

**Minutes of the Executive Committee of the  
Presbyterian Mission Agency Board  
Of the Presbyterian Church (U.S.A.)  
The Brown Hotel  
April 23, 2014  
Louisville, Kentucky**

**CALL TO ORDER**

The 220th stated meeting of the Executive Committee of the Presbyterian Mission Agency Board (“the Board”) was called to order by chair, Matthew Schramm. Schramm led the Executive Committee members in prayer and recitation of the Executive Committee Covenant.

**ATTENDANCE**

Those present for all or a portion of the meeting were:

**MEMBERS**

Steve Aeschbacher – Member-at-large  
Art Canada – Vice-chair  
Marilyn Gamm – Chair Elect  
Mihee Kim-Kort – Chair, Worshiping Communities Committee  
Cathy Piekarski – Member-at-large  
Heath Rada – Member-at-large  
Noelle Royer – Chair, Justice Committee  
Matthew Schramm – Chair  
Joyce Smith – Chair, Leadership Committee  
Josephene Stewart – Acting Chair, Finance Committee  
Linda Valentine – Member ex-officio

**LEADERSHIP CABINET**

Terri Bate – Senior Director of Funds Development  
Roger Dermody – Deputy Executive Director for Mission  
Kathy Francis – Senior Director of Communications  
Earline Williams – Deputy Executive Director for Shared Services

**RECORDER**

Susan Abraham –Staff, Office of the Executive Director

**OTHERS**

Mary C. Baskin – Presbyterian Mission Agency Board  
Martha Clark –Staff, Office of Legal Services  
Barry Creech –Staff, Office of the Executive Director  
Denise Hayden – Staff, Office of the Executive Director  
April Davenport –Staff, Office of Legal Services  
Deborah Fair – General Assembly Committee on Representation  
(GACOR)  
Hunter Farrell – World Mission  
Ruth Gardner – Human Resources  
Denise Hampton – Finance and Accounting  
Chip Hardwick – Theology, Worship and Education  
Lee Hinson-Hasty – Theology, Worship and Education  
Courtney Hoekstra – Office of the Executive Director  
Eric Hoey – Evangelism and Church Growth

Rhashell Hunter – Racial Ethnic and Women’s Ministries/PW  
 Paula R. Kincaid – Presbyterian Layman  
 Michael Kirk –Legal Services  
 Sara Lisherness – Compassion, Peace and Justice  
 Sam Locke – Funds Development  
 Kathy Lyvers – Legal Services  
 Andrea McNicol – Finance and Accounting  
 Jerry Van Marter – Presbyterian News Service  
 Emily Odom – Communications  
 Jacob Parsons-Wells – Advocacy Committee for Women’s Concerns  
 Vince Patton – Racial Ethnic and Women’s Ministries/PW  
 Lisa Robbins – Human Resources  
 Carmen Rosario – Advocacy Committee for Racial Ethnic Concerns  
 Leslie Scanlon, Presbyterian Outlook  
 Melody Smith – Communications

**ACTION 1-EC-42314**  
**ADOPTION OF AGENDA**

Schramm reviewed and the Executive Committee **VOTED** to adopt the proposed agenda for this meeting (**Appendix 1**).

**ACTION 2-EC-42314**  
**APPROVAL OF EXECUTIVE COMMITTEE MINUTES**

The Executive Committee **VOTED** to approve the minutes of the following Executive Committee meetings as presented (**Appendix 2**):

- February 5, 2014
- April 2, 2014

**ACTION 3-EC-42314**  
**CHAIR APPOINTMENT**

The Executive Committee **VOTED to ratify** the appointment of the following individuals to the Historically Presbyterian Racial Ethnic Educational Institutions Task Force (**Appendix 3**):

1. Mr. Lindsey Gilbert
2. Rev. Doug Dalglish
3. Dr. Peter Millet
4. Dr. James Matthews
5. Rev. Dr. Richard Rojas Banuchi
6. Rev. Curtis Kearns Jr.
7. Rev. Martha Sadongei

**ACTION 4-EC-42314**  
**GA ATTENDANCE RATIONALE**

The Executive Committee **VOTED** to approve and forward to the Presbyterian Mission Agency Board for consent the Attendance Rationale for the 221st General Assembly (2014) for a total of 261 persons (**Appendix 4**).

**REPORTS**

Terri Bate, Senior Director for Funds Development presented World Mission Funds Development Report for 2013 (**Appendix 5**). Rev. Jon Moore was recently hired to develop and execute funds development strategies to support PC(USA)'s goal of establishing 1,001 new worshipping communities over the next ten years.

Sam Locke, Director of Special Offerings, presented the Special Offerings Report for the year 2013 (**Appendix 6**).

**COMMENTS TO THE 221ST  
GENERAL ASSEMBLY  
(2014)**

The Executive Committee VOTED to approve comments on the following Reports to the 221st General Assembly (2014) (**Appendix 7**):

**ACTION 5-EC-42314  
A RESOLUTION TO  
DEVELOP A CHURCH-WIDE  
ANTI-RACISM POLICY**

“Resolution to Develop a Church-wide Anti-Racism Policy from the Advocacy Committee for Racial Ethnic Concerns”

1. Direct the Presbyterian Mission Agency to develop a church-wide anti-racism policy similar to the existing anti-discrimination policies.
2. Direct the Presbyterian Mission Agency to develop procedures and evaluation criteria for the implementation of a church-wide anti-racism training program. The Presbyterian Mission Agency will report back to the 222nd General Assembly (2016) regarding actions taken and results achieved.
4. Direct the Presbyterian Mission Agency to develop tools, assessment instruments, and training materials for the presbyteries and congregations in order to develop clear and effective understanding of systemic racism - including white privilege, power, and prejudice in relation to race.

**ACTION 6-EC-42314  
A REVIEW OF EFFORTS  
REGARDING CULTURAL  
PROFICIENCY....”**

“A Review of Efforts Regarding Cultural Proficiency and Creating a Climate for Change in the Presbyterian Church (U.S.A.) – Report to the 221st General Assembly (2014) from the Advocacy Committee for Racial Ethnic Concerns”

1. Direct the Presbytery Mission Agency (PMA) to reestablish and fill the position of Associate for Organizational Diversity, Education, and Recruitment or an appropriate alternative.

**ACTION 7-EC-42314  
A RESOLUTION TO DEFINE  
AND INTERPRET  
STANDARDS FOR PC(USA)  
RACIAL ETHNIC SCHOOLS**

“A Resolution to Define and Interpret Standards for PC(USA) Racial Ethnic Schools and Colleges from the Advocacy Committee for Racial Ethnic Concerns”

Direct the Presbyterian Mission Agency, in consultation with the Racial Ethnic Schools and Colleges Presidents Roundtable, to convene a racially diverse special task force of six with expertise in the field of education to define and interpret the standards for racial ethnic schools related to the PC(USA). The task force should conduct most of their business via electronic means, meeting one time face-to-face, and they should consult with current PC(USA) related racial ethnic schools on what characteristics in a school produce racial ethnic leaders in today’s multicultural society. The task force should report back to the 222nd General Assembly (2016) on their findings.

**ACTION 8-EC-42314  
“A RESOLUTION TO  
SUPPORT HOTEL AND  
HOSPITALITY  
WORKERS....”**

“A Resolution to Support Hotel & Hospitality Workers through the Adoption of Just Policies in the Presbyterian Church (U.S.A.) from the Advocacy Committee for Women’s Concerns (ACWC)”  
Direct the Presbyterian Mission Agency and Office of General Assembly to include protective language in every hotel contract so that if there is a

labor dispute at the contracted hotel, the Presbyterian Church (U.S.A.) can pull out of the contract without penalty.

Direct the Presbyterian Mission Agency and the Office of General Assembly to adopt a policy that gives preference to hotels where workers are organized and commits to honoring and upholding boycotts that are directly related to workers' wages and working conditions.

**ACTION 9-EC-42314**  
**SELF-STUDY REPORT OF**  
**THE ADVOCACY**  
**COMMITTEE FOR**  
**WOMEN'S CONCERNS...**

“The Self-Study Report of the Advocacy Committee for Women’s Concerns of the Presbyterian Church (U.S.A.) to the 221st General Assembly (2014)”

6. Direct the Presbyterian Mission Agency Board to comply with the current (November 2013) Presbyterian Mission Agency Manual in maintaining the dual-member relationship with ACWC, in accordance with the instruction that the advocacy committees “shall” have a member of the Presbyterian Mission Agency Board, and in light of the particular nature of the advocacy committee’s mandate to “advise the Presbyterian Mission Agency Board on matters of women’s concerns” and to “monitor the implementation of women’s policies and programs relative to women’s concerns.

**ACTION 10-EC-42314**  
**THE GOSPEL FROM**  
**DETROIT: RENEWING THE**  
**CHURCH’S URBAN VISION**

“The Gospel from Detroit: Renewing the Church’s Urban Vision” – From the Advisory Committee on Social Witness Policy

3. Strengthen the Presbyterian Church (U.S.A.)’s commitment to bear the gospel of Jesus Christ to the cities of this nation and to support mid-council efforts by renewing its urban mission strategy and designating a staff position dedicated to the coordination of General Assembly resources related to metro/urban ministry, including ministries of racial and economic equity; that this position to be lodged in the Compassion, Peace, and Justice Ministries of the Presbyterian Mission Agency; that this position be funded through 2020, and that it carry out the following functions:
  - a. Work with presbyteries, congregations, and synods to organize local, regional and national networks of metro/urban ministry practitioners.
  - b. Coordinate Presbyterian Mission Agency resources and programs related to metro/urban ministry (that have been located in several ministry areas).
  - c. Develop partnerships with other faith-based and community-based organizations, especially those creating multiracial and multi-class constituencies that support metro/urban ministry.
  - d. Develop a catalog of resources that are available to support

metro/urban congregations and ministries, such as grants, training, and volunteer opportunities.

- e. Provide technical assistance and training to those engaged in metro/urban ministries and to those partnering in the creation of new intentional communities of Presbyterians engaged in such ministries of witness and service.
  - f. Work with presbyteries, synods, seminaries, and other related metro/urban ministry organizations to develop training and networking opportunities, particularly with attention to racial and economic justice.
  - g. Be an advocate for metro/urban ministry at the congregational, presbytery, synod, and General Assembly level.
4. To equip new ministries and worshipping communities, direct:
- a. Compassion, Peace, and Justice Ministries to organize on-going regional conversations on “Race, Class, and the Current Challenges of Urban Ministry,” gathering the rich resources of those who have significant experience in urban ministry, particularly the rich resources of people of color; that the collective wisdom of such conversations be edited, organized, and published periodically in the print, video and digital media of the PC(USA) for wide availability.

**ACTION 11-EC-42314**  
**RESOLUTION ON SEXUAL**  
**VIOLENCE WITHIN THE**  
**U.S. MILITARY SERVICES:**  
**A 2014 HUMAN RIGHTS**  
**UPDATE**

“Resolution on Sexual Violence within the U.S. Military Services: A 2014 Human Rights Update” – From the Advisory Committee on Social Witness Policy

Direct the Office of Public Witness and encourage Presbyterians generally to support the development of preventive, restorative, and where necessary punitive measures to end the problem of sexual abuse in the U.S. military; and

Direct the Office of Public Witness and the Presbyterian Ministry at the United Nations, and encourage Presbyterians generally, to support the implementation of policies to prevent sexual violence by U.S. and other military personnel engaged in joint jurisdictions such as United Nations (UN) Peacekeeping and North American Treaty Organization (NATO), both within these forces and among vulnerable refugee and asylum-seeking civilian populations.

**ACTION 12-EC-42314**  
**MINISTERIAL**  
**COMPENSATION AND THE**  
**THEOLOGY OF**  
**COMPENSATION:**  
**INCENTIVES AND**  
**SOLIDARITY**

“Ministerial Compensation and the Theology of Compensation: Incentives and Solidarity,” from the Advisory Committee for Social Witness Policy”

Requests the Presbyterian Mission Agency to have its Personnel Committee review church-wide ministerial salary data as context for its review of Mission Agency salaries.

**ACTION 13-EC-42314**  
**COMMENT ON OVERTURE**  
**053 – A RESOLUTION OF**  
**SPIRITUAL AND MATERIAL**  
**SUPPORT FOR THE**  
**PERSECUTED CHURCH**

The Executive Committee VOTED to approve the comment on Overture 053, “A Resolution of Spiritual and Material Support for the Persecuted Church—From the Presbytery of Upper Ohio Valley” (Appendix 8).

**FOR INFORMATION**

The Executive Committee received the Committee on Theological Education’s report to the 221st General Assembly (2014) for information (**Appendix 8**).

**2014 AND 2015-2016**  
**BUDGETS**

Linda Valentine, Earline Williams and Roger Dermody presented the 2014 and 2015-2016 budgets (**Appendix 9**). The 2015 and 2016 budgets will go to the upcoming 221st General Assembly for approval.

**ACTION 14-EC-42314**  
**CONVENE IN CLOSED**  
**SESSION**

The Executive Committee **VOTED** to convene in closed session at 9:49 a.m. to discuss personnel matters with only voting members of the Executive Committee and the following individuals who were invited to remain and to attend all or a portion of the closed session:

1. Marilyn Gamm
2. Linda Valentine
3. Roger Dermody
4. Earline Williams
5. Barry Creech
6. Terri Bate
7. Kathy Francis
8. Denise Hampton
9. Andrea McNicol
10. Lisa Robbins
11. Ruth Gardner
12. Martha Clark
13. April Davenport
14. Mike Kirk
15. Hunter Farrell
16. Chip Hardwick
17. Eric Hoey
18. Rhashell Hunter
19. Sara Lisherness
20. Melody Smith
21. Susan Abraham
22. Thomas Hay

**ACTION 15-EC-42314**  
**RISE FROM CLOSED**  
**SESSION**

The Executive Committee **VOTED** to rise from closed session at 10:30 a.m. The chair announced that the following action had been taken in closed session:

**That the Presbyterian Church (U.S.A.), A Corporation ("Employer") is authorized to share a portion of the cost of Dependent Medical Dues (defined below) in the manner set forth**

below:

**"Dependent Medical Dues" means the difference in the percentage of dues paid for individual coverage (e.g., 23% for 2015) and family medical coverage (e.g., 24.5% for 2015) under the Benefits Plan of the Board of Pensions of the Presbyterian Church (U.S.A.) ("BOP"). For calendar year 2015, the Dependent Medical Dues percentage is 1.5 % of effective salary. "Effective Salary" is defined as any compensation paid during a Plan year to a Benefits Plan member by an employing organization. It includes sums paid for deferred compensation (funded or unfunded) provided to a member by an employing organization and any housing allowance (including utilities and furnishings allowances).**

**The Employer will continue to pay medical dues for individual coverage (23% of effective salary in 2015) for employees regardless of whether they have individual or family coverage.**

**Employees will no longer be required to cover dependents under the medical plan.**

**Dependent Medical Dues (1.5% of effective salary for 2015) will be shared by the Employer and employee as follows:**

**An employee whose effective salary is below the minimum effective salary established by the BOP (\$44,000 for 2015) will not be impacted by cost sharing regardless of whether the employee enrolls in individual or family coverage;**

**An employee whose effective salary is equal to or higher than the minimum effective salary and who enrolls in individual coverage will not be impacted by cost sharing;**

**An employee whose effective salary is equal to or higher than the minimum effective salary and who enrolls in family coverage through pre-tax payroll deduction, the following:**

<b>Dependent Care Dues</b>	<b>Paid by Employer</b>	<b>Paid by Employee</b>	<b>Total</b>
<b>2015</b>	<b>1.0%</b>	<b>0.5%</b>	<b>1.5%</b>
<b>2016</b>	<b>0.5%</b>	<b>1.0%</b>	<b>1.5%</b>

**For 2017 and beyond the Employer is authorized to continue to cost share Dependent Medical Dues with employees at the 2016 percentage, as set forth above; and**

**Family coverage will continue to be fully paid by the employer for Mission Personnel, with no cost sharing. Mission Personnel will**

**no longer be required to cover dependents under the medical plan.**

**That the officers of the Employer be and hereby are authorized to take any and all actions necessary to implement this action; and**

**That the Executive Committee of the Presbyterian Church (U.S.A.), A Corporation is authorized to amend the Employer's Cafeteria Plan if required to implement this action; and**

**Further that the Executive Committee is authorized to modify this action when necessary and shall report any modifications to the next meeting of the Board of the Employer.**

**ACTION 16-EC-42314  
RESOLUTION TO EDUCATE  
AGAINST AND PREVENT  
VOTER SUPPRESSION**

The Executive Committee **VOTED** to approve the comment on a “Resolution to Educate Against and Help Prevent Voter Suppression from the Advocacy Committee for Racial Ethnic Concerns” with amendments. **(Appendix 7)**

1. Direct the Office of Public Witness to develop advocacy strategies to work against voter suppression and for greater freedom in voting and access to voting, and to share news of these efforts across the church.

**COMMUNICATIONS  
MINISTRY REPORT**

As part of her report, Senior Director of Communications, Kathy Francis, invited the Executive Committee to offer ideas for the Presbyterian Mission Agency’s new communications plan, which will be designed to create broader awareness of our mission and ministry across the church.

**REVIEW OF COMMITTEE  
BUSINESS**

Committee chairs highlighted business expected in each of their committees for this meeting.

**GENERAL ASSEMBLY  
HIGHLIGHTS**

Valentine, Creech, Schramm, and Francis gave a preview of the 221st General Assembly (2014) to be held in Detroit, Michigan. The presentations highlighted the following elements:

- Presbyterian Mission Agency’s Inputs and Responses to the Work of GA
- How GA Guides the Work of the Presbyterian Mission Agency
- General Assembly Business
- How to use PC-Biz
- Role of the Executive Committee at GA
- Presbyterian Mission Agency Exhibit, and
- Communications Plans

**AUDIT COMMITTEE  
REPORT**

Mary Baskin, chair of the Audit Committee, reported on business before the committee.

**RECESS FOR LUNCH**

The Executive Committee was recessed for lunch at 12:29 p.m.

**RECONVENE**

The Executive Committee reconvened at 2:00 p.m.



**BOARD DEVELOPMENT  
AND TIME FOR  
REFLECTION**

As a part of Board Development, the Executive Committee had been reading and discussing the book *The Art of Possibility* by Benjamin and Rosamund Zander at each meeting for the past two years. Schramm concluded the study at this meeting with a review of the 12 practices outlined in the book.

**ACTION 17-EC-42314  
CONVENE IN CLOSED  
SESSION**

The Executive Committee **VOTED** to convene in closed session at 2:26 p.m. to discuss personnel matters with only voting members of the Executive Committee and the following individuals:

- Ellen Cason
- Roger Dermody
- Kears Pollock
- Linda Valentine
- Barry Creech
- Martha Clark
- Tim Stepp

**ACTION 18-EC-42314  
RISE FROM CLOSED  
SESSION**

The Executive Committee **VOTED** to rise from closed session at 2:47 p.m. No actions were taken in closed session.

**CLOSING PRAYER AND  
ADJOURNMENT**

There being no further business, the meeting of the Executive Committee was adjourned and closed with prayer at 2:48 p.m.

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Mr. Matthew Schramm  
Chair, Presbyterian Mission Agency Board

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Ms. Linda Valentine  
Executive Director, Presbyterian Mission Agency

Draft – April 21, 2014

**PRESBYTERIAN MISSION AGENCY BOARD**

**Executive Committee**

**April 23, 2014**

*The Brown Hotel*

*335 W. Broadway*

*Louisville, KY 40202*

*502-583-1234*

**Room – Secretariat B**

**AGENDA**

**8:30 a.m. Welcome/Call to Order/Prayer**

*Matthew Schramm*

*Recitation of the Executive Committee Covenant*

We, the Presbyterian Mission Agency Board Executive Committee, called to this ministry as disciples of Jesus Christ, covenant together to:

- Seek God's will, remaining open to fresh movement of the Holy Spirit, acting boldly and creatively for the sake of the Gospel of Jesus Christ in ministry and mission
- Relate to one another and to Presbyterian Mission Agency staff with honesty, trust, respect, openness and kindness, proclaiming God's graciousness by risking and daring transformation in our lives and work
- Be faithful stewards, seeking to make wise decisions in partnership with the greater church, doing our homework, listening to all points of view, working for consensus, and faithfully supporting decisions we have made
- Worship and pray with joy and appreciation for God's guidance in doing this work.

**8:40 a.m. Review and Adopt Agenda – H.100**

*Matthew Schramm*

**Approval of Minutes – [H.101](#)**

- February 5, 2014
- April 2, 2014

**Appointment by the Chair – [H.102](#)**

**8:50 a.m. GA Attendance Rationale – [H.103](#)**

*Linda Valentine*

**8:55 a.m. Comments on Reports and Overtures to the General**

*Cathy Piekarski*

**Assembly :**

**ACREC**

1. A Resolution to Develop a Church-wide Anti-Racism Policy – [H.104](#)
2. A Review of Efforts Regarding Cultural Proficiency and Creating a Climate for Change in the Presbyterian Church (U.S.A.) – [H.105](#)
3. A Resolution to Educate Against and Help Prevent Voter Suppression – [H.106](#)
4. A Resolution to Define and Interpret Standards for PC(USA) Racial Ethnic Schools and Colleges - [H.107](#)

**ACWC**

1. A Resolution to Support Hotel and Hospitality Workers through the Adoption of Just Policies and Principles in the Presbyterian Church (U.S.A.) – [H.108](#)
2. A Self-Study Report - [H.109](#)

**ACSWP**

1. The Gospel from Detroit: Renewing the Church's Urban Vision – [H.110](#)
2. Human Rights Resolution on Sexual Violence Against Military Personnel within the U.S. Military Services – [H.111](#)
3. Ministerial Compensation and the Theology of Compensation: Incentives and Solidarity – [H.112](#)

*Sam Locke*

**OVERTURE**

- Comment on Overture 53 - A Resolution of Spiritual and Material Support for the Persecuted Church – [H.113](#)

**COTE – For Information**

- COTE Report to the 221st General Assembly (2014) – [H.200](#)

**9:30 a.m. 2014 and 2015-2016 Budgets**

*Linda Valentine*

**10:00 a.m. Closed Session**

- 2014 and 2015 – 2016 Budgets

**10:30 a.m. Break**

**10:45 a.m. Reports:**

- Funds Development Ministry – [B.207](#) & [B.208](#)

*Terri Bate*

- 10:55 a.m.**      • Communications Ministry      *Kathy Francis*
- 11:05 a.m.**      **Review of Committee Business**
- Leadership      *Joyce Smith*
  - Justice      *Noelle Royer*
  - Worshiping Communities      *Mihee Kim-Kort*
  - Finance      *Josephene Stewart*
- 11:20 a.m.**      **General Assembly Highlights**
- Overview of Business      *Linda Valentine &*
  - Role of Executive Committee at GA      *Barry Creech*
  - Mission Agency Exhibit, Communications and Presentations
- 12:20 p.m.**      **Audit Committee Report**      *Mary C. Baskin*
- 12:30 p.m.**      **Lunch – *Louis XVI***
- 1:30 p.m.**      **Break**
- 2:00 p.m.**      **Board Development and Time for Reflection**
- “The Art of Possibility”
- Telling the We Story      *Linda Valentine*
  - Conclusion      *Matthew Schramm*
- 2:30 p.m.**      **Closing Prayer and Adjournment**

Approved – April 23, 2015

**Minutes of the Executive Committee of the  
Presbyterian Mission Agency Board  
Of the Presbyterian Church (U.S.A.)  
The Brown Hotel  
February 5, 2014  
Louisville, Kentucky**

**CALL TO ORDER**

The 219<sup>th</sup> stated meeting of the Executive Committee of the Presbyterian Mission Agency Board (the Board) was called to order by chair, Matthew Schramm. Schramm led the Executive Committee members in prayer and recitation of the Executive Committee Covenant.

**ATTENDANCE**

Those present for all or a portion of the meeting were:

*Members*

Steve Aeschbacher – Member-at-large (via phone)  
Art Canada – Vice-chair  
Bill Capel – Chair, Finance Committee  
Mihee Kim-Kort – Chair, Worshiping Communities Committee  
Cathy Piekarski – Member-at-large  
Heath Rada – Member-at-large  
Noelle Royer – Chair, Justice Committee  
Matthew Schramm – Chair  
Joyce Smith – Chair, Leadership Committee  
Linda Valentine – Member ex-officio

*Leadership Cabinet*

Terri Bate – Senior Director of Funds Development  
Roger Dermody – Deputy Executive Director for Mission  
Kathy Francis – Senior Director of Communications  
Earline Williams – Deputy Executive Director for Shared Services

*Recorder*

Susan Abraham – Staff, Office of the Executive Director

*Others*

Mary C. Baskin – Presbyterian Mission Agency Board Member  
Martha Clark – Staff, Office of Legal Services  
Barry Creech – Staff, Office of the Executive Director  
Dana Dages – Staff, Office of the Executive Director  
April Davenport – Staff, Office of Legal Services  
Bethany Daily – Staff, Presbyterian News Service  
Melissa DeRosia – Presbyterian Mission Agency Board Member  
Frank Dimmock – Staff, World Mission  
Rob Fohr – Staff, Office of the Deputy Executive Director for Mission  
Ruth Gardner – Staff, Human Resources Office  
Marc Glass – Special Offerings Advisory Task Force  
Chad Herring – Presbyterian Mission Agency Board Member  
Jack Hodges – Presbyterian Mission Agency Board Member  
Paula R. Kincaid – Presbyterian Layman  
Mike Kirk – Staff, Office of Legal Services  
Rosemary Mitchell – Staff, Funds Development Office  
Sara Lisherness – Staff, Compassion, Peace and Justice

Sam Locke – Staff, Funds Development (via phone)  
Kathie Lyvers – Staff, Office of Legal Services  
Emily Odom – Staff, Communications Office  
Greg Allen-Pickett – Staff, World Mission  
Lisa Robbins – Staff, Human Resources Office  
Leslie Scanlon – Presbyterian Outlook  
Kathy Trott – Presbyterian Mission Agency Board, At-large Member  
Kitty Ufford-Chase – Staff, Stony Point Conference Center  
Rick Ufford Chase – Staff, Stony Point Conference Center

**ACTION 1-EC-020514**  
**ADOPTION OF AGENDA**

The Executive Committee **VOTED to adopt** the proposed agenda for this meeting (**Appendix 1**).

**SENIOR DIRECTOR OF  
COMMUNICATIONS**

Schramm introduced and welcomed the new Senior Director of Communications, Kathy Francis.

**ACTION 2-EC-020514**  
**APPROVAL OF EXECUTIVE  
COMMITTEE MINUTES**

The Executive Committee **VOTED to approve** the minutes of the following Executive Committee meetings as presented (**Appendix 2**):

- September 25, 2013
- November 5, 2013
- November 13, 2013
- January 16, 2014

**ACTION 3-EC-020514**  
**CHAIR APPOINTMENTS**

The Executive Committee **VOTED to ratify** the following appointments by the chair (**Appendix 3**):

**A. Nominating and Governance Subcommittee – Class of 2016**

- **Mihee Kim-Kort**
- **Heath Rada**
- **Marianne Rhebergen (second term)**

**B. Jinishian Memorial Governance Commission – Class of 2018**

- **Glen Snider**

**C. Mission Responsibility Through Investment (MRTI) – Class of 2018**

- **Roger Gench**

**D. Review Reports to the General Assembly – to work with staff to review reports prepared by the Advisory and Advocacy Committees.**

- **Cathy Piekarski**

**ACTION 4-EC-020514**  
**EXECUTIVE**  
**DIRECTOR'S OFFICE**  
**REPORT TO GA**

The Executive Committee **VOTED** to recommend that the Presbyterian Mission Agency Board approve the Executive Director's portion of the Report to the 221st General Assembly (2014) and forward it to the General Assembly (**Appendix 4**).

**ACTION 5-EC-020514**  
**NEW GA INITIATIVE –**  
**“EDUCATE A CHILD,**  
**TRANSFORM THE**  
**WORLD”**

The Executive Committee **VOTED** to propose that the Presbyterian Mission Agency Board recommend that the 221st General Assembly (2014) (**Appendix 5**):

- 1. Acknowledge and celebrate the deep and rich history of Presbyterian Church's role in transforming society by providing access to quality education for children in this country and around the world;**
- 2. Recommit itself to education as a core focus of mission in this nation and with our global partners;**
- 3. Launch a church-wide initiative that will inspire, equip and connect our congregations, mid-councils and the Presbyterian Mission Agency to improve the quality of education for 1,000,000 children in the U.S. and globally over the next 4 years;**
- 4. Encourage and support global partners and leaders here in the United States who have made a vocational commitment to provide a quality education to children in their communities;**
- 5. In all of these efforts, place particular emphasis on children in poverty or otherwise at risk;**
- 6. Direct the Presbyterian Mission Agency to shape and guide this initiative, developing tangible metrics to determine success and impact and to report back to the 222nd General Assembly (2016), sharing progress made and identifying strategies for deeper engagement in 2016-18.**

**ACTION 6-EC-020514**  
**NEW GA INITIATIVE –**  
**“LIVING MISSIONALLY”**

The Executive Committee **VOTED** to approve the recommendations with amendment (addition underlined) and propose that the Presbyterian Mission Agency Board recommend to the 221st General Assembly (2014), to (**Appendix 6**):

- 1. Re-affirm the Presbyterian Church (U.S.A.)'s historic commitment to joining Christ's mission in local and global communities;**
- 2. Encourage congregations, mid-councils and the Presbyterian Mission Agency to join intentionally in God's mission to transform our world and address root causes of societal injustices by following Christ's example of service through faith, hope, love and witness;**
- 3. Launch a church-wide initiative that will inspire, equip and connect Presbyterians to continue to go beyond the walls of their congregations and increase their engagement in service to their communities and the**

**world;**

- 4. Direct the Presbyterian Mission Agency to develop tangible metrics to determine success and impact and report back to the 222nd General Assembly, sharing progress made and identifying strategies for deeper !**



**ACTION 7-EC-020514  
SPECIAL OFFERINGS  
ADVISORY TASK FORCE  
REPORT**

Marci Glass, a member of the Special Offerings Advisory Task Force, presented the report of Task Force. The Executive Committee **VOTED** to propose for approval by the Presbyterian Mission Agency Board, the following recommendations of the Special Offerings Advisory Task Force (**Appendix 7**) :

- I. That the Presbyterian Mission Agency continue developing innovative strategies for promoting the Special Offerings throughout the church, with an investment focus on the initiation of relationship-based strategies to aid in long-term, organic growth of the offerings, in order to meet the churchwide goal of \$20 million by 2020, including the following:**
  - a. The development of a robust ambassador program aimed at the recruitment, training, and support of at least one Special Offerings advocate in each presbytery. Innovative recruitment and training programs should include incentivized opportunities to experience the impact of Special Offerings and covenant relationships outlining specific roles of ambassadors.**
  - b. The creation of a similar ambassador program for seminarians, structured with tuition/debt assistance and/or mission experiences consisting of covenanting to undertake specific promotional activities on behalf of the offerings.**
  - c. The creation of an annual volunteer leadership team, with broad representation for each offering that includes members of advisory groups and committees as well as presbytery ambassadors, in order to promote and interpret each offering throughout the church. Special Offerings staff will create specific objectives and provide fundraising training.**
- II. That the Presbyterian Mission Agency Board approve the report of the Special Offerings Advisory Task Force with recommendations to the 221<sup>st</sup> General Assembly (2014).**

**That the 221st General Assembly (2014):**

- 1. Continue its commitment to the churchwide goal of \$20 million by 2020, by affirming:**
  - a) The implementation and use of new, creative, and innovative fundraising strategies to reach our \$20 million by 2020 goal, including the new Presbyterian Giving Catalog**
  - b) The work of the Presbyterian Mission Agency in fostering missional collaboration among and within program areas and advisory committees, particularly the ministries supported by One Great Hour of Sharing**
  - c) The Presbyterian Mission Agency's work in conducting a program evaluation process that measures critical success factors and assesses whether programs supported by the**

**offerings are accountable for achieving goals and intended outcomes.**

- d) **The work done by the Presbyterian Mission Agency to clarify the role of One Great Hour of Sharing ministry advisory committees.**
  - e) **The great potential of the Special Offerings as a way of expressing our collective witness to the love of Jesus Christ. We celebrate the history and connectedness of Special Offerings and recognize that the offerings represent God's call to be present to the world as a connectional church in the name of Christ with the power of the Holy Spirit.**
2. **Encourage every congregation to increase its participation in Special Offerings by receiving one additional offering and increasing Special Offerings giving by 10% in each year, as part of our shared commitment to achieving the churchwide goal of \$20 million by 2020.**
  3. **Enact or maintain the following structural arrangements with respect to each of the offerings:**
    - a) **One Great Hour of Sharing: Affirm the current purpose and distribution of the offering. Additionally, we encourage new and continuing collaboration between recipient ministries.**
    - b) **Peacemaking Offering**
      1. **Direct the transition to a Peace and Global Witness Offering during the season leading up to World Communion Sunday. The Peace and Global Witness Offering will be**
        - a. **promoted to the entire Church, beginning with the 2014 offering, and**
        - b. **distributed for peace and global witness ministries as follows: 50% to the Presbyterian Mission Agency, 25% to presbyteries and 25% to congregations.**
      2. **Direct the Presbyterian Mission Agency to designate gifts from established Peacemaking Offering donors for current peacemaking efforts through 2016 and designate gifts from new donors to collaborative efforts in the area of peace and global witness. Beyond 2016, the Offering will be devoted to ministries of peace and global witness.**
    - c) **Pentecost Offering**
      1. **Affirm the current purpose and distribution (60% for the Presbyterian Mission Agency and 40% for congregations) of the offering.,**

2. **Encourage congregations to empower youth and young adults to lead the promotion of this offering on Pentecost Sunday and the season following, with a goal of increasing support for ministries with children, youth, and young adults throughout the church.**
- d) **Christmas Joy Offering**
1. **Affirm the current purpose and distribution (50% for the Assistance Program of the Board of Pensions and 50% for Presbyterian Mission Agency ministries in racial-ethnic education) of the offering.**
  2. **Recommend that an Advisory Committee on the Allocation of Racial-Ethnic Leadership Funds from the Christmas Joy Offering be established by the Presbyterian Mission Agency Board, reporting back to the PMAB by the end of 2015, to examine the implications of how the church can best**
    - a. **be true to its commitment to the Historically Presbyterian Racial-Ethnic Institutions with whom it has covenanted**
    - b. **ensure adequate provisions for an effective program of racial-ethnic leadership development for the future racial-ethnic leadership needs of the church.**
  3. **Until the task force responds, direct the Presbyterian Mission Agency to**
    - a. **continue its relationships with already recognized and qualified historically racial-ethnic Presbyterian schools and colleges and distribute funds at no more than the current percentage levels, and**
    - b. **allocate funds formerly committed to now ineligible institutions to other Presbyterian Mission Agency racial-ethnic leadership development opportunities.**
  4. **Recommend that the next Special Offerings Review Task Force**
    - a. **review progress toward attaining the \$20 million by 2020 goal;**
    - b. **align offering recipients with the strategic objectives of the Presbyterian Mission Agency;**
    - c. **examine the timing and programmatic emphases within each offering based on theological soundness, the liturgical calendar, and fundraising strategy; and**
    - d. **evaluate progress on the aforementioned recommendations.**

**ACTION 8-EC-020514**  
**CORRESPONDING**  
**MEMBERS TO GA**

The Executive Committee **VOTED** to approve the following list of Corresponding Members to the 221<sup>st</sup> General Assembly (2014) and forward to the Presbyterian Mission Agency Board for information:

**Executive Committee Members:**

Steve Aeschbacher – Member-at-large  
Art Canada – Vice-chair  
Bill Capel – Chair, Finance Committee  
Mihee Kim-Kort – Chair, Worshiping Communities Committee  
Cathy Piekarski – Member-at-large  
Heath Rada – Member-at-large  
Noelle Royer – Chair, Justice Committee  
Matthew Schramm – Chair  
Joyce Smith – Chair, Leadership Committee  
Marilyn Gamm – Chair Elect  
Josephene Stewart – Vice-chair Elect

**Others:**

Linda Valentine – Executive Director  
Terri Bate – Senior Director, Funds Development Ministry  
Martha Clark – General Counsel  
Barry Creech – Director, Policy, Administration and Board Support  
Roger Dermody – Deputy Executive Director, Mission  
Kathy Francis – Senior Director, Communications Ministry  
Earline Williams – Deputy Executive Director, Shared Services  
Christine Darden – Chair, Advisory Committee on Social Witness Policy  
Carmen Rosario – Moderator, Advocacy Committee for Racial Ethnic Concerns  
Darcy Metcalfe – Co-Moderator, Advocacy Committee for Women’s Concerns  
Kathryn Wolf Reed – Moderator, Committee on Theological Education  
Katharine Rhodes Henderson – President, Auburn Theological Seminary  
Sergio Ojeda Cárcamo – President, Evangelical Seminary of Puerto Rico

**BOARD NOMINATING**  
**AND GOVERNANCE**  
**SUBCOMMITTEE**  
**REPORT**

The Executive Committee received the report of the Board Nominating and Governance Subcommittee from the chair, Steve Aeschbacher (**Appendix 8**).

**ACTION 9-EC-020514**  
**PERSONNEL**  
**SUBCOMMITTEE**  
**REPORT**

- I. The Executive Committee of the Presbyterian Mission Agency Board **VOTED** to approve the amendment to the Presbyterian Church (U.S.A.), A Corporation Cafeteria Plan and the Presbyterian Church (U.S.A.), A Corporation Cafeteria Plan Summary Plan Description attached as Exhibit A and authorize the officers of the Employer to take any and all actions necessary to implement this Amendment (**Appendix 9**).
- II. The Executive Committee **VOTED** to propose for approval by the Presbyterian Mission Agency Board, and the 221st General Assembly (2014), revisions to the Churchwide Plan for Equal Employment Opportunity and Affirmative Action as attached (**Appendix 9**).
- III. The Executive Committee **VOTED** to propose for approval by the Presbyterian Mission Agency Board, and the 221st General Assembly (2014), revisions to the Churchwide Plan for Equal Employment Opportunity and Affirmative Action as attached (**Appendix 9**).
- IV. The Executive Committee **VOTED** to approve and recommend to the Board the following revision to the Board's covenant (addition underlined) (**Appendix 10**):

**“We, the Presbyterian Mission Agency Board called to this ministry as disciples of Jesus Christ, covenant together to:**

- **Seek God's will, remaining open to fresh movement of the Holy Spirit, acting boldly and creatively for the sake of the Gospel of Jesus Christ in ministry and mission**
- **Relate to one another and to Presbyterian Mission Agency staff with honesty, trust, respect, openness and kindness, proclaiming God's graciousness by risking and daring transformation in our lives and work**
- **Be faithful stewards, seeking to make wise decisions in partnership with the greater church, doing our homework, listening to all points of view, working for consensus, and faithfully supporting the decisions we have made**
- **Worship and pray with joy and appreciation for God's guidance in doing this work.”**

**REPORTS**

- Earline Williams, Deputy Executive Director of Shared Services and Roger Dermody, Deputy Executive Director for Mission, led the Executive Committee through the Strategy and Budget Process for 2015-2016. (**Appendix 10**)
- Terri Bate, Senior Director for Funds Development, presented donor statistics and a preliminary World Mission Funds Development Report for 2013 (**Appendix 11**).

Bate introduced Rose Mitchell, the new Mission Engagement Advisor for Funds Development.

- Sam Locke, Director of Special Offerings, introduced the *2013 Presbyterian Giving Catalog* and gave an update on revenue received through Special Offerings as of January 2014.
- Kathy Francis, Senior Director of Funds Development presented communications goals for 2014.
- Mary Baskin, chair of the Audit Committee, gave an update on the work of the committee.

**EXECUTIVE DIRECTOR  
REPORT – STONY POINT  
UPDATE**

Valentine introduced Rick and Kitty Ufford-Chase, co-directors of Stony Point Conference Center. Valentine, Dermody, and the Ufford-Chases briefed the Executive Committee on a letter sent by the group to the chair on February 3. In the letter, the group pledged to work collaboratively with staff to develop a proposal to bring to the April Board meeting (**Appendix 12**).

**REVIEW OF  
COMMITTEE BUSINESS**

Committee chairs highlighted business expected in each of their committees for this meeting.

**BOARD DEVELOPMENT**

Joyce Smith and Roger Dermody reviewed and reflected on the chapters “Being a Board,” and “Creating Frameworks of Possibility,” from the book *The Art of Possibility*, by Benjamin and Rosamund Zander.

**ADJOURNMENT AND  
CLOSING PRAYER**

The meeting of the Executive Committee was adjourned at 12:19 p.m. and closed with prayer by Canada.

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Mr. Matthew Schramm

Chair, Presbyterian Mission Agency Board

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Ms. Linda Valentine

Executive Director, Presbyterian Mission Agency

Approved – April 23, 2014

**Minutes of the Executive Committee of the  
Presbyterian Mission Agency Board  
Of the Presbyterian Church (U.S.A.)  
Conference Call**

**April 2, 2014 –1:00 p.m. EST**

**CALL TO ORDER** Mr. Matthew Schramm, Chair, called the meeting of the Executive Committee of the Presbyterian Mission Agency Board (“the Board”) to order with prayer.

**ATTENDANCE** Schramm called upon Susan Abraham, recorder for the meeting, to call the roll. A quorum was declared present for the transaction of business.

**MEMBERS PRESENT** Steve Aeschbacher – Member-at-large  
Art Canada – Vice-chair  
Marilyn Gamm – Chair Elect  
Mihee Kim-Kort – Chair, Worshiping Communities Committee  
Cathy Piekarski – Member-at-large  
Noelle Royer – Chair, Justice Committee  
Heath Rada – Member-at-large  
Matthew Schramm – Chair  
Joyce Smith – Chair, Leadership Committee  
Josephene Stewart - Acting Chair, Finance Committee  
Linda Valentine – Member ex-officio

*Leadership Cabinet* Terri Bate – Senior Director, Funds Development Ministry  
Roger Dermody – Deputy Executive Director for Mission  
Earline Williams – Deputy Executive Director for Shared Services

*Recorder* Susan Abraham – Staff, Office of the Executive Director

*Others* Martha Clark - Staff, Office of Legal Services  
  
Barry Creech - Staff, Office of the Executive Director  
April Davenport – Staff, Office of Legal Services  
Ruth Gardner – Staff, Human Resources Office  
Denise Hayden – Staff, Office of the Executive Director  
Mike Kirk – Staff, Office of Legal Services  
Lisa Robbins – Staff, Human Resources Office

**ACTION – 1-EC-04214**  
**EXECUTIVE COMMITTEE**  
**MEETING AGENDA** The Executive Committee **VOTED to approve** the agenda for the April 2014 meeting of the Executive Committee ([Appendix 1](#)).

**ACTION – 2-EC-04214**  
**BOARD MEETING AGENDA** Schramm led the Executive Committee through the proposed agenda for the 2014 April Board meeting. Members of the Committee were invited to suggest topics for the open slots on the agenda. The Executive Committee **VOTED** to approve the agenda and empowered the chair to work with staff



to fill the remaining time slots. ([Appendix 2](#))

**ACTION – 3-EC-04214**  
**REPORT OF THE**  
**NOMINATING AND**  
**GOVERNANCE**  
**SUBCOMMITTEE**

The Executive Committee **VOTED** to forward to the General Assembly Nominating Committee, for election by the 221<sup>st</sup> General Assembly (2014), Noelle Royer to the Advisory Committee on Social Witness Policy, Class of 2018.

**ACTION – 4-EC-04214**  
**ASSIGNMENT OF BUSINESS**  
**TO COMMITTEES**

The Executive Committee **VOTED** to approve the assignment of business to committees as submitted ([Appendix 3](#)).

**BUDGETS**

Earline Williams and Linda Valentine led the Executive Committee through the revised budget for 2014 and the budgets for 2015 and 2016 ([Appendix 4](#)).

**CHAIR APPOINTMENT OF**  
**COMMITTEE OF COUNSEL**

The Chair reported the appointment of James A. Wilson as Committee of Counsel in a remedial action filed with the General Assembly Permanent Judicial Commission against the Presbyterian Mission Agency by the Rev. Kristopher D. Schondelmeyer. The Chair made this appointment pursuant to action 34-200 of the General Assembly Council at its meeting in February, 2000 titled ““Procedures for GAC committees of counsel.” The action provides that the chair appoints committees of counsel as necessary, that the committees shall have a maximum of three (3) members but may have fewer as determined by the chair, and that the Legal Office serves as the primary staff support for such committees. The Manual of Operations reflects this board action in its listing of the responsibilities of the chair. The Rules of Discipline govern this judicial process. It was also reported that the case had been dismissed on jurisdictional grounds.

**2014 FEBRUARY BOARD**  
**MEETING SURVEY**

Barry Creech reviewed the results of the survey of the February 2014 Board meeting ([Appendix 5](#)).

**ACTION –5-EC-04214**  
**CONVENE IN CLOSED**  
**SESSION**

The Executive Committee **VOTED** to convene in closed session at 2:13 p.m. to discuss personnel matters with only voting members of the Executive Committee and the following individuals who are invited to remain and to attend the closed session:

1. Linda Valentine
2. Barry Creech
3. Martha Clark
4. Susan Abraham
5. Mike Kirk
6. Lisa Robbins
7. Ruth Gardner

**ACTION –6-EC-04214**  
**INCLUDE MARILYN GAMM**  
**IN CLOSED SESSION**

The Executive Committee **VOTED** to approve a motion to include Marilyn Gamm in the closed session.

**ACTION –7-EC-04214**

The Executive Committee **VOTED** to rise from closed session at 3:47 p.m.

**RISE FROM CLOSED  
SESSION**

The chair announced the following actions taken by the Executive Committee in closed session.

**ACTION –8-EC-04214  
REDUCTION IN FORCE  
PROCESS AND SELECTION  
CRITERIA**

The Executive Committee **VOTED** to approve the “Reduction in Force Process and Selection Criteria,” ([Appendix 6](#)).

**ACTION –9-EC-04214  
SALARY INCREASE POOL  
FOR 2014 FOR  
PRESBYTERIAN MISSION  
AGENCY STAFF**

The Executive Committee **VOTED** to approve and recommend the following for approval by the Presbyterian Mission Agency Board:

**That the Presbyterian Mission Agency Board ratify a 3% salary increase pool for the staff of the Presbyterian Mission Agency, effective April 1, 2014, with a standard percentage of two percent (2%) and a merit increase taken from a 1% pool.**

**ACTION –10-EC-04214  
2014 SALARY INCREASE  
FOR EXECUTIVE DIRECTOR**

The Executive Committee **VOTED** to approve and recommend that the Presbyterian Mission Agency Board ratify the following:

**RESOLVED, that the Executive Director of the Presbyterian Mission Agency be awarded a pay increase of two percent (2%) which brings the 2014 annual salary for this position to \$183,684.66, effective April 1, 2014; and**

**FURTHER RESOLVED, that this salary plus other compensation, as more fully described in the attached analysis, is deemed to be reasonable ([Appendix 7](#)).**

No one voting with a noted conflict of interest.

**ACTION –11-EC-04214**

The Executive Committee **VOTED** to recommend:

- 1. That the Presbyterian Mission Agency Board, with gratitude and deep appreciation, elect Ruling Elder Linda Bryant Valentine to a third four-year term as the Executive Director of the Presbyterian Mission Agency**
- 2. That the 221<sup>st</sup> General Assembly (2014) confirm the election of Ruling Elder Linda Bryant Valentine to a third four-year term as Executive Director of the Presbyterian Mission Agency.**

**ACTION –12-EC-04214  
MERIT INCREASE FOR  
EXECUTIVE DIRECTOR**

The Executive Committee **VOTED** to recommend that the Presbyterian Mission Agency Board approve a 1% merit increase for the Executive Director.

**ADJOURNMENT AND  
CLOSING PRAYER**

There being no further business, the meeting of the Executive Committee was adjourned at 3:50 p.m. and closed with prayer by Mr. Schramm.

Presbyterian Mission Agency  
April 23, 2014  
Executive Committee  
Appendix 2  
Respectfully Submitted,

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Mr. Matthew Schramm

Chair, Presbyterian Mission Agency Board

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Ms. Linda Valentine

Executive Director, Presbyterian Mission Agency

**ITEM H.102  
FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>			
A. Finance		E. Property, Legal, Finance (Corporate)	J. Board Nominating & Governance Subcommittee
B. Justice		F. PC(USA), A Corporation	P. Plenary
C. Leadership		G. Audit	
D. Worshipping Communities	X	H. Executive Committee	

**Subject: Appointment by the Presbyterian Mission Agency Board Chair**

**Recommendation:**

**That the Executive Committee ratify the appointment of the following individuals to the Historically Presbyterian Racial Ethnic Educational Institutions Task Force:**

1. **Mr. Lindsey Gilbert**
2. **Rev. Doug Dalglish**
3. **Dr. Peter Millet**
4. **Dr. James Matthews**
5. **Rev. Dr. Richard Rojas Banuchi**
6. **Rev. Curtis Kearns Jr.**
7. **Rev. Martha Sadongei**

**Background:**

The following motion was approved at the Presbyterian Mission Agency Board meeting in February 2014:

That the Chair of the Presbyterian Mission Agency Board appoint a task force including representatives from the Historically Presbyterian Racial Ethnic Institutions (HPREI) and representatives from Presbyterian-related racial ethnic educational institutions. The task force will determine how the church can be true to its commitment to HPREIs with whom it has covenanted while considering how other Presbyterian-related racial ethnic educational institutions can be in relationship with the PC (USA) and be considered for support.

Below is information about each of the individuals listed above. The list of individuals includes four representatives from Historically Presbyterian Racial Ethnic Institutions, representatives from Presbyterian-related educational institutions that are not currently in an official relationship with the Presbyterian Church (U.S.A.) and individuals who have significant experience and knowledge about PC(USA)-affiliated racial ethnic schools and colleges.

Mr. Lindsey Gilbert, President of Menaul School, Albuquerque, New Mexico and chair of the President's Roundtable.

Rev. Doug Dalglish, President of Presbyterian Pan American School in Kingsville, Texas since 2012. He also served as pastor of the Presbyterian Church in Canyon Lake, Texas.

Dr. Peter Millet, Currently, Interim President of Stillman College in Tuscaloosa, Alabama. He also

served as Provost and Vice President for Academic Affairs at Stillman.

Dr. James Matthews, retired President Emeritus, member of the President's Roundtable of the Racial Ethnic Schools and Colleges. He has more than twenty-five years of experience in teaching, educational and administrative management.

Rev. Dr. Richard Rojas Banuchi, currently Pastor of Iglesia Presbiteriana de Puerto Nuevo and the Director of Colegio Presbiteriana de Puerto Nuevo a K – 12 predominantly Hispanic/Latino secondary school in San Juan, Puerto Rico.

Rev. Curtis Kearns Jr, Former Executive Administrator and Director of the National Ministries Division of the General Assembly Mission Council.

Rev. Martha Sadongei, Pastor of Central Presbyterian Church, Phoenix, Arizona, and the Native American ministry consultant for the Presbytery of Grand Canyon.

**ITEM H.103  
FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>			
<b>A. Finance</b>		<b>E. Corporate Property, Legal, Finance</b>	<b>J. Board Nominating &amp; Governance Subcommittee</b>
<b>B. Justice</b>		<b>F. PC(USA), A Corporation</b>	<b>P. Plenary</b>
<b>C. Leadership</b>		<b>G. Audit</b>	
<b>D. Worshipping Communities</b>	X	<b>H. Executive Committee</b>	

**Subject: Attendance Rationale for the 221st General Assembly (2014).**

**Recommendation:**

**That the Executive Committee approve and forward to the Presbyterian Mission Agency Board for consent the attached Attendance Rationale for the 221st General Assembly (2014) for a total of 261 persons.**

**Background:**

Prior to each General Assembly, the Board approves a General Assembly Attendance Rationale.

**RATIONALE FOR ATTENDANCE TO THE 221<sup>TH</sup> GENERAL ASSEMBLY (2014)**

MINISTRY AND PROGRAM AREAS	AWARD/EVENT	GA SUPPORT	EXHIBIT	CORRESPONDING	COMM. WORK	GUEST
<b>COMMUNICATIONS MINISTRY (17)</b>						
Creative Services (1)	0	1	0	0	0	0
Senior Director's Office (1)	0	0	0	1	0	0
Executive Office & Policy Communications (2)	0	2	0	0	0	0
Mission Communication (5)	0	4	0	0	0	0
Mission Resources (5)	0	3	2	0	0	0
Presbyterian News Service (3)	0	3	0	0	0	0
<b>EXECUTIVE DIRECTORS OFFICE (36)</b>						
Advocacy Committee for Racial Ethnic Concerns (6)	0	0	0	1	5	0
Advocacy Committee for Women's Concerns (8)	0	0	1	1	6	0
Human Resources (3)	0	2	1	0	0	0
Executive Committee (9)	0	0	0	9	0	0
Executive Director's Office (7)	0	5	0	2	0	0
Legal and Risk Management (3)	0	2	0	1	0	0

**PRESBYTERIAN MISSION AGENCY BOARD**

**APRIL 23-25, 2014**

Appendix 4

<b>MINISTRY AND PROGRAM AREAS</b>	<b>AWARD/EVENT</b>	<b>GA SUPPORT</b>	<b>EXHIBIT</b>	<b>CORRESPONDING</b>	<b>COMM. WORK</b>	<b>GUEST</b>
<b>FUNDS DEVELOPMENT (13)</b>						
Funds Development (13)	0	6	6	1	0	0
<b>MISSION (187)</b>						
Compassion, Peace and Justice (54)	1	8	7	1	37	0
Deputy Executive Director's Office (4)	0	0	3	1	0	0
Evangelism and Church Growth (16)	0	0	15	0	1	0
Mission Personnel to be Commissioned (10)	10	0	0	0	0	0
Mission Personnel Retirees (20+ years) (10)	10	0	0	0	0	0
Racial Ethnic & Women's Ministries/PW (50)	25	0	3	0	22	0
Research Services (4)	0	0	4	0	0	0
Theology, Worship and Education (19)	5	2	3	0	9	0
World Mission (20)	1	15	2	0	0	2
<b>SHARED SERVICES (9)</b>						
Deputy Executive Director's Office (1)	0	0	0	1	0	0
Finance and Accounting (7)	0	7	0	0	0	0



PRESBYTERIAN MISSION AGENCY BOARD

APRIL 23-25, 2014

Appendix 4

Presbyterian Distribution Services (1)	0	0	1	0	0	0
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*Category Totals:*

Award/Event	GA Support	Exhibit	Corresponding Member	Committee Work	Guest	Total
52	60	48	19	80	2	261

Revised 4/21/2014

## FOR INFORMATION

## Subject: 2013 World Mission Funds Development Report – YTD December 31, 2013

	2013 Annual GOAL	YTD 2012	2013 ACTUAL Mission co-Worker Sending and Support	Variance 2012 vs. 2013	
Individuals:	\$4,080,000	\$3,547,239	\$3,272,759	(\$274,480)	92%
*Church Support:	<u>\$4,200,000</u>	<u>\$4,514,121</u>	<u>\$4,906,183</u>	<u>392,062</u>	109%
Total Revenue:	\$8,280,000	\$8,061,360	\$8,178,942	\$117,582	101%

\*(DMS, ECO, MIJHH cash gifts from churches)

Expenses:	\$1,982,471	\$1,675,673	\$1,666,936	(\$8,737)	99%
Total Cash to Need:	<u>\$6,297,529</u>	<u>\$6,385,687</u>	<u>\$6,512,006</u>	<u>\$126,319</u>	102%

**Summary:**

Our overall revenue for the sending and support of mission co-workers for the 2013 fiscal year (January through December) of \$8,178,942 is \$117,582 higher than last year's revenue. The 2013 revenue is \$101,058 under and is 99% of the goal. (Included in this total is an anonymous gift of \$1,000,000 made in October.)

Our total fund raising expenses of \$1,666,936 were 84% of the projected expense of \$1,982,471 or \$315,535 under the plan. This large variance was due to the fact that we had two vacant individual fund raiser positions during the year. One of these was vacant nearly six months. The other was vacant for three months. This reduced the major gift revenue as well as the major gift expenses.

Total 2013 cash to WM sending and support of mission co-workers is \$6,512,006. This is \$126,319 over 2012, and \$214,477 over and 102% of the cash to need goal for 2013.

**Background:**

**Individuals** – Our combined individual goal for major gifts and direct response had a total goal of \$4,080,000. In 2013 we utilized nine direct mail appeals in our **direct response** efforts and received 5,909 gifts from 3,857 donors, totaling \$431,102. This is an average gift size of \$72.96, and includes our return thank you program which brought in \$22,662. Our expenses of \$399,057 are 74% of the projected YTD expenses of \$535,992 and reflect a difference of \$136,935.

We began "counting" gifts in the direct response line differently as we have realized that many of our major donors with whom our individual fund raisers have relationships, use the direct mail response envelopes to send their gifts. **The total received through the direct response program efforts in the envelopes sent was \$1,032,633 and signifies 8,413 gifts.**

For our **major donor program** our 2013 revenue of \$2,841,657 includes an anonymous gift of \$1,000,000 received in October. Not counting the \$1 million gift, this total represents relationships with approximately 1,000 donors. Expenditures of \$760,057 were 88% of the projected expense of \$864,333. The (\$104,276 ) variance in expenses was caused by the vacancies in the regional development positions already explained above.

**Churches** – (Church support combines Directed Mission Support (DMS) and Extra Commitment Opportunities (ECO). It also includes mid-council giving.

Our 2013 church support revenue of \$4,906,183 is 117% of the annual goal of \$4,200,000 and is \$706,183 over the projected revenue goal. This represents 109% and is \$392,062 over the revenue of \$4,514,121 we received in 2012. The church support number includes donations from churches made to DMS, (\$3,406,892) sending and support ECO (\$1,499,291.) It also includes the annual gift of \$41,764 of special missionary support from one presbytery. This gift was set up to go into an account much like our Directed Mission Support accounts. Our YTD expenditures totaled \$507,821 and were 87% of the budgeted expense amount of \$582,146, causing a (\$74,325) variance.

**World Mission Fund Raising**  
**Income Statement**  
**December 31, 2013**

	2012 vs 2013				Month to Date Goal thru December 31, 2013				Year to date vs Year Goals			
	YTD December 31, 2012	YTD December 31, 2013	2013 vs 2012 Sending and Support	% of Difference	YTD Goal as of December 31, 2013	Actual as of December 31, 2013	Goal vs Actual Sending and Support	% of Goal	Goal/Budget	Actual as of December 31, 2013	Goal vs Actual Sending and Support	% of Goal
<b>Revenue</b>												
*Individuals	3,547,239	3,272,759	(274,480)	92%	4,080,000	3,272,759	(807,241)	80%	4,080,000	3,272,759	(807,241)	80%
**Churches	4,514,121	4,906,183	392,062	109%	4,200,000	4,906,183	706,183	117%	4,200,000	4,906,183	706,183	117%
<b>Total Revenue</b>	<b>8,061,360</b>	<b>8,178,942</b>	<b>117,582</b>	<b>101%</b>	<b>8,280,000</b>	<b>8,178,942</b>	<b>(101,058)</b>	<b>99%</b>	<b>8,280,000</b>	<b>8,178,942</b>	<b>(101,058)</b>	<b>99%</b>
<b>Expenses</b>												
Major Gifts	1,014,560	760,057	(254,503)	75%	864,333	760,057	(104,276)	88%	864,333	760,057	(104,276)	88%
Church Support	268,694	507,821	239,127	189%	582,146	507,821	(74,325)	87%	582,146	507,821	(74,325)	87%
Direct Response	392,419	399,057	6,638	102%	535,992	399,057	(136,935)	74%	535,992	399,057	(136,935)	74%
<b>Total Direct Expenses</b>	<b>1,675,673</b>	<b>1,666,936</b>	<b>(8,737)</b>	<b>99%</b>	<b>1,982,471</b>	<b>1,666,936</b>	<b>(315,535)</b>	<b>84%</b>	<b>1,982,471</b>	<b>1,666,936</b>	<b>(315,535)</b>	<b>84%</b>
<b>Net Funds Available to WM</b>	<b>6,385,687</b>	<b>6,512,006</b>	<b>126,319</b>	<b>102%</b>	<b>6,297,529</b>	<b>6,512,006</b>	<b>214,477</b>	<b>103%</b>	<b>6,297,529</b>	<b>6,512,006</b>	<b>214,477</b>	<b>103%</b>

**\*Individuals**

Direct Response	628,712	431,102	(197,610)	69%	1,080,000	431,102	(648,898)	40%	1,080,000	431,102	(648,898)	40%
Major Gifts	2,918,527	2,841,657	(76,870)	97%	3,000,000	2,841,657	(158,343)	95%	3,000,000	2,841,657	(158,343)	95%
<b>Total Individuals</b>	<b>3,547,239</b>	<b>3,272,759</b>	<b>(274,480)</b>	<b>92%</b>	<b>4,080,000</b>	<b>3,272,759</b>	<b>(807,241)</b>	<b>80%</b>	<b>4,080,000</b>	<b>3,272,759</b>	<b>(807,241)</b>	<b>80%</b>

**\*\*Church Support**

DMS	3,159,781	3,406,892	247,111	108%	3,150,000	3,406,892	256,892	108%	3,150,000	3,406,892	256,892	108%
ECO (sending/support)	1,354,340	1,499,291	144,951	111%	1,050,000	1,499,291	449,291	143%	1,050,000	1,499,291	449,291	143%
<b>Total Church Support</b>	<b>4,514,121</b>	<b>4,906,183</b>	<b>392,062</b>	<b>109%</b>	<b>4,200,000</b>	<b>4,906,183</b>	<b>706,183</b>	<b>117%</b>	<b>4,200,000</b>	<b>4,906,183</b>	<b>706,183</b>	<b>117%</b>

**ITEM B.208**  
**FOR INFORMATION**

**Subject: Special Offerings Report 2014**

**Individuals giving to Special Offerings**

	<b>2012</b>	<b>2013</b>	<b>Variance</b>
<i>OGHS</i>	361	1,945 *	438.78%
Without bulletin insert with envelope	361	779	115.79%
<i>Pentecost</i>	109	107	-1.83%
<i>Peacemaking</i>	115	412	258.26%
<i>CJO</i>	320	335	4.69%
<i>Catalog Project</i>	9	1,169	12888.89%

\* 1,166 gifts were received using the OGHS bulletin insert with envelope

**Churches giving to Special Offerings**

	<b>2012</b>	<b>2013</b>	<b>Variance</b>
<i>OGHS</i>	6,437	6,194	-3.78%
<i>Pentecost</i>	2,403	2,340	-2.62%
<i>Peacemaking</i>	2,843	2,640	-7.14%
<i>CJO</i>	4,757	4,601	-3.28%
<i>Catalog Project</i>	0	57	100.00%

**Individuals:**

- We know acquiring new individual donors is key to the long range success of all of our fundraising efforts.
- The numbers for OGHS and Pentecost (compared to World Mission direct response) tell us traditional mail performs better than the converted mailers used for the Offerings in 2013, prompting changes in format for 2014 Offering direct response.
- The Peacemaking increase was largely from the Syria appeal co-branded with PDA. The increase can be attributed to the media attention of the particular cause and the brand strength of PDA.

**Churches:**

- The loss of participating churches is far less rapid than the loss of dollars – indicating decreased gift sizes. This supports the notion that Offerings will grow much more swiftly through individuals and direct response/catalog and that church growth will be slower and happen more through our grassroots ambassador and promotion efforts.
- Churches are dropping the Peacemaking Offering at a rate more than double the other Offerings, despite the same or more promotion activity.

	2012 Year to Date vs 2013 Year to Date				Year to date vs Year Goals			
	Actual as of December 31, 2012	Actual as of December 31, 2013	2012 vs 2013 Year to date	% Difference	Goal/Budget	Actual as of December 31, 2013	Goal vs Actual	% of Goal
<b>Total Gross Revenue</b>	14,279,924	13,574,275	(705,648)	-5%	14,600,000	13,574,275	(1,025,725)	93%
<b>Total Gross Revenue to PMA</b>	12,796,971	12,141,771	(655,200)	-5%	13,100,000	12,141,771	(958,229)	93%

**Christmas Joy Offering**

date of offering 12/23/12 & 12/22/13

	2012 Year to Date vs 2013 Year to Date				Year to date vs Year Goals			
	Actual as of December 31, 2012	Actual as of December 31, 2013	2012 vs 2013 Year to date	% Difference	Goal/Budget	Actual as of December 31, 2013	Goal vs Actual	% of Goal
<b>PMA Offering Revenue</b>	3,991,027	3,805,926	(185,101)	-5%	4,200,000	3,805,926	(394,074)	91%
<b>Promo Expenses</b>	309,698	361,895	52,197	17%	344,167	361,895	17,728	105%
<b>Cash to Need</b>	3,681,329	3,444,031	(237,298)	-6%	3,855,833	3,444,031	(411,802)	89%

**One Great Hour of Sharing Offering**

date of offering 4/8/12 & 3/31/13

	2012 Year to Date vs 2013 Year to Date				Year to date vs Year Goals			
	Actual as of December 31, 2012	Actual as of December 31, 2013	2012 vs 2013 Year to date	% Difference	Goal/Budget	Actual as of December 31, 2013	Goal vs Actual	% of Goal
<b>PMA Offering Revenue</b>	7,027,831	6,493,151	(534,680)	-8%	7,100,000	6,493,151	(606,849)	91%
<b>Promo Expenses</b>	476,110	493,280	17,170	104%	562,780	493,280	(69,500)	88%
<b>Cash to Need</b>	6,551,721	5,999,871	(551,850)	-8%	6,537,220	5,999,871	(537,349)	92%

**Pentecost Offering**

date of offering 5/27/12 & 5/19/13

	2012 Year to Date vs 2013 Year to Date				Year to date vs Year Goals			
	Actual as of December 31, 2012	Actual as of December 31, 2013	2012 vs 2013 Year to date	% Difference	Goal/Budget	Actual as of December 31, 2013	Goal vs Actual	% of Goal
<b>PMA Offering Revenue</b>	819,090	818,057	(1,033)	0%	900,000	818,057	(81,943)	91%
<b>Congregation portion (40%)</b>	540,599	513,589	(27,010)	-5%	600,000	513,589	(86,411)	86%
<b>Total Revenue</b>	1,359,689	1,331,646	(28,043)	-2%	1,500,000	1,331,646	(168,354)	89%
<b>Promo Expenses</b>	250,079	295,798	45,719	18%	268,428	295,798	27,370	110%
<b>PMA Cash to Need</b>	569,011	522,259	(46,752)	-8%	631,572	522,259	(109,313)	83%
<b>Congregation portion (40%)</b>	540,599	513,589	(27,010)	-5%	600,000	513,589	(86,411)	86%
<b>Total Cash to Need</b>	1,109,610	1,035,848	(73,762)	-7%	1,231,572	1,035,848	(195,724)	84%

**Peacemaking Offering**

date of offering 10/7/12 & 10/6/13

	2012 Year to Date vs 2013 Year to Date				Year to date vs Year Goals			
	Actual as of December 31, 2012	Actual as of December 31, 2013	2012 vs 2013 Year to date	% Difference	Goal/Budget	Actual as of December 31, 2013	Goal vs Actual	% of Goal
<b>PMA Offering Revenue</b>	957,631	980,319	22,688	2%	900,000	980,319	80,319	109%
<b>Congr/Presby/Synod portion (50%)</b>	942,354	918,915	(23,439)	-2%	900,000	918,915	18,915	102%
<b>Total Revenue</b>	1,899,985	1,899,234	(751)	0%	1,800,000	1,899,234	99,234	106%
<b>Promo Expenses</b>	276,595	325,578	48,983	18%	296,965	325,578	28,613	110%
<b>PMA Cash to Need</b>	681,036	654,741	(26,295)	-4%	603,035	654,741	51,706	109%
<b>Congr/Presby/Synod portion (50%)</b>	942,354	918,915	(23,439)	-2%	900,000	918,915	18,915	102%
<b>Total Cash to Need</b>	1,623,390	1,573,656	(49,734)	-3%	1,503,035	1,573,656	70,621	105%

**Special Offerings**

	2012 Year to Date vs 2013 Year to Date				Year to date vs Year Goals			
	Actual as of December 31, 2012	Actual as of December 31, 2013	2012 vs 2013 Year to date	% Difference	Goal/Budget	Actual as of December 31, 2013	Goal vs Actual	% of Goal
<b>Total Cash to Need</b>	1,392	18,485	17,093	1228%	0	18,485	18,485	

Sales of Resources \$28,713, less cost of sales \$947, net sales of \$27,766, which reduced promotional expenses

PRESBYTERIAN MISSION AGENCY BOARD

April 23-25, 2014

Executive Director's Office

Appendix 7

ITEM H.104  
FOR ACTION

FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY			
A. Finance		E. Corporate Property, Legal, Finance	J. Board Nominating & Governance Subcommittee
B. Justice		F. PC(USA), A Corporation	P. Plenary
C. Leadership		G. Audit	
D. Worshipping Communities	X	H. Executive Committee	

**Subject: Comment to the 221st General Assembly (2014) on the Resolution to Develop a Church-wide Anti-Racism Policy from the Advocacy Committee for Racial Ethnic Concerns**

**Recommendation: That the Presbyterian Mission Agency Executive Committee forward the following comments on Recommendations 1, 2 and 4 of the "Resolution to Develop a Church-wide Anti-Racism Policy from the Advocacy Committee for Racial Ethnic Concerns" to the Presbyterian Mission Agency Board with a recommendation to approve and forward to the 221st General Assembly (2014):**

**Recommendation 1, Direct the Presbyterian Mission Agency to develop a church-wide anti-racism policy similar to the existing anti-discrimination policies.**

**Comment:**

In 1999, the General Assembly adopted a church wide policy statement on antiracism, titled "Facing Racism: A Vision of the Beloved Community."

[http://www.pcusa.org/site\\_media/media/uploads/resolutions/facing-racism.pdf](http://www.pcusa.org/site_media/media/uploads/resolutions/facing-racism.pdf)

The Stated Clerk of the General Assembly distributed the comprehensive policy document church-wide.

As policy already exists, the Presbyterian Mission Agency calls for more action to implement the vision of the beloved community as set forth in the existing policy.

Since 1999, Racial Ethnic & Women's Ministries/PW has provided antiracism training at general assemblies. Antiracism training has also been offered at The Big Tent, National Presbyterian Multicultural Church Conferences, Multicultural Church Institutes, and in presbyteries and congregations, as requested.

**Recommendation 2, Direct the Presbyterian Mission Agency to develop procedures and evaluation criteria for the implementation of a church-wide anti-racism training program. The Presbyterian Mission Agency will report back to the 222nd General Assembly (2016) regarding actions taken and results achieved.**

**Comment:**

Church-wide antiracism trainings are offered by the office of Gender and Racial Justice in Racial Ethnic & Women's Ministries/PW. Racial justice training opportunities include:

<http://www.presbyterianmission.org/ministries/racialjustice/training/>

**Building the Beloved Community** – Understanding the dynamics of privilege and systemic racism.

**Faces of the Enemy** – A guided discussion based upon the documentary “Faces of the Enemy.” This course explores enemy making, the media, propaganda, racism, and war.

**Gender, Race and Class: Exploring Intersectionality** – How class and gender intersect with systemic racism in social organizations and institutions.

**Internalized Oppression** – This course uses biblical characters to explore the effects of internalized oppression.

**Power and Privilege** – This workshop explores the issues of power and privilege and creates a safe place to discuss how they affect our lives and church.

**Worship Where Faith and Culture Meet** – This workshop includes an introduction to African American, Latino/Latina, Asian, Middle Eastern, Native American, and Euro-American cultures in the United States.

**Cultural Proficiency 101** – An overview of the gender and racial justice components: anti-racism, anti-sexism and power and privilege.

**Equipping the Church for Ministry with God's Diverse Family** – This conversation focuses on the tools and resources available for Presbyterians who seek to face and dismantle racism.

**A Conversation on Inclusive and Expansive Language and Cultural Diversity** – This conversation focuses on utilizing bias-free and culturally-responsive communication, for the purpose of promoting transformation in individuals and in the larger church.

**Recommendation 4, Direct the Presbyterian Mission Agency to develop tools, assessment instruments, and training materials for the presbyteries and congregations in order to develop clear and effective understanding of systemic racism - including white privilege, power, and prejudice in relation to race.**

**Comment:**

The office of Gender and Racial Justice provides antiracism training materials, tools, and resources for Presbyterians who seek to continue the Presbyterian Church's long-standing commitment to face and dismantle racism. This training is designed to assist individuals, mid councils, agencies and worshiping communities with their efforts to understand the dynamics of privilege and systemic racism.

The Antiracism Manual, as well as a roster of antiracism trainers, is located in the office of Gender and Racial Justice. The practice is to provide the antiracism manual to nationally trained facilitators and to send the facilitator with training materials to mid councils, congregations, General Assembly, the Big Tent, General Assembly agencies, and to other groups, as training is requested.

The Antiracism Manual was recently expanded. New modules include:

- The Intersectionality of Race, Gender and Class (completed in 2010),
- a module on Internalized Oppression (Race & Gender) (completed in 2011), and
- a module on White Privilege and Male Privilege (coming in 2014).



**ITEM H.105**  
**FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR’S OFFICE USE ONLY</i>			
<b>A. Finance</b>		<b>E. Corporate Property, Legal, Finance</b>	<b>J. Board Nominating &amp; Governance Subcommittee</b>
<b>B. Justice</b>		<b>F. PC(USA), A Corporation</b>	<b>P. Plenary</b>
<b>C. Leadership</b>		<b>G. Audit</b>	
<b>D. Worshiping Communities</b>	X	<b>H. Executive Committee</b>	

**Subject: Comment on Recommendation 1 of “A Review of Efforts Regarding Cultural Proficiency and Creating a Climate for Change in the Presbyterian Church (U.S.A.) – Report to the 221st General Assembly (2014) from the Advocacy Committee for Racial Ethnic Concerns”**

**“Direct the Presbytery Mission Agency (PMA) to reestablish and fill the position of Associate for Organizational Diversity, Education, and Recruitment or an appropriate alternative.”**

**Recommendation: That the Executive Committee forward the following comment on Recommendation 1 of “A Review of Efforts Regarding Cultural Proficiency and Creating a Climate for Change in the Presbyterian Church (U.S.A.) – Report to the 221st General Assembly (2014)” to the Presbyterian Mission Agency Board with a recommendation to approve and forward to the 221st General Assembly (2014):**

**Comment:**

The Presbyterian Mission Agency is appreciative of the important work of the Advocacy Committee for Racial Ethnic Concerns and enjoys a collaborative, productive relationship with regular consultation. While the Presbyterian Mission Agency agrees with the importance of cultural proficiency and anti-racism work within the denomination, and the Mission Agency in particular, it disagrees with the Advocacy Committee on how to best fulfill this responsibility.

When the former incumbent of the Associate for Organizational Diversity, Education and Recruitment position left the Mission Agency, work was redistributed within the Human Resources office. No mandates for the work of the Presbyterian Mission Agency were changed, only the manner in which this work is done.

Currently the Presbyterian Mission Agency Human Resources staff includes a position that focuses on recruitment and organizational diversity (through the Diversity in Leadership Network). Education is achieved through a large selection of online career and personal development courses.

The Presbyterian Mission Agency believes this approach fulfills the General Assembly’s mandate for cultural proficiency training while also achieving good stewardship of financial resources. No other General Assembly agency has employed a full-time staff position focused on their cultural proficiency work. The work currently mandated by the General Assembly is fully reflected in the budget that has been proposed for General Assembly approval. Creating an additional position for this work will have a financial implication which requires reductions in other programmatic areas of the Presbyterian Mission Agency.

**ITEM H.107  
FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR’S OFFICE USE ONLY</i>			
<b>A. Finance</b>		<b>E. Corporate Property, Legal, Finance</b>	<b>J. Board Nominating &amp; Governance Subcommittee</b>
<b>B. Justice</b>		<b>F. PC(USA), A Corporation</b>	<b>P. Plenary</b>
<b>C. Leadership</b>		<b>G. Audit</b>	
<b>D. Worshiping Communities</b>	X	<b>H. Executive Committee</b>	

**Subject: Comment on “A Resolution to Define and Interpret Standards for PC(USA) Racial Ethnic Schools and Colleges from the Advocacy Committee for Racial Ethnic Concerns”**

**“Direct the Presbyterian Mission Agency, in consultation with the Racial Ethnic Schools and Colleges Presidents Roundtable, to convene a racially diverse special task force of six with expertise in the field of education to define and interpret the standards for racial ethnic schools related to the PC(USA). The task force should conduct most of their business via electronic means, meeting one time face-to-face, and they should consult with current PC(USA) related racial ethnic schools on what characteristics in a school produce racial ethnic leaders in today’s multicultural society. The task force should report back to the 222nd General Assembly (2016) on their findings. “**

**Recommendation: That the Executive Committee forward the following comment to the Presbyterian Mission Agency Board with a recommendation for approval and forward to the 221st General Assembly (2014).**

**Comment:**

The Presbyterian Mission Agency Board (PMAB) approved at its February 2014 meeting that the chairperson of the Presbyterian Mission Agency Board “appoint a task force consisting of representatives from the Historically Presbyterian Racial Ethnic Institutions (HPREI) and representatives from other Presbyterian-related racial ethnic educational institutions. The task force will determine how the church can be true to its commitment to the HPREI, with whom it has covenanted, while considering how other racial ethnic educational institutions can be in relationship with the PC(USA) and be considered for support.”

The Presbyterian Mission Agency Board recommends that the resolution on defining and interpreting standards for PC(USA) racial ethnic schools and colleges from the Advocacy Committee for Racial Ethnic Concerns (ACREC) be referred to the task force appointed by the Presbyterian Mission Agency Board chairperson, in order to avoid duplicative efforts. Both proposed task forces include many of the same people, and the work is similar. The task force appointed by the chairperson of the Presbyterian Mission Agency Board will meet at the fall Racial Ethnic Schools and Colleges Presidents Roundtable meeting, which is included in the current PMAB budget, so there are minimal additional financial implications for the meeting of this task force. During this meeting, the task force will have the expertise and the time to complete the work assigned by the Presbyterian Mission Agency Board and the work in ACREC's resolution.

**ITEM H.108  
FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>			
<b>A. Finance</b>		<b>E. Corporate Property, Legal, Finance</b>	<b>J. Board Nominating &amp; Governance Subcommittee</b>
<b>B. Justice</b>		<b>F. PC(USA), A Corporation</b>	<b>P. Plenary</b>
<b>C. Leadership</b>		<b>G. Audit</b>	
<b>D. Worshiping Communities</b>	X	<b>H. Executive Committee</b>	

**Subject: Comment on Recommendations 1 and 2 of “A Resolution to Support Hotel & Hospitality Workers through the Adoption of Just Policies in the Presbyterian Church (U.S.A.) from the Advocacy Committee for Women’s Concerns (ACWC)”**

- 1. Direct the Presbyterian Mission Agency and Office of General Assembly to include protective language in every hotel contract so that if there is a labor dispute at the contracted hotel, the Presbyterian Church (U.S.A.) can pull out of the contract without penalty.**
  
- 2. Direct the Presbyterian Mission Agency and the Office of General Assembly to adopt a policy that gives preference to hotels where workers are organized and commits to honoring and upholding boycotts that are directly related to workers’ wages and working conditions.**

**Recommendation: That the Executive Committee forward the following comments on Recommendations 1 and 2 of “A Resolution to Support Hotel & Hospitality Workers through the Adoption of Just Policies in the Presbyterian Church (U.S.A.) from the Advocacy Committee for Women’s Concerns (ACWC)” to the Presbyterian Mission Agency Board with a recommendation to approve and forward to the 221st General Assembly (2014):**

**Comment:**

The Presbyterian Mission Agency Board (“PMAB”) and the Office of the General Assembly (“OGA”) stand strongly behind the values for fair employment practices expressed by the ACWC but hold reservations about the details required by this recommendation. Speaking up for just compensation and reasonable working conditions is a part of our scriptural and confessional mandate and true to our historical witness.

Our concern is that, as currently presented, the resolution does not take into account the comprehensive ministry of the church and prior actions of the assembly.

1. Recommendation 1 directs the Presbyterian Mission Agency (“PMA”) and OGA to include protective language in every hotel contract. Any contract in the hospitality industry is a negotiation between skilled meeting planners and hotel managers who give and take to create an agreement that is beneficial to both. It is already practice of the OGA and the PMA to insert language very similar to that proposed in the recommendation into any contract at the beginning of negotiations. In the course of negotiation this contractual language may prove to be unworkable or other reassurances take on greater relevance. It is sometimes the judgment of the agency to drop the protective language in lieu of other considerations in order to complete the

contract. To require every contract to include specific language puts those who confer on our behalf in a bind that may not meet our comprehensive missional and justice goals.

We would propose that if the General Assembly adopts this recommendation, it consider inserting language such as “attempts to” before the words “include protective language...” in order to encourage meeting planners in the negotiation stages.

2. Recommendation 1 also makes reference to “a labor dispute at the contracted hotel” without defining what constitutes a labor dispute. Such general language is not useful when it comes as a directive from the General Assembly. Staff is left parsing what constitutes a labor dispute and who qualifies as a party in the dispute.

We would propose that, if the General Assembly adopts this recommendation, it might be more helpful for the recommendation to use language such as “...so that if the contracting entity of the PC(U.S.A.) determined that the hotel violated the missional goals of the church, it could pull out of the contract.”

3. Of greatest concern are the implications of Recommendation 2 which “commits [the PMA and OGA] to honoring and upholding boycotts ...”. Such a policy abdicates to other bodies (such as Unite Here) our missional responsibility to engage in a prayerful, thoughtful process of engagement before initiating a boycott. The Presbyterian Church (U.S.A.) has a vital history, going back almost a century, of joining strategically in boycotts. In 1979, the church established 8 criteria before entering into a boycott. Among those criteria is to ask if “... other approaches to correcting the injustice [have] been seriously undertaken?” Furthermore the assembly instructed: “There are many methods of seeking social change, and boycott should rarely, if ever, be the strategy of first resort. Discussion and persuasion, exposure to public opinion, legislative remedy, and legal action are only a few of the options.” (*Minutes*, UPCUSA, 1979, Part I, p. 253, “Boycotts: Policy Analysis and Criteria”)

As currently written the PMA and OGA would be required to respect a boycott declared by other institutions without engaging in our own process of study, persuasion, negotiation or witness. We would be relinquishing our own policies and the discernment of our councils to bodies with no connection or responsibility to our membership. The final conclusion of these boycotts would not be determined by the church, but by other entities for us.

One of the strengths of our Mission Responsibility Through Investment (“MRTI”) program is the way it opens avenues for the church to engage businesses in concrete, thoughtful conversations before moving toward any consideration of divestment. A boycott should be the end of the conversation between the Presbyterian Church (U.S.A.) and an institution, not the beginning.

Different language would instruct all the agencies of the church, when made aware that a hotel has been targeted for boycott by some organization, to initiate an investigation of the issues, conversation with the parties, and determination of how the PC(U.S.A.) might best contribute to the issues of justice before entering into a contract.

4. Recommendation 2 also instructs the PMA and OGA to “adopt a policy that gives preference to hotels where workers are organized ...” without recognizing the many hotels whose workers are treated with justice but are not currently organized. Are good managers and the workers employed by them to be bypassed for preferential treatment for unions? This standard would imply that all of the hotels in Louisville and in many whole states (and all of our conference centers) do not meet the justice goals of the Presbyterian Church because their workers are not organized.

**ITEM H.109  
FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>			
<b>A. Finance</b>		<b>E. Corporate Property, Legal, Finance</b>	<b>J. Board Nominating &amp; Governance Subcommittee</b>
<b>B. Justice</b>		<b>F. PC(USA), A Corporation</b>	<b>P. Plenary</b>
<b>C. Leadership</b>		<b>G. Audit</b>	
<b>D. Worshipping Communities</b>	X	<b>H. Executive Committee</b>	

**Subject: Comment on Recommendation 6 of “The Self-Study Report of the Advocacy Committee for Women’s Concerns of the Presbyterian Church (U.S.A.) to the 221st General Assembly (2014)”**

**“Direct the Presbyterian Mission Agency Board to comply with the current (November 2013) Presbyterian Mission Agency Manual in maintaining the dual-member relationship with ACWC, in accordance with the instruction that the advocacy committees “shall” have a member of the Presbyterian Mission Agency Board, and in light of the particular nature of the advocacy committee’s mandate to “advise the Presbyterian Mission Agency Board on matters of women’s concerns” and to “monitor the implementation of women’s policies and programs relative to women’s concerns.”**

**Recommendation: That the Executive Committee forward the following comment on Recommendation 6 of the “The Self-Study Report of the Advocacy Committee for Women’s Concerns of the Presbyterian Church (U.S.A.) to the 221st General Assembly (2014)” to the Presbyterian Mission Agency Board with a recommendation to approve and forward to the 221st General Assembly (2014):**

**Comment:**

The Presbyterian Mission Agency Board is in compliance with the appendix to its Manual of Operations, cited by the Advocacy Committee for Women’s Concerns. The language in the appendix reads: “This Advocacy Committee shall consist of...one Presbyterian Mission Agency Board nominated by the Presbyterian Mission Agency Board Nominating and Governance Subcommittee and elected by the Presbyterian Mission Agency Board to serve a four-year non-renewable term. This voting member fulfills the responsibility of liaison between the Presbyterian Mission Agency Board and the Advocacy Committee.” The Manual of Operations also includes this provision: “When no current member of the Presbyterian Mission Agency Board has the gifts or abilities required to serve on particular boards or entities that require Board representation, the Board Nominating Committee may select nominees from past Board members.”

At its February 2012 meeting, the Presbyterian Mission Agency Board elected a voting member to serve a four-year, non-renewable term (expiring in 2016) on the Advocacy Committee for Women’s Concerns. This member completes his service on the Presbyterian Mission Agency Board at the conclusion of the 221st General Assembly (2014), having served since 2008. However, his term on the Advocacy Committee for Women’s Concerns is not complete until 2016, creating the concern raised by the Advocacy Committee.

This concern was raised by staff in February and options have been relayed to the Advocacy Committee, including asking the duly-elected Board member to resign from the Advocacy Committee before the end of his term (so that a current Board member might be elected), and considering a shortening of the length of the term of service on the Advocacy Committee (if the member must be a Board member for all four years on the Advocacy Committee, then this shortens the list of eligible members by one third, and finding members with sufficient time to serve on all the required additional committees has become quite a challenge.) The

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Presbyterian Mission Agency Board advises the General Assembly to take no action on this item since the Manual of Operations is being followed, and alternate solutions are being discussed.

**ITEM H.110  
FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>			
A. Finance		E. Corporate Property, Legal, Finance	J. Board Nominating & Governance Subcommittee
B. Justice		F. PC(USA), A Corporation	P. Plenary
C. Leadership		G. Audit	
D. Worshipping Communities	X	H. Executive Committee	

**Subject: “The Gospel from Detroit: Renewing the Church’s Urban Vision” – From the Advisory Committee on Social Witness Policy**

**3. Strengthen the Presbyterian Church (U.S.A.)’s commitment to bear the gospel of Jesus Christ to the cities of this nation and to support mid-council efforts by renewing its urban mission strategy and designating a staff position dedicated to the coordination of General Assembly resources related to metro/urban ministry, including ministries of racial and economic equity; that this position to be lodged in the Compassion, Peace, and Justice Ministries of the Presbyterian Mission Agency; that this position be funded through 2020, and that it carry out the following functions:**

- a. **Work with presbyteries, congregations, and synods to organize local, regional and national networks of metro/urban ministry practitioners.**
- b. **Coordinate Presbyterian Mission Agency resources and programs related to metro/urban ministry (that have been located in several ministry areas).**
- c. **Develop partnerships with other faith-based and community-based organizations, especially those creating multiracial and multi-class constituencies that support metro/urban ministry.**
- d. **Develop a catalog of resources that are available to support metro/urban congregations and ministries, such as grants, training, and volunteer opportunities.**
- e. **Provide technical assistance and training to those engaged in metro/urban ministries and to those partnering in the creation of new intentional communities of Presbyterians engaged in such ministries of witness and service.**
- f. **Work with presbyteries, synods, seminaries, and other related metro/urban ministry organizations to develop training and networking opportunities, particularly with attention to racial and economic justice.**
- g. **Be an advocate for metro/urban ministry at the congregational, presbytery, synod, and General Assembly level.**

**4. To equip new ministries and worshipping communities, direct:**

- a. **Compassion, Peace, and Justice Ministries to organize on-going regional conversations on “Race, Class, and the Current Challenges of Urban Ministry,” gathering the rich resources of those who have significant experience in urban ministry, particularly**



**the rich resources of people of color; that the collective wisdom of such conversations be edited, organized, and published periodically in the print, video and digital media of the PC(USA) for wide availability.**

**Recommendation: That the Executive Committee forward the following comment on Recommendations 3 and 4 a. of “The Gospel from Detroit: Renewing the Church’s Urban Vision,” from the Advisory Committee on Social Witness Policy (ACSWP) to the Presbyterian Mission Agency Board with a recommendation to approve the comment and forward to the 221st General Assembly (2014).**

**Comment:**

The Presbyterian Mission Agency Board affirms the direction of “The Gospel from Detroit: Renewing the Church’s Urban Vision” and commends the report and the in-depth analysis to the church for study and engagement. It encourages the church, especially mid-councils and congregations to consider urban ministry as a priority for national mission efforts.

Recommendations 3 and 4a would require additional funding from the Presbyterian Mission Agency. Recommendation #4b would require additional per capita funds, unless the Advocacy Committees, the Advisory Committee and the Racial Ethnic Caucuses subsume this work into their existing work plans. Additional funds, at this point in time, from either budget, are not available, as available funds have been prioritized in the budgets presented for approval by this Assembly.

Recommendation 3 seeks to recreate an office of urban ministry – an office reconfigured in 2011 (along with the former office of rural ministry) as the Office of Church Growth and Transformation. The new approach seeks to resource congregations, whatever their locale, to be faithful communities of faith, hope, love and witness. Resources appropriate to each locale are available on the Church Transformations website: (<http://www.presbyterianmission.org/ministries/church-growth/church-transformation/>). There is also an Urban Ministry Network in the Evangelism and Church Growth Ministry area that has been meeting twice a year for over 15 years. Creating a new office within the Compassion, Peace and Justice Ministry Area would be redundant and have considerable financial implications through 2020, necessitating the reduction of other ministry programs and staff.

Recommendation 4a calls on the Compassion, Peace and Justice Ministry Area to organize and publish the results of ongoing regional conversations regarding urban ministry, particularly as informed by issues of race and class and the voices of persons of color. Compassion, Peace and Justice does not have the staff or funding for this type of regional ministry of dialogue and publishing. With the change in the way the church is engaging in mission, the Presbyterian Mission Agency Board thinks that regional ministry is best done by synods and presbyteries where the geographic needs can align with the regional conversations. Adding an additional ministry function to the Compassion Peace and Justice area would require the eliminating of existing ministry programs and staff.

Overall, we applaud the renewed focus on urban ministry and would invite commissioners to advise and encourage congregations to utilize the resources of the church transformation area rather than creating another office at the national level.

**ITEM H.111  
FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>					
	A. Finance		E. Corporate Property, Legal, Finance		J. Board Nominating & Governance Subcommittee
	B. Justice		F. PC(USA), A Corporation		P. Plenary
	C. Leadership		G. Audit		
	D. Worshiping Communities	X	H. Executive Committee		

**Subject: Comment on Recommendations 3 and 4 of the Advisory Committee on Social Witness Policy “Resolution on Sexual Violence within the U.S. Military Services: A 2014 Human Rights Update”**

**“Direct the Office of Public Witness and encourage Presbyterians generally to support the development of preventive, restorative, and where necessary punitive measures to end the problem of sexual abuse in the U.S. military; and**

**Direct the Office of Public Witness and the Presbyterian Ministry at the United Nations, and encourage Presbyterians generally, to support the implementation of policies to prevent sexual violence by U.S. and other military personnel engaged in joint jurisdictions such as United Nations (UN) Peacekeeping and North American Treaty Organization (NATO), both within these forces and among vulnerable refugee and asylum-seeking civilian populations.”**

**Recommendation: That the Executive Committee forward the following comment on Recommendations 3 and 4 of the “Resolution on Sexual Violence within the U.S. Military Services: A 2014 Human Rights Update,” to the Presbyterian Mission Agency Board with a recommendation to approve and forward to the 221st General Assembly (2014).**

**Comment:**

The Office of Public Witness has engaged in advocacy that seeks to reduce violence against women and girls, provide increased support and services for victims of relationship violence, and various other measures that will primarily benefit civilian victims of crime. In particular, the Office of Public Witness has been active in advocating for the Violence Against Women Act (VAWA) and the International Violence Against Women Act (IVAWAA). In the context of recent Congressional debates, PC(USA) General Assembly did not have policy that adequately speaks to the role of the military chain of command in the prosecution of military sexual assault. Consequently, the Office of Public Witness remained silent on the bill. If approved, this Resolution would speak to that gap in policy.

**ITEM H.112  
FOR ACTION**

FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY			
A. Finance		E. Corporate Property, Legal, Finance	J. Board Nominating & Governance Subcommittee
B. Justice		F. PC(USA), A Corporation	P. Plenary
C. Leadership		G. Audit	
D. Worshiping Communities	X	H. Executive Committee	

**Subject: Comment on Recommendation 1 of the report “Ministerial Compensation and the Theology of Compensation: Incentives and Solidarity,” from the Advisory Committee for Social Witness Policy”**

**“Requests the Presbyterian Mission Agency to have its Personnel Committee review church-wide ministerial salary data as context for its review of Mission Agency salaries”**

**Recommendation: That the Executive Committee forward the following comment on Recommendation 1 of the report “Ministerial Compensation and the Theology of Compensation: Incentives and Solidarity,” from the Advisory Committee for Social Witness Policy to the Presbyterian Mission Agency Board with a recommendation to approve and forward to the 221st General Assembly (2014).**

**Comment:**

The Presbyterian Mission Agency Board is grateful for the persistent advocacy of the Advisory Committee on Social Witness Policy. It is through such deliberate encounters that we are all drawn to greater faithfulness. Despite our many conversations, the request raised in recommendation #1 is a new one for our dialogue, as it already reflects a current practice. Currently the Presbyterian Mission Agency follows a comparative pricing compensation approach, which aligns pay with equivalent individual positions in comparable religious/faith-based, non-profit and some for-profit organizations. Internal equity within the Presbyterian Mission Agency and the larger church is also a consideration, as is avoiding excessive compensation at the upper end of the scale. This approach readily accommodates organizational and job/role changes and recognizes performance and competency.

This practice is consistent with the Churchwide Compensation Guidelines, which include: *“In maintaining a relationship between the highest and lowest salaries, lower levels of compensation should be comparable to or better than the average salaries paid in the marketplace, but not so far above the average that good stewardship of the church’s funds is compromised. Salaries at the top levels should reflect a tempering of excessive compensation. In establishing compensation plans and/or individual salaries, comparable salary data may include data from other national church organizations, including pension boards and foundations, academic institutions, the publishing field, pastors’ salaries, and other sources as deemed appropriate by the elected bodies of the entities or the employing organization.”*

The Presbyterian Mission Agency seeks to be clear that churchwide ministerial salary data is only one component of the compensation system, and a relatively minor one, since few Presbyterian Mission Agency employees are serving in roles that require the traditional skills of a teaching elder: pastoral care, preaching, administration of the sacraments, leading a congregation, etc. While this experience is very useful in our work, the Presbyterian Mission Agency is equally dependent upon specific skills in program administration, mission administration, office administration, writing/editing/formatting, policy development, advocacy, law, finance, distribution, payroll, human resources, coaching and conference

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planning, often with national/international dimensions. Many positions at the Agency are not filled by ministers of the PCUSA or of other denominations. The Churchwide Compensation Guidelines direct that *“Factors to be considered when setting compensation should include the nature, purpose, scope, and responsibility of the position; the experience, knowledge, and skills required; the challenge of the work to be done and its impact on the effectiveness with which the church achieves its mission.”*

If churchwide ministerial salary data is used as the sole context for compensation, it will be impossible to fulfill the Churchwide Compensation Guidelines (initially developed by the General Assembly in 1988 and most recently re-affirmed in 2002).

[http://www.presbyterianmission.org/site\\_media/media/uploads/presbyterian\\_mission\\_agency/churchwide\\_compensation\\_guidelines\\_3-18-14.pdf](http://www.presbyterianmission.org/site_media/media/uploads/presbyterian_mission_agency/churchwide_compensation_guidelines_3-18-14.pdf)

## ITEM H.200 FOR INFORMATION

### COMMITTEE ON THEOLOGICAL EDUCATION Report to the 221st General Assembly (2014)

#### I. Overview

##### A. Assigned Responsibilities

The Committee on Theological Education (COTE) has the responsibility for developing and maintaining a comprehensive plan for theological education from the perspective of the whole church. The Committee seeks to identify, develop and propose strategies for a denomination-wide approach to theological education. The Committee serves as an advocate for theological education, seeking to support the seminaries and to strengthen them for their mission in the world. The Committee on Theological Education can be seen as a two-way communication link between the denomination and its graduate theological institutions. Voting members of the Committee include 13 people elected to represent the church at large and a representative from each of the 10 seminaries related directly to the Presbyterian Church (U.S.A.). Corresponding members of the COTE include: representatives from Auburn Theological Seminary and from the Seminario Evangélico de Puerto Rico (both institutions related to the General Assembly through covenant agreements negotiated every six years), a representative of the Omaha Presbyterian Seminary Foundation and representatives of two non-Presbyterian seminaries invited by the Committee, Gordon-Conwell Theological Seminary and Fuller Theological Seminary.

##### B. Accomplishments

Under the leadership over the last two years of Kathy Wolf Reed, the youngest chair ever of the COTE and associate pastor for youth and campus at First Presbyterian Church in Tuscaloosa, Alabama, and Jeffrey F. Bullock, vice chair of the COTE and longest serving PC(USA) seminary president serving the University of Dubuque, Dubuque, Iowa, the COTE fulfilled its General Assembly assigned functions by working collaboratively on initiatives and projects facilitated by generative conversation time in the 220th General Assembly affirmed directions encouraged by the 219<sup>th</sup> General Assembly (2010) that “commend(ed) the recent reorientation of the agenda of the COTE toward various emerging themes,” urged it to “continue the important conversation begun in the Raising Leaders document, particularly in the areas of exploring the changing leadership needs of the Presbyterian churches” and “encouraged COTE to continue to explore opportunities to develop additional funding, particularly in support of students and reducing the indebtedness of beginning clergy.” The referrals from the 220<sup>th</sup> General Assembly (2012) also asked the COTE to begin tracking and sharing new data on persons and programs related to our PC(USA) seminaries. Therefore, in 2013 the COTE took action to seek, find, monitor, track, share, and incorporate into the Committee’s structure reliable research for equipping PC(USA) seminaries. Data collected on boards of trustees, seminary charter changes, and institutional reports are included in this report. In addition, the COTE collected data on annual enrollees and graduates of PC(USA) seminaries. The Committee processed this business by centering plenary and sub committee meets on key questions to foster generative thinking and action. The COTE prioritized most agendas, meetings and work to track, resource, and consult with the 220<sup>th</sup> General Assembly’s Special Committee on Funding Theological Institutions. Committee meetings were held on the campuses of the University of Dubuque Theological Seminary in Dubuque, Iowa (October 2012); Louisville Presbyterian Theological Seminary in Louisville, KY (March 2013); Union Presbyterian Seminary’s Charlotte, NC campus

(September 2013); and for the first time ever at the Seminario Evangélico de Puerto Rico in San Juan, PR, where the COTE learned firsthand about the ministry, mission, and worship life of each institution. During this biennium, academic deans from four COTE related schools were sent as alternate members and welcomed as strong contributors to the conversations and business discussions. Likewise, COTE sent corresponding members to each meeting of the Presbyterian Mission Agency Board and was further represented at national meetings of Presbyterian Women, Association of Presbyterian Christian Educators, and the Presbyterian Youth Triennium.

1. *Cooperative and Collaborative Initiatives*

a. *Research for Equipping the Church and Theological Schools*

Four (4) major and other smaller research project presentations fostered generative Committee thinking. Based on solid research and data that the Committee found to be critical when consulting and resourcing church entities and theological schools these presentations included:

1. In October 2012, Anthony Ruger, senior researcher and co-director of the Center for the Study of Theological Education, presented “Past and Present of Funding Presbyterian Seminaries.”
2. In September 2013, Sharon Miller, senior researcher and co-director of the Center for the Study of Theological Education, presented “Theological School Enrollment and Pathways to Seminary.” David Esterline, Director of the Institute for Cross-Cultural Theological Education; Associate Professor of Cross-Cultural Education and Ministry, McCormick Theological Seminary presented the 2013 Global Survey on Theological Education which he co-directed and presented to the World Council of Churches.
3. In February 2014, Deborah Coe, coordinator of PC (USA) research services is scheduled to present the findings from the 2013 Presbyterian Panel survey on theological education.

b. *Theological Education Matters Video Project*

In an effort to continue to increase support for and interpret theological education broadly in the PC (USA) the committee initiated a series of videos on “Why PC (USA) Seminaries Matter.” COTE members and Presbyterian faculty and seminarians are featured in these video shorts available online on the Office of Theological Education website, a newly created PC(USA) Seminaries YouTube Channel, and on social networking websites and groups on Facebook and Twitter. Titles include Presbyterian Seminaries Prepare Transformational Leaders, The Transformational Effect of a Seminary Education, Why Support PC (USA) Seminaries, Seminaries Think Outside the Box, A Diversity of Seminaries is a Gift, Seminaries have an Impact in the World, and We’ve All Been Touched by Seminaries.

c. *Other Representative Cooperative Projects*

Through Theological Education Fund cooperative project funds, the COTE sponsored two grant requests for the work of fostering collaboration among the Academic Deans as well as the Director of Doctor of Ministry programs of PC(USA) related seminaries. Jointly offered programs were planned and launched and mutually beneficial consultations were held. The COTE consulted with and encouraged seminaries to welcome and host General Assembly Moderator Neal Presa’s Unity with Difference Summits and Liturgical-Missional Colloquia. Representatives of the Mountain Retreat Association (also known as Montreat Conference Center), Stony Point Conference Center, Presbyterian Foundation, Presbyterian Publishing Corporation, the Office of the General Assembly, and multiple Presbyterian Mission Agency ministries consulted with the committee on common

concerns, initiatives and projects. Special Committees on the Belhar Confession, Funding Theological Institutions, Preparation for Ministry and Standard Ordination Exams also consulted with the COTE on business before their respective committees.

## 2. *Funding for Seminaries Related to the PC(USA)*

Raising money for the Theological Education Fund (1% Plan), which is the sole source of denomination-wide support for the 10 PC(USA) seminaries and the Seminario Evangélico de Puerto Rico, was a priority for the COTE and the Office of Theological Education. The Theological Education Fund (TEF) was established by the 198th General Assembly (1986). Throughout the twenty-five (25) years of the TEF's operational life, over \$52 million has been contributed by over half of the PC(USA) congregations contributing at some time during this history. In 2012, over 1300 PC(USA) congregations and middle governing bodies made voluntary contributions to the Theological Education Fund. As a result, \$1,141,669 in TEF monies were distributed to eligible schools in 2013, according to a formula developed and monitored by the COTE Institutional Review Subcommittee on which only elected members not representing seminaries sit. In 2013, about 1200 PC(USA) congregations and middle governing bodies contributed, and approximately \$1,000,000 will be sent to support PC(USA) schools in 2014. While the number of contributing churches declined, the COTE celebrates that more than seventy congregations have given consecutively for all twenty-five 25 years of this project, totaling over \$3.7 million and in 2013 over fifty congregations contributed for the first time. The TEF helps underwrite quality theological education at PC(USA) seminaries to provide for the leadership of the wider church.

A Seminary Support Network includes more than 130 enthusiastic volunteers and representatives from presbyteries and synods who advocate on behalf of the seminaries with passion for the message "Seminaries and Churches Together—For Generations to Come." A Network conference serves as a training event for representatives with the 2013 event being held in conjunction with the August 2013 PC (USA) Big Tent Event in Louisville, KY and at Louisville Presbyterian Theological Seminary. Fifteen Network synod-level representatives continue to work on a contract basis to make possible improved regional coordination for the Seminary Support Network. Pastors, clerks of sessions, presbytery resource centers and designated contact persons in PC(USA) congregations receive interpretive materials about our seminaries and requests for support of the Theological Education Fund. Resources include a monthly emailed newsletter focusing on the mission and impact our seminaries are engaging to transform lives, newly revised view book which presents an overview of all PC(USA) seminaries, and videos posted online and distributed on DVD.

In cooperation with the Presbyterian Church (U.S.A.) Foundation, promotion of the Theological Schools Endowment Fund continues to grow at a modest pace. The Theological Schools Endowment Fund provides an opportunity for individuals to contribute monies to benefit PC(USA) seminaries through gifts and bequests. The Presbyterian Church (U.S.A.) Foundation manages this fund.

## C. Presbyterian Church (U.S.A.) Theological Institutions

### 1. *Charter Changes*

One of the governance functions assigned to the COTE by the Report of the Special Committee on Theological Institutions approved by the 198th General Assembly (1986) is the reporting of charter changes by the individual schools to the General Assembly. Three seminaries reported changes in their charters or other constitutional documents since the 220th General Assembly (2012).

#### a. *Columbia Theological Seminary*

Denominational seminaries exist to serve church congregations and the ministries of churches throughout the world. As such our responsibility is to respond to the changing contexts of our denominational, congregational, alumni/ae, donor, and accreditation constituencies through good stewardship of our spiritual, intellectual, informational, and material resources.

Governance within seminaries is complex. Traditionally the system has been characterized as a “shared” or “distributive” governance model, meaning that various aspects of governance are assigned to various constituencies. For example, the “curriculum” of a seminary is primarily determined by the faculty. It is influenced by such factors as the ordination requirements of our students’ denominations and certainly by the characteristics of the faculty who are chosen by the Board of Trustees, but it is still the domain of the faculty. Similarly, the Board of Trustees has particular vision and fiduciary oversight and responsibilities (which includes such concerns as the hiring, promotion and tenuring of faculty), and administration has managerial authority with boundaries determined by the governance structure.

The governance documents which define the vision, values, vocation, and administration of a seminary are various. Primary among these documents for Columbia as a PC(USA) seminary are the Bible, the *Book of Confessions*, the *Book of Order*, Columbia’s Articles of Incorporation, Bylaws, Board Policy Manual, faculty, staff and student handbooks, and the school catalog. Each of these builds on those that undergird it. When one document higher in the priority list changes, the other documents must maintain alignment.

While Columbia makes many changes in our policies and practices every year to better respond to our mission and to stay in alignment, we do not change our more primary documents often. For example, our Bylaws and Plan of Governance have not changed since 1994 and our Articles of Incorporation have not been revised since 1995. The denomination and our church partners continue to change, however, and this requires us to keep pace.

In 1998 the Board of Columbia Theological Seminary adopted *Vision2020: Long-range Plan 1998-2020*. This plan guided the Seminary for the next decade of its life. The original writers of *Vision 2020* foresaw that their work would need to be evaluated and updated given the ever-changing context of God’s world and the seminary’s work in that world. In 2009 the Board assigned a *Vision 2020* review team to re-examine the vision and rework it in light of changes in the world and the evolution of Columbia under the auspices of the previous vision work. The work of the new review team was heavily dependent on the original work, because that plan still powerfully expresses many of Columbia’s aspirations. But whereas the original plan laid out a rather specific timeline of goals, the “update” (completed in 2012 and entitled *Moving Toward Our Third Century: A Vision Frame*) focuses on a vision “frame” rather than a plan. This “frame” is designed to provide a context for planning—both shorter- and longer-term—which the Board anticipates will shape the future of the seminary throughout the next decade and beyond.

The Statement of Mission of Columbia Theological Seminary was adopted in 1992, reaffirmed in 1997, and utilized in the *Vision2020 Plan*. It included a first paragraph which articulated the identity of CTS as follows: “Columbia Theological Seminary is an educational institution of the Presbyterian Church (USA), and a community of theological inquiry and formation for ministry in the service of the church of Jesus Christ.” This definition of Columbia’s identity and the remainder of the rather lengthy Statement of Mission was revised and reordered as a part of the vision process. The new statement of Columbia’s mission identity, as approved by the Faculty on August 29, 2012 and by the



Board of Trustees on October 2, 2012, reads: “Columbia Theological Seminary exists to educate and nurture faithful, imaginative, and effective leaders for the sake of the Church and the world.”

In 2012, Columbia’s Board of Trustees authorized a complete revision of the Bylaws and Plan of Governance (along with whatever corresponding changes would then need to be made in our Articles of Incorporation with the State of Georgia). What resulted was an almost complete rewriting of the Bylaws to bring them into conformity with the current ecclesial environment, our changing context, and our visionary practice. The new Bylaws were adopted by the Board of Trustees on September 30, 2013, and ratified by the Synod of South Atlantic in October 2013 and the Synod of Living Waters in January 2014. Once ratified, the Articles of Incorporation were revised to assure legal alignment.

*The new Bylaws (2013) make no changes in the definition of Columbia’s relationship to the PC(USA). Article I.1 states the purpose of the seminary: “Columbia Theological Seminary, Inc. (the ‘Seminary’) is an educational institution of the Presbyterian Church (USA) (the ‘PC (USA)’), and a community of theological inquiry, leadership development and formation for ministry in the service of the Church of Jesus Christ. The Seminary shall have all authority and power to engage in any and all activities which are necessary or incidental to such purpose, in addition to the powers conferred upon nonprofit corporations by law.”*

The principle changes in the Bylaws include:

- Changing the **membership** of the Board from a requirement of 41 trustees (30 of whom would come from and be elected by the Synods of South Atlantic and Living Waters), to a range of 36-41 trustees, three fourths of whom shall be from ordered ministries in the PC(USA). The principles of diversity and inclusiveness shall be observed in the election of Trustees.
- Changing the pattern of having one student representative on the board, to having both **faculty and student representatives** given the opportunity to attend all meetings of the Board and the executive committee as observers with voice but without vote.
- Changing the stipulation that two thirds of the **faculty** needed to be ordained officers of the PC(USA), to the stipulation that a majority of the faculty must be members of the PC(USA) and that a majority of the faculty must also serve or have served as pastors or have other significant church leadership experience.
- Providing for **electronic meetings** of the Board and its committees provided that the technology employed permits simultaneous aural communication among all participating members. Electronic voting is also made permissible when it has followed the opportunity for discussion in a meeting.
- Changing the **amendment process** from being proposed by the Board to the Synods of Atlantic South and Living Waters and thereafter being adopted or amended by a majority vote of each, to being adopted by two-thirds vote of the Board of Trustees.
- Providing for **parliamentary authority** as contained in *Robert’s Rules of Order Newly Revised*, except where these rules are inconsistent with the Bylaws and any special rules that the Board may adopt.
- Changing the **property trust** article from a statement that all property is held in trust for the use and benefit of the Synods, to a statement that upon dissolution of the Seminary and after the payment of any debts of the Seminary, the remainder of property will be assigned as determined by the Board to “such 501(c)(3) corporations or organizations related to or affiliated with the PC (USA).”

These changes will provide Columbia with greater governance flexibility and empower the seminary to serve current and future students and our constituent churches more faithfully. They do not in any

way diminish our relationship with the PC(USA), but rather strengthen our overall effectiveness as we respond to the diversification of our constituencies.

Numerous other changes to the Bylaws were made for the purpose of simplification or clarification. In some cases, where there was an overabundance of administrative detail, these administrative and/or managerial matters have been transferred to the Board Policy Manual (BPM) rather than being included in the Bylaws.

The revised Bylaws and Plan of Governance (2013) are available upon request as well as *Moving Toward Our Third Century: A Vision Frame* (revised Mission Statement included) and the Bylaws and Plan of Governance (1994).

*b. Louisville Presbyterian Theological Seminary*

The board of the Louisville Presbyterian Theological Seminary amended the bylaws April 26, 2013 to remove the temporary provisions in the addenda that were in the Bylaws adopted October, 2011 and reviewed until May 31, 2012 to allow time for some of the parts of the old Bylaws to be put in policies. The 220<sup>th</sup> General Assembly (2012) reviewed the more substantive changes made by the 2011 revised and restated Bylaws.

*c. Pittsburgh Theological Seminary*

In 2013 the board of Pittsburgh Theological Seminary approved changes to Articles, Constitution and By-Laws.

1. Articles of Incorporation and Constitution

- a. Provisions that require oversight by or reporting to PC (USA) have been altered to be consistent with the practices and the ecumenical nature of other PC (USA) seminaries. Other references to Presbyterian Church or theology remain, given the heritage at Pittsburgh Theological Seminary, although not in an exclusive manner. In some instances, use of “Christian” church, or those denominations which accept Pittsburgh Theological Seminary graduates for ordination, is substituted. Overall, the intent is to reflect the much more ecumenical faculty and student body, making Pittsburgh Theological Seminary more welcoming to other denominations.
- b. The Board of Directors section has been modified to eliminate the classes of qualifications for Directors. Also, the Seminary’s prior Articles of Incorporation with Pennsylvania stated that the Board will consist of 30-37 members. It was decided that the Articles and Constitution simply state a minimum number of Directors to avoid any limitations. The amended Articles require 12 as the minimum number. The Constitution increases this a bit to 15. (The Articles are more difficult to change so it has as low a number as the Department of Education has indicated they can accept.) Board Committees by name have been reduced to those that have actual authority to act on behalf of Pittsburgh Theological Seminary. The goal was to eliminate, as much as possible, the names of Committees in the Constitution.
- c. References to officers of the Corporation, as opposed to the officers of the Board, were eliminated as they are set forth in the By-laws. Officers of the Board are limited to the Chair and Vice Chair. All other officers are officers of the Corporation.
- d. The Article on Faculty was left largely intact, except for the denominational qualifications which have been expanded, although some clarifications were inserted.
- e. Other changes reflect a desire to reduce the detail in the Constitution, update titles, and provide flexibility.

2. By-laws

- a. As with the Constitution, provisions that require oversight by or reports to PC (USA) have been altered to be consistent with the practices and the ecumenical nature of other PC (USA) seminaries.
- b. The President and Dean may be PC (USA) or a member of a Christian denomination that recognizes Pittsburgh Theological Seminary graduates for ordination, but at least one of them needs to be PC (USA).
- c. Vice president descriptions were revised to remove the reference to ‘other responsibilities assigned by the President’ as Article V Section 4.B covers that matter.
- d. The tenure review section has been modified to clarify and ensure that Pittsburgh Theological Seminary has the flexibility to appoint full-time faculty on a non-tenure track.
- e. Other changes add flexibility (such as electronic voting), remove inconsistencies, update titles and eliminate obsolete references.

The Pittsburgh Theological Seminary Board believes these revisions to the governing documents provide Pittsburgh Theological Seminary with sufficient authority to fulfill its mission and adapt to the challenges and changes it faces while maintaining its academic integrity. The 2013 revised Articles of Incorporation, Constitution, and Bylaws are available upon request as well as previous versions of each of these documents.

2. *Reports from Individual Institutions*

The Committee on Theological Education brings to the assembly a narrative report from each of the 10 seminaries related to the PC(USA), Auburn Theological Seminary, the Seminario Evangélico de Puerto Rico and the Omaha Presbyterian Seminary Foundation.

*a. Austin Presbyterian Theological Seminary*

Since 2012, Austin Seminary has inaugurated a new degree program, the Master of Arts in Ministry Practice; has begun a new online Certificate in Ministry program; and has funded two new initiatives to help ministers and seminary students address economic challenges. We have raised more than \$26 million toward our comprehensive fundraising campaign goal, including fully endowing the College of Pastoral Leaders—our cohort-based model for sustaining pastoral leadership—and securing three distinguished faculty chairs and five student fellowships. Austin Seminary called Asante Todd to teach in the area of Christian ethics and the Reverend Blair Monie to become the third Louis H. and Katherine S. Zbinden Distinguished Professor of Pastoral Ministry and Leadership. Finally, we welcomed the publication of new books by four faculty members.

*b. Columbia Theological Seminary*

Great changes have emerged since the Vernon S. Broyles Jr. Leadership Center began full use during 2012-2013, equipped with new tools for instructional technology and certified LEED gold by USGBC. Some students received the first diplomas for our dual degree program (MDiv/MAPT). Columbia hired three Associate Deans: Dr. Kevin Park (Advanced Professional Studies), Ms. Kelly Campbell (John Bulow Campbell Library), and Dr. Israel Galindo (Center for Lifelong Learning). Dr. Pamela Cooper-White became the first theologian to receive the Fulbright Award. Communications were upgraded culminating in a new website ([www.CTSnet.edu](http://www.CTSnet.edu)). Accreditation with the Association of Theological Schools and the Southern

Association of Colleges received a 10-year reaffirmation, including a new Quality Enhancement Plan adopted around the key statement: Educating imaginative, resilient leaders for God's changing world.

*c. University of Dubuque Theological Seminary*

The University of Dubuque Theological Seminary (UDTS) energetically pursues its mission to "Follow Jesus, Walk in the Spirit, and Join God's Mission." UDTS is the only seminary of the PC(USA) that offers two fully accredited master's degrees online. Since the last General Assembly UDTS has shortened the time required to earn the online Master of Missional Christianity to two years, launched online continuing education for clergy, and hosted two annual conferences for Commissioned Ruling Elders. The faculty has published numerous books in service to the church such as *Presbyterians and American Culture: A History* by Bradley Longfield and *Greater Attention: Liturgical Elements for Reformed Worship* by Timothy Slemmons. We are currently engaged in a visioning process to focus and strengthen our mission in the coming decade.

*d. Louisville Presbyterian Theological Seminary*

The most significant change that has occurred at Louisville Presbyterian Theological Seminary since the last General Assembly has been the transition the Seminary has made into the quiet phase of its Covenant for the Future campaign. The campaign, which will raise \$35.1 million over 10 years, seeks to, among other things, eliminate student indebtedness by offering a full-tuition scholarship for every student by fall 2015. Our goal is to liberate graduates from seminary debt so they are free to go wherever God calls them when they graduate, whether that be to a congregational ministry, service as a marriage and family therapist, or some other vocation as a servant and leader for the world.

*e. McCormick Theological Seminary*

McCormick Theological Seminary has launched a 2-year Master of Arts in Ministry degree, centers for young adults and service and innovative ministry, and will vote on a new curriculum in 2014. The Rev. Dr. Melody Knowles became the vice president of academic affairs at Virginia Seminary. Dr. Luis Rivera became the vice president of academic affairs and dean of the faculty at Garrett-Evangelical. McCormick welcomed Dr. Reggie Williams as assistant professor of ethics and will complete faculty searches this spring in Hebrew Bible and homiletics. Dr. Ted Hiebert was elected vice president of academic affairs and dean of the faculty at McCormick. The seminary also celebrates the teaching ministry of the Rev. Dr. Lib Caldwell, who announced her retirement, effective at the end of this academic year.

*f. Pittsburgh Theological Seminary*

Pittsburgh Theological Seminary is committed to educating well-prepared leaders for the global church. To that end, Pittsburgh Theological Seminary has received a grant from the Arthur Vining Davis Foundations to establish the Church Planting Initiative—an expansion of the Church Planting Emphasis within the M.Div. program. Today's seminary graduates face a world that also, and increasingly, needs entrepreneurial, mission-minded pastors who are equipped to take the gospel to people in a wide variety of non-traditional settings. Supporting church planters with resources and the permission to try "new things" brings life and energy to the broader

Church. To ensure this revitalization, Pittsburgh Seminary is providing the educational preparation relevant to such ministry.

*g. Princeton Theological Seminary*

The academic years 2012-2013 and 2013-2014 were celebratory years at Princeton Seminary. The first seminary founded by the General Assembly of the Presbyterian Church (in 1812) marked its Bicentennial with joyful worship, theologically stimulating academic conferences and lectures, and festive celebrations. In January 2013, Dr. M. Craig Barnes became the Seminary's seventh president, a pastor and leader who brings a deep commitment to the church and the formation of pastors. The Seminary community again celebrated at his October 2013 inauguration. In gratitude to God, the Seminary opened its new library in 2013, a beautiful, light-filled building that provides both the hospitality of public and private study spaces for students, faculty, and visitors, and accessibility worldwide to its digital resources.

*h. San Francisco Theological Seminary*

San Francisco Theological Seminary (SFTS) is seeking to become part of God's new life in Christ and serve the PC (USA) and Church of Jesus Christ in the 21<sup>st</sup> century hopefully, attentively, critically, and constructively with the world. In 2013, the Board of Trustees approved a strategic plan emphasizing innovation, flexibility, increased access to programs, and a vital connection with the Church. Therefore, SFTS is diligently working, as a faculty, to revamp the M.Div. curriculum, design new certificates, move into the world of online education, in addition to teaching; designing extracurricular events that encourage the participation of the community beyond the seminary including the Iona Community, South Africa and Egypt; introducing certificate programs in Trauma and Spiritual Care, Worship Leadership and, jointly with McCormick Theological Seminary, Executive Leadership; making plans to sell some properties and build new housing; launching a \$6 million funding initiative—"Chapter 1: Designing a Mosaic for Ministry"; and introducing the Center for Innovation in Ministry, which will bring together scholars and practitioners to assess, share, and spread new models and methods of forward-looking, effective, relevant ministry essential to building a vibrant Church.

*i. Johnson C. Smith Theological Seminary*

Reformed, always being reformed. Today, Johnson C. Smith Seminary perhaps is more keenly aware of the reforming work of the Holy Spirit than in recent memory. The theological consortium to which JCSTS belongs is facing tough challenges. Consequently, JCSTS is re-examining its mission, structure, and direction. Building on the legacy of the Black Church and the Reformed Tradition, JCSTS is becoming an innovative theological institution committed to serving the current and emerging leadership needs of the Church. We believe God is at work in this time of great change and that JCSTS is uniquely positioned to contribute to God's reformation of the Church and the world. Moving forward, we expect to prepare seminary graduates to be bi-vocational. We expect to become a greater resource for lay leaders who carry ministry responsibilities in smaller congregations, and we expect to make seminary education more accessible and affordable.

*j. Union Presbyterian Seminary*

Union Presbyterian Seminary (UPSem) completed its new Charlotte campus facility and has now been holding classes there for a year. The seminary has now turned its focus to infrastructure

needs on the Richmond campus, intending to renovate refectory and dormitory facility, Richmond Hall, while also building new family/married student housing. The school is currently completing its 2014-2019 strategic plan to initiate on July 1, 2014 and has accomplished a unified calendar that brings programming on the Richmond, Charlotte, and Extended Campuses on the same academic schedule. The seminary has also raised significant funds toward endowing its church serve scholarship which is designed to assist seminary alumni/ae receive calls from small churches. UPSem also celebrates the call of two new members of the faculty: Joshua Ralston, Instructor of Theology; Christine Luckritz Marquis, Assistant Professor of Church History.

*k. Auburn Theological Seminary*

Auburn Theological Seminary completed a strategic planning process that focuses Auburn on equipping leaders to work for justice through education, platforms for public leadership, and research. Auburn's Center for the Study of Theological Education published "Theological Student Enrollment," examining trends to help schools plan for the future, and released findings from "On Our Way," studying students' paths to seminary. Auburn's Coach Training Program prepared students to coach church leaders in developing resilience, leading change, and thriving on the challenges of ministry. Through training and other resources, Auburn Media and Groundswell, our digital media platform, advanced faith leaders in uniting people of faith and moral courage in a multi-faith movement for justice and in speaking on issues of social and moral concern that transcend partisan politics.

*l. Seminario Evangélico de Puerto Rico/ Evangelical Seminary of Puerto Rico*

The Seminario Evangélico de Puerto Rico has continued working toward its academic and financial goals which are to respond faithfully and efficaciously to the challenges that society and church impinges in the theological education of our students and to establish economical stability and balance to our institution. To pursue these goals we initiated three academic efforts: (1) a leveling program which prepares students without a bachelor degree to register and pursue a graduate degree, (2) a post-baccalaureate program for lay persons to explore their vocations and equip themselves to serve the church, and (3) specific areas of interest in Bible, Spirituality, and Pastoral Care in our M. Div. Program. We will continue working with the Apostolic Church in Los Angeles in providing theological education to their candidates. These efforts, along with other financial adjustments, helped us to end the 2012 to 2013 fiscal year with a modest surplus.

*m. Omaha Presbyterian Seminary Foundation*

Since the 220<sup>th</sup> General Assembly (2012), the Omaha Presbyterian Seminary Foundation (OPSF), under the leadership of the Rev. Dr. Gary S. Eller, President, continued to provide scholarships for inquirers and candidates attending any of our ten PC(USA) seminaries. Financial assistance now exceeds \$9 million with 762 merit scholarships, based on potential for ministry, awarded. Assistance to Commissioned Ruling Elders increased including a distance education initiative with the University of Nebraska –Omaha, providing training in church administration. OPSF contributes to a number of lifelong learning events for clergy and lay leaders across our thirteen state primary service region and holds annual lifelong learning events in Hastings and Omaha, NE and Kansas City, KS with an increased number of states being engaged through educational events and internship programs.

## **II. Recommendations**

- A. **The Committee on Theological Education recommends the 221st General Assembly (2014) approve the new trustees elected by Presbyterian Church (U.S.A.) theological institutions in 2012–2013:**
- 1. Austin Presbyterian Theological Seminary: Katherine B. Cummings, Rhashell Hunter, Lana E. Russell.**
  - 2. Columbia Theological Seminary: Jeffrey D. McEwen, Travis V. Olmert, Millie Snyder.**
  - 3. University of Dubuque Theological Seminary: Javaune Adams-Gaston, Laura Palmer Noone.**
  - 4. Louisville Presbyterian Theological Seminary: Mary Gene Boteler, Amos J. Disasa, Lyle Hanna, Kathryn Minx, Joe Nash, Patrick O’Conner, James Ramsey.**
  - 5. McCormick Theological Seminary: Jene Colvin, Robert Crawford, James Detterick, David Esterline, Edward Harris, III, Nicholas Hood, III, Melinda Scott Krei, Jacqueline Marquez, Dari Rowen, John Vest, Byron Wade, John Wilkinson.**
  - 6. Pittsburgh Theological Seminary: Robert O. Agbede, Mary Barbour, William Bevan III, Catherine Brall, Eliza Smith Brown, Michelle Keane Domeisen, Jon P. Draskovic, Kenneth R. Jennings, Stephen Lee, William G. McCoy, David A. Murdoch, John G. Shortridge, Robert J. Weingartner, Kristin Beckstrom Widrich.**
  - 7. Princeton Theological Seminary: Dale Jones, Don Lincoln, Blaire Monie, Camille Murray, James Neal, Jeffrey O’Grady, Erin Raska, Laird Stuart, Renée Sundberg, Mark Thomas, Alison Zimmerman.**
  - 8. San Francisco Theological Seminary: Enitan Adesanya, Eric Eun, Kenneth Henderson, Karen Holine, Sung Hee Lee, Aimee Moiso, Alice Morris, Samuel Roberts.**
  - 9. Johnson C. Smith Theological Seminary: Ivan Allan IV, Paul H. Grier, Henrietta Augustus Harris, George J. Hauptfuhrer III, Jesse C. Swanigan, Bret R. Williams.**
  - 10. Union Presbyterian Seminary: Jennifer Britton, Carol Anne Love Jennison, Tonya Johnson, Gay Mothershed, Agnes Norfleet, One Ho Park, Peter Ro.**
  - 11. Seminario Evangelico de Puerto Rico: Eliezer Alvarez Diaz, Hunter Farrell, Ivelisse Feliciano Arocho, Salvador Gavaldá Corchado, Carlos Gómez Menéndez, Gerardo López Vigo, Luis, Rivera Pagán, Antonio Roldán Rodriguez, Gabriel Zepeda Rolón.**

### **Rationale**

“A Plan for the Governance and Funding of the Theological Institutions of the Presbyterian Church (U.S.A.)” approved by the 198th General Assembly (1986) requires the COTE to present presidents and trustees of PC (USA)-related seminaries to the General Assembly for approval. A list of the entire board of trustees of each of the PC(USA)- related seminaries as well as biographical information about trustees to be approved will be made available by the COTE for review by the appropriate committee during the 221st General Assembly (2014). Similar information will also be made available about those currently serving on the boards of Auburn Theological Seminary and the Evangelical Seminary of Puerto Rico, which are related to the General Assembly of the Presbyterian Church (U.S.A.) through covenant agreements.

**PRESBYTERIAN MISSION AGENCY BOARD**  
**April 23-25, 2014**  
**Theology, Worship, and Education Ministry Area**  
Appendix 8

In addition, and as required by vote of the 209th General Assembly (1997), the following information is offered in regard to racial ethnic, gender, and clergy / lay representation on the various seminary boards.

PC(USA) – related Seminaries	Total on Board	Euro-Am.	Hispanic	African-Am.	Asian	Native American	Other Ethnic	Male	Female	Clergy	Lay
Austin	34	27	2	5	0	0	0	22	12	12	22
Columbia	37	33	0	4	0	0	0	20	17	11	26
Dubuque	33	30	0	3	0	0	0	24	9	2	31
Louisville	31	27	0	4	0	0	0	20	11	13	18
McCormick	45	33	1	8	3	0	0	34	11	21	24
Pittsburgh	36	32	0	4	0	0	0	25	22	14	20
Princeton	40	34	1	3	2	0	0	23	13	21	19
SFTS	33	23	0	5	4	0	1	22	11	11	22
J.C. Smith	19	10	0	9	0	0	0	13	6	3	16
Union Presbyterian	33	26	0	5	2	0	0	17	16	15	18
<b>TOTALS</b>	<b>341</b>	<b>275</b>	<b>4</b>	<b>50</b>	<b>11</b>	<b>0</b>	<b>1</b>	<b>198</b>	<b>116</b>	<b>111</b>	<b>194</b>
<b>Covenant Schools</b>											
Auburn	23	19	0	2	2	0	0	13	10	7	16
SEPR	26	0	26	0	0	0	0	23	3	17	9
<b>Overall TOTALS</b>	<b>390</b>	<b>294</b>	<b>30</b>	<b>52</b>	<b>13</b>	<b>0</b>	<b>1</b>	<b>259</b>	<b>130</b>	<b>149</b>	<b>240</b>

**B. The Committee on Theological Education recommends the 221st General Assembly (2014) grant permission to the following theological institutions to celebrate the Sacrament of the Lord’s Supper in 2015–2016: Austin Presbyterian Theological Seminary, Columbia Theological Seminary, University of Dubuque Theological Seminary, Louisville Presbyterian Theological Seminary, McCormick Theological Seminary, Pittsburgh Theological Seminary, Princeton Theological Seminary, San Francisco Theological Seminary, Johnson C. Smith Theological Seminary in cooperation with the Interdenominational Theological Center and Union Presbyterian Seminary, Seminario Evangelio de Puerto Rico, and Auburn Theological Seminary.**



## **Rationale**

Beginning in 1989 the General Assembly became the governing body that grants permission to celebrate the Sacrament of the Lord's Supper at Presbyterian theological institutions. Each seminary is entrusted with identifying a governing group on campus to discern appropriate occasions and leaders to celebrate on each campus. The 220th General Assembly (2012) granted permission for celebrations in 2012–2013.

- C. The Committee on Theological Education recommends the 221st General Assembly (2014) recognize the Reverend Dr. Cynthia M. Campbell, president emeritus of McCormick Theological Seminary and pastor of Highland Presbyterian Church, and the Reverend Dr. Jack Bartlett Rogers, Moderator of the 213<sup>th</sup> General Assembly (2001) and professor emeritus at San Francisco Theological Seminary, for outstanding lifetime contributions to theological education in and for the Presbyterian Church (U.S.A.) with the Award for Excellence in Theological Education and docket time in plenary session to celebrate with each awardee.**

## **Rationale**

The Award for Excellence in Theological Education was established by the Committee on Theological Education in 1996 to “honor a person biennially who has made an outstanding lifetime contribution to theological education in and for the Presbyterian Church (U.S.A.).” The award is normally presented during a plenary meeting of the General Assembly. The COTE selected two nominees in October 2013 for this biennium: The Rev. Dr. Jack B. Rogers and the Rev. Dr. Cynthia M. Campbell.

1. The reverend Dr. Jack Bartlett Rogers is a consummate person of the Church. Whatever else may be said, this statement is incontrovertible. His biographical information provides the skeleton, but his impact escapes the factual telling of his life history.

Dr. Rogers was 18 years old when he discerned a call to enter the ministry. He was born in Lincoln, Neb., in 1934. Ordained in 1959, Rogers earned B.D. ('59) and Th.M. ('64) degrees from Pittsburgh Theological Seminary and a Th.D. ('63) from the Free University in Amsterdam, The Netherlands. During his doctoral studies abroad, and by the joint action of Nebraska City Presbytery and the Synod of the Dutch Reformed Church of the Netherlands, Rogers was installed as the organizing pastor of Pilgrim Fellowship of the Hervormde Kerk in Dordrecht.

Upon returning to the United States in 1963, he was hired as the Associate Professor of Religion and Philosophy at Westminster College in New Wilmington, PA. He became the college's Assistant Academic Dean in 1969. In 1971, Fuller Theological Seminary in Pasadena, Calif., called Rogers as Professor of Philosophical Theology, Associate Provost and Director of the Office of Presbyterian Ministries. From 1988-90, Rogers served briefly as the Associate for Theological Studies in the Theology and Worship Ministry Unit of the General Assembly in Louisville, KY.

In 1990, Rogers accepted a call to San Francisco Theological Seminary, to the newly created position of Vice President/Director for Southern California and Professor of Theology. He retired from SFTS as Professor Emeritus in 2000.

Throughout his career, Rogers has attended, to date, 37 General Assemblies, serving in committees, teaching Presbyterian Polity and observing. One committee that was particularly important to him was the committee that drafted the Brief Statement of Faith, begun in 1983 and finally issued in 1991.

He founded and taught the course Presbyterian Principles and Practice, bringing numerous students from all the Presbyterian Seminaries together to study and learn polity in the laboratory of the General Assembly.

He was endorsed for Moderator by San Gabriel Presbytery shortly after his retirement from SFTS, and elected by the 213th General Assembly in 2001. The prominent issues facing the 213th Assembly included a 60-40 percent vote to send the proposed “fidelity & chastity” amendment to the presbyteries that would delete G-6.0106b to remove the ordination prohibition for people who are gay/lesbian from the Book of Order (the amendment was subsequently defeated). In addition, a statement was issued about Christology. “The Assembly was wonderfully strong and united on the basics,” Rogers recalled. “They were not so clear on the rest. Along with past Moderators Freda Gardner and Syngman Rhee, the Assembly created a task force of 20 people – who represented the broad spectrum of the church – to study the question of what the Confessions say about Christology.” This group became the Theological Task Force on the Peace, Unity and Purity of the Church, referred to as “PUP.” It was specifically asked to address issues of Christology, Biblical authority and interpretation, ordination standards and power.

“And then, September 11 happened,” said Rogers, who added this tragedy to the list of denominational items for which he served as spokesperson. “My greatest contribution to the PC(USA) during my term as Moderator was saying to the church that 90 percent of Presbyterians find our denomination a viable way to worship and serve their neighbors,” Rogers reflected. “Only 10 percent are dissident and distort our version of what is going on. I worked hard to be a moderating influence and project a message of hope.” Of his affiliation with the SFTS/Southern California program from 1990-2000, Rogers said, “It was a great privilege to work with a very diverse group of people from ethnic and language backgrounds; we taught classes in five languages! I became more sensitive to (our church’s) membership all over the country as I travelled as Moderator.”

Rogers was active in advocating for the recently adopted "modern language translation" of the Heidelberg Catechism. He is currently lending his hand to creating a new structure for ecumenical theological education in the Los Angeles area, and also currently under contract editing and updating his book on the Confessions.

A prolific writer, Rogers’ books include: *Claiming the Center: Churches and Conflicting Worldview*. Louisville: Westminster John Knox, 1995; *Confessions of a Conservative Evangelical*. Philadelphia: Westminster, 1974.; *Jesus, the Bible and Homosexuality: Explode the Myths, Heal the Church*. Louisville: Westminster John Knox, 2006; revised edition, 2009.; *Presbyterian Creeds: A Guide to the Book of Confessions*. Philadelphia: Westminster, 1985.

Rogers’ books have appeared a number of times on the list of “Ten books for Presbyterians to Read” and on the required books list of countless syllabi in Presbyterian seminaries, colleges and churches across North America. Always attentive to the issues facing the church, he intended his writings to help create and disseminate the knowledge necessary for the peace and unity of the church. His latest book, *Jesus the Bible and Homosexuality*, is no exception. Rogers began the journey to this book with an enormous personal conversion from believing homosexuality is a sin and opposing the ordination of gay and lesbian persons to coming to believe that Scripture did not support this position. The context for his conversion was a committee of the General Assembly, upon which he reluctantly agreed to serve. As he began to examine the latest scholarship on the Biblical texts undergirding the church’s official stance on homosexuality, he eventually came to the conclusion that a significant body of contemporary scholarship “[understands] these texts in their ancient context and shows that they have no relevance to 21<sup>st</sup> century Christian people of same-gender orientation,” (2009 response

to the draft report of The Special Committee to Study Issues of Civil Union and Christian Marriage). “The process was both very serious and painful,” he wrote in the book. “I wasn’t swayed by the culture or pressured by academic colleagues. I changed my mind initially by going back to the Bible and taking seriously its central message in our lives.” Whether one agrees with where Rogers eventually landed, the integrity of his person and the process he engaged in is never in question.

A self-confessed Evangelical, Rogers nonetheless sought to be a reconciler in the Church. In his statement to San Gabriel Presbytery on the occasion of his nomination as moderatorial candidate, Rogers stated: “this Assembly will confront very divisive issues. By God’s grace, I have worked and learned from people on many sides of our present divides while at Fuller and San Francisco Theological seminaries and on the General Assembly staff. I would hope to be a reconciling presence in our often tension-filled discussions. After the Assembly, the moderator will need to minister to people of many different perspectives, some triumphant and others feeling wounded. . . I am committed to helping us find our common center in Jesus Christ so that we may go forward healthy in mission and ministry.” (quoted in Alexa Smith, “Longtime seminary teacher wants to be an agent of healing,” Presbyterian News Service, January 11, 2001.)

2. The reverend Dr. Cynthia M. Campbell, pastor and head of staff at Highland Presbyterian Church in Louisville, KY was the ninth president of McCormick Theological Seminary and born in Pasadena, California, in 1948. She received a Bachelor of Arts magna cum laude from Occidental College in 1970, where she majored in philosophy and was elected to Phi Beta Kappa. She earned a Master of Divinity magna cum laude from Harvard Divinity School in 1974 and a Doctor of Philosophy in systematic theology from Southern Methodist University in 1981. In 1991, Hastings College awarded her the honorary Doctor of Divinity.

Campbell was ordained by the Presbytery of San Gabriel on June 30, 1974 and began service in Dallas, Texas, as an associate pastor at Northminster United Presbyterian Church. While pursuing her doctoral studies, she served as interim pastor at St. Paul Presbyterian Church in Fort Worth, Texas, and Madison Square United Presbyterian Church in San Antonio, Texas. In 1981, she became associate professor of theology and ministry and director of the doctor of ministry program at Austin Presbyterian Theological Seminary. In 1988, she became pastor of First Presbyterian Church in Salina, Kansas, one of the first large congregations in the denomination to call a woman as head of staff.

Within the Presbyterian Church (U.S.A.), Campbell has served on numerous task forces and committees. For the General Assembly, she chaired the Special Committee on Examination of Candidates, co-moderated the Presbyteries’ Cooperative Committee, and served on the Board of the Vocation Agency. She was a member of the Task Force on Christian Obedience in a Nuclear Age as well as the Special Committee of fifteen, which prepared the final text of the Brief Statement of Faith approved by the denomination in 1990. She was a member of the Committee on Theological Education, served on the General Assembly Council, and was the moderator of the Congregational Ministries Division. Campbell has made significant contributions to the ecumenical church as well. She represented the Presbyterian Church in the United States on the theology commission of the Consultation on Church Union (COCU) in the preparation of the final draft of the COCU consensus and chaired the General Assembly special committee on COCU.

She is author of a monograph, *Theologies Written from Feminist Perspectives*, published by the Presbyterian Church (U.S.A.). She has written articles on theology, ministry, ethics, and worship for *Presbyterian Outlook*, *Reformed World*, *Insights*, *Interpretation*, and *Reformed Liturgy and Music*.

She contributed the “Trinity” entry in the Encyclopedia of the Reformed Faith and wrote the forward to Presbyterian Polity for Church Officers.

- D. The Committee on Theological Education recommends the 221st General Assembly (2014) docket up to eight minutes in a plenary session to celebrate the centennial anniversary of the Assembly Training School which later became the Presbyterian School of Christian Education by its successor institution, Union Presbyterian Seminary.**

#### **Rationale**

November 4, 2014 will mark the 100<sup>th</sup> anniversary of the founding of the General Assembly’s Training School for Lay Workers (ATS) by the Presbyterian Church, U.S. In 1959, the PCUS General Assembly approved that the name be changed to the Presbyterian School of Christian Education (PSCE). On May 3, 1997, by simultaneous action by its two boards, PSCE and Union Theological Seminary became Federated partners (UTS-PSCE). This rich heritage and productive relationship continues and is known as Union Presbyterian Seminary (UPSem). The celebration would likely include a brief statement by UPSem’s president, Brian Blount, followed by a five (5) minute video created for the upcoming Centennial Celebration.

The influence of one of the few institutions in the U. S. ever chartered for the teaching of Christian Education for the preparation of persons called to serve as church educators, missionaries, pastors and leaders in the Protestant and global church cannot be understated. ATS/PSCE equipped internationally and nationally recognized leaders who have served as General Assembly Moderators, as APCE Educators of the Year and mission co-workers around the world. Generations of leaders serve in the varied ministries of recreation, camps and conference centers, childhood education, youth, family, social justice, higher education and on the campus of many colleges and universities.

At the forefront of equipping women for professional ministry, ATS/PSCE led the way for hundreds of women to live out a vocation as educators and leaders when women were not able to be ordained in the Presbyterian Church. ATS/PSCE was a driving force for the Certification of Christian Educators and was a place where professors modeled both teaching and learning in a creative environment where team teaching, liturgical exploration and community involvement were the norm.

Union Presbyterian Seminary’s current commitment to and instruction in Christian Education is built on the unique legacy of a school that has been unparalleled in its influence on creative educational models for ministry.

It is appropriate that the 221<sup>st</sup> General Assembly in plenary session be given the privilege to honor and celebrate the unique contributions of ATS/PSCE and its more than eighteen hundred (1800) living graduates who have served the church so creatively and faithfully.

- E. The Committee on Theological Education recommends that the 221st General Assembly (2014) approve M. Craig Barnes as president of Princeton Theological Seminary and that the 221<sup>st</sup> General Assembly docket time in the plenary session for him to make brief remarks.**

#### **Rationale**

General Assembly approval of the reverend Dr. Barnes’s appointment as president of Princeton Theological Seminary is required by “A Plan for the Governance and Funding of the Theological

Institutions of the Presbyterian Church (U.S.A.)” approved by the 198th General Assembly (1986) and by the seminary’s current bylaws.

M. Craig Barnes began as the seventh president of Princeton Theological Seminary in January 2013, and also serves as professor of pastoral ministry. Barnes earned his Master of Divinity degree from Princeton Seminary in 1981 and his Ph.D. in church history from the University of Chicago in 1992.

Before becoming president of Princeton, Barnes was a chaired professor at Pittsburgh Theological Seminary while also serving as the pastor and head of staff of Shadyside Presbyterian Church. He previously served pastorates in Madison, Wisconsin, and at the National Presbyterian Church in Washington, DC. He is a frequent lecturer and preacher at conferences, academic gatherings, and in congregations across the country. He is the author of eight books and serves as a columnist for *The Christian Century*.

His writing and academic work reflect his deep commitment to the theological formation of pastors to lead the church in changing times. Craig was raised on Long Island, New York. After graduating from The King’s College and Princeton Seminary, he received a Ph.D. in The History of Christianity from The University of Chicago under the supervision of Martin E. Marty.

Dr. Barnes writes for both the church and academy. His publications include *Body and Soul: Reclaiming the Heidelberg Catechism* (Faith Alive Publishers, 2012), *The Pastor as Minor Poet* (Wm B. Eerdmans Publishing Company, 2008), *Searching for Home* (Brazos Press, A Division of Baker Book House Company, 2003), *An Extravagant Mercy* (Servant Publications, Vine Books, 2003), *Sacred Thirst* (Zondervan Publishing House, 2001), *Hustling God* (Zondervan Publishing House, 1999), *When God Interrupts* (InterVarsity Press, 1996) and *Yearning* (InterVarsity Press, 1991)

### III. General Assembly Referrals in Process

- A. *2010 Referral: Item 10-10. Report, Neither Poverty Nor Riches: Compensation, Equity, and the Unity of the Church. Recommendation 2.e. Request the Committee on Theological Education (COTE) to Convene an Appropriately Structured Discussion Among the Seminaries on the Matter of Compensation Ranges and Sharing Economic Burdens During Recession Periods, Reporting a Digest of Their Findings to the 220th General Assembly (2012)—From the Advisory Committee on Social Witness Policy (Minutes, 2010, Part I, pp. 34, 35, 742–72).*

*Response:* The Committee on Theological Education has begun work and a response will be presented to the 222nd General Assembly (2016).

- B. *2012 Referral: Item 10-17 B.1-3 (1) Request the Committee on Theological Education (COTE) to revisit underlying cultural assumptions not limited to but including those related to language and socioeconomic groupings in the ordination exams, and make recommendations to the Presbyteries Cooperative Committee on Examination of Candidates (PCCEC). Such recommendations will be identified by a prior study. (2) Direct the COTE to partner with Presbyterian theological educators and PC(USA) seminary faculty and senior staff to identify funding and to participate in the Hispanic Summer Program’s “Through Hispanic Eyes.” (3) Direct the COTE to collect and compile from PC(USA) seminaries data regarding the race, ethnicity, denominational affiliation, and gender composition of faculty, board members, and students and provide a comparative annual report to each seminary president and board.*

*Response:* The Committee on Theological Education has begun work and a response will be presented to the 222nd General Assembly (2016) and after any action taken by the 221<sup>st</sup> General

Assembly on the recommendations of the Special Committee on Preparation for Ministry and Standard Ordination Examinations.

- C. *2012 Referral: Item 16-07 3.a,d,e,f. Regarding Education and Support for Developing New Churches and Ministries in a New Day (a) Call on PC(USA) seminaries to develop courses to better prepare students for emerging cultural realities. These would include training in new church development, non-traditional worshipping communities, and transformation of congregations. Courses should also address cross-cultural experiences, community organizing, and how to engage in ministries with underrepresented populations such as communities of color and people with disabilities. (d) Call on the Committee on Theological Education (COTE) to work with PC(USA) seminaries to intention- ally recruit and increase the numbers of racial ethnic and immigrant students in the seminaries. (e.) Call on COTE to work with PC(USA) seminaries to develop plans to hire, mentor, support, and retain scholars from underrepresented communities, and to commit to prioritize finding candidates to replace retiring faculty with scholars from underrepresented communities. (f.) Call upon PC(USA) seminaries to develop resources for congregations to use to analyze their particular local mission contexts.*

*Response:* The Committee on Theological Education has begun work and a response will be presented to the 222nd General Assembly (2016) and after any action taken by the 221<sup>st</sup> General Assembly on the recommendations of the Special Committee on Preparation for Ministry and Standard Ordination Examinations.

**PRESBYTERIAN MISSION AGENCY BOARD**

**April 23-24, 2014**

**Finance and Accounting**

Appendix 9

**ITEM A.103  
FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>			
X	A. Finance		E. Corporate Property, Legal, Finance
	B. Justice		F. PC(USA), A Corporation
	C. Leadership		G. Audit
	D. Worshipping Communities		H. Executive Committee
			J. Board Nominating & Governance Subcommittee
			P. Plenary

**Subject: Summary of 2015 and 2016 Mission Budget Proposals (With Budget Assumptions)**

**Recommendation:**

That the Finance Committee approve and recommend to the Presbyterian Mission Agency Board (PMAB) the proposed 2015 and 2016 Mission Budgets of \$73,671,744 and \$78,226,389, respectively, as presented in Table 1, and the proposed 2015 and 2016 Capital commitments of \$535,000 and \$325,000, respectively, as presented on page 4 in the Capital Reserve Fund Schedule.

<b>Table 1</b>	2015 Budget	2016 Budget
Unrestricted, current year	\$13,884,763	\$13,649,842
Unrestricted, prior year (PMPF)	2,124,194	2,439,886
Restricted	57,662,787	62,136,661
Total	\$73,671,744	\$78,226,389

**Background:**

Receipts

Receipts and sources of funding were budgeted based on reasonable projections, current data and funding trends, and known funding sources. Income from endowment funds were budgeted based on the Foundation's policy spending formula rate of 4.25%, and amounts for new worshipping communities were budgeted based on available church loan funds for 2015 (\$4.6 million) and 2016 (\$4.9 million). Fifty percent of the budget is funded by congregations that support the important mission work of the Church.

Several new initiatives were identified that have both high alignment and impact with the Mission Work plan, and need additional funding to continue into the future. Funds development investments are being made for several ministries with the first year as investment, and the second or third year as recovery of cost. It is expected that revenues in excess of cost will be realized beginning 2016 or 2017 and continue into the future. As we gain experience with these efforts, and monitor performance, we will adjust budgets accordingly.

Expenses

The projected expenses are based on assumptions used to calculate 2015 and 2016 salary increases, healthcare costs, travel estimates from ministry areas, and other pertinent data.

1. Anticipated expenses for the Youth Triennium are budgeted at \$3.1 million in 2016.

**PRESBYTERIAN MISSION AGENCY BOARD**

**April 23-24, 2014**

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Appendix 9

2. The Per Capita budget for 2015 and 2016 was reduced. These reductions affected support of the Mission Agency budget, and due to declining membership and collections, approximately \$500,000 of additional expenses were absorbed each year.
3. The Executive Committee recommends to the PMAB for approval that for 2015, the budget reflect a salary pool of 3% (\$555,172) and for 2016, it will remain at 3% (\$558,027).
4. The projected increase for healthcare costs total \$407,969 for 2015 and \$165,655 for 2016.
5. For 2015 and 2016, a portion of the travel expenses were reduced by 10% or approximately \$50,000 each year, and we anticipate more savings as agency travel costs are reexamined.
6. These budgets reflect costs for 165 mission coworkers for 2015 and 2016.
7. A capital replacement reserve of \$400,000 is appropriated for 2015 and 2016.
8. A change from prior budgets includes elimination of the Theological Education Fund (TEF) revenue and corresponding expense, excluding cost allocation, of \$800,000 due to TEF's move to the Presbyterian Foundation.

<b>TEF</b>	<b>2015 Budget</b>	<b>2016 Budget</b>
Revenue	\$862,000	\$724,000
Expense	\$947,879	\$879,407

**Summary**

PMA has targeted financial sustainability as a goal for several years. The 2015-2016 budgets include investments in funds development for several targeted initiatives. As we benchmark the fundraising efforts and monitor receipts from congregations, individuals, and other sources, the budget and our ministries will be periodically recast to adjust for these factors.



PRESBYTERIAN CHURCH (U.S.A.), A CORPORATION  
 Presbyterian Mission Agency

PRESBYTERIAN MISSION AGENCY BOARD  
 April 23-24, 2014  
 Finance and Accounting  
 Item A.103  
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	2015 Budget			2016 Budget		
	Unrestricted	Temporarily Restricted	Total	Unrestricted	Temporarily Restricted	Total
<b>Revenue, gains and other support</b>						
Contributions						
Congregations	\$ 5,532,000	\$ 3,354,000	\$ 8,886,000	\$ 5,125,000	\$ 3,421,000	\$ 8,546,000
Presbyterian Women	155,000	411,072	566,072	155,000	411,072	566,072
Gifts and bequests	750,000	409,000	1,159,000	750,000	417,000	1,167,000
Grants	-	320,000	320,000	-	50,000	50,000
Special offerings						
Christmas Joy	-	4,103,620	4,103,620	-	4,389,800	4,389,800
One Great Hour of Sharing	-	7,167,100	7,167,100	-	7,677,000	7,677,000
Peacemaking	-	1,115,160	1,115,160	-	1,191,400	1,191,400
Pentecost	-	872,120	872,120	-	956,800	956,800
Specific appeals						
Emergency and Disaster Relief	-	3,500,000	3,500,000	-	3,500,000	3,500,000
Extra Commitment	-	8,700,013	8,700,013	-	8,811,199	8,811,199
Mission Initiative	-	350,000	350,000	-	350,000	350,000
Special Missionary Support	-	-	-	-	-	-
Hunger	-	488,000	488,000	-	483,000	483,000
Theological Education Fund	-	-	-	-	-	-
Total Contributions	<u>6,437,000</u>	<u>30,790,085</u>	<u>37,227,085</u>	<u>6,030,000</u>	<u>31,658,271</u>	<u>37,688,271</u>
Income from endowment funds held by the Foundation	5,206,763	8,466,055	13,672,818	5,359,842	8,649,801	14,009,643
Income from investments	1,009,000	300,000	1,309,000	1,009,000	200,000	1,209,000
Income from funds held by others	1,132,000	120,000	1,252,000	1,126,000	120,000	1,246,000
Hubbard Press	100,000	155,119	255,119	125,000	156,976	281,976
Sales of resources and services	-	14,508,133	14,508,133	-	18,063,780	18,063,780
Other	-	134,000	134,000	-	111,000	111,000
	<u>7,447,763</u>	<u>23,683,307</u>	<u>31,131,070</u>	<u>7,619,842</u>	<u>27,301,557</u>	<u>34,921,399</u>
Total revenue, gains, and other support	<u>13,884,763</u>	<u>54,473,392</u>	<u>68,358,155</u>	<u>13,649,842</u>	<u>58,959,828</u>	<u>72,609,670</u>
<b>Expenses</b>						
Office of the Executive Administrator	388,913	1,637,886	2,026,799	358,391	1,733,159	2,091,550
Mission Resources	128,973	1,631,655	1,760,628	167,943	1,461,601	1,629,545
Office of the Deputy Executive Director	537,192	518,973	1,056,165	534,047	532,224	1,066,271
Theology Worship and Education	2,579,724	4,901,838	7,481,562	2,558,532	4,975,878	7,534,409
Evangelism and Church Growth	2,061,545	8,300,155	10,361,700	2,130,422	11,689,494	13,819,916
Compassion, Peace and Justice	1,722,082	11,666,124	13,388,206	1,739,230	11,644,300	13,383,529
World Mission	6,249,612	19,899,694	26,149,306	6,232,893	20,734,234	26,967,127
Racial Ethnic and Women's Ministries	2,339,024	3,260,754	5,599,778	2,366,348	3,413,052	5,779,400
Shared Services	-	2,402,028	2,402,028	-	2,244,662	2,244,662
Other	1,892	3,443,680	3,445,572	1,922	3,708,056	3,709,979
Total Expenses	<u>16,008,957</u>	<u>57,662,787</u>	<u>73,671,744</u>	<u>16,089,728</u>	<u>62,136,661</u>	<u>78,226,389</u>
Change in net assets	<u>\$ (2,124,194)</u>	<u>\$ (3,189,395)</u>	<u>\$ (5,313,589)</u>	<u>\$ (2,439,886)</u>	<u>\$ (3,176,833)</u>	<u>\$ (5,616,719)</u>

\*\*Includes \$3,091,200 for Youth Triennium

Presbyterian Church (U.S.A.)  
Presbyterian Mission Program Fund And Capital Reserve



Presbyterian Mission Program Fund  
as of December 31, 2013

Balance as of January 1, 2013
Market value adjustment in investments
Net increase (decrease) in loans/receivables
New allocation
Use of allocations
Unused allocations restored
Increase (Decrease) YTD
Subtotal
Excess unrestricted revenues/(expenditures) from PMA Budget
<b>Balance as of December 31, 2013</b>

UNRESTRICTED			
UNDESIGNATED FUNDS	DESIGNATED FUNDS	PROGRAMMATIC LOAN FUND	COMBINED TOTAL
11,777,418	9,871,081	821,042	22,469,541
(238,787)			(238,787)
(133,579)		133,579	-
(1,000,000)	1,000,000		-
	(286,142)		(286,142)
3,547,965	(3,547,965)		-
2,175,598	(2,834,107)	133,579	(524,929)
13,953,016	7,036,974	954,621	21,944,612
	(1,152,347)		(1,152,347)
<b>\$ 13,953,016</b>	<b>\$ 5,884,627</b>	<b>\$ 954,621</b>	<b>\$ 20,792,265</b>

2013 Unused Budget Restored
2014 Budget Allocation Restored
2014 Adjusted Budget Allocations
World Mission Allocation for Contingencies
DREAM Fund Allocation
2015 Budget Allocation
2016 Budget Allocation
<b>Projected Balance as of December 31, 2016</b>

662,759
3,878,809
(1,958,168)
(1,000,000)
(500,000)
(2,124,194)
(2,439,886)
<b>\$ 10,472,336</b>

Unrestricted Receipts
Directed Mission Support Receipts
Total
30% Reserve Requirement

RESERVE REQUIREMENT			
2013	2014	2015	2016
15,269,179	16,321,823	13,884,763	13,649,842
3,648,184	3,500,000	3,354,000	3,421,000
<b>\$ 18,917,363</b>	<b>\$ 19,821,823</b>	<b>\$ 17,238,763</b>	<b>\$ 17,070,842</b>
<b>\$ 5,675,209</b>	<b>\$ 5,946,547</b>	<b>\$ 5,171,629</b>	<b>\$ 5,121,253</b>

Capital Reserve Fund  
as of February 28, 2014

Balance as of January 1, 2014
Earnings/(loss)
Replacement reserve
New allocations
Use of allocations
Cancellation of allocation
Administration expenses
Increase (Decrease) YTD
<b>Balance as of February 28, 2014</b>

BOARD DESIGNATED SUMMARY		
INVESTMENTS	COMMITMENTS	COMBINED TOTAL
1,088,186	(373,920)	714,266
(26,695)		(26,695)
64,660		64,660
	(352,541)	(352,541)
(119,732)	119,732	-
	(39)	(39)
(81,767)	(232,848)	(314,615)
<b>\$ 1,006,419</b>	<b>\$ (606,768)</b>	<b>\$ 399,651</b>

2014 Projected Income
2014 Projected Allocations <sup>1</sup>
2014 Requested Allocations(Elevator Modernization-2of4)
2014 Requested Allocations(Ghost Ranch-sewer and roof repairs)
2015 Projected Income
2015 Projected Allocations <sup>2</sup>
2016 Projected Income
2016 Projected Allocations <sup>3</sup>
<b>Projected Balance as of December 31, 2016</b>

380,035		380,035
	(65,000)	(65,000)
	(243,000)	(243,000)
	(340,000)	(340,000)
430,000		430,000
	(535,000)	(535,000)
430,000		430,000
	(325,000)	(325,000)
<b>\$ 2,246,454</b>	<b>\$ (2,114,768)</b>	<b>\$ 131,686</b>

<sup>1</sup> PDC-Electric Pallet Jack-5,000; 5th Floor Relamping-20,000; IT-MAC server upgrade-20,000; IT-CTRESXEXT Warranty replacment-20,000

<sup>2</sup> Elevator Modernization(2of4)-232,000; Restroom Remodel(3W,LL)-100,000; Barrell Roof-50,000; Energy Mgmt upgrade-50,000; Carpet Tile(est 1000 yds)-34,000; Google Search Appliance-29,000; 4th Floor Relamping-20,000; IT-VMWare Server Upgrade-20,000

<sup>3</sup> Elevator Modernization(freight)-135,000; Restroom Remodel(1W,1E)-100,000; 3rd Floor Relamping-40,000; Kitchen Remodel(cabinets)-30,000; IT-WiFi Device Replacement-15,000; PDC-Electric Pallet Jack-5,000