

Presbytery Ministry Manual Part 5: Covenants and Partnerships

March, 2017

(Covenants with Ferncliff, National Black Presbyterian Caucus and AR Presbyterian Pilgrimage were reviewed and approved, June, 2016)

COVENANT BETWEEN FERNCLIFF CAMP AND CONFERENCE CENTER AND THE PRESBYTERY OF ARKANSAS

Nature of the Covenant

The covenant is a traditional document honored by people of faith. It represents a continuing agreement between Ferncliff and the Presbytery of Arkansas to affirm and support one another as distinct entities yoked in mutual mission. This covenant articulates commitments from and to each organization and seeks to perpetuate the good relations currently enjoyed. It is the hope of both parties that this document of faith will serve to bring even greater effectiveness and esteem to a positive and growing relationship.

Agencies in the Covenant

The agencies involved in this covenant agreement are the Presbytery of Arkansas PC(USA) and Ferncliff Presbyterian Camp and Conference Center represented by the Ferncliff Board of Directors.

Mission of the Agencies

The vision of the Presbytery of Arkansas is “to make visible the body of Christ. Called by Christ, we share the promise of our baptism and the hope of God’s coming realm. The Presbytery of Arkansas seeks to make visible the body of Christ in Word and Sacrament, through teaching, fellowship, breaking of bread, prayer and acts of compassion. Trusting the Holy Spirit’s guidance, we work to order our life together with glad and generous hearts.”

The mission of Ferncliff is “to make a positive impact in the world by opening eyes, minds, and hearts to God’s transforming love.”

History of the Relationship

In 1937 Ferncliff was purchased by a group of Presbyterians ‘for the use and benefit of the Presbyterian Church in Arkansas.’ Through the years Ferncliff has been gradually developed into a camp and conference facility of service to Presbyterians in ministry and mission. With 1,209 acres, Ferncliff is one of the largest sites among

the denomination's 122 camps. In 1976 Presbytery voted to transfer title to the Presbyterian Foundation of Arkansas. In 1983 a long-term lease (99 years) was established between the Foundation and Ferncliff's Board of Directors.

Governance

The reorganized Ferncliff Board of Directors, a 501(c)3 non-profit, had their first meeting in 1985. Ferncliff's Board is comprised of 18 members in three classes. The Board elects its members, paying attention to diversity and representation, and with an eye to bringing together the gifts and talents to effectively manage such a significant asset and diverse program. New members are brought to the Presbytery for approval. At least one member of the Ferncliff Board shall also be serving concurrently as a member of the Board of the Presbyterian Foundation of Arkansas that holds title to the Ferncliff property. The General Presbyter is an ex officio member. Ferncliff's minutes are sent to the Coordinating Team and regular reports given to the Church and Its Mission Ministry Area.

Commitments to One Another

In order to nourish this covenant, there is a mutual commitment to active and open communication.

Presbytery's Commitment to Ferncliff

- 1) The Presbytery understands that Ferncliff, like virtually all Presbyterian camps and conference centers, needs the financial support of the Presbytery, its churches and laypersons. Facilities, staffing and programs at Ferncliff will be considered among the priorities in the Presbytery annual budget.
- 2) The Presbytery and its professional staff will actively encourage and promote the use of Ferncliff by its churches, committees, adults and youth. In selecting locations for camps, conferences, retreats and meetings, the Presbytery will look to give preference to Ferncliff while maintaining the need for responsible financial stewardship and constituency concerns. This covenant document will be shared with new ministers and Christian Educators in their orientation to the Presbytery.
- 3) The Presbytery commits itself to prayer and spiritual support for the staff and programs of Ferncliff.
- 4) While Ferncliff is host site for events, it is also a valued partner in mission and the Presbytery commits itself to considering Ferncliff in strategic plans and visioning.

Ferncliff's Commitment to the Presbytery

- 1) Ferncliff commits to viewing the Presbytery (its churches, committees, laypeople, educators, ministers) as its primary constituency. In scheduling facilities, setting rates and selecting programs, Ferncliff will look to give preference to Presbyterians while balancing the need for financial sustainability, ecumenical relations and mission opportunities.
- 2) Ferncliff will seek to be a good steward of those material and natural resources entrusted to it. It will aim to be transparent in disclosing its finances and all decisions with regular reports to Presbytery and minutes available on request.
- 3) Ferncliff will work collaboratively with Presbytery, committees, staff and church professionals. Among services presently offered are one free weekend or two free nights annually to all ministers and Christian Education professionals for rest and relaxation; a pool of scholarship funds for campers needing financial assistance; a reduced rate to congregations of the presbytery, and to the presbytery and its committees; complimentary rooms for Presbyterians needing short term respite accommodations or attending to family members in hospitals.
- 4) Ferncliff will work to honor the denominational commitment to issues such as diversity, inclusiveness, peacemaking, sound ecological principles and social justice.
- 5) Ferncliff is committed to connectionalism among other camps and conference centers. It will continue as an active participant in the Presbyterian Camp and Conference Center Association (PCCCA) and will meet the accreditation standards. of the American Camp Association

Schedule for Reviewing the Covenant

The Presbytery of Arkansas and the Ferncliff Board of Directors will appoint two members each to work with the Ferncliff Executive Director and the General Presbyter no less often than every five years to review this covenant and make recommendations concerning the reformation of the covenant relationship.

**Covenant Between the Arkansas Chapter of
the National Black Presbyterian Caucus
and
The Presbytery of Arkansas**

The Arkansas Chapter of the National Black Presbyterian Caucus, hereafter called A.B.P.C., hereby covenants with the Presbytery of Arkansas to work toward the overall enhancement of the Black Presbyterian congregations within the Presbytery (and State of Arkansas) through revitalization/redevelopment programming. With a cooperative effort of both parties, resources of people and funding, these churches will require less financial assistance from Presbytery, experience numerical and spiritual growth, become equipped to do more effective ministry, become a financial and resource asset to the Presbytery, develop lay and clergy leadership, and become more involved in the Presbytery's mission and ministry.

In order to make this covenant effective, both parties commit to the following:

A.B.P.C. Commits to:

- 1) Encourage each participating church to agree to and participate in A.B.P.C. revitalization/redevelopment, leader training development programs. Also to fulfill their overall commitments to Presbytery by becoming less dependent on financial assistance from Presbytery and more involved in the mission and ministry of Presbytery.
- 2) Encourage each participating church to follow through on all assignments made by the former Revitalization/Redevelopment Consultant.
- 3) Work with Presbytery in participating in events sponsored by PC(USA) governing bodies that promote leader training and development.
- 4) Report at a Stated Presbytery Meeting the status of A.B.P.C.
- 5) Provide Presbytery by way of The Church and Its Mission Ministry Area a schedule of events, seminars, etc. of A.B.P.C.
- 6) Forward Minutes and Financial Reports to the Presbytery by way of The Church and Its Mission Ministry Area.

The Presbytery of Arkansas Commits to:

- 1) Provide appropriate resources of people, materials, and funding within its budget to assist in the revitalization/redevelopment of A.B.P.C. churches within the Presbytery.

2) Appoint a representative to attend A.B.P.C. meetings to better understand and support its ministry and mission.

3) Provide for dialogue between A.B.P.C. representatives and appropriate Presbytery staff.

4) Provide opportunity for an A.B.P.C. representative to make a progress report during a Stated Presbytery Meeting and set up a display of A.B.P.C. activities as needed.

5) Encourage all A.B.P.C. pastors and churches to take an active role in implementing their commitment to Presbytery.

6) Recognize and affirm A.B.P.C. as a vital entity of The Presbytery of Arkansas and include their scheduled events on the Presbytery Calendar.

Both parties covenant to review this relationship no less than every five years on or about the anniversary of its past review and approval.

The Relationship of Arkansas Presbyterian Pilgrimage to the Presbytery of Arkansas

Arkansas Presbyterian Pilgrimage (ARPP) is a lay led Spiritual Renewal Program Certified by the National Council of Presbyterian Fourth Day Movements. By virtue of this Certification and through this relationship, ARPP is guided and authorized to utilize the procedures and methodology of the Presbyterian Pilgrimage Program which have been modified to be consistent with the tenets of the Reformed Faith as interpreted by the Presbyterian Church (USA). ARPP is one of 24 such Presbyterian Programs in the USA. The ARPP Council is under the care of the Committee on the Church and Its Mission of the Presbytery of Arkansas for the purpose of support and accountability.

“Presbyterian Pilgrimage” is a “short course” in living the Christian Faith and is available to those who, as a part of their spiritual “journey”, are seeking an opportunity for renewal and growth in that “journey”. The initial phase of the Program is a three-day Pilgrimage Weekend which seeks to provide Presbyterian Church (U.S.A.) members, those associated with the Presbyterian Church and committed Christians an opportunity to experience a closer and more personal relationship with Jesus Christ. Through worship, study, discussion, music, and just plain fun, participants in the Program are provided with the opportunity to explore and grow in their relationship with Jesus Christ. This normally deepens their faith, heightens their joy, and invigorates their life in Christ, expanding and deepening their leadership roles in the church.

The Weekend is only the beginning as the experience becomes a part of the participant’s life. In the second phase, the participants return to their environments with a new perspective and enthusiasm for expanded Christian action in their family, their local congregation, and their community. The Program also encourages participants to participate in weekly meetings of small informal groups where they support each other as they daily strive to live the Christian life and to continue growing in their spiritual “journey”. The combination of the Weekend experience and the continuing supportive relationship between those who have participated motivates them to share this new relationship with Christ with those around them and to do so in a non-threatening way.

The Vision of Arkansas Presbyterian Pilgrimage:

ARPP seeks to glorify God through its programs and activities, which are guided by the Great Commission of our Lord, Jesus Christ “to proclaim the Gospel” of God’s grace and to encourage those who have participated to daily live the Christian life set by Christ’s example.

The Mission of Arkansas Presbyterian Pilgrimage:

ARPP exists to make the Presbyterian Pilgrimage Program available to members of the Presbyterian Church (U.S.A.), those associated with the Presbyterian Church and committed Christians. The Pilgrimage Program is an intentional presentation and proclamation of the Gospel, providing the opportunity for participants to develop a greater consciousness and to generate a deliberate awareness of the presence of God the Father, the Son, and the Holy Spirit in their lives at all times. The Program also provides them with support mechanisms for the conscious and deliberate living of the Christian faith daily, according to the example of our Lord, Jesus Christ.

How ARPP's Mission helps the Presbytery fulfill its vision:

The Presbyterian Pilgrimage Program is uniquely designed and has demonstrated its ability to generate enthusiastic leaders for Christ and the church. As such, it is uniquely capable of supporting the Presbytery of Arkansas in the accomplishment of its Vision.

"The vision of the Presbytery of Arkansas is to make visible the body of Christ. Called by Christ, we share the promise of our baptism and the hope of God's coming realm. The Presbytery of Arkansas seeks to make visible the body of Christ in Word and sacrament, through teaching, fellowship, breaking of bread, prayer and acts of compassion. Trusting the Holy Spirit's guidance, we work to order our life together with glad and generous hearts."

ARPP'S Commitment to the Presbytery of Arkansas

Under the care of the Committee on the Church and Its Mission, ARPP is prepared to make the Presbyterian Pilgrimage Program available to all individuals who are members of the Presbyterian Church (U.S.A.), those associated with the Presbyterian Church and committed Christians within the area covered by the Presbytery of Arkansas, as well as to those from other Presbyteries. The activities that ARPP would endeavor to provide under this Covenant would include:

1. To offer one or more weekends per year guided by the Cursillo Model that has been adopted by the National Council of Presbyterian Fourth Day Movements and is under their oversight.
2. To be guided by the National By-Laws, as well as the ARPP By-Laws which have been approved by the "Community" of participants (includes both lay and clergy participants) who have experienced a Weekend. This includes governance by a Council of up to 13 lay members, as elected by the ARPP Community.
3. To provide full or partial scholarships (except Registration Fee) to all who are guided by the Holy Spirit to participate in the Program, but unable to cover the cost of the Weekend. (The implementation of this scholarship

program will be dependent on ARPP's ability to raise the necessary funds through private donations, church donations and scholarships, private scholarships, and funding from the Presbytery of Arkansas.)

4. Under the guidance of the Holy Spirit, to administer, through the ARPP Council, the Weekend Programs and the support activities for the Community. This will include selection of lay Moderators to guide the Weekends and those who are led by the Holy Spirit to "staff" Weekends, the encouragement of members of the Presbyterian Church (U.S.A.), those associated with the Presbyterian Church and committed Christians to participate in Weekends as they may be guided by the Holy Spirit to do so, to conduct the fund raising activities needed to provide scholarships and cover costs not recovered in fees, and to guide and support those other activities which are consistent with the Presbyterian Pilgrimage Program.
5. Through the support programs, to encourage continued study, prayer, worship, and the seeking of the guidance of the Holy Spirit as those who have participated seek to live and share the Christian life in their local environments.
6. That annually, ARPP will request of the Presbytery, the authorization for Presbyterian pastors to serve Communion at ARPP Weekends and during other appropriate activities for the succeeding Calendar Year. The request will come through the Committee on the Church and Its Mission and the Coordinating Team.
7. The ARPP Council will report at least annually of its activities and plans to the Committee on the Church and Its Mission or more frequently if requested.

Presbytery of Arkansas Commitments to ARPP

The Presbytery will support ARPP in the implementation of its Presbyterian Pilgrimage Program in Arkansas. As such, the Presbytery of Arkansas would:

1. Recognize the Presbyterian Pilgrimage Program as one of the vehicles through which the Presbytery can achieve its Vision.
2. That ARPP can utilize the Banner, Presbytery Packets, the Presbytery Web Site, and other Presbytery communications vehicles (as approved by the editor or others responsible for those communications vehicles).
3. That, subject to periodic review by the Presbytery, ARPP would be granted permission to serve Communion (utilizing Teaching Elders) at official functions.
4. That the Presbytery would, to the extent possible, support ARPP financially.
- 5.

Reviewing and Refining the Relationship

The Presbytery and the Coordinating Team Chair through the Committee on the Church and Its Mission will meet no less often than every five years to review this covenant and make recommendations concerning the reformation of the covenant relationship.

Contract Covenant Agreement
The Presbytery of Arkansas and
Wellspring Renewal Center

Wellspring Renewal Center and Rev. Rebecca M. Spooner LPC PLLC covenants/contracts with the Committee on the Church and Its Ministries of the Presbytery of Arkansas to provide the following services from **January 1, 2017 to December 31, 2017:**

- ! Six free sessions of either psychological counseling or spiritual direction for the Presbytery's Active Minister members residing in the Presbytery or contiguous counties to the Presbytery of Arkansas (this does not include retired pastors unless they are currently serving congregations) Commissioned Ruling Elders, Certified/Certified Associate Christian Educators, Presbytery staff members (the Stated Clerk, the Program Administrator and the Financial Administrator), and their immediate family members.

Counseling includes individual (child, adolescent and adult), family, marital, couples, and pre-marital counseling. It does not include after-hour emergency services which Wellspring does not provide to any client.

- ! Other services for the Minister members covered under this contract include: regular correspondence, emergency pastoral calls when needed, and crisis/conflict consultations.
- ! Counseling services will be provided by Rev. Rebecca Spooner LPC, and other therapists in the Clergy Counseling Network which is managed by Wellspring Renewal Center.

The annual covenant relationship fee is \$65 per minister/staff covered. Please signify the total number of persons you desire to be covered by this contract:

65	Teaching Elders (Minister Members of the Presbytery)
3	Presbytery Staff
10	Commissioned Ruling Elders (CREs)
9	Certified and Certified Associate Christian Educators

87 x \$65.00

TOTAL FEE: \$5,655.00

The Presbytery of Arkansas may initiate action to cancel this contract if it has reason to believe that Wellspring Renewal Center has not fully performed its responsibilities in

accordance with this agreement, but only after Rev. Spooner/Wellspring Renewal Center has received 10 calendar days written notice stating the specific problems and suggesting ways in which these problems can be corrected.

Counseling services at Wellspring Renewal Center are provided by Rev. Rebecca Spooner LPC, PLLC, and other therapists on Wellspring's Clergy Counseling Network. All counselors providing service are licensed by the state board and are bound by the legal and ethical statutes of their profession. They also carry their own professional liability insurance. The Presbytery of Arkansas is not liable for any actions of Wellspring or of Rev. Rebecca Spooner LPC, PLLC, or any therapists in the Counseling Network. **All counseling records of Wellspring are confidential and information will only be released to the Presbytery with written consent from the client.** Wellspring Renewal Center or any counselor on the Network does not provide letters of reference for Ministers, Commissioned Ruling Elders, Certified Christian Educators or any of its clients.

Counselors may refer clients to another therapist if there is a conflict of interest on behalf of the client or the counselor, or when the counselor believes it to be therapeutically necessary. The Presbytery of Arkansas, nor its Committee on the Church and Its Ministries shall in any way control either Wellspring Renewal Center, Reverend Spooner or Network counselors as they carry out the terms of this agreement. Wellspring Renewal Center and Reverend Spooner are responsible for the performance of the work pursuant to this contract and the selection of the methods used to accomplish the terms of this contract. The Presbytery of Arkansas and its Committee on the Church and Its Ministries are only concerned with the results. The Presbytery of Arkansas has no jurisdiction over the actions of Wellspring Renewal Center and therefore is not responsible for its methods or outcomes. Rev. Spooner will report to the Committee on the Church and Its Ministries annually and at the request of the committee's moderator.

If the Presbytery or its Committee on the Church and Its Ministries is dissatisfied with the performance of Wellspring Renewal Center or any Network Counselors, formal complaints may be made to the State Board of Examiners in Counseling (101 East Capital Ave. #202, Little Rock, AR 72201).