for pastoral services to both congregations, including moderating the session, through January 31, 2004.
10. **Russ Morgan is organizing a gathering of all retired clergy on either Tuesday, January 6 or Tuesday, January 13, 2004, 11:00 AM – 2:00 PM, at King College.** There will be a brief presentation, lunch and discussion. For reservations, contact Russ at 865-397-3520.

RECOMMENDATIONS: None

Book of Order Amendments

03-A. Implementing Biennial General Assemblies—On Amending G-9.0404d; G-9.0407b–d; G-13.0102; G-13.0103i; G-13.0111a; G-13.0112a; G-13.0112b; G-13.0202a(1)–(5); G-13.0202b(1); G-13.0202d; G-18.0301c–e and; D-5.0102

03-A.1. Preparing and Adopting of Budgets—On Amending G-9.0404d and G-13.0103i **Approved**

03-A.2. Reporting and Review of Records—On Amending G-9.0407b–d **Approved**

03-A.3. Determining the Number of Commissioners to a General Assembly— On Amending G-13.0102 **Approved**

03-A.4. Changing Terms of Office—On Amending:

G-13.0111a.

G-13.0112a and G-13.0202a(1)–(5)

G-13.0202b(1); G-13.0202d; and D-5.0102

Approved

03-A.5. Advising for and Amending the *Book of Order*—On Amending G-13.0112b and G-18.0301c–e **Approved**

03-B. Clarifying Involuntary Dissolutions—On Amending G-9.0505b. **Approved**

03-C. Participation in Synod—On Amending G-12.0204 **Approved**

03-D. Changing the Number Required to Call a Special Meeting of the General Assembly—On Amending G-13.0104 **Approved**

03-E. Expanding the Category of “In Correspondence”—On Amending G-15.0201 **Approved**

03-F. Obtaining a Stay of Enforcement—On Amending D-6.0103 **Approved**

03-G. Administrative Leave in Cases Alleging Sexual Misconduct Towards a Minor— On Adding Section D-10.0106 **Not Approved**

03-H. Granting an Extension of Time for an Investigating Committee to File Charges When Civil Authorities Become Involved—On Amending D-10.0401a **Approved**

Committee On Preparation For Ministry – Gordon Turnbull

INFORMATION:

At a stated meeting on September 11, 2003, the Committee on Preparation for Ministry took the following actions:

- Conducted annual consultations with Neil Arner, Allen Brimer, Stephanie Medlin, and Kirk Weisz. In each case the Committee on Preparation for Ministry declared that the candidate’s or inquirer’s current phase of preparation for ministry be continued.

- Certified Stephanie Medlin as ready to be examined for ordination, pending the completion of her file.

At a stated meeting on November 4, 2003, the Committee on Preparation for Ministry:

- Endorsed a request from Allen Brimer and the Session of First Presbyterian Church, Morristown, requesting that he be received by Holston Presbytery as a candidate for Ministry of Word and Sacrament.

Allen Brimer Application for Candidacy

1. A statement of understanding of Christian vocation in the Reformed tradition and how it relates to my sense of call

An early step in my life as a Christian was to acknowledge that I am a sinner. My relationship with God has been founded on the faith, knowledge, and experience of God's redemption in Jesus Christ through the work of the Holy Spirit as is revealed in Scripture. As a result of my experience of God, I have come to know and understand myself more intimately and have felt called by God to pursue ministry. I believe that worship and social action as expressions of an individual's experience of grace are the ultimate form of ministry. Therefore, my understanding of Christian vocation is that my relationship with God transforms me and leads me to express publicly through worship and my vocation my experience of grace and thus transform my community and hence the world.

In terms of how this understanding of Christian vocation relates specifically to my sense of call, I believe that it embodies my sense of call fully. My relationship with God transforms me on a daily basis, and as a result of that transformation, I cannot be other than that into which God forms and reforms me. As I grow in my relationship with God, I am called irrepressibly to seek reconciliation in my broken relationships, to seek justice, and to be a light in the world. As of today, I foresee my call being to that of the mission field, although I am open to where God leads me. I believe that this is a faithful response to God's calling in my life, and I will continue to be prayerfully open to the movement of the Spirit.

2. A statement of personal faith which incorporates an understanding of the Reformed tradition.

I believe in God...

the Creator who as the source of all is still at work bringing the world out of chaos with love.
the Transcendent mystery who defies description and calls all people to faith and discipleship.

I believe in God, the Christ...

the Redeemer who brings me into relationship with God through the power of the Holy Spirit.
the Exemplar who, as the Word and Wisdom of God, is the way, the truth, and the life.

I believe in God, the Holy Spirit...

the Sustainer who gives and maintains the breath and rhythm of life.
the Immanent who is revealed through relationships and who justifies and sanctifies all believers.

I believe in the worship of God through...

the Church of Jesus Christ which identifies itself with the confession that it is a people chosen through Christ and the work of the Holy Spirit.

the writings and teachings of the holy scriptures which offer guidance, inspiration, and an image of God's vision for our lives.
the traditions and confessions of the Church which declare who the church is, what it believes, and what it resolves to do.
the sacrament of Baptism and its power to symbolize our status as God's people and to affirm The children of God into a covenant relationship in the body of Christ.
the sacrament of Communion and its power to remind believers of the life, death, and resurrection of Christ as well as to nourish and sustain believers in Christ's presence.
the practice of personal and communal prayer.

I believe that...

living in broken relationship is sin.
we are all sinners, and that by grace through faith in Jesus Christ and through the power of the Holy Spirit, we are justified before God.
Christ lived out a model for our sanctification with his life, betrayal, death, resurrection, and promised return.
through the life of Jesus Christ and the work of the Holy Spirit we can see that the Kingdom has come and is here among us and that there is yet more for which to hope.

I believe that God calls all people to be the body of Christ by...

making Jesus Christ the center of our faith.
showing compassion and empathy for our neighbors.
attending to those on the margins of our society.
exercising faithful stewardship of the body and creation.
seeking justice, loving kindness, and walking with humility.

RECOMMENDATION:

The Committee on Preparation for Ministry recommends that Allen Brimer be received as a candidate for Minister of Word and Sacrament. After examination and answering the appropriate questions, Allen Brimer was approved for enrollment as a Candidate. The charge to the candidate was given by Gary Kelly, pastor of First Presbyterian Church, Morristown. Gordon Turnbull closed with prayer.

Presbyterian Campus Ministry Committee – George Rolling introduced Alain-duclaux Talla, a student from Cameroon, to share information on ETSU Campus ministry's work with international students.

An Active Ministry

Thank You Department: for several years we have been wishing for new living room furniture to replace several overused and worn pieces. Many thanks to **Herbert Van Nostrand** (FPC, Bristol) who after sitting through many meetings listening to our plea, replaced the old with brand new. Life in the house is now more comfortable.

Each Tuesday night the students prepare the dinner. However, it is a special treat when someone cooks a meal and then joins us for the evening's program. Thanks go to **Sharon Amstutz** (Covenant) and **Wes Jamison** (Watauga Avenue) who provided a meal, and to the

Christ Care Group (FPC, Johnson City) who joined the ministry in mass with plenty of food.

The Student Advance begins the year as a time for the CORE Group to prepare for their coming year. This year the student leaders listed the *strengths* of the year past as being:

- their relationships and sense of community
- the way we cared about each other
- spending time and doing things together
- the variety of programs

In addition they planned to make the following changes for the year to come:

- more outreach to ETSU students
- more community involvement
- better planning of events

The **Presbyterian Student Fellowship** meets on Tuesday and have participated in such Bible studies as: *The Parable of the Sower*, *The Woman Washing Jesus' Feet* and the story of *The Rich Young Ruler*. One evening the Johnson City area churches visited to let the students know how they can fit into their churches. Also, other people have visited PSF, such as: **Wes Jamison** (Watauga Avenue) who discussed the question of salvation; **Fifi Saba** (an ETSU student from the Gaza Strip) who shared about *Growing Up in Palestine*; and **Cathy Clasen** (Waverly Road) who led *A Spiritual Exercise*.

TAP (Thursdays at Perkins) has provided an opportunity for many students to try their hand at leading a program/study.

Faculty/Staff Lunch meets each Wednesday to offer a time for "intelligent and personal discussion" on a wide variety of topics. Here's the Fall line up:

The Islamic Faith with Taneem Aziz of the Muslim community

The Melungeons with Wayne Winkler

A View of the North from the South, Korea That Is with **Chang-Woo Lee**, our Student Intern

From America and Back with **Dr. Rob Wondergem** (FPC, Johnson City)

and *To Brazil* with **Rich Fifield** (Holston Presbytery)

International Night continues to involve students from many parts of the world, as well as several American students, for a time of food and fellowship. In addition international students are supported in many ways by helping them deal with life in America.

Missions has been an emphasis this year. Every other month our students cook breakfast for a down town ministry. In addition they spent a weekend helping with the Wherry Project just outside of Nashville, and are planning to spend their spring break working at the Meeting Ground, a homeless ministry in Elkton, MD. For Christmas, the students plan to ring bells for the Salvation Army, (and to celebrate the semester's end).

Looking to the Future - So many students are spending more and more time online working on their assignments that our phone lines are often tied up, and traffic is slow. Therefore over the holidays campus ministry is installing a cable internet server, which will also enable many of our

internationals to communicate better with their families.

George Rolling, Committee Moderator
 Jim Kirkpatrick, Holston Staff

Financial Report through September 30, 2003

<u>ACCOUNT</u>	<u>BUDGET</u>	<u>MONTH</u>	<u>YTD</u>	<u>DUE</u>	<u>% Recv'd</u>
<u>Income Accounts</u>					
Holston Presbytery	24,000.00	2,000.00	22,500.00	1,500.00	93.75%
Presbytery of East TN	5,000.00	0.00	2,500.00	2,500.00	50.00%
Synod of Living Waters	8,800.00	0.00	6,225.00	2,575.00	70.74%
Local Church Support	0.00	0.00	0.00	0.00	0.00%
Bank Interest	50.00	0.42	4.95	45.05	9.90%
IDS Dividends	25.00	0.00	10.69	14.31	42.76%
Facility Use	1,800.00	300.00	1,966.00	-166.00	109.22%
Meal Receipts	1,200.00	85.00	819.76	380.24	68.31%
Miscellaneous Receipts	4,000.00	1,310.00	3,110.00	890.00	0.00%
Checking Account Carryover 2001	0.00	0.00	0.00	0.00	0.00%
Total Income	44,875.00	3,695.42	37,136.40	7,738.60	82.76%

For budget purposes, the target percentage for income accounts should be 75.03%.

<u>Expense Accounts</u>	<u>BUDGET</u>	<u>MONTH</u>	<u>YTD</u>	<u>BALANCE</u>	<u>% Used</u>
Salary/Student Intern	10,000.00	800.00	7,800.00	2,200.00	78.00%
Professional Exp/Student Assist	500.00	0.00	525.12	-25.12	105.02%
Salary/Secretary	8,486.00	708.00	6,670.00	1,816.00	78.60%
Employer's FICA	1,700.00	54.16	1,015.15	684.85	59.71%
Campus Labor	400.00	0.00	145.00	255.00	36.25%
Cleaning Expense	1,339.00	105.00	840.00	499.00	62.73%
TV Cable Fees	600.00	49.41	424.13	175.87	70.69%
Electricity	3,000.00	220.83	2,075.49	924.51	69.18%
Gas	200.00	0.00	462.15	-262.15	231.08%
Telephone	1,500.00	150.07	1,009.87	490.13	67.32%
Water	1,000.00	45.74	447.72	552.28	44.77%
Repairs/Maintenance	1,500.00	137.88	3,454.73	-1,954.73	230.32%
Educational Supplies	250.00	0.00	17.98	232.02	7.19%
Food/Cleaning Supplies	4,000.00	691.90	3,722.27	277.73	93.06%
Office Supplies	2,000.00	419.65	1,772.73	227.27	88.64%
Printing/Postage/Promotion	3,500.00	248.08	2,060.18	1,439.82	58.86%
Miscellaneous	2,700.00	1,310.00	1,310.00	1,390.00	48.52%
Special Events	700.00	20.00	179.17	520.83	25.60%
Student Council	500.00	63.02	63.02	436.98	12.60%
Escrow for Capital Exp	1,000.00	0.00	0.00	1,000.00	0.00%
Total Expenses	44,875.00	5,023.74	33,994.71	10,880.29	75.75%

For budget purposes, the target percentage for expense accounts should be 75.03%.

Campus Ministry Bank Balances as of September 30, 2003

Checking Account Balance	\$ 5897.67
Checking Account Interest	<u>.35</u>
Total Checking Account	\$ 5898.02
Usable Balance	\$ 5898.02
Less: Honorarium Funds Balance	<u>51.39</u>
	\$ 5846.63
Certificate of Deposit	\$ 1800.32
Plus: Interest Earned	<u>8.79</u>
TOTAL	\$ 1809.11
Endowment Fund/ Camp and Campus Campaign	\$ 40815.50
Plus: Interest Earned	<u>380.42</u>
	\$ 41195.92
New Covenant Funds Investment (Endowment Fund)	\$14044.05

By motion, the Committee decided to keep \$9,000 in the operating budget, and amounts above that figure are to be moved to an interest-bearing savings account. When and if \$10,000 accrues in the savings account, it will be placed in Certificates of Deposit for greater interest accumulation. The Campus Ministry staff will see if the bank will provide this service, and failing that, will provide for periodic oversight of our finances in this manner.

\$9,000 invested in nine (9) \$1,000 CD's

Holston Presbytery Camp & Retreat Center Committee –

HOLSTON PRESBYTERY CAMP & RETREAT CENTER 2003 REVENUES AND EXPENSES

SEPTEMBER	Proposed 2003	September Activities	YTD	Year End 2002
REVENUES				
4010 Holston Support	8100.00	6750.00	60750.00	81663.84
4020 Abingdon Support	5000.00	1250.00	3750.00	5000.00
4100 Summer Camper Fees Summer Camper	107120.00	0	107513.00	104896.20
4110 Scholarships	6000.00	0.00	2275.00	6817.95
4120 Camp Store Merchandise	1600.00	305.00	586.98	483.75
H/A Lodging & Meals	47168.90	8119.00	30231.50	42868.00
Other Lodging & Meals	104168.90	1079.00	79146.00	61131.70
Interest on all Accounts	780.00	3.69	86.59	174.71
4420 Damage Reimbursement	100.00	0.00	15.00	200.00
4450 Miscellaneous Revenue	1865.64	84.48	1984.48	4133.50
4480 NC State Tax Refund	5000.00	4520.85	10393.79	14586.76
REVENUES TOTALS	359803.44	22112.02	296732.34	321956.41
EXPENSES				
Retreat Costs	40000.00	1618.43	21690.13	38296.96
Utilities	37000.00	2671.14	28662.02	31227.45
Payroll	123839.91	9827.72	85867.44	101303.69
Repair/Maintenance	10600.00	161.03	4317.12	9911.77
Vehicle Upkeep	4643.53	1144.84	10631.09	11146.97
Banking Charges	8300.00	526.49	7431.70	6705.93
Administrative	28300.00	2933.36	20778.23	30460.30
Summer	107120.00	1777.98	106041.97	120081.49
EXPENSES TOTALS	359803.44	20660.99	285419.70	349134.56
SUMMARY				
		10909.92		
		3088.18		
		540.53		

Institutions Committee – Bob Millard introduced King College president, Greg Jordan.

RECOMMENDATIONS:

1. That the presbytery covenants with [Lees-McRae College](#), [Tusculum College](#), [Grandfather Home for Children](#), [Avery Health Care](#) and [Sunset Gap Community Center](#) be approved. (see attached) So ordered.

**COVENANT AGREEMENT BETWEEN HOLSTON PRESBYTERY, PCUSA,
AND LEES-MCRAE COLLEGE**

Purpose of the Covenant

The purpose of the covenant is to define the nature and scope of the relationship between Lees-McRae College and the Presbytery of Holston. The term “covenant” is used to indicate that the College and the Presbytery are related to each other in a unique way and as a way of expressing the seriousness of the mutual commitments.

HISTORY OF THE RELATIONSHIP

Lees-McRae is a product of the ministry of the Reverend Edgar Tufts who, upon graduation from Union Seminary in 1897, was sent to the remote village of Banner Elk as a missionary of Concord Presbytery. Recognizing the inadequacy of educational opportunities, the Reverend Tufts soon began teaching children in his home. In 1900, with financial support from the Banner Elk Presbyterian Church and friends, he opened a boarding school for elementary-age girls, composed of 12 pupils and one teacher. The school was first called Elizabeth McRae Institute in honor of Mrs. Elizabeth McRae, a Presbyterian Home Mission worker who emphasized the importance of educating females. The name was later changed to Lees-McRae Institute in honor of Mrs. S. P. Lees of Kentucky and New York, a supporter of educational ministries in Appalachia and a benefactor of the school in Banner Elk.

A companion school for boys was opened in Plumtree in 1905 called the Lees-McRae Boys School. Later, the name was changed to Plumtree School for Boys. When fire destroyed the Plumtree campus in 1926, the two schools were consolidated in Banner Elk. In 1929, two years of college were added and the secondary grades were gradually deleted. Lees-McRae maintained junior college status until 1989 when it became an accredited senior college.

From the beginning, Lees-McRae was supported by Concord Presbytery, in whose boundaries it was located. When the Synod of Appalachia was formed and the area in which Lees-McRae is located became Holston Presbytery, Holston and Concord jointly supported and governed Lees-McRae. In 1982, Concord Presbytery shifted its support and governance to the Synod of North Carolina.

In 1988, the Synod of North Carolina became a part of the Synod of the Mid-Atlantic and Concord Presbytery was divided among three new presbyteries: Charlotte, Salem, and Western North Carolina. Lees-McRae – located within the bounds of the Presbytery of Western North Carolina – now receives support from the Synod of the Mid-Atlantic, Holston Presbytery and the Presbytery of Western North Carolina.

GOVERNANCE OF THE COLLEGE

Lees-McRae is governed by a Board of Trustees consisting of 35 members, four of which are elected by the Synod of the Mid-Atlantic, two from Salem Presbytery, two from the Presbytery of Western North Carolina, and three of which are elected by the Presbytery of Holston. The Board of Trustees has responsibility for all the affairs of the College.

PURPOSE OF THE COLLEGE

As stated in its catalog, the purpose of Lees-McRae is “to provide sound academic curricula which encourages intellectual, spiritual, physical and social growth. Permeating the entire purpose is the desire to create at Lees-McRae a Christian community. . .that would result in each student’s developing a balanced sense of personal values, integrity and moral worth.”

RESPONSIBILITIES UNDER THE COVENANT

Lees-McRae College makes the following commitments to Holston Presbytery:

- To respect and support the mission and integrity of the Presbytery and cooperate with its ministry.
- To provide a program of quality education in the liberal arts and sciences with the concept of the wholeness of life as interpreted by the Christian faith.
- To be faithful to its mission as an institution participating in the ministry of Christian higher education in the PCUSA.
- To maintain a faculty which will earnestly and freely pursue the integration of faith and knowledge.
- To provide a spiritual component to campus life which includes opportunities for Christian worship and fellowship, a Presbyterian Chaplain to serve the College community, and a curriculum with required courses in Bible and religion.
- To make its facilities and faculty available to presbytery.
- To provide an Annual Report by which members of the Presbytery will be informed of goals, progress, and financial condition.
- To be open to visits by and counsel from Presbytery.
- To refer to its Presbyterian heritage in all of its literature.

Holston Presbytery makes the following commitments to Lees-McRae College:

- To pray for its trustees, administrators, faculty and students.
- To acknowledge in its mission interpretation that the mission of Lees-McRae is an expression of Presbytery’s mission and to emphasize the primacy of the educational task.
- To encourage churches to assist the College in recruiting students.
- To encourage individuals and congregations to provide financial support.
- To include the College in the mission budget and to be open to supporting Presbytery approved Capital Fund Campaigns.
- To assist the College in identifying persons qualified to be trustees, faculty, and administrators.
- To continue to participate in the governance of the College by electing trustees.

ACCOUNTABILITY AND COMMUNICATION

- Both parties agree to provide regular and formal channels of communication to insure accountability and to address issues of mutual interest and concern.
- The Presbytery will provide Lees-McRae with copies of its minutes of Presbytery meetings and other significant documents.
- The Presbytery through its Institutions Committee and the College through the Executive Committee of the Board of Trustees will review the covenant annually.
- The text of this covenant shall be printed in the Minutes of Holston Presbytery, and references made to it in appropriate publications of the Presbytery which highlight its institutions and agencies.
- This Covenant between Holston Presbytery, Presbyterian Church USA, and Lees-McRae College, shall be summarized in the Lees-McRae catalog and made available to members of the administration, faculty, staff and to other constituencies as deemed appropriate.

- The President of the College shall be responsible for seeing that all provisions of this covenant regarding the Institution's responsibilities are presented to the Board of Trustees.
- The Stated Clerk of Holston Presbytery, Presbyterian Church USA, shall be responsible for seeing that all provisions of this covenant regarding Presbytery's responsibilities are fulfilled.
- The College shall inform the Presbytery of its other formal or informal covenant relationships with other governing bodies or church bodies. It is understood, however, that no provision of such covenants will be in conflict with the provisions of this covenant.

REVIEW AND AMENDMENT OF THIS COVENANT

A team composed of the Presbytery's Institutions Committee and the Executive Committee of the College's Board of Trustees shall review the covenant every five (5) years. It is expected that the President of the College will be present for such reviews.

This Covenant may be amended or renewed by action of the Board of Trustees of Lees-McRae College, Inc. and Holston Presbytery, Presbyterian Church USA.

A COVENANT AGREEMENT BETWEEN HOLSTON PRESBYTERY, PCUSA, AND TUSCULUM COLLEGE

I. PURPOSE

The purpose of this covenant is to define the nature and scope of the relationship mutually agreed upon by Tusculum College and Holston Presbytery of the Presbyterian Church (U.S.A.)

II. HISTORY OF THE RELATIONSHIP

Tusculum College was founded by the Presbyterian Church. A Presbyterian minister, the Reverend Hezekiah Balch, established Greeneville College, which was chartered on September 3, 1794. In 1818, Tusculum Academy was established by another Princeton graduate and Presbyterian minister, the Reverend Samuel Doak. In 1844, Tusculum Academy became Tusculum College. In 1868, the two colleges consolidated on the Tusculum campus under the name of Greeneville and Tusculum College, and in 1912, the name was officially changed to Tusculum College.

Throughout the over two hundred years of its existence, Tusculum College has had a continuing relationship with the Presbyterian Church (U.S.A.) and, in particular, with Presbyterian churches in the region which is now known as Holston Presbytery.

III. NATURE OF THE COLLEGE

Tusculum College takes seriously its heritage as a daughter of the Presbyterian Church. The liberal arts tradition with which the name, Tusculum College, is uniquely associated was formulated by Cicero at his academy in Tusculum, Italy and brought to East Tennessee by Samuel Doak by the way of the College of New Jersey (Princeton University). The tradition emphasizes smallness of size and closeness of faculty-student involvement, both within and without the classroom, in order to cultivate citizenship, Christian character and practical wisdom among members of the College community. That tradition is very much in keeping with the heritage of the emphasis on the formation of strong Christian character as an essential ingredient of citizenship and practical wisdom. Tusculum College is committed to strengthening its relationship with the Presbyterian Church (U.S.A.) so that the College can bring its services to the Church, and the Churches can learn of and benefit from the distinctive mission and education offered by Tusculum College.

In the curriculum of Tusculum College and through opportunities for worship and service, the College's Presbyterian heritage will be highlighted. Specific examples are included in the section on "Responsibilities Under the Covenant." The College wants religious studies to occupy a central place in the general studies curriculum, the "Commons" in order for students to study the religious and Biblical heritage of the country in the context of larger issues of humankind. Tusculum desires its heritage as Presbyterian college to be woven throughout all that the College does, not just through a prescribed set of

courses which every student is required to take. Tusculum College seeks to instill in its graduates a sense of the world in which they live and to develop skills to make sound decisions that are based on the common good. In short, Tusculum wants to graduate students who not only do well, but do good.

An important part of Tusculum College's educational mission is to recruit a fertile mix of students from different ethnic, national, racial, cultural, religious and geographical backgrounds. Learning from fellow students resulting from such a campus-cultural mix is an essential part of fostering an emphasis on practical wisdom. Active discussion of different perspectives on life resulting from varied cultural experiences enhances each student's maturation and understanding of the world culture in which they live. Such diversity of student background should be actively used to enrich the educational environment of the College.

IV. PARTIES TO THE COVENANT

The Parties of this covenant, Tusculum College of Greeneville, Tennessee, operating under its governing board, the Board of Trustees, and Holston Presbytery, Presbyterian Church (U.S.A.) operating as a governing, are separate entities. They are independent, neither being controlled by the other. They are, however, interdependent in that they must work together to accomplish their common purposes.

V. RESPONSIBILITIES UNDER THE COVENANT

A. Tusculum College affirms its commitment to:

- offer a program of quality education in the liberal arts and sciences with the concept of the wholeness of life as interpreted by the Christian faith;
- conduct an educational program in which a large majority of the faculty are Christians, while insisting on freedom of inquiry for the faculty and students;
- create a campus climate in which the Christian faith is reasonably and persuasively presented without undue pressure for acceptance;
- maintain a Presbyterian campus minister and a set of course offerings in religion;
- through the Commons courses in the Civic Arts curriculum and the competency requirements for graduation, require religious studies of all students;
- offer weekly opportunities for corporate worship for the entire campus community;
- provide opportunities for the exploration of the relationship between religion and other facets of life, while preparing students for Christian service in all walks of life;
- establish standards of excellence and maintain accreditation by appropriate academic associations and agencies;
- share in the development of professional and lay leadership for the Church;
- serve as a host for church governing bodies, congregations and their agencies, providing leadership and facilities for conferences, retreats, workshops, training sessions for Church groups and offer services to the Church such as supply ministers and special programs of music and drama;
- provide opportunities for continuing education for Presbyterian ministers.
- to refer to its Presbyterian heritage in all of its literature;
- use college educational resources to enrich the churches (such as theologian-in-residence program);
- effectively recruit persons of racial and ethnic diversity to serve on the Board of Trustees, administration, faculty and support staff as well as in the student body;
- demonstrate active concern for social justice and human mercy among the entire campus community, fostering a keen spirit of volunteerism;
- maintain Christian governance and leadership by maintaining the practice that a large majority of

trustees and administrators be Christians;

- make every effort to insure that the President of Tusculum College be a Presbyterian;

B. Holston Presbytery affirms its commitment to:

- undergird the College spiritually by praying for its trustees, administrators, faculty, students and friends.
- promote understanding of the educational opportunities offered at the College through Presbytery publications and communications;
- promote attendance at the College by encouraging youth in the Presbytery to consider enrolling as students;
- offer a source of ministers and laity as speakers for regularly scheduled chapel services, retreats and conferences at the College
- encourage churches in the Presbytery to consider holding some of their conferences, retreats, meetings and training events in the College facilities periodically;
- encourage individuals and congregations within the bounds of the Presbytery to provide financial support for the College;
- provide financial support for the College by regular benevolent giving in accordance with an objective funding formula developed by the Presbytery's Institutions Committee.
- provide annually for the receiving of a report from the College, with such details as may prove useful for the purpose of promotion and continued support;
- publish a two-page Annual Report of the College in the Minutes of Presbytery.

VI. MUTUAL UNDERSTANDING AND ACCOUNTABILITY

A. Board of Trustees of Tusculum College

Realizing the importance of its relationship with the Presbyterian Church, the Board of Trustees of Tusculum College commits itself to:

- maintain a standing committee of the Board of Trustees on church relations. The Committee has as its primary responsibility the continuing review and development of the College's relationship with the Church;
- ensure that at least one member of each of the three classes of trustees of Tusculum College would be a Presbyterian from within Holston Presbytery elected by the Presbytery. The Trusteeship Committee of the College would provide qualified candidates to the Nominating Committee of Holston Presbytery for election by the Presbytery
- maintain a Council on Church Relations composed of equal members of ministers and laypeople. The Council on Church Relations would have as its primary responsibility strengthening the relationship between the College and the Church.

B. Disposition of Property:

If Tusculum College should ever cease to operate as an institution of higher learning, the Board of Trustees, in accordance with the Charter of the College, will determine the disposition of property.

C. Accountability and Communication

Both parties agree to provide regular and formal channels of communication to ensure accountability and to address issues of mutual interest and concern.

1. Tusculum will provide Presbytery with a report of the campus ministry program and activities of the College in its Annual Report to Presbytery and other significant documents.
2. The Presbytery will provide Tusculum with copies of its Minutes of Presbytery meetings and other significant documents.

3. The Presbytery through its Institutions Committee and the College through the Sub-Committee on Church Relations of its Board of Trustees will review the covenant annually, beginning in 1995.
4. The text of this covenant shall be printed in the Minutes of Holston Presbytery, and references made to it in appropriate publications of the Presbytery which highlight its institutions and agencies.
5. This Covenant between Holston Presbytery, Presbyterian Church (U.S.A.) and Tusculum College shall be summarized in the Tusculum catalog and made available to members of the administration, faculty, staff and to other constituencies as deemed appropriate.
6. The President of the College shall be responsible for seeing that all provisions of this covenant regarding the institution's responsibilities are presented to the Board of Trustees.
7. The Stated Clerk of Holston Presbytery, Presbyterian Church (U.S.A.) shall be responsible for seeing that all provisions of this covenant regarding the Church's responsibilities are fulfilled.
8. The College shall inform the Presbytery of its formal or informal covenant relationships with other governing bodies of church bodies. It is understood, however, that no provision of such covenants will be in conflict with the provisions of this covenant. Currently, the College has a covenant with the Synod of Living Waters, Presbyterian Church (U.S.A.) and the Presbytery of East Tennessee, Presbyterian Church (U.S.A.).

D. Review and Amendment of the Covenant

1. A comprehensive review of the Covenant shall be conducted every five years by a team composed of the Presbytery's Institution Committee and the Sub-Committee on Church Relations of the College's Board of Trustees. It is expected that the President of the College will be present for such reviews.
2. This Covenant may be amended or renewed by action of the Board of Trustees of Tusculum College and Holston Presbytery, Presbyterian Church (U.S.A.).

VII. FORMAL REAPPROVAL

This Covenant shall be effective upon formal approval by the Board of Trustees of Tusculum College and by Holston Presbytery, Presbyterian Church (U.S.A.) each meeting in regular session during the 2003 year, and signed by the Moderator and Stated Clerk of the Presbytery and by the Chairman and Secretary of the College's Board of Trustees.

This Covenant recognizes the possibility that Tusculum College may develop other covenant relationships with other governing bodies of the Presbyterian Church (U.S.A.) or with other church bodies with which our denomination is in correspondence.

MISSION STATEMENT

Tusculum College remains true to its origins as a church-related institution of higher learning in the civic republican tradition by developing educated citizens distinguished by academic excellence, public service, and qualities of Judeo-Christian character. The College reflects the ideal of its civic arts heritage through its commitment both to integrity and to the development of strong citizenship qualities in the traditional-aged students from diverse backgrounds as well as the working-adult students from the region. Furthermore, the College uses innovative approaches to teaching and learning at the undergraduate and Master's levels to instill factual knowledge, cultivate the habits of practical wisdom, and develop the skill of reflective thinking, all necessary for personal success in a democratic society.

**A COVENANT AGREEMENT BETWEEN
HOLSTON PRESBYTERY, PCUSA, AND GRANDFATHER HOME FOR CHILDREN**

I. PURPOSE

This instrument is to clearly define the interaction of Holston Presbytery and Grandfather Home for Children, and to affirm their support of one another.

II. HISTORY

Established through the ministry of the Reverend Edgar Tufts, Grandfather Home has been supported by local presbyteries even before it opened its doors in 1914. Margaret Tufts Neal, in her book, *And Set Aglow a Sacred Flame*, wrote that Grandfather Orphans' Home was originally intended "to provide a home for mountain children with no parents or whose parents were unable to take care of them."

After caring for hundreds of children in need of basic sheltering, Grandfather Home for Children's ministry evolved to meet more spiritual, rather than tangible needs. The title of the Home's history, *The Child Now Before Us*, written by Mary Dudley Gilmer, very aptly describes the ministry's focus on the changing needs of children within a changing society.

Since 1983, the ministry has specialized in working with children from all over North Carolina and Tennessee who have been unable to live in families due to the effects of sexual abuse. Unconditional love and acceptance, as exemplified by Christ and Scripture are the foundation of this ministry.

Throughout the years, Presbyterians—acting as individuals, churches, and presbyteries—have supported Grandfather Home with their prayers and finances.

III. GOVERNANCE

Grandfather Home for Children is incorporated and governed by a Board of Trustees, and includes Presbyterians representing four presbyteries: Salem, Charlotte, Holston and Western North Carolina.

IV. MISSION STATEMENT

Grandfather Home for Children, a private agency affiliated with the Presbyterian Church (USA), provides love and healing to children, youth and families who are estranged by emotional, sexual or other abuse.

Our Christian staff work with children to resolve this estrangement so that they can again live with a family. If a child cannot be reunited with the family of birth, an adoptive placement is the goal. Recognizing the critical importance of families, Grandfather Home provides support services to ensure that families - both birth and adoptive - will remain together.

Prayer and strong private financial support are essential to continue with our ministry's work.

V. RESPONSIBILITIES

A. GRANDFATHER HOME FOR CHILDREN COMMITS TO HOLSTON PRESBYTERY:

1. To seek to fulfill the mission of the Church, to spread the good news of Christ's unconditional love and redemption, providing a vehicle for the Holy Spirit to heal broken lives.
2. To minister primarily to children and non-abusive family members of children in our care; also to congregations, communities, social workers, teachers, and Grandfather Home staff.
3. To maintain standards of excellence in care, meeting requirements for license by the State of North Carolina; accreditation by the Council on Accreditation of Services for Families and Children, Inc.; and accreditation by the Joint Commission on Accreditation of Healthcare Organizations.
4. To offer services as requested, to children and families living within the geographic bounds of Holston Presbytery, without regard to race, sex or religion.
5. To provide speakers, resources, written information and educational opportunities to individuals, churches and presbytery groups.
6. To make a sincere effort in hiring and other policies, not to discriminate based on race, sex, age or other individual distinctions. It is, however, expected that staff will be professing Christians.
7. To provide tours and to host meetings, specifically to host a meeting of the Presbytery at least

once every three years.

8. To provide an annual report of services provided and finances.
9. To provide qualified candidates to Holston Presbytery's Nominating Committee, for nomination and election to Grandfather Home's Board of Trustees.

B. HOLSTON PRESBYTERY COMMITS TO GRANDFATHER HOME FOR CHILDREN:

1. To pray for the children and families whom Grandfather Home serves, and for staff and trustees.
2. To acknowledge in its mission interpretation that Grandfather Home is an expression of the Presbytery's mission, and to affirm to the community at large the value and integrity of this ministry.
3. To commend to churches Grandfather Home's need for prayers and financial support.
4. To include a one-page written report from Grandfather Home in its minutes and to include Grandfather Home in its distribution of minutes and other significant documents.
5. To provide opportunities for a representative from Grandfather Home to speak on the floor of Presbytery at least once each year.
6. To provide space at least once each year for Grandfather Home to display information concerning its ministry.
7. To participate in the governance of Grandfather Home. The Home's Governance Committee will provide qualified candidates to the Nominating Committee of Holston Presbytery.
8. To have a group visit Grandfather Home's campus at least once each year.
9. To include Grandfather Home for Children in its budget for institutions.
10. To continue to authorize official recommendation that churches participate in an annual offering to benefit Grandfather Home for Children.

VI. ACCOUNTABILITY AND COMMUNICATION

Both parties agree to provide regular and formal channels for communication as noted above. In addition:

- A. The text of this covenant shall be printed in the minutes of Presbytery and references made to it in appropriate publications highlighting the Presbytery's missions, institutions and agencies.
- B. The Executive Director of Grandfather Home shall be responsible for ensuring that this covenant be presented to Grandfather Home's Board of Trustees, and that the Home's responsibilities be fulfilled.
- C. The Institutions Committee of Holston Presbytery shall be responsible for ensuring that all the presbytery's responsibilities listed in this covenant be fulfilled.
- D. Grandfather Home shall inform the Presbytery of other formal covenant relationships, with the understanding that no provision of such will be in conflict with the provisions of this covenant.

VIII. REVIEW AND AMENDMENT OF THE COVENANT

- A. Representatives of the Presbytery's Institutional Committee and Grandfather Home (including the Home's Executive Director whenever possible) shall review the covenant every five years.
- B. This covenant may be amended or renewed by action of the Board of Trustees of Grandfather Home for Children, Inc. in conjunction with Holston Presbytery.

**A COVENANT AGREEMENT BETWEEN
HOLSTON PRESBYTERY, PCUSA, AND AVERY HEALTH CARE SYSTEM**

HISTORY OF THE RELATIONSHIP

Founded in 1908 by a Presbyterian minister, Reverend Edgar Tufts, Cannon Memorial Hospital has always functioned as

a ministry of the Presbytery of Holston. The hospital merged with Sloop Memorial Hospital in 1995 into the Avery Health Care System, but will maintain its Covenant relationship with the Presbytery of Holston as long as it maintains its corporate identity. The hospital maintains a similar relationship with the Presbytery of Western North Carolina.

PURPOSE OF THE COVENANT

The purpose of the Covenant is to provide a basis for cooperation and understanding between Avery Health Care System and the Presbytery of Holston. It defines the nature, scope and serious commitment of the relationship.

REPRESENTATION AND COMMUNICATION

Avery Health Care System has trustees, one of whom is a member of a church in the Presbytery and who is elected by the Presbytery. The trustees, or a representative group of the trustees, will meet with Presbytery's Committee or representative on an annual basis for the purpose of reporting on the hospital and to answer questions.

The hospital will report to Presbytery annually and will have a representative meet with committees of Presbytery, as requested. A hospital representative will attend Presbytery meetings and the hospital will furnish Presbytery with material and information as requested (as far as policy of confidentiality will allow).

EVERY HEALTH CARE SYSTEM'S COMMITMENT

In keeping with the hospital's Mission Statement "to work together to provide compassionate care and healing of mind, body and spirit in our mountain communities" Avery Health Care System:

- Affirms the Presbytery of Holston as a governing body of the Presbyterian Church (USA) and will respect and support the integrity of the Presbytery and cooperate with its ministry.
- Will maintain a mutually agreed upon number of trustees from the Presbytery of Holston.
- Will maintain a chaplain ministry for patients, families, visitors and staff members to include regular visitation, special services and counseling.
- Will treat all patients, regardless of their ability to pay.
- Will treat all patients and families with compassion, dignity and respect.
- Will welcome representatives of Presbytery and other governing bodies whenever they wish to visit the hospital.
- Will provide publicity to Presbytery and to churches of Presbytery and be available to interpret the work of the hospital, as needed.
- Will be open to counsel from Presbytery.
- Will refer to its Presbyterian heritage in all of its literature.

PRESBYTERY OF HOLSTON'S COMMITMENT

- To pray for the hospital's staff, patients, physicians and trustees.
- To affirm that Avery Health Care System's healthcare ministry is accepted as a part of the overall ministry of Presbytery.
- To continue financial support of the hospital in its operating budget.
- To continue participating in the governance of the hospital by electing members to the Board of Trustees of the hospital.

ACCOUNTABILITY

The administrator of the hospital shall be responsible for seeing that all provisions of the covenant are presented to the Board of Trustees and for seeing that all provisions of the Covenant regarding the Hospital's responsibilities are fulfilled.

The Institutions Committee shall be responsible for seeing that all provisions of the covenant regarding Presbytery's responsibilities are fulfilled.

The Covenant will be reviewed by The Institutions Committee and by a hospital representative on an annual basis.

A comprehensive review of the Covenant by The Institutions Committee and by a hospital representative and a representative of the Board of Trustees shall occur every five (5) years.

The Covenant may be amended or renewed by actions of the hospital's Board of Trustees and the Presbytery of Holston, Presbyterian Church (USA).

A COVENANT BETWEEN HOLSTON PRESBYTERY, PCUSA, AND SUNSET GAP COMMUNITY CENTER, INC.

I. PURPOSE

The purpose of this covenant is to define the nature and scope of the relationship mutually agreed to by Sunset Gap Community Center and the Holston Presbytery of the Presbyterian Church (USA).

II. HISTORY OF THE RELATIONSHIP

Sunset Gap Community Center was founded by the Board of National Missions of the Presbyterian Church (USA) in 1900. In 1924, it became a school for children in the mountainous area of Sevier and Cocke Counties under the direction of a Miss Sarah Cochran. The dormitory served as a health clinic for the people of the area. In 1965, the school closed due to the state's consolidation efforts. The facility was then transformed into a Community Center with such services as Pre-School, a Thrift Shop, Food Pantry, Boy-Girl Scouting, Work Camps, DVBS, Retreats, Special Tutoring, etc. The Reverend Robert Davis became its Director. In 1968, the Board of National Missions turned the operation of the facility over to the Synod of the South; and in 1992, the Synod ceased its funding. In 1993, the Center was incorporated as a non-profit organization to continue its program as a ministry of the Presbyterian Church (USA).

Throughout the years of its existence, Sunset Gap Community Center has had a continuing relationship with the Presbyterian Church (USA) and, in particular, with Presbyterian churches in the region served by Holston Presbytery.

III. PARTIES TO THIS COVENANT

The parties of this covenant, Sunset Gap Community Center of Cosby, Tennessee (operating under its governing board, the Board of Directors) and the Holston Presbytery, Presbyterian Church (USA) (operating as a governing body) are separate entities. They are independent, neither being controlled by the other. They are, however, interdependent in that they must work together to accomplish their common purposes.

IV. COMMITMENT BY THE SUNSET GAP COMMUNITY CENTER, INC. BOARD OF DIRECTORS

Sunset Gap Community Center affirms its commitment to:

- CONDUCT and maintain a Center for individual, family and community improvement in keeping with the stated purposes of the Presbyterian Church (USA);
- EXTEND the Gospel of Christ in all its fullness and service and in all its implications so that all shall know the dignity and worth which is theirs as people of God;
- PROVIDE a program that will contribute to the physical, social, educational, and spiritual growth of all persons needing its service without regard to race, creed, gender, national origin, financial, or social position;
- MAINTAIN teaching, training and service components which will advance human and community development;
- INFORM the sponsoring governing body(ies), other supporting agencies and interested individuals of the social and economic conditions existing in Eastern Tennessee and the factors essential to its well-being;
- REFER to its Presbyterian heritage in all of its literature;
- DEMONSTRATE active concern of social justice and human mercy among the entire community, fostering a keen spirit of volunteerism;
- MAINTAIN Christian governance and leadership by maintaining the practice that a large majority of directors and administrators and staff be Christians;
- INSURE by every effort that the President of Sunset Gap Community Center, or his/her successor office, be a

member of the Presbyterian Church (USA).

V. COMMITMENT BY HOLSTON PRESBYTERY:

Holston Presbytery confirms its commitment to:

- PRAY for the children and families whom Sunset Gap serves, and for staff and trustees;
- ACKNOWLEDGE in its mission interpretation, that Sunset Gap is an expression of the Presbytery's mission, and to affirm to the community at large the value and integrity of this ministry;
- COMMEND to churches Sunset Gap's need for prayers and financial support;
- PROVIDE opportunities for a representative from Sunset Gap to speak on the floor of the Presbytery at least once each year;
- PARTICIPATE in the governance of Sunset Gap; the governing Committee of Sunset Gap will provide qualified candidates to the Nominating Committee of Holston Presbytery.

VI. MUTUAL UNDERSTANDING AND ACCOUNTABILITY

A. The Board of Directors of Sunset Gap Community Center realizing the importance of its relationship with the Presbyterian Church (USA), the Board of Directors of Sunset Gap Community Center, Inc. further commits itself to:

- MAINTAIN a sub-committee on Church Relations, through its Executive Committee. The sub-committee would have as its primary responsibility the continuing review and development of the Center's relationship with the Church;
- ENSURE that at least one member of each of the three classes of directors of the Center would be Presbyterian from within the Presbytery of Holston elected by the Presbytery. The Nominations Committee of the Center shall provide qualified candidates to the Nominating Committee of the Presbytery to be elected by the Presbytery.

B. Accountability and Communication: Both parties agree to provide regular and formal channels of communication to ensure accountability and to address issues of mutual concern and interest.

- The Center will provide Presbytery with a report of its ministry program and activities of the Center in its Annual Report to Presbytery;
- The Presbytery will provide the Center with copies of its Minutes of Presbytery meetings;
- The Presbytery, through its Institutions Committee, and the Center, will review the covenant annually, beginning in 1977;
- The text of this covenant shall be printed in the Minutes of the Presbytery which highlights its institutions and agencies;
- This covenant between the Holston Presbytery, Presbyterian Church (USA) and Sunset Gap Community Center shall be made available to members of the administration, Board, staff and to other constituencies as deemed appropriate;
- The President of the Center shall be responsible for seeing that all provisions of this covenant regarding the Center's responsibilities are presented to the Board of Directors;
- The Stated Clerk of Holston Presbytery, Presbyterian Church (USA) shall be responsible for seeing that all provisions of this covenant regarding Presbytery's responsibilities are fulfilled;
- The Center shall inform the Presbytery of its informal covenant relationships with other governing bodies or church bodies. It is understood, however, that no provision of such covenants will be in conflict with the provisions of this covenant.

C. Review and Amendment of the Covenant:

- A comprehensive review of the Covenant shall be conducted every five (5) years by a team composed of the appropriate Division of Presbytery and the Executive Committee of the Board of Directors of

the Center. It is expected that the President of the Center will be present for such review.

- This Covenant may be amended by action of the Board of Directors of Sunset Gap Community Center and the Holston Presbytery, Presbyterian Church (USA).

VII. FORMAL APPROVAL

This Covenant shall be effective upon formal approval by the Board of Directors of Sunset Gap Community Center, Inc. and the Holston Presbytery, Presbyterian Church (USA), each meeting in regular session during the calendar year, and signed by the Moderator and Stated Clerk of the Presbytery and by the Chairman and Secretary of the Center's Board of Directors.

This Covenant recognizes the possibility that Sunset Gap Community Center may develop other covenant relationships with other governing bodies of the Presbyterian Church (USA) or with other church bodies with which our denomination is in correspondence.

2. That presbytery hear the report of Greg Jordon, President of King College.

12:15 PM – Promotions

Craig Bell introduced the winner of the 2004 Camp T-Shirt Design and asked Emily Vaughn (First Presbyterian, Johnson City) to come forward to receive her award.

12:28 PM – Three Cents A Meal Offering – Word of Thanks: Prayer of Thanks was given by Carol Baird.

12:30 PM – Lunch

1:22 PM – Reconvene

Administration and Planning Committee

INFORMATION:

1. The Planning Sub-Committee continues to work on goals and objectives for the Presbytery by encouraging the Committees to plan for 2004 and report the goals and objectives they adopt to Planning and Administration as quickly as possible. The Sub-Committee will be reviewing Presbytery's Administrative Manual for necessary changes and to reflect the current staffing patterns for Presbytery as well as any changes to make the Manual more responsive to the needs of the Presbytery.
2. Staff review and evaluations for the staff at Presbytery's Office took place on October 21st. The staff member scheduled for a four-year review was Paulette Thompson. The Committee made its report to Council and the recommendations from the meeting are noted in Council's report to Presbytery.
3. The Committee discussed the current policy of merit reviews based on a four-year schedule. And, took the following action: that in the 2003 review the Merit Increase be "up-to-5%" but

that Council and Staff be notified that Administration will be forthcoming with a recommendation to smooth out merit increases as not to spike the budget in a given year.


4. The Committee approved an updated agreement with Waverly Road Presbyterian Church for the use of space for Presbytery's Offices. The agreement provided for a \$1.00 per year lease and recovery of costs to the church for \$4,500.00 per year.
5. Upon consideration of our present agreement for the review of our financial records, the Committee heard and approved a proposal from Betty's Bookkeeping and Tax Service that will provide for a quarterly as well as yearly review at a lower cost that we are currently paying.

RECOMMENDATIONS: None

Nominations Committee – Elizabeth Ann Hay

RECOMMENDATIONS:

1. That the following be elected. After opening the floor for other nominations and receiving none, the following who were present were asked to respond to questions from the Moderator and welcomed with prayer to the work of the presbytery as members of respective committees.
2. That the Committee be authorized to fill vacancies and report them to the next Presbytery meeting. Approved.

Council-at-Large	2006	Maxine Dail	Strawberry Plains
			
Administration & Planning	2004	Robert Curtis	First, Elizabethton
	2006	Christine Faust	Reedy Creek, Kingsport
	2006	Jim Mays	HR / First, Greeneville
	2006	Sharon Amstutz	Covenant
	2006	J. C. Gage	Keystone
<i>Chair</i>		Harrell Cobb	
Campus Ministry/ETSU	2006	Mike Miyomoto	Watauga Avenue
	2006	Jeanne Stokes	First, Greeneville
	2006	Wayne Miller	First, Johnson City
	2005	Bob Horton	Watauga Avenue
<i>Chair</i>	2006	George Rolling	
Church Development/Evangelism	2005	Ted Hagen, Sr.	Colonial Heights
	2006	Nancy Shackelford	Colonial Heights

	2006	David Light	Shenandoah
	2006	David Hambrick	HR / Old Kingsport
	2006	Mike Chamberlain	Newport/Hopewell
<i>Chair</i>		Scott Wise	
Congregational Life	2005	Leonard Tatro	Waverly Road
	2006	Carolyn Moore	Jonesborough
	2006	Cathy Clasen	Waverly Road
	2006	Mary Lee Harmon	First, Kingsport
	2006	Donna Jackson	Bethel, Kingsport
<i>Chair</i>		Mary Lee Harmon	
Ethical Issues & Human Needs	2006	Tom Carroll	Reedy Creek, Kingsport
	2006	Bill Elderbrock	First, Bristol
	2006	Errol Rohr	Cold Spring
	2006	Jim Mays	HR/First, Greeneville
	2005	Russ Weekley	First, Jefferson City
<i>Chair</i>		Larry Childress	
Holston Camp & Retreat Center	2006	Yale Gunn	HR/New Market Leesburg/Oakland
	2006	Betsy Galliher	First, Bristol
	2006	Fred Henninger	Meadowview
<i>Chair</i>		Nic Clemmer	
Institutions	2006	Shirley Pecktol	Windsor Avenue
	2006	Jim McClanahan	King College
<i>Chair</i>		Bob Millard	
Committee on Ministry	2006	Charlie Foster	Waverly Road
	2006	Wanda Bowers	Timber Ridge
	2006	Steve Weisz	Zion/Tusculum
<i>Chair</i>		Robert Lowry	
Representation	2006	Ira Howard	HR/Keystone
<i>Chair</i>	2006	Sharlene Presley	Bethany
Preparation for Ministry	2005	Oliver Burkey	Timber Ridge
	2006	Carol Pierson	Rogersville
	2006	Peg Lincoln	Waverly Road
	2006	Brian Wyatt	Salem
<i>Chair</i>	2006	Gordon Turnbull	First, Bristol

Stewardship & Budget	2006	Don Payne	First, Greeneville
	2006	Greg Jordan	King College
	2006	Anne Webb	First, Kingsport
	2006	Martin Dail	Strawberry Plains
<i>Chair</i>		Barbara Kelly	
World Wide Missions	2006	Mary Ruth	First, Kingsport
	2006	Bill Goforth	HR
	2006	Dan Clark	Waverly Road
<i>Chair</i>			
			
GA Commissioner Minister Principal	2004	John Everett	Blountville
GA Commissioner Minister Alternate	2004	George Rolling	Watauga Avenue
GA Commissioner Elder Principal	2004	Barbara Kelly	Bethel, Kingsport
GA Commissioner Elder Alternate	2004	Gladys Shackelford	West Ridge
GA Commissioner YAD Principal	2004	Kathryn Shanks	Watauga Avenue
GA Commissioner YAD Alternate	2004	Sandra Coleman	Waverly Road
Synod Commissioner Minister Principal	2005	Martin Christian	Stated Supply, Magill Memorial
Synod Commissioner Elder Principal	2005	Tom Carroll	Reedy Creek, Kingsport
			
Grandfather Home Trustees	2004	Dan Dietrich	First, Kingsport
	2004	Jane Scott	First, Kingsport
King College Trustees	2004	Richard Ray	HR/First, Bristol
	2004	Bill Adams	First, Kingsport
Lees-McRae College Trustees	2004	Ronald L. McGowan	First, Johnson City
	2004	DeeDee Dietrich	First, Kingsport
	2004	Alan Rothwell	First, Kingsport
Sunset Gap Community Center Trustees	2004	Vern Ella Hayter	First, Morristown
	2006	Harrell Cobb	Cedar Creek
Tusculum College Trustees	2004	Angus Shaw	HR / First, Johnson City
	2004	Dan Donaldson	First, Greeneville
	2005	Martha Bachman	First, Greeneville
	2005	Susie Loven	First, Greeneville
	2005	Wiley Prugh	HR / First, Greeneville
	2006	Don Raber	First, Kingsport

Installation of New Officers: New officers present were installed with a worshipful service. Millie Wilson concluded the day's business for the new moderator, Dan Donaldson, who was home with a virus.

After thanking Moderator Millie Wilson for a fine job this year, Rich Fifield presented her with an engraved gavel as a symbol of the presbytery's appreciation.

New Business – The Bills and Overture Committee reported that there was no recommendation or report. The committee was dismissed.

Report of the Standing Committee: The Committee on Thanks report was given by David Hale and Jim Mays.

Adjournment: There being no further business, Moderator Millie Wilson adjourned the meeting with prayer at 1:42 PM.

Millie Wilson, Moderator

Richard L. Fifield, Stated Clerk

Paulette H. Thompson, Recording Clerk

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