

Draft – April 21, 2014

**ITEM P.100  
PRESBYTERIAN MISSION AGENCY BOARD**

**April 23-25, 2014  
The Brown Hotel  
335 W. Broadway  
Louisville, KY 40202  
502-583-1234**

**AGENDA**

**PRESBYTERIAN MISSION AGENCY OFFICE – J. Graham Brown Suite**

**VISION**

Presbyterians joyfully engaging in God’s mission for the transformation of the world.

**MISSION**

Inspire, equip and connect the PC(USA) in its many expressions to serve Christ in the world through new and existing communities of faith, hope, love and witness.

**MEETING THEMES**

**General Assembly Engagement**

Engage with, respond to, resource and represent the General Assembly in alignment with the vision and mission for the Presbyterian Mission Agency

**Organizational Integrity**

Build confidence, trust and engagement in all that we do by being Collaborative, Accountable, Responsive and Excellent (C.A.R.E.)

**Wednesday, April 23, 2014**

8:30 a.m. – 2:30 p.m. Board Executive Committee – *Secretariat B*  
8:30 a.m. – 2:30 p.m. Audit Committee – *Louisville Room*

<b>3:00 p.m.</b>	<b>Board Opening Plenary – <i>Crystal Ballroom</i></b>	
	• Welcome and Call to Order	<i>Matthew Schramm</i>
3:05 p.m.	• Opening Worship	<i>Arthur Canada</i>
3:20 p.m.	• Recitation of Board Covenant	<i>Matthew Schramm</i>
	• Adoption of Agenda	
	• Roll Call	
	• Approval of February 2014 Board Minutes	
3:30 pm.	Report of the Chair	<i>Matthew Schramm</i>
3:40 p.m.	Report of the Executive Director	<i>Linda Valentine</i>
3:50 p.m.	GA Initiative I – “Educate a Child, Transform the World”	<i>Frank Dimmock &amp; Hunter Farrell</i>
4:05 p.m.	Board Development	<i>Matthew Schramm</i>
4:50 p.m.	Break	
5:05 p.m.	<b>Closed Session</b> – Executive Director Review	
5:35 p.m.	Recess	
	Dinner in Committees	

**Thursday, April 24, 2014**

7:00 a.m. Breakfast On Your Own  
 8:30 a.m. – Noon Board Committee Meetings  
 ➤ Finance – *Gallery Ballroom*  
 ➤ Leadership – *Citation B*  
 ➤ Justice – *Secretariat B*  
 ➤ Worshiping Communities – *Citation A*

Noon – 1:30 p.m. Group Lunch – *Bluegrass Room*

**COMMITTEE REPORTS AVAILABLE OUTSIDE OF PLENARY ROOM**

1:30 p.m.	<b>Board Reconvenes in Plenary - <i>Crystal Ballroom</i></b> Opening Devotion	<i>Mark Koenig</i>
1:45 p.m.	Greetings from the Moderator	<i>Neal Presa</i>
1:50 p.m.	Greetings from the Stated Clerk	<i>Gradye Parsons</i>
2:00 p.m.	GA Initiative II – “Living Missionally”	<i>Roger Dermody &amp; Rob Fohr</i>
2:15 p.m.	Executive Committee Report – H.002	<i>Matthew Schramm</i>
2:30 p.m.	General Assembly Preview	<i>Linda Valentine &amp; Barry Creech</i>
3:00 p.m.	Grace and Gratitude	<i>Theology Worship &amp; Education Staff</i>
3:20 p.m.	Montreat Conference Center	<i>Pete Peery</i>
3:30 p.m.	Finance Committee Report – A.001	<i>Josephene Stewart</i>
4:00 p.m.	Break	
4:15 p.m.	2014 and 2015 – 2016 Budgets	<i>Earline Williams</i>
4:45 p.m.	<b>Closed Session</b> <ul style="list-style-type: none"> <li>• 2014 and 2015 – 2016 Budgets</li> </ul>	
5:15 p.m.	Recess	
6:00 p.m.	Class of 2014 Farewell Dinner – <i>Gallery Ballroom</i>	<i>Nominating &amp; Governance Subcommittee</i>

**COMMITTEE REPORTS AVAILABLE OUTSIDE OF PLENARY ROOM**


***Friday, April 25, 2014***

7:00 a.m.	Breakfast On Your Own	
9:00 a.m.	<b>Board Reconvenes in Plenary - <i>Crystal Ballroom</i></b>	
9:05 a.m.	Opening Devotion	<i>Marilyn Gamm</i>
9:20 a.m.	Committee Reports <ul style="list-style-type: none"> <li>➤ Justice Committee Report – B.001</li> <li>➤ Leadership – C.001</li> <li>➤ Worshiping Communities – D.001</li> <li>➤ Corporate – E.001</li> <li>➤ Audit – G.001</li> <li>➤ Finance Committee Report – A.002</li> </ul>	<i>Noelle Royer</i> <i>Cruz Negron Torres</i> <i>Mihee Kim-Kort</i> <i>Matthew Schramm</i> <i>Kears Pollock</i> <i>Josephene Stewart</i>
10:20 a.m.	What’s Happening in the Church? Regional discussions <ul style="list-style-type: none"> <li>• Break into small groups based on synods</li> </ul>	<i>Matthew Schramm</i>
11:00 a.m.	Reflections of the Chair	<i>Matthew Schramm</i>
11:15 a.m.	Installation Service and Adjournment	<i>Matthew Schramm</i>
Noon	LUNCH ON YOUR OWN	

**Educate a child,  
Transform the World**

**Quality Education  
for 1 Million Children  
by 2020**

Frank Dimmock  
Global Poverty Alleviation Catalyst



**Education Transforms Lives**

- Empowers girls and women and improves the livelihood of their families
- Increases employment opportunities



**Gender parity and equality**  
Empowering girls for leadership

"...there is no tool for development more effective than the education of girls." – Kofi Annan



**Skills Building for Employment**



**Education Transforms Lives**

- Improves household Nutrition and general Health
- Reduces Childhood morbidity and mortality
- Delays marriage and childbirth among girls

**Early Childhood Care and Education**



**Education Transforms Lives**

- Promotes Tolerance and Peace within households and communities
- Improves management of Environmental resources

**A BASIC HUMAN RIGHT**



## Executive Pay Comparability Study

### Executive Director

Salary data from comparable positions were taken from five (5) surveys to create a position range for the Executive Director position.

Survey	Survey Position Title	25 <sup>th</sup>	50 <sup>th</sup> (Median)	75 <sup>th</sup>
<u>2013 Christian Leadership Alliance Compensation Survey Report for Christian Organizations</u> Summary Scope Plus 10% for size of organization and budget	CEO / Executive Director / Managing Director	\$103,963	\$135,527	\$173,154
<u>2013 PRM Management Compensation Report Not for Profit Organizations</u> Summary cut	Top Executive Officer	\$225,000	\$303,449	\$430,000
<u>2013 ERI Religious Support Services Salary Survey</u> 990 Tax-Exempt Database	Top Position (tax-exempt entities)	\$155,848	\$238,444	\$328,784
<u>2012 GuideStar Compensation Report</u> Religion -- Greater than \$5 million Plus 10% for significantly larger operational budget	CEO/Executive Director	\$116,316	\$167,629	\$225,423
<b>Comparative Pricing Average</b>		<b>\$150,281.80</b>	<b>\$211,262.25</b>	<b>\$289,340.30</b>
<b>PMA Executive Director Position Range</b>		<b>\$150,300</b>	<b>\$211,300</b>	<b>\$289,400</b>

For an additional point of comparison, data from Evangelical Council for Financial Accountability (ECFA) shows the following:

ECFA Salary Search All Ministry Types; Annual Revenue \$50+ million	CEO, President, Exec. Dir., Sr. Pastor, or similar	Average Salary \$252,323	75% \$324,173	85% \$378,148
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This data was not included in the position range analysis because it lists the salary information in a different format. However, the ECFA average salary is still a valid point of comparison when determining if the salary of the PMA Executive Director is reasonable compensation.

### PMA Executive Director: Total Compensation

Total Compensation includes an individual's base compensation plus the value of any organization-paid benefits. The 2013 total compensation for the PMA Executive Director was:

2013 Annual Salary:	\$180,083
2013 Employer Annual Contribution: (detail listed below)	\$68,816
<b>2013 Total Compensation:</b>	<b>\$248,899</b>

Type of Compensation	Employer Annual Contribution
Lay Equalization	\$17,218.58
Death & Disability	\$1,973.28
Group Term Life	\$1,877.96
Medical PPO	\$26,040.00
Pension	\$21,706.56

### PMA Executive Director: 2013 Compensation Comparability

#### Base Compensation

	Median or Average	PMA Executive Director Base Salary	Compa Ratio
Comparative Pricing Average	\$211,262.25	\$180,083	85.23%
ECFA Average	\$252,323	\$180,083	71.34%

#### Total Compensation\*

	Median or Average	PMA Executive Director Total Compensation	Compa Ratio
Comparative Pricing Average	\$211,262.25	\$248,899	117.82%
ECFA Average	\$252,323	\$248,899	98.65%

\*The "total compensation" for the Executive Director is provided mostly for informational purposes only. Salary surveys, in general, do not include the value of benefits in their compensation figures. The comparison of total compensation to the comparative pricing average is offered to show that even the total compensation of the Executive Director is reasonable when compared to the cash compensation reported from comparable organizations.

### Conclusion

The 2013 compensation for the Executive Director of the Presbyterian Mission Agency was considered to be reasonable compensation because it fell well below the median of base compensation. It is close to the median when the value of benefits is added to base compensation, keeping in mind the value of benefits was not available for the comparative pricing average, and is typically not included.

### Proposed 2014 Compensation Increase for Executive Director

The PMA Compensation Program calls for all PMA employees to receive a standard, across-the-board increase. Effective April 1, 2014, employees will receive a 2% increase, plus a merit increase based on their individual performance for 2013.

The Executive Director's current salary is less than the 50 percentile, or "Target" of the position range and is eligible for a standard and merit increase to be added to the base salary. Historically, the current Executive Director's base has been changed as follows:

- Received an increase in 2008
- Waived an increase in 2009
- No increases were given to employees in 2010
- Received an increase in 2011, 2012, and 2013

If a 2% standard increase is added to the Executive Director's base, it will bring the base salary to:

Current Base Salary:	\$180,083.00
2% Standard Increase:	\$3,601.66
<b>Salary Effective 4/1/14:</b>	<b>\$183,684.66</b>

Reasonable compensation for 2014 would be maintained with the 2% increase and up to a total base of \$211,262, the median comparative pricing average.





## Questions for GA and beyond

- Q1. We all have a story of faith. Where does your story encounter hope?
- Q2. The story of the church is following the Lord who journeys before us. What does it mean to follow the Lord?
- Q3. How does your church community make room for people to share their stories of faith? How can we listen to the stories of people who are not in the church?

# Living Missionally

**Historically the Presbyterian Church has...**

- Formed as one of the first forms of mission in the world
- Sought to be a mission centered church from its inception
- Developed out its people, relationships, and structures to share the good news of Jesus Christ

**Did you know?**

- The word "mission" comes from the Latin word "missio," which means "to send."
- All of the world's religions have some form of mission.

**Presbyterian Mission Agency's role in launching & starting this initiative**

- Inspiring
- Connecting
- Equipping

Just Ask someone about...



**PRESBYTERIAN  
MISSION  
— AGENCY —**

**This initiative calls us to...**

- Reaffirm
- Join
- Launch
- Plan

**The church is called to...**

- Share the good news of Jesus Christ
- Equip people to live out their faith
- Build relationships with people of all backgrounds
- Be a mission centered church

### Historically the Presbyterian Church has...

- Worked to end the **slave trade** in the world
- Sought to be a **missional** center of church from its inception
- Developed out its **peace**, **reconciliation**, and **justice** work from the past years of Jesus Christ

# Living Missionally

### Presbyterian Mission Agency's role in launching & starting this initiative

- Inspiring
- Connecting
- Equipping



Just ask someone from...

### Did you know?

- The local Presbyterian church is called to be a **missional** center of church from its inception
- All are called to be **missional** in their lives



## PRESBYTERIAN MISSION AGENCY

### The church is called to...

- Be a **missional** center of church from its inception
- Develop out its **peace**, **reconciliation**, and **justice** work from the past years of Jesus Christ

### This initiative calls us to...

- Reaffirm
- Join
- Launch
- Plan

# Historically the Presbyterian Church has...



*Served as one of the  
great forces for  
mission in the world*



*Sought to be a mission-  
centered church from its  
inception*



*Reached out to people,  
communities, and the world to  
share the good news of Jesus Christ*



*Served as one of the  
great forces for  
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*Sought to be a mission-centered church from its inception*



*Reached out to people,  
communities, and the world to  
share the good news of Jesus Christ*

# Did you know?

*The most frequent form of volunteering is in or for the congregation*



*This doesn't mean we exclusively volunteer for the church*

*But we do more work for the church than for the community*





*The most  
frequent  
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congregation*



*This doesn't mean  
we exclusively  
volunteer for the  
church*

*But we do more work  
for the church than  
for the community*



# The church is called to...



St. Andrew's trades regular worship for service worship



Become a church without walls

The Church has Left The Building



A Place to Sleep



2013-2016  
Mission Work Plan

This isn't new work



*Become a  
church  
without  
walls*

***This  
isn't  
new  
work***



**2013-2016  
Mission Work Plan**

# *A Place to Sleep*





# *The Church has Left The Building*





# *St. Andrew's trades regular worship for service worship*



# This initiative calls us to...

*Reaffirm*



*Launch*



*Join*



*Plan*



# Reaffirm



# Join



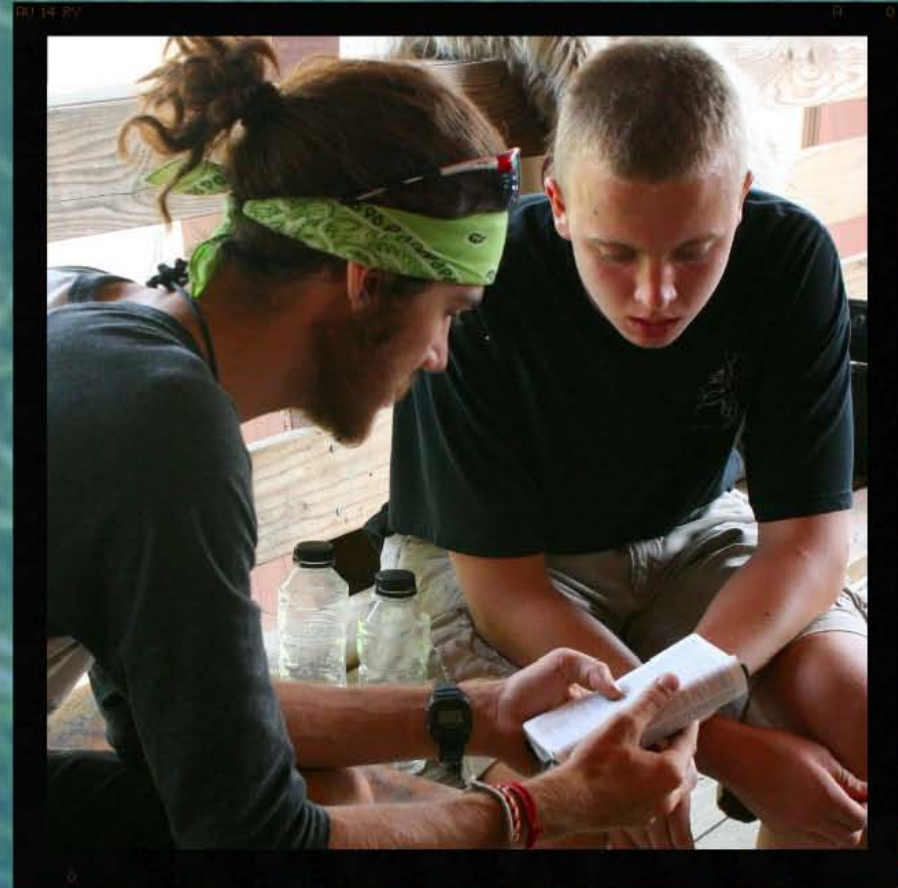
# *Join*



# Launch



# *Plan*



# This initiative calls us to...

*Reaffirm*



*Launch*



*Join*



*Plan*



# Presbyterian Mission Agency's role in launching & starting this initiative

**Inspiring**

It can be done!

**Connecting**

We will do this together!

**Equipping**

We will coach, celebrate, & collaborate



Let's let everyone know...



It matters where Presbyterians go.



when we're working.



we do so in the name of Christ



and serving





*Inspiring*

It can be done!

# *Connecting*

We will do this together!

# *Equipping*

We will coach,  
celebrate, & collaborate

*Let's let everyone know...*



Austin College student studying in Egypt

*No matter  
where  
Presbyterians  
go...*



Montreat Conference Center

*when we're  
worshiping*



Princeton Seminary choir



PDA Hurricane Sandy relief

*and serving*



YAV in Chicago

*we do so in the name of Christ*





# Living Missionally

### Historically the Presbyterian Church has...

- Worked to end the **slave trade** in the world
- Sought to be a **missional** center of church from its inception
- Developed out its **peace**, **reconciliation**, and **justice** work

### Did you know?

- The word **mission** comes from the Latin word *missio*, which means to send or to be sent.
- All of the **missions** in the world are **sent** from the church.

### Presbyterian Mission Agency's role in launching & starting this initiative

- Inspiring**
- Connecting**
- Equipping**

Just ask someone from 



PRESBYTERIAN  
MISSION  
— AGENCY —

### This initiative calls us to...

- Reaffirm**
- Join**
- Launch**
- Plan**

### The church is called to...

- Share the Good News**
- Love our neighbors**
- Seek justice**
- Practice peace**
- Work for reconciliation**

**Report H.002**  
**EXECUTIVE COMMITTEE**  
**Presbyterian Mission Agency Board**  
**April 23-25, 2014**  
**Report Two**

The Presbyterian Mission Agency Board Executive Committee reports the activities of the Executive Committee meeting of April 23, 2014:

**APRIL 23, 2014 EXECUTIVE COMMITTEE MEETING:**

**FOR CONSENT:**

**The Executive Committee recommends that the Presbyterian Mission Agency Board approve the Attendance Rationale for the 221st General Assembly (2014). (H.103)**

**FOR ACTION:**

**The Executive Committee recommends that the Presbyterian Mission Agency Board:**

**1. Approve comments to the 221st General Assembly (2014): (Attachment 1)**

- A. “Resolution to Develop a Church-wide Anti-Racism Policy from the Advocacy Committee for Racial Ethnic Concerns”
- B. “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”
- C. “Resolution to Educate Against and Help Prevent Voter Suppression from the Advocacy Committee for Racial Ethnic Concerns”
- D. “A Resolution to Define and Interpret Standards for PC(USA) Racial Ethnic Schools and Colleges from the Advocacy Committee for Racial Ethnic Concerns”
- E. “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)”
- F. “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)”
- G. “The Gospel from Detroit: Renewing the Church’s Urban Vision” – From the Advisory Committee on Social Witness Policy
- H. “Resolution on Sexual Violence within the U.S. Military Services: A 2014 Human Rights Update” – From the Advisory Committee on Social Witness Policy
- I. “Ministerial Compensation and the Theology of Compensation: Incentives and Solidarity,” from the Advisory Committee for Social Witness Policy”

**PRESBYTERIAN MISSION AGENCY BOARD**

**April 23-25, 2014**

**Executive Committee Report Two**

**Item H.002**

**Appendix 6**

2. **Approve the comment on Overture 053 “A Resolution of Spiritual and Material Support for the Persecuted Church—From the Presbytery of Upper Ohio Valley.” (H.113)**
3. **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. (Attachment 2)**

**FOR INFORMATION:**

**The Presbyterian Mission Agency Board Executive Committee:**

1. **VOTED** to approve the minutes of the following Executive Committee meetings as presented **(H.101)**
  - February 5, 2014
  - April 2, 2014
2. **VOTED to ratify** the appointment of the following individuals to the Historically Presbyterian Racial Ethnic Educational Institutions Task Force **(H.102)**:
  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
3. Met in closed session to discuss personnel matters.

**PRESBYTERIAN MISSION AGENCY**  
**Comments to the 221st General Assembly (2014)**

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

**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 worshipping 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).

**II. “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”**

**Recommendation 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.”**

**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.

**III. “Resolution to Educate Against and Help Prevent Voter Suppression from the Advocacy Committee for Racial Ethnic Concerns”**

**Recommendation 6, “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.”**

**Comment:**

The Presbyterian Church (U.S.A.) Office of Public Witness is closely monitoring federal and statewide voter suppression in some key states including North Carolina, Georgia and South Carolina. These states were chosen based on constituent calls and contacts asking for our advice on responding to voter suppression in their states. We remain actively engaged with local advocates and civil rights organizations in Alabama, Mississippi, ~~and~~ Florida ~~whose~~ and other states that remain wedded to restrictive voting laws.

Many Presbyterians are involved in challenging voter suppression in their local communities and states. We are witnessing and participating in anti-voter suppression movements on state levels

including Moral Monday organizing around voter suppression and legislative trends in North Carolina and Georgia.

This resolution will strengthen the PCUSA's existing voting rights policy "Lift Every Voice: Democracy, Voting Rights and Electoral Reform." <http://www.pcusa.org/resource/lift-every-voice-democracy-voting-rights-and-elect/>

**IV. "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. "**

**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.

**V. "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.**

**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.

**VI. "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)"**

**Recommendation 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."**

**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 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.

**VII. “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.**

**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.

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

- 3. “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**
- 4. 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.”**

**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.

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

**Recommendation1, “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”**

**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 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/church\\_wide\\_compensation\\_guidelines\\_3-18-14.pdf](http://www.presbyterianmission.org/site_media/media/uploads/presbyterian_mission_agency/church_wide_compensation_guidelines_3-18-14.pdf)

**ITEM  
FOR ACTION CLOSED SESSION**

<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. Plenar</b>
	<b>C. Leadership</b>		<b>G. Audit</b>		
	<b>D. Worshiping Communities</b>		<b>H. Executive Committee</b>		

**Subject: Approval of Salary increase pool for the 2014 for Presbyterian Mission Agency Staff**

**Recommendation:**

**The Executive Committee approves and recommends 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.**

**Background:**

While the 2014 salary increase pool percentage was included within the 2014 budget as approved, the salary increase should have been approved as a separate item of business. A new compensation plan went into effect, changing the date of salary increases to April 1, 2014. This salary increase requires approval of the Executive Committee and because the Board meeting does not occur until after a portion of these increases will be expended, the approval should be forwarded to the Board as a ratification, recognizing the approved budget provided for these increases. As indicated salary increases now go into effect April 1.



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# General Assembly Preview





# **General Assembly Engagement**

**Engage with, respond to, resource and represent the General Assembly in alignment with the vision and mission for the Presbyterian Mission Agency.**



# Presbyterian Mission Agency's Inputs and Responses to the Work of GA

**GA**



**PMA**

- **Response to Referrals**
- **New Initiatives and Recommendations**
- **Comments on the Business Submitted by Others**
- **Mission Work Plan and Budget**
- **Inspiring Stories and Updates of Mission Activity**

# How GA Guides the work of the Presbyterian Mission Agency

GA



PMA

- **Policy for implementation**
- **Specific Direction and Advice**
- **Approve mission work plan and budget**
- **Election of Council members and confirmation of Executive Director**
- **Advocacy and Advisory Committee**

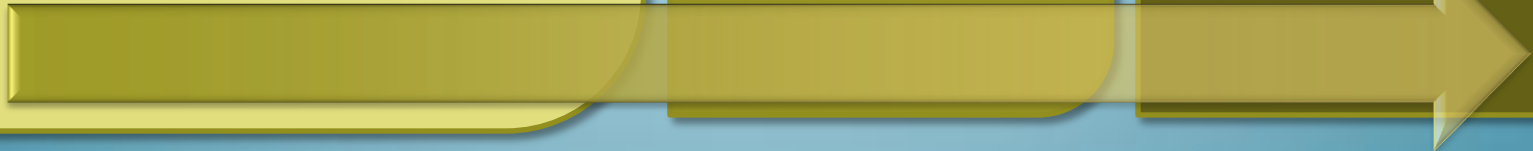
## Input

- **Overture**
- **Commissioners' Resolution**
- **Agency Recommendations**
- **Committee Recommendations**

## **General Assembly Action**

## Outcome

- **Policy**
- **Specific direction**
- **Advice**
- **Approval**
- **Election**



# General Assembly Business





- 1. Business Referral**
- 2. Bills and Overtures**
- 3. General Assembly Procedures**
- 4. General Assembly Resolutions**
- 5. Mid Councils Issues**
- 6. Church Polity**
- 7. Ecumenical and Interfaith Relations**
- 8. Church and Society**
- 9. Church and World**
- 10. Church and Mission**
- 11. Church and Theology**
- 12. BOP, PILP, PPC and Foundation**



# Middle East Issues







# Mission Coordination



# **Social Justice Issues**

10

# Civil Union and Marriage Issues

# Peacemaking and International Issues





# Theological Issues and Institutions





# Congregational Vitality



# Immigration and Environmental Issues





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### News & Announcements

*click the title for details*  
**COMMITTEES AND ARE  
KNOWN BY THEIR ITEM  
NUMBER**

[4/7/2014]

 **New email address?**

[1/13/2014]

### Recent Activity

- ▶ 4/17/14 **[COM-042] General Assembly Committee on Review of the Presbyterian Church (U.S.A.) Foundation** has been added.
- ▶ 4/17/14 **[COM-042] General Assembly Committee on Review of the Presbyterian Church (U.S.A.) Foundation** has been edited.
- ▶ 4/17/14 Rationale has been added to **[COM-042] General Assembly Committee on Review of the Presbyterian Church (U.S.A.) Foundation**.
- ▶ 4/17/14 **[COM-042] General Assembly Committee on Review of the Presbyterian Church (U.S.A.) Foundation** has been created.
- ▶ 4/17/14 **[COM-041] General Assembly Committee on Review of the Presbyterian Church (U.S.A.) Board of Pensions** has been added.
- ▶ 4/17/14 **[COM-041] General Assembly Committee on Review of the Presbyterian Church (U.S.A.) Board of Pensions** has been edited.
- ▶ 4/17/14 Rationale has been added to **[COM-041] General Assembly Committee on Review of the Presbyterian Church (U.S.A.) Board of Pensions**.
- ▶ 4/17/14 **[COM-041] General Assembly Committee on Review of the Presbyterian Church (U.S.A.) Board of Pensions** has been edited.

[www.pc-biz.org](http://www.pc-biz.org)

# The Executive Committee at General Assembly



Stand.  
Stretch.  
Breathe.



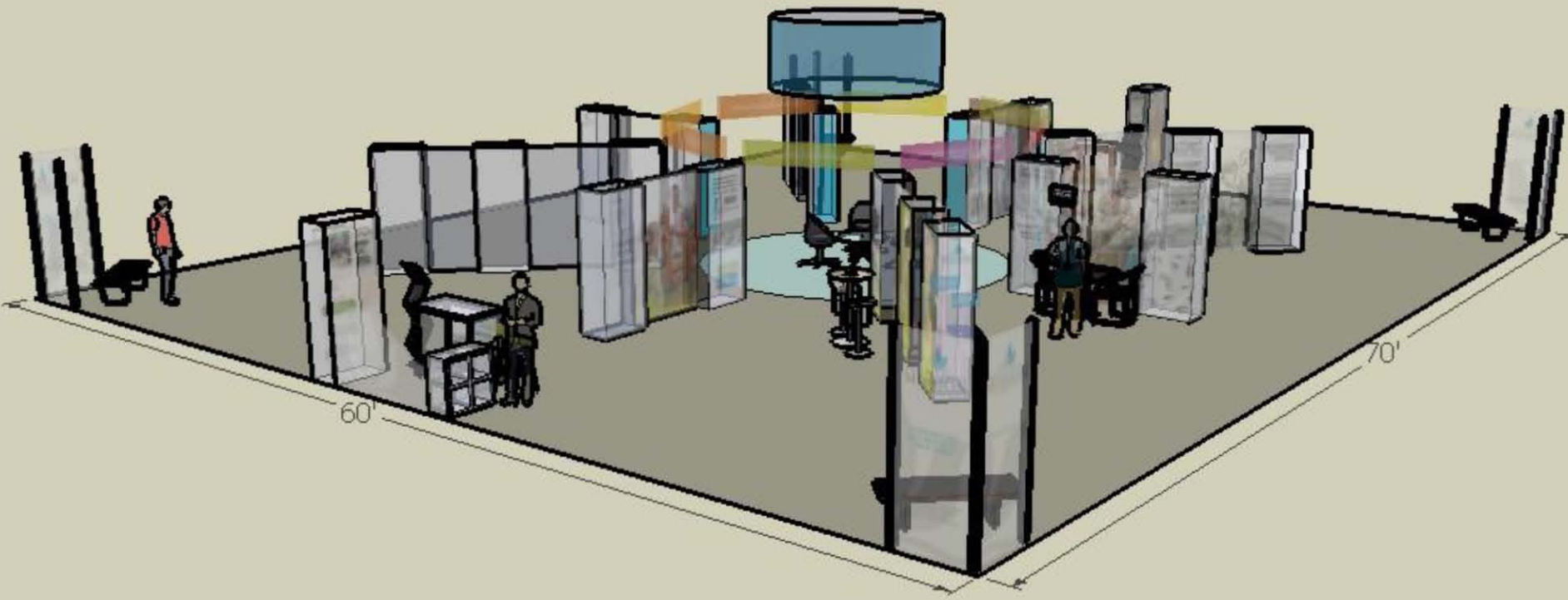
What wisdom of experience is there to share?

What questions do folks have?

How to prepare?











# Why is General Assembly engagement important for the Presbyterian Mission Agency Board?



# Core Values of the Presbyterian Mission Agency

We embrace our core values and commitment to be:

**Collaborative**

**Accountable**

**Responsive**

**Excellent**



# **Vision Statement**

**Presbyterians joyfully engaging in God's mission for the transformation of the world.**



# How can the Executive Committee help make this vision real?





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**Report A.001  
Finance Committee  
Presbyterian Mission Agency Board  
April 24, 2014**

**The Finance Committee met April 23-24, 2014 at the Brown Hotel in Louisville, KY and forwards the following to the Presbyterian Mission Agency Board:**

**I. For Consent:**

- A. That the Presbyterian Mission Agency Board approve the Presbyterian Church (U.S.A.) Mortgage Corporation – Election to the Board of Directors ([A.107](#))
- B. That the Presbyterian Mission Agency Board approve the Presbyterian Church (U.S.A.) Mortgage Corporation – Concurrence of the Election of Officers ([A.108](#))
- C. That the Presbyterian Mission Agency Board approve the addition of Chad Herring to the list of Corresponding Members of the 221<sup>st</sup> General Assembly (2014) ([A.111](#))

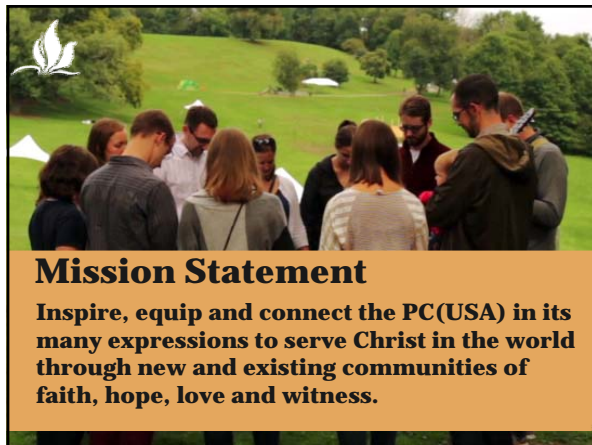
**II. For Action:**

- A. That the Presbyterian Mission Agency Board approve the Stony Point Report and Recommendation amended as follows: ([A.106](#)) Item 4 - Dismiss the Stony Point Transitional Task Team and the Evaluation Committee *effective August 15, 2014* with deep gratitude for their formative and foundational work toward this resolution, *and commend all ongoing work of reconciliation among staff and board members, with a report to the Executive Committee prior to the September 2014 Board Meeting.*
- B. That the Presbyterian Mission Agency Board approve that \$1million be committed in PMPF for World Mission contingency expenses. ([A.109](#))
- C. That the Presbyterian Mission Agency Board approve, ratify, and confirm advancing the amount of Three Hundred and Forty Thousand Dollars (\$340,000.00), from the Presbyterian Mission Agency's capital reserve budget to pay on behalf of Ghost Ranch-Abiquiu for emergency sewer and roof capital repairs and replacements, said advancement being conditioned upon the replenishment of these advanced funds in order of priority as follows: ([A.110](#))
  - 1. Repayment shall be made from the proceeds, if any, of the sale, lease or other disposition of assets relating to Ghost Ranch, as provided for in the Ghost Ranch Conference Center Governance Covenant (2011), page 6 (Financial Administration, Budget, And Forecasting).
  - 2. Repayment from the interim lease payments from the City of Albuquerque and the Albuquerque Bernalillo County Water Utility Authority for lease payments made in 2015, 2016, and 2017, if any.

Funds will be released by the Mission Agency to the vendor(s) which perform the sewer and roof work as the contracted work is completed, inspected, and signed off by the Ghost Ranch Executive Director and Manager of Operations.

**III. For Information:**

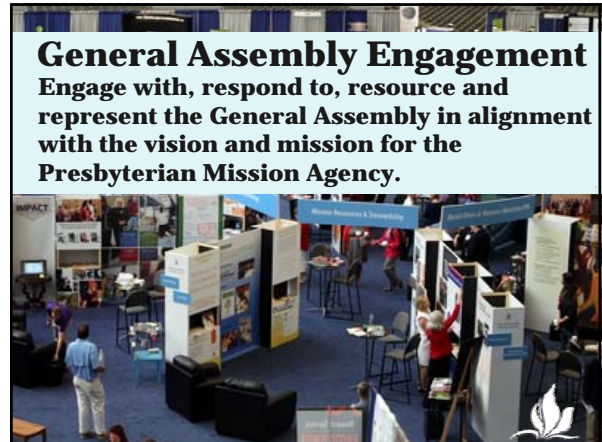
- A. Approved the Minutes from the February 5-6, 2014 Finance Committee meeting and the March 25, 2014 and April 1, 2014 Conference Calls ([A.101](#))
  
- B. Received for information:
  - 1. The Preliminary Per Capita operating reports as of December 31, 2013 ([A.203](#))
  - 2. The Preliminary Congregational Ministries Publishing - Curriculum Publishing Program Area financials as of December 31, 2013 ([A.204](#))
  - 3. The Preliminary Stony Point Center Operating Reports as of December 31, 2013 ([A.205](#))
  - 4. The Preliminary Ghost Ranch Operating Reports as of December 31, 2013 ([A.206](#))
  - 5. The Updated Technology Policy ([A.207](#))
  - 6. The Updated Data Security Policy ([A.211](#))
  - 7. The Coordinated Loan Program Report ([A.208](#))
  - 8. The Self Insurance Fund Annual Report ([A.209](#))
  - 9. The Presbyterian Foundation Performance Report ([A.210](#))
  - 10. The General Assembly Mission and Program Operating Reports as of March 31, 2014 ([A.212](#))
  - 11. The Presbyterian Mission Program Fund report as of March 31, 2014 ([A.213](#))
  - 12. The Per Capita operating reports as of March 31, 2014 ([A.214](#))
  - 13. The Congregational Ministries Publishing - Curriculum Publishing Program Area financials as of March 31, 2014 ([A.215](#))
  - 14. The Stony Point Center Operating Reports as of March 31, 2014 ([A.216](#))
  - 15. The Ghost Ranch Operating Reports as of March 31, 2014 ([A.217](#))







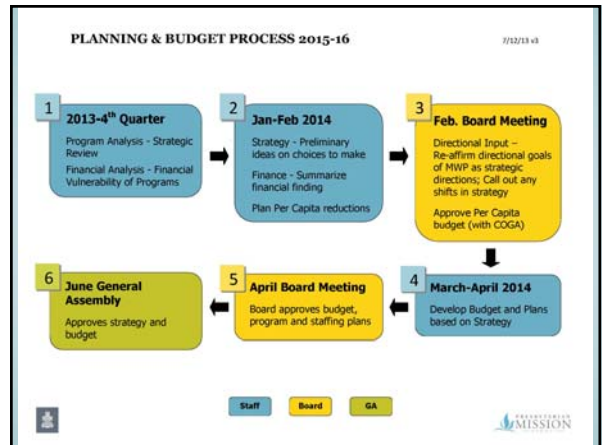
**Young Adults**  
Engage and join with young adults in reforming the church for Christ's mission.

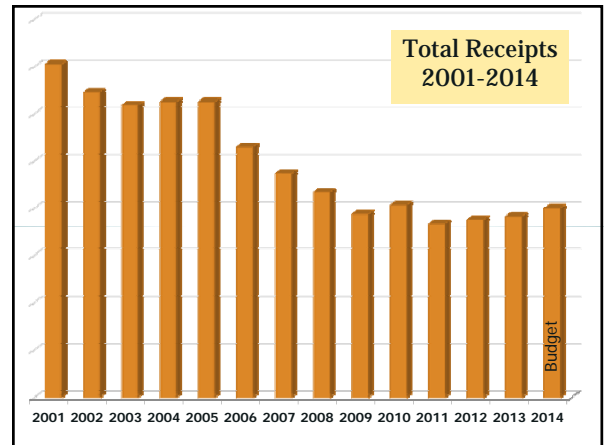
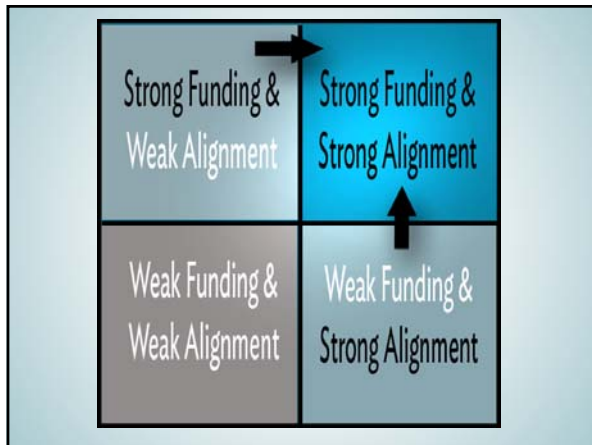


**General Assembly Engagement**  
Engage with, respond to, resource and represent the General Assembly in alignment with the vision and mission for the Presbyterian Mission Agency.



**Organizational Integrity**  
Build confidence, trust and engagement in all that we do by being Collaborative, Accountable, Responsive and Excellent (C.A.R.E.).





Actual	Budget	Budget	Budget
2013	2014	2015	2016
76.5M	79.9M	73.6M	78.2M

- 1001
- Company of New Pastors
- Interfaith Relations
- Office of Public Witness
- Racial Ethnic Leadership
- Racial Ethnic/New Immigrant New Worshiping Communities
- Special Offerings
- United Nations Office
- World Mission
- Young Adults Volunteers



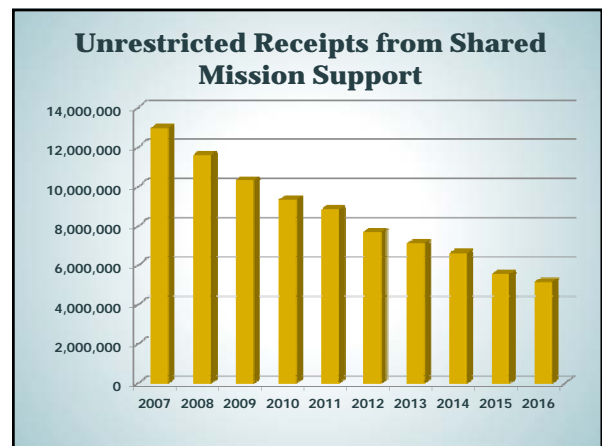
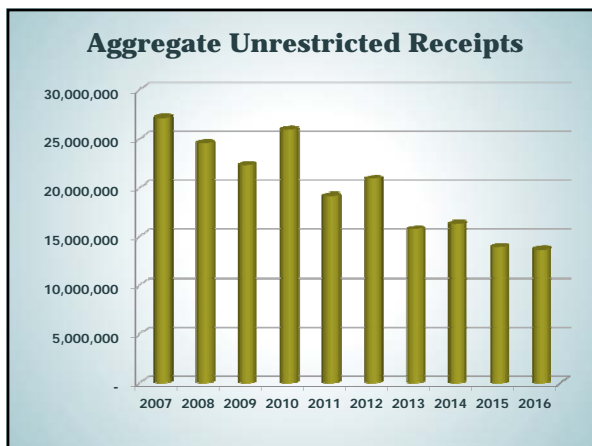
Actual	Budget	Budget	Budget
2013	2014	2015	2016
76.5M	79.9M	73.6M	78.2M

### 2015 Budget

<b>Receipts Total</b>	<b>\$73.6M</b>
<b>Unrestricted (current)</b>	<b>\$ 13.9M</b>
<b>Unrestricted (prior)</b>	<b>\$ 2.1M</b>
<b>Restricted</b>	<b>\$57.6M</b>
<b>Expenses Total</b>	<b>\$73.6M</b>
<b>Program Expenses</b>	<b>\$65.7M or 89%</b>
<b>Management and General Expenses</b>	<b>\$ 2.1M or 3%</b>
<b>Fundraising Expenses</b>	<b>\$ 5.8M or 8%</b>

### 2016 Budget

<b>Receipts Total</b>	<b>\$78.2M</b>
<b>Unrestricted (current)</b>	<b>\$ 13.6M</b>
<b>Unrestricted (prior)</b>	<b>\$ 2.4M</b>
<b>Restricted</b>	<b>\$62.2M</b>
<b>Expenses Total</b>	<b>\$78.2M</b>
<b>Program Expenses</b>	<b>\$70M or 89%</b>
<b>Management and General Expenses</b>	<b>\$ 2.1M or 3%</b>
<b>Fundraising Expenses</b>	<b>\$ 5.9M or 8%</b>



### Cost Allocation Recovery System

- **Funding Christ's Mission throughout the Presbyterian Church (U.S.A.)**

[Adopted by the 218th General Assembly (2008)]

“. . . the system of giving developed by the GAMC (shall) fairly and accurately allocate all costs associated with individual projects in the General Assembly mission budget, including the costs associated with the systems necessary for the support, promotion, and accountability of each item; . . . This transition will be gradually phased in over a five-year period, beginning in 2009.”

### FASB 116 - Accounting for Contributions Received and Contributions Made

“If an expense is incurred for a purpose for which both unrestricted and temporarily restricted net assets are available, a donor-imposed restriction is fulfilled to the extent of the expense incurred unless the expense is for a purpose that is directly attributable to another specific external source of revenue.”

**SUMMARY:** A restricted gift must be used to pay for an expense for which it is earmarked, before any unrestricted money is used for the same purpose.

### Financial Summary

- Unrestricted prior year receipts fills the funding gaps.
- Increasing health insurance costs, membership declines, and reduced contributions are major issues.
- New Funds Development will generate revenue by 2017.
- Projecting to the year 2020 for longer range planning.



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**Report B.001  
Justice Committee  
Presbyterian Mission Agency Board  
April 24, 2014**

**The Justice Committee met April 23-25, 2014 at the Brown Hotel in Louisville, KY and forwards the following to the Presbyterian Mission Agency Board:**

**I. Consent Agenda:** No items

**II. For Action:**

- A. That the Presbyterian Mission Agency Board approve the comment on Overture 037, “ On Support for the Institute Médical Chrétien du Kasai (IMCK) Endowment and the Endowment Concept – From the Presbytery of New Castle” to the 221<sup>st</sup> General Assembly (2014). (Attachment 1 [B.102](#))
- B. That the Presbyterian Mission Agency Board approve the comment on Overture 040 “On Turning Attention to the Plight of the Church That is Suffering Due to Sectarian Violence and Persecution in Egypt and Other Parts of the World – From The Presbytery of Pittsburgh” to the 221<sup>st</sup> General Assembly (2014). (Attachment 2 [B.103](#))
- C. That the Presbyterian Mission Agency Board, in reference to Mission Responsibility Through Investment proxy voting recommendations (Attachment 3 [B.104](#)):
  1. Affirm the proxy voting recommendations of the Committee on Mission Responsibility Through Investment (MRTI) contained in the 2014 Shareholder Resolution Directory (Appendix 1).
  2. Request the Presbyterian Church (USA) Foundation/New Covenant Trust Company and the Board of Pensions to vote proxies on the shareholder resolutions submitted to companies in which they own stock in accordance with the recommendations listed in the 2014 Shareholder Resolution Directory (Appendix 1).
  3. Urge the middle governing bodies, related institutions, congregations and individual members of the Presbyterian Church (USA) to give serious consideration to the proxy voting recommendations when they vote on shareholder resolutions.
- D. That the Presbyterian Mission Agency Board approve the comment on Overture 055 “On Authorizing a Consultative Process to Provide Guidance for the Church’s Response to the Dramatic Changes Taking Place in Cuba – From the Presbytery of Santa Fe” to the 221<sup>st</sup> General Assembly (2014). (Attachment 4 [B.105](#))
- E. That the Presbyterian Mission Agency Board approve the comment on Overture 066 “Providing Trauma Crisis Counseling Consultations to Train in Best Practices in Caring For Survivors of Homicide Victims” to the 221<sup>st</sup> General Assembly (2014). (Attachment 5 [B.106](#))

**PRESBYTERIAN MISSION AGENCY BOARD**

**April 24, 2014**

**Justice Committee**

**Appendix 10**

- F. That the Presbyterian Mission Agency Board approve the comment on Overture 065 “ On Endorsing the Women of Faith for the 1,000 Days Movement – From the Presbytery of National Capital” to the 221<sup>st</sup> General Assembly (2014). (Attachment 6 [B.107](#))
- G. That the Presbyterian Mission Agency Board approve as amended the comment on Overture 015 “On Entering a Two Year Season of Reflection on the Plight of Unwanted Children, and Appointing a Special Committee on Abortion Review – From the Presbytery of South Alabama” to the 221<sup>st</sup> General Assembly (2014) (Attachment 7 [B.108](#)).
- H. That the Presbyterian Mission Agency Board approve as amended the comment on Overture 013 “On Reviewing General Assembly Policy Regarding The Two-State Solution in Israel Palestine – From the Presbytery of San Francisco” to the 221<sup>st</sup> General Assembly (2014) (Attachment 8 [B.109](#)).
- I. That the Presbyterian Mission Agency Board approve the comment on Overture 007 “On Taking Meaningful Action to Reduce Gun Violence – From the Presbytery of National Capitol” and Overture 038 “On Gun Violence Prevention – From the Presbytery of the Hudson” to the 221<sup>st</sup> General Assembly (2014) (Attachment 9 [B.110](#)).
- J. That the Presbyterian Mission Agency Board approve the comment on Overture 016 “On Encouraging Use of the Code of Conduct for the Protection of Children from Sexual Exploitation – From the Presbytery of New York City” to the 221<sup>st</sup> General Assembly (2014) (Attachment 10 [B.111](#)).
- K. That the Presbyterian Mission Agency Board approve as amended the comment on Overture 044 “On The Uses of Unmanned Aerial Vehicles (Drones) – From the Presbytery of Genesee Valley” to the 221<sup>st</sup> General Assembly (2014) (Attachment 11 [B.112](#)).
- L. That the Presbyterian Mission Agency Board approve the comment on Overture 049 “On Food Sovereignty for All – From the Presbytery of Greater Atlanta” to the 221<sup>st</sup> of General Assembly (2014) (Attachment 12 [B.113](#)).
- M. That the Presbyterian Mission Agency Board approve the comment on Overture 064 “On Divestment from Fossil Fuel Companies – From the Presbytery of the Palisades” to the 221<sup>st</sup> General Assembly (2014) (Attachment 13 [B.114](#)).
- N. That the Presbyterian Mission Agency Board approve the comment on Overture 041 “On Removing Cuba from the List of State Sponsors of Terrorism – From the Presbytery of Long Island” and Overture 048 “On Lifting All Travel Restrictions for U.S. Citizens Traveling To Cuba – From the Presbytery of St. Augustine” to the 221<sup>st</sup> General Assembly (2014) (Attachment 14 [B.115](#)).
- O. That the Presbyterian Mission Agency Board approve the comment on Overture 050 “On Affirming the importance of Sustainable Development and the Precautionary Principle – From the Presbytery of Southern New England” to the 221<sup>st</sup> General Assembly (2014) (Attachment 15 [B.116](#)).
- P. That the Presbyterian Mission Agency Board approve the comment on Overture 022 “Supporting Middle East Peacemaking – From the Presbytery of New Covenant” to the 221<sup>st</sup> General Assembly (2014) (Attachment 16 [B.117](#)).



- Q. The Presbyterian Mission Agency Board approve the comment on Overture 014 “Divestment from Caterpillar, Hewlett Packard, and Motorola Solutions – From the Presbytery of San Francisco” and Overture 061 “Adopting the Mission Responsibility Through Investment (MRTI) Recommendation on Divestment – From the Synod of the Covenant” to the 221<sup>st</sup> General Assembly (2014) (Attachment 17 [B.118](#)).
- R. That the Presbyterian Mission Agency Board approve the comment on Overture 026 “Regarding a National Moratorium on the Imposition of the Death Penalty – From the Presbytery of Greater Atlanta” to the 221<sup>st</sup> General Assembly (2014) (Attachment 18 [B.119](#))
- S. That the Presbyterian Mission Agency Board approve the comment on Overture 030 “Calling for a Boycott of all Hewlett-Packard Products – From the Presbytery of New Brunswick” to the 221<sup>st</sup> General Assembly (2014) (Attachment 19 [B.120](#)).
- T. That the Presbyterian Mission Agency Board approve the comment on Overture 068 “On Helping To Remedy the Tragic Conditions in the Democratic Republic of the Congo – From the Presbytery of Boston” to the 221<sup>st</sup> General Assembly (2014) (Attachment 20 [B. 121](#)).

### III. For Information

- A. Reviewed the agenda of the meeting and VOTED to adopt. ([B.100](#))
- B. Approved the Justice Committee Minutes of February 6, 2014 ([B.101](#))
- C. Received for information:
  - 1. Jinishian Memorial Program Strategic Plan 2014-2019 ([B.200](#))
  - 2. Jinishian Memorial Program United States Advisory Committee & Governance Commission Minutes, February 5, 2014 ([B.201](#))
  - 3. Presbyterian Hunger Program Committee Meeting – October 9-11, 2013 ([B.202](#))
  - 4. MRTI Update ([B.203](#))
  - 5. MRTI Meeting Records ([B.204](#))
  - 6. PHEWA Update ([B.205](#))
  - 7. Jarvie Commonwealth Service Committee Minutes – April 24-25, 2013 ([B.206](#))
  - 8. 2013 WM Fundraising Report ([B.207](#))
  - 9. 2013 Special Offerings Annual Report ([B.208](#))
  - 10. Written reports from Presbyterian Hunger Program, Presbyterian Disaster Assistance, Presbyterian Health, Education and Welfare Association and the One Great Hour of Sharing Collaboration Team.

**ITEM B.102  
FOR ACTION**

<b>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR’S OFFICE USE ONLY</b>			
<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>		<b>H. Executive Committee</b>	

**Subject: Comment to the 221<sup>st</sup> GA (2014) - Overture 037 “On Support for the Institut Médical Chrétien du Kasai (IMCK) Endowment and the Endowment Concept—From the Presbytery of New Castle”**

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 037, “On Support for the Institut Médical Chrétien du Kasai (IMCK) Endowment and the Endowment Concept—From the Presbytery of New Castle” to the 221<sup>st</sup> GA (2014).**

**Comment:**

The Institute Médical Chrétien du Kasai (IMCK) is an important partner of Presbyterian World Mission. Its ministry of compassionate Christian care and training of medical professionals is greatly needed in the DR Congo where WHO health indicators are among the worst in the world with alarming rates of infant mortality, malnutrition, and maternal mortality <http://www.who.int/gho/countries/cod.pdf> In the past Presbyterian World Mission was able to provide substantial support of IMCK through the contributions of PCUSA congregations and individuals, but this support has decreased in recent years. We believe that an endowment is a faithful and effective way of addressing the pressing need for financial sustainability for IMCK. This is especially true in a country as impoverished as DR Congo which ranks at the bottom of the Human Development Index <https://data.undp.org/dataset/Table-1-Human-Development-Index-and-its-components/wxub-qc5k> where national health insurance is nonexistent and individuals cannot pay a fee for service to cover the operating expenses of the institution.

In addition to financial support PCUSA World Mission believes strongly in the “ministry of presence” to accompany our partners as they serve in Christ’s name. Financial support in itself is not enough; we have committed ourselves to providing mission personnel to serve side by side with Congolese medical professionals as they serve in one of the most difficult contexts in Africa. PCUSA Mission Co-worker Dr. John Fletcher serves at IMCK and Dr. Martha Sommers is planning to begin service later this year and other mission personnel serve on the board. In addition to support of this endowment we also encourage PCUSA to support the sending of our mission personnel.

**ITEM B.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>
X	<b>B. Justice</b>		<b>F. PC(USA), A Corporation</b>
	<b>C. Leadership</b>		<b>G. Audit</b>
	<b>D. Worshiping Communities</b>		<b>H. Executive Committee</b>
			<b>J. Board Nominating &amp; Governance Subcommittee</b>
			<b>P. Plenary</b>

**Subject:** Comment to the 221<sup>st</sup> GA (2014) - Overture 040 “On Turning Attention to the Plight of the Church That Is Suffering Due to Sectarian Violence and Persecution in Egypt and Other Parts of the World—From the Presbytery of Pittsburgh”

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 040 “On Turning Attention to the Plight of the Church That Is Suffering Due to Sectarian Violence and Persecution in Egypt and Other Parts of the World—From the Presbytery of Pittsburgh.”**

**Comment:**

The suffering of the church in Egypt and other parts of the world is not only “due to sectarian violence and persecution.” There are many factors involved, including geopolitical and economic factors. The General Assembly should consider all the factors that result in and contribute to sectarian violence. For example, our mission partners in the Middle East have clearly pointed out that U.S. government policies (and Western attempts to dominate in general) affect them adversely by fueling sectarian tension. Therefore, the role of the US government (often seeking national or special interests rather than principles the US purports to support) should be addressed by the overture.

The overture names only the church in Egypt, and fails to mention the suffering of other Christian populations in the region. For example, following the 2003 American-led invasion of Iraq, more than half of the country’s Christian population became refugees. Likewise, the plight of Syrian Christians, Palestinian Christians, and others in the Middle East should not be neglected. Additionally, while the overture mentions “Other Parts of the World,” it does not consider countries outside of the Middle East, such as North Korea, Pakistan, Nigeria, and Sudan, where Christians suffer from maltreatment no less than in the Middle East.

Use of the word “persecution” mischaracterizes the nature of the maltreatment of Christians in Egypt and elsewhere in the Middle East, and in many cases would be an unhelpful exaggeration. At the same time, the Presbyterian Mission Agency and the Office of the General Assembly maintain ecumenical and interfaith relationships and humanitarian programs that can enable efforts such as those requested by the presbyteries submitting this overture.

**ITEM B.104  
FOR ACTION**

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

**Subject: Proxy Voting Recommendations**

**Recommendation:**

**That the Presbyterian Mission Agency Board:**

- 1) **Affirm the proxy voting recommendations of the Committee on Mission Responsibility Through Investment (MRTI) contained in the 2014 Shareholder Resolution Directory (Appendix 1).**
- 2) **Request the Presbyterian Church (USA) Foundation/ New Covenant Trust Company and the Board of Pensions to vote proxies on the shareholder resolutions submitted to companies in which they own stock in accordance with the recommendations listed in the 2014 Shareholder Resolution Directory (Appendix1).**
- 3) **Urge the middle governing bodies, related institutions, congregations and individual members of the Presbyterian Church (USA) to give serious consideration to the proxy voting recommendations when they vote on shareholder resolutions.**

**Background:**

Each year MRTI compiles a list of shareholder resolutions being filed with specific corporations on certain designated issues. For 2014, the issues addressed include environment, energy, equal employment opportunity, tobacco, corporate governance, international human rights, employee relations, employment and environmental standards, global finance and others.

MRTI during its meeting on February 14, 2014 examined each of these resolutions on the basis of General Assembly Investment Policy Guidelines for social concerns, and made a recommendation as to whether or not the resolution should be supported by the Presbyterian Church (USA), or whether a formal abstention should be recorded. These recommendations are transmitted to the Presbyterian Mission Agency Board for its affirmation. A summary of recommended proxy votes by company is contained in Appendix 1.

**MISSION RESPONSIBILITY  
THROUGH INVESTMENT**

**2014 SHAREHOLDER  
RESOLUTIONS DIRECTORY  
WITH  
PROXY VOTING  
RECOMMENDATIONS**

March 5, 2014

The Committee on Mission Responsibility Through Investment (MRTI) met on February 14, 2014, and reviewed shareholder resolutions being submitted to corporations for their 2014 Annual Meetings. These resolutions concern social and ethical issues related to the corporations' business operations and policies. MRTI adopted recommendations on voting of proxies in support or opposition to these resolutions, or whether a formal vote of abstention should be recorded.

The recommendations will be submitted for affirmation by the Presbyterian Mission Agency Board at its meeting on April 23-25, 2014. The recommendations will be communicated to middle governing bodies, related institutions, and congregations and individuals who have expressed interest in proxy voting as a part of socially responsible investing. This is a provisional document to guide shareholder votes which occur before April; any necessary updates will be provided after the board meeting.

**PROXY  
VOTING  
PROCESS**

MRTI reviewed resolutions that were submitted to 193 corporations. Many of these resolutions will not appear on the proxy statement when it is mailed to shareholders. Often negotiations between the corporation and the shareholder filing the resolution result in an agreement about the subject matter, and the resolution is withdrawn. Some resolutions may not appear because the corporation challenged them before the Securities and Exchange Commission (SEC) contesting that the resolutions failed to meet one or more of the SEC's rules and regulations. These objections refer to the substance of the resolution; or pertain to technical matters such as length of ownership of the stock. If the SEC finds merit in the corporation's arguments, the SEC will inform the corporation that it will take no action if the resolution is omitted from the proxy.

MRTI noted that some groups did not provide a copy of their resolutions. Thus, no formal recommendation was made. However, as some organizations previously have submitted resolutions with goals contrary to General Assembly Policy. MRTI urges shareholders to read the resolutions and vote their consciences. Any questions about GA policy can be directed to the MRTI office.

**PRESBYTERIAN CHURCH (USA)**

## SHAREHOLDER ENGAGEMENT

For your information, eight resolutions that were filed or co-filed by MRTI using stock held in the Board of Pensions General Assistance Fund. These include **ConocoPhillips** and **Phillips 66** on setting a greenhouse gas emissions reduction goal, **Caterpillar**, **Motorola**, **Coca-Cola** and **Hewlett-Packard** on strengthening their human rights policies, **Wells Fargo** on direct deposit payday loans, **United Continental Holdings** on combating human trafficking, and **CF Industries** on reporting on sustainability efforts.

The resolution with **United Continental Holdings** was withdrawn when the company developed a human rights policy including a commitment to address forced labor, human trafficking and child sex trafficking. Following dialogue, **Wells Fargo** announced the elimination of direct deposit payday loans, and the resolution was withdrawn. Finally, **CF Industries** developed its first sustainability report, and after dialogue to review the report, and making suggestions for the future reports, MRTI decided to withdraw the shareholder resolution.

## GENERAL ASSEMBLY DIVESTMENT POLICY

It should also be noted that the General Assembly has a policy of not investing in certain corporations due to their involvement in military-related production or tobacco. Some of these corporations received shareholder resolutions. Although the General Assembly urges that stock in these companies not be held, MRTI formulated recommendations on proxy voting anyway as some organizations, congregations or individuals may still own stock in these corporations for various reasons, and yet utilize these recommendations as they consider voting their proxies. Companies on the GA divestment list will be marked with an asterisk.

For further information, please contact Rev. William Somplatsky-Jarman, Associate for Mission Responsibility  
Through Investment, at (888) 728-7228, Ext. 5809 (toll-free) or by email at Bill.Somplatsky-Jarman@pcusa.org.

## COMMITTEE ON MISSION RESPONSIBILITY THROUGH INVESTMENT 2014 INDEX OF SHAREHOLDER RESOLUTIONS PROXY VOTING RECOMMENDATIONS

A vote in support of the following shareholder resolutions is recommended. If votes have already been collected, a percentage of approval will be listed.

### KEY

**WD** – This motion has been withdrawn due to other progress.

**SEC** – This motion is currently being challenged at the SEC.

**O** – This motion is omitted due to a ruling by the SEC.

<b>CORPORATION</b>	<b>SUBJECT</b>
AGL Resources Inc.	Discrimination Based on Gender Identity/Expression
AMEREN (Union Electric)	Lobbying Expenditures Disclosure
AT&T Inc.	Indirect Political Contributions Lobbying Expenditures Disclosure Report on Government Requests for Consumer Data -
<b>WD</b>	
Abbott Laboratories	Label Genetically Engineered Products Lobbying Expenditures Disclosure
Accenture	Lobbying Expenditures Disclosure - <b>WD</b>
Advance Auto Parts, Inc.	Adopt Greenhouse Gas Reduction Goals – Report - <b>WD</b>
Aetna	Board Oversight of Political Expenditures
Alpha Natural Resources, Inc	Climate Risk Water Impacts of Business Operations
Altria Group, Inc.	Educate Re: Health Consequences of Tobacco Products Lobbying Expenditures Disclosure
American Electric Power Company Change	Public Policy Advocacy on Energy Policy/Climate
Amgen Inc.	Lobbying Expenditures Disclosure - <b>WD</b>
Anadarko Petroleum	Climate Risk
Apple Computer, Inc.	Tax Policy Principles
Arch Coal Inc.	Water Impacts of Business Operations
Archer-Daniels-Midland Company	Sustainable Agriculture Policy
Bank of America Corp. Portfolio	Assess/Report GHG Emissions Resulting from Lending  Lobby Expenditures Disclosure Report on Business Standards - <b>WD</b>

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Bank of New York Mellon Corporation Request Continuation of In-Person Shareholder Meeting  
- **WD**

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Black Rock, Inc. Lobbying Expenditures Disclosure

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Boeing Company Lobbying Expenditures Disclosure

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BorgWarner Inc. GHG Reduction Targets & Renewable Energy Sourcing

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C. R. Bard, Inc. Separate Chair & CEO  
Sustainability Reporting – GHG Reduction Targets

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CBOE Holdings, Inc. Encourage ESG Disclosure

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CF Industries Holdings, Inc. Sustainability Reporting – Energy Efficiency

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CLARCOR Inc. Sustainability Reporting

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CME Group, Inc. Encourage ESG Disclosure

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CVS Caremark Corporation Lobbying Expenditures Disclosure

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Cabot Oil & Gas Corporation Adopt Greenhouse Gas Reduction Goals – Report

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California Water Service Group Climate Risk - **SEC**

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Canadian Imperial Bank of  
Commerce (CIBC) Vertical Comparison of Executive Compensation

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Caterpillar Inc. Human Rights – Amend & Monitor Policy

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Calgene Corporation Lobbying Expenditures Disclosure

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Cerner Corporation Board Diversity

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Chevron Corp. Climate Risk  
Country Selection Criteria - Burma  
Director With Environmental Expertise  
Lobbying Expenditures Disclosure  
Public Policy Advocacy on Energy Policy/Climate

Change - **WD**  
Energy Quantitative Risk Management Reporting for Shale

Operations  
Separate Chair & CEO



**ICCR Member Resolutions by Company**

Chipotle Mexican Grill, Inc.	Sustainability Reporting
Church & Dwight Co., Inc.	Adopt Greenhouse Gas Reduction Goals - Report - <b>WD</b>
Cincinnati Financial Corp.	Sustainability Reporting
Coca-Cola Company	Establish Board Committee on Human Rights - <b>O</b>
Con-Way Inc.	Human Trafficking
Concho Resources Inc.	Report Methane Emissions
ConocoPhillips	Adopt Greenhouse Gas Reduction Goals - Report Discrimination Based on Gender Identity/Expression Lobbying Expenditures Disclosure Public Policy Advocacy on Energy Policy/Climate
Change - <b>WD</b>	
CONSOL Energy Inc.	Climate Risk
Danaher Corp.	Political Contributions
Dean Foods Company	Water Stewardship in the Agricultural Supply Chain
Denbury Resources Inc.	Adopt Greenhouse Gas Reduction Goals – Report
Dentsply International Inc.	Political Contributions
Devon Energy	Climate Risk Lobbying Expenditures Disclosure Public Policy Advocacy on Energy Policy/Climate
Change	
Dow Chemical Company	Refrain from Political Spending (GMOs) Reputational and Operational Impacts of Bhopal
Disaster	
Dr. Pepper Snapple Group	Adopt Comprehensive Recycling Strategy
Dunkin' Brands Group Nanomaterials	Report on Products/Packaging Containing
DuPont Company	Refrain from Political Spending (GMOs) Report on Adverse Impacts of GMOs (Herbicides)

Duke Energy Corp.	Political Contributions
EOG Resources, Inc.	Quantitative Risk Management Reporting for Shale Operations Report Methane Emissions
EQT Corporation	Political Contributions
ESCO Technologies	Sustainability Reporting
Emerson	Lobbying Expenditures Disclosure – <b>41.66%</b> Political Contributions - <b>47.38%</b> Sustainability Reporting – GHG Reduction Targets - <b>38.07%</b>
Energen Corporation	Report Methane Emissions
Entergy Corp.	Adopt Near-Term Actions to Reduce GHG Emissions
Exxon Mobil Corporation	Adopt Greenhouse Gas Reduction Goals - Report Climate Change Assumptions used for Strategic Planning - <b>WD</b> Discrimination Based on Sexual Orientation/Gender Identity Operational Risks: Likely Restrictions on Carbon Emissions Public Policy Advocacy on Energy Policy/Climate Change Risk Management Reporting for Shale Energy Operations Separate Chair & CEO
Facebook Inc.	Financial Risks of Childhood Obesity Lobbying Expenditures Disclosure
Fifth Third Bancorp	Political Contributions
FirstEnergy Corporation	Adopt Near-Term Actions to Reduce GHG Emissions
Franklin Resources, Inc.	Proxy Voting Policies
Gentex Corp.	Separate Chair & CEO - <b>WD</b> Sustainability Reporting - <b>WD</b>
Goldman Sachs Group Inc.	Free Prior & Informed Consent - <b>WD</b>

Google Inc.	Lobbying Expenditures Disclosure Tax Policy Principles
Halliburton Company	Human Rights Risk Assessment
Hess Corporation	Climate Risk Political Contributions
Hewlett-Packard Company	Human Rights – Amend & Monitor Policy
Hollyfrontier Resources	GHG Reduction Targets & Renewable Energy Sourcing
Home Depot, Inc.	Equal Employment Opportunity (EEO)
Honeywell International Inc.	Lobbying Expenditures Disclosure
International Business Machines Corp.	Lobbying Expenditures Disclosure
J. B. Hunt Transport Services, Inc.	Human Trafficking - <b>WD</b>
J.P. Morgan Chase & Co.	Lobbying Expenditures Disclosure Report on Business Standards - <b>WD</b> Separate Chair & CEO - <b>WD</b>
Jarden Corporation	Board Diversity Disclose, Reduce, and Eliminate Product Chemical Hazards
JetBlue Airways Corporation	Political Contributions
Joy Global Inc.	Board Diversity
Kinder Morgan, Inc. Coal	Long & Short-Term Financial & Operational Risks of Coal
Kraft Foods Inc. Packaging Deforestation	Environmental Impact of Using Non-Recyclable Palm Oil, Soya, Sugar, and Paper Sourcing -
Kroger Co. Chain	Assess Human Trafficking/Forced Labor in Supply Chain Post-Consumer Product Packaging Recycling
Landstar System, Inc.	Human Trafficking

Lincoln Electric Holdings, Inc.	Adopt Greenhouse Gas Reduction Goals – Report - <b>WD</b>
Lincoln National Corp.	Sustainability Reporting
Lorillard, Inc.	Educate Re: Health Consequences of Tobacco Products Lobbying Expenditures Disclosure
Lowe's	Adopt Greenhouse Gas Reduction Goals - Report
MGM Resorts International	Human Trafficking
Marathon Oil Corp.	Set Reduction Targets for Methane Emissions
Marathon Petroleum	Adopt Greenhouse Gas Reduction Goals – Report Lobbying Expenditures Disclosure
McDonald's Corp.	Human Rights Risk Assessment
Mead Johnson Nutrition Co. <b>WD</b>	Implement Comprehensive Palm Oil Policy (GHG) -
Mettler-Toledo	Adopt Greenhouse Gas Reduction Goals – Report - <b>WD</b>
Microsoft Corporation	Human Rights – Amend & Monitor Policy - <b>WD</b>
Mondelez International, Inc. Deforestation	Palm Oil, Soya, Sugar, and Paper Sourcing - Post-Consumer Product Packaging Recycling
Monsanto	Material Financial Risks of GMO Seed Contamination – <b>Reported vote 6.70%</b>
Morgan Stanley	Lobbying Expenditures Disclosure
Motorola, Inc.	Human Rights – Amend & Monitor Policy Political Contributions
Nabors Industries, Inc.	Board Diversity
National Fuel Gas Company	Discrimination Based on Gender Identity/Expression
O'Reilly Automotive, Inc. Identity - <b>WD</b>	Discrimination Based on Sexual Orientation/Gender
ONEOK Inc.	Report Methane Emissions

Oasis Petroleum Inc.	Adopt Quantitative Goals for Reducing Flaring
Occidental Petroleum Corporation Operations	Risk Management Reporting for Shale Energy Review Federal, State, Local Lobbying
PACCAR, Inc.	GHG Reduction targets & Renewable Energy Sourcing
PNC Financial Services Group, Inc. Portfolio - <b>WD</b>	Assess/Report GHG Emissions Resulting from Lending Request Continuation of In-Person Shareholder Meeting
Panera Bread Company	Implement Comprehensive Palm Oil Policy (GHG) Sustainability Reporting
Peabody Energy Corp.	Water Impacts of Business Operations - <b>WD</b>
PepsiCo, Inc. Deforestation	Palm Oil, Soya, Sugar, and Paper Sourcing - Report on Land Rights
Pfizer, Inc.	Review Federal, State, Local Lobbying - <b>SEC</b> Separate CEO & Chair - <b>WD</b>
Phillips 66	Adopt Greenhouse Gas Reduction Goals – Report
Questar Corporation Targets - <b>WD</b>	Sustainability Report/Methane Emissions Reduction
Pioneer Natural Resources Company Energy	Quantitative Risk Management Reporting for Shale Operations
RPC, Inc.	Sustainability Reporting
Raytheon Company	Lobby Expenditures Disclosure
Reynolds American Inc.	Educate Re: Health Consequences of Tobacco Products
Ross Stores, Inc. Identity - <b>WD</b>	Discrimination Based on Sexual Orientation/Gender
Royal Bank of Canada	Vertical Comparison of Executive Compensation

SLM Corporation (Sallie Mae)	Adopt Proxy Access Bylaw
SM Energy Co.	Climate Change Management Plan
Safeway Inc. Simpson Manufacturing Co., Inc.	Post-Consumer Product Packaging Recycling Sustainability Reporting - <b>WD</b>
Southern Company	Adopt Near-Term Actions to Reduce GHG Emissions
Spectra Energy Corp.	Political Contributions Report Methane Emissions
Superior Energy Services	Human Rights Assessment
Time Warner Cable Inc.	Lobbying Expenditures Disclosure Review Federal, State, Local Lobbying - <b>WD</b>
Tyson Foods, Inc. - <b>WD</b>	Risks Associated with Indefinite Use of Gestation Crates
United Continental Holdings, Inc.	Human Trafficking
United Parcel Service of America, Inc.	Lobbying Expenditures Disclosure Review Federal, State, Local Lobbying
VF Corporation	Water Risk in the Supply Chain
Valero Energy Corporation	Adopt Greenhouse Gas Reduction Goals - Report
Valmont Industries, Inc.	Adopt Greenhouse Gas Reduction Goals – Report - <b>WD</b>
Verizon Communications Inc.	Lobbying Expenditures Disclosure Report on Government Requests for Consumer Data - <b>WD</b>  Wireless Network Neutrality
Visa Inc.	Lobbying Expenditures Disclosure
WPX Energy Inc.	Climate Change Management Plan
Walmart Stores, Inc.	Lobbying Expenditures Disclosure
Wells Fargo & Company	Direct Deposit Advances - <b>WD</b> Report on Business Standards - <b>WD</b>
Wendy's International, Inc.	Financial Risks of Childhood Obesity

Westinghouse Air Brake  
Technologies Corp.

Board Diversity

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Wolverine World Wide, Inc.

Sustainability Reporting – Apparel Supply Chain - **WD**

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Yahoo! Inc.  
eBay Inc.

Political Contributions  
Lobbying Expenditures Disclosure – **WD**

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**ITEM B.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>
X	<b>B. Justice</b>		<b>F. PC(USA), A Corporation</b>
	<b>C. Leadership</b>		<b>G. Audit</b>
	<b>D. Worshipping Communities</b>		<b>H. Executive Committee</b>
			<b>J. Board Nominating &amp; Governance Subcommittee</b>
			<b>P. Plenary</b>

**Subject:** Comment to the 221<sup>st</sup> GA (2014) - Overture 055 “On Authorizing a Consultative Process to Provide Guidance for the Church’s Response to the Dramatic Changes Taking Place in Cuba—From the Presbytery of Santa Fe.”

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 055 “On Authorizing a Consultative Process to Provide Guidance for the Church’s Response to the Dramatic Changes Taking Place in Cuba—From the Presbytery of Santa Fe.”**

**Comment:**

This overture displays a familiarity with the remarkably strong relationship that has remained between the Presbyterian Church (U.S.A.) and the Presbyterian Church in Cuba over the years. It recognizes the significant changes underway within Cuba and in that country's relations with other nations in the Caribbean, Latin America, and Europe. The overture proposes a cost-effective way to build upon the work of the Cuba Mission Network and the mission partnerships that have made our Presbyterian witness and connection so distinctive and durable. The dual consultation model is designed to include a diversity of voices framed by the mission of the church. The consultation in Cuba, to be developed with our mission partners, would be arranged by the Advisory Committee on Social Witness Policy and World Mission in full accordance with the requirements of U.S. law and the hopes of that church. As in other social witness and mission reports prepared for the General Assembly in the past, the goal is to gather faithful persons with significant experience and expertise whose prayer and reflection may help guide both our churches for years to come.



**ITEM B.106  
 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>
X	<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>	<b>H. Executive Committee</b>	

**Subject:** Comment to the 221<sup>st</sup> GA (2014) - Overture 66 “Providing Trauma Crisis Counseling Consultation to Train in Best Practices in Caring for Survivors of Homicide Victims”

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 66 Providing Trauma Crisis Counseling Consultation to Train in Best Practices in Caring for Survivors of Homicide Victims**

**Comment:**

The Presbyterian Mission Agency, through Presbyterian Disaster Assistance (PDA) is already engaged in providing support to communities impacted by gun violence through its National Response Team and staff. The National Response Team and staff are skilled professionals, clergy and clinicians with expertise in responding to and supporting churches and communities who are impacted by acts of public violence.

In addition to providing initial support immediately after an event, PDA also offers emotional and spiritual care, compassion fatigue and resilience training for religious and community leaders that strengthens their capacity to equip the community to recover from the trauma of the violence.

PDA has also produced one full length award-winning documentary on gun violence, "Trigger" <http://triggerdoc.com/> and "Tapestry," <https://vimeo.com/91726932> a shorter (28 minutes) award-winning documentary on the processes of recovery and healing in communities after public violence, viewed through the lens of PDA National Response Team members who have done such responses. Both of these documentaries also have study materials designed to equip congregations and communities to engage in dialogue about gun violence.

PDA welcomes the opportunity to enhance the resilience, skills, and awareness of its mid council partners and their congregations as the PCUSA seeks to bring a healing presence and a prophetic word into the scourge of public violence afflicting our country. This could be accomplished as an invitational event through mid-councils to Stony Point or regionally, if preferred.

**ITEM B.107  
FOR ACTION**

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

**Subject:** Comment to the 221<sup>st</sup> GA (2014) - Overture 065 “On Endorsing the Women of Faith for the 1,000 Days Movement – From the Presbytery of National Capital”

**Recommendation:**

**That the Presbyterian Mission Agency Board approves the following comment on Overture 065 “On Endorsing the Women of Faith for the 1,000 Days Movement – From the Presbytery of National Capital”**

**Comment:**

Recognizing the importance of this campaign and the impact it has on improving the lives of women and children around the world, Presbyterian Mission Agency has formed a “1000 Days Roundtable” that includes representatives from World Mission, Racial-Ethnic and Women’s Ministries, Presbyterian Women and Compassion, Peace and Justice to encourage congregations to get involved in the campaign.

The 1000 Day Campaign reinforces and strengthens the poverty alleviation work that the PCUSA is engaged in through long term mission partnerships in Bangladesh, Liberia, Democratic Republic of the Congo, Peru, Haiti, Ethiopia, Malawi, Southern Sudan and Zimbabwe.

<http://www.presbyterianmission.org/ministries/pw/justice/>

**ITEM B.108  
FOR ACTION**

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

**Subject: Comment to the 221st General Assembly (2014)**

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 15, *On Entering a Two-Year Season of Reflection on the Plight of Unwanted Children, and Appointing a Special Committee on Abortion Review-From the Presbytery of South Alabama.***

Comment:

The 217<sup>th</sup> General Assembly (2006) affirmed the monitoring report from the Advisory Committee on Social Witness Policy (ACSWP), which reviews the implementation of problem pregnancies and abortion policies. Presbyterian Mission Agency ministries preparing resources on problem pregnancies and abortion strive to reflect a diversity of opinion in the resources that are produced. Resources revised in 2010 prepared by Racial Ethnic & Women's Ministries cover the range of faithful responses in these difficult situations, and they include: *Problem Pregnancy: When No Choice Is Easy – For the Pregnant Woman; There's Always A Father – Does the Father Have a Problem, Too?; When Pregnancy Involves Loss - Helping Others Face Pregnancy Loss; When You Need Wisdom – Helping Others Face Problem Pregnancy.*

In 2006, the 217<sup>th</sup> General Assembly reiterated the role of the church in individual and families' lives as they face problem pregnancy issues:

The church has a responsibility to provide public witness and to offer guidance, counsel, and support to those who make or interpret laws and public policies about abortion and problem pregnancies. Pastors have a duty to counsel with and pray for those who face decisions about problem pregnancies. Congregations have a duty to pray for and support those who face these choices, to offer support for women and families to help make unwanted pregnancies less likely to occur, and to provide practical support for those facing the birth of a child with medical anomalies, birth after rape or incest, or those who face health, economic, or other stresses. [*Minutes of the 217th General Assembly (2006), p. 905*].

The 1992 policy states,

Problem pregnancies are the result of, and influenced by, so many complicated and insolvable circumstances that we have neither the wisdom nor the authority to address or decide each situation. Christians seek the guidance of Scripture in the midst of relationships and circumstances of awesome proportions that affect their interpretation and decision making.

We affirm the ability and responsibility of women, guided by the Scriptures and the Holy Spirit, in the context of their communities of faith, to make good moral choices in regard to problem pregnancies.

We call upon Presbyterians to work for a decrease in the number of problem pregnancies, thereby decreasing the number of abortions.

The considered decision of a woman to terminate a pregnancy can be a morally acceptable, though certainly not the only or required, decision. Possible justifying circumstances would include medical indications of severe physical or mental deformity, conception as a result of rape or incest, or conditions under which the physical or mental health of either woman or child would be gravely threatened.

The Christian community must be concerned about and address the circumstances that bring a woman to consider abortion as the best available option. Poverty, unjust societal realities, sexism, racism, and inadequate supportive relationships may render a woman virtually powerless to choose freely [*Minutes* of the 204<sup>th</sup> General Assembly (1992), p. 368].

The Presbyterian Church (U.S.A) continues to be guided by the 204<sup>th</sup> General Assembly policy on abortion and problem pregnancies and encourages the church to continue to approach this challenging issue with the atmosphere of “open debate and mutual respect” for a variety of opinions (Minutes, 1992, Part I, p. 374).

In 2014, there were no funds budgeted in the form of grants from the Presbyterian Mission Agency (PMA) to any of the ten networks of Presbyterian Health, Education and Welfare Association, including Presbyterians Affirming Reproductive Options (PARO). No funds from the PMA were given to Planned Parenthood or the Religious Coalition for Reproductive Choice (RCRC).

**ITEM B.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>
X	<b>B. Justice</b>		<b>F. PC(USA), A Corporation</b>
	<b>C. Leadership</b>		<b>G. Audit</b>
	<b>D. Worshiping Communities</b>		<b>H. Executive Committee</b>
			<b>J. Board Nominating &amp; Governance Subcommittee</b>
			<b>P. Plenary</b>

**Subject:** Comment to the 221<sup>st</sup> GA (2014) - Overture 013 “On Reviewing General Assembly Policy Regarding the Two-State Solution in Israel Palestine—From the Presbytery of San Francisco”

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 013, “On Reviewing General Assembly Policy Regarding the Two-State Solution in Israel Palestine—From the Presbytery of San Francisco” to the 221st GA (2014).**

**Comment:**

PC(USA) mission partners in the Middle East agree that the current “facts on the ground” and the slim chance of success for the current peace process render a Two-State solution unattainable at the current time. It is their view that the long-standing PC(USA) policy, reaffirmed as recently as 2010, supporting a Two-State solution is unrealistic in light of the continued expansion and intractability of Israeli settlements and the obstinacy of the Israeli military occupation of Palestine.

**ITEM B.110  
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>
X	<b>B. Justice</b>		<b>F. PC(USA), A Corporation</b>
	<b>C. Leadership</b>		<b>G. Audit</b>
	<b>D. Worshiping Communities</b>		<b>H. Executive Committee</b>
			<b>J. Board Nominating &amp; Governance Subcommittee</b>
			<b>P. Plenary</b>

**Subject:** Comment to the 221<sup>st</sup> GA (2014) - Overture 007 “On Taking Meaningful Action to Reduce Gun Violence – From the Presbytery of National Capital.”

Comment to the 221<sup>st</sup> GA (2014) - Overture 038 “On Gun Violence Prevention – From the Presbytery of Hudson River.”

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 007 “On Taking Meaningful Action to Reduce Gun Violence – From the Presbytery of National Capital” and Overture 038 “On Gun Violence Prevention – From the Presbytery of Hudson River.”**

**Comment:**

Compassion, Peace and Justice Ministries are engaged in addressing the issues related eradicating gun violence in the United States in response to the 219<sup>th</sup> General Assembly (2010): <http://www.pcusa.org/resource/gun-violence-gospel-values-mobilizing-response-god/> The Presbyterian Mission Agency has developed numerous resources to equip congregations to respond to concerns about gun violence. <http://www.presbyterianmission.org/gunviolence/>

Presbyterian Disaster Assistance, the Peacemaking Program and the Office of Public Witness are working collaboratively to both raise awareness and promote the passing of common sense gun laws in local communities, states and the U.S. Congress. The promotion of effective advocacy strategies and ways that congregations can become involved in reducing gun violence are being promoted through the collaborative efforts of these three programs. The PC(USA) documentary "Trigger" is being promoted through Middle Governing Bodies, local congregations and community based organizations across the country. <http://triggerdoc.com/> A petition drive calling for Common Sense gun laws is continuing until national legislators pass common sense gun laws.

Overture 007 and Overture 38 affirm and support the work on addressing gun violence currently being done by the Presbyterian Mission Agency.

**ITEM B.111  
FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>			
	A. Finance		E. Corporate Property, Legal, Finance
X	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:** Comment to the 221<sup>st</sup> GA (2014) - Overture 016 “On Encouraging Use of the Code of Conduct for the Protection of Children from Sexual Exploitation. – From Presbytery of New York City”

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 016 “On Encouraging Use of the Code of Conduct for the Protection of Children from Sexual Exploitation. – From Presbytery of New York City”**

**Comment:**

This overture affirms the work of the Presbyterian Mission Agency and Presbyterian Women being done through the Human Trafficking Roundtable <http://www.presbyterianmission.org/ministries/human-trafficking/>. The Human Trafficking Roundtable is a collaborative programmatic effort that works to end the commercial sexual exploitation of children with ECPAT-USA (End Child Prostitution and Trafficking) and ECPAT-International. This Roundtable was created in response to previous General Assembly actions calling on the church to condemn the international trafficking and sexual exploitation of women and children. <http://apps.pcusa.org/ga217/business/overtures/ovt1905.htm> <http://www.pc-biz.org/MeetingPapers/%28S%28zvdsf4j0l3qiatt4fkqpoc%29%29/IOBView.aspx?m=ro&id=1539&promoid=7>

This overture asks the agencies of the church and all Presbyterians to use companies that have signed the Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism <http://www.thecode.org/>

It also encourages the programs and ministries of the Presbyterian Church to engage in education and provide opportunities for advocacy with tourism businesses that have not yet adopted the code of conduct. There are resources available to those who would like to engage in advocacy, including a card that individuals can leave with hotels, airlines, and others in the travel industry to encourage them to sign on to the Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism. <https://www.pcusa.org/blogs/swords-plowshares/2013/5/1/ecpat-code/> The PC(USA) is the first denomination to co-brand the Code of Conduct card.

**ITEM B.112  
FOR ACTION**

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

**Subject:** Comment to the 221<sup>st</sup> GA (2014) - Overture 044 “On The Uses of Unmanned Aerial Vehicles (Drones) - From the Presbytery of Genesee Valley.”

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 044 “On The Uses of Unmanned Aerial Vehicles (Drones) - From the Presbytery of Genesee Valley.”**

**Comment:**

The General Assembly has addressed issues of war and peace on numerous occasions through the years. This includes speaking to specific weapons, for example land mines and nuclear weapons, and the questions about the morality of their use.

Drones represent a new technology not fully addressed in any current PC(USA) policy related to weapons of war. The adoption of this overture or the report from Advisory Committee on Social Witness Policy would establish policy to guide the work of programs of the Presbyterian Mission Agency called to address these matters.



**ITEM B.113  
FOR ACTION**

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

**Subject:** Comment to the 221<sup>st</sup> GA (2014) - Overture 049 “On Food Sovereignty for All – From the Presbytery of Greater Atlanta”

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 049 “On Food Sovereignty for All – From the Presbytery of Greater Atlanta”**

**Comment:**

The Presbyterian Mission Agency through the Presbyterian Hunger Program offers prayer and study materials for congregations about the food system, food sovereignty and food justice at <http://www.presbyterianmission.org/ministries/foodcrisis/introductory-materials/> and <http://www.presbyterianmission.org/ministries/hunger/hunger-facts-and-materials/>.

Working with ecumenical partners, the Hunger Program produced “Food Sovereignty for All” [http://www.pcusa.org/site\\_media/media/uploads/hunger/doc/food\\_sovereignty\\_for\\_all-php\\_final.pdf](http://www.pcusa.org/site_media/media/uploads/hunger/doc/food_sovereignty_for_all-php_final.pdf).

Funds from the One Great Hour of Sharing Offering support partners engaged in food sovereignty initiatives in impoverished areas in the USA and overseas <http://www.presbyterianmission.org/ministries/hunger/wai/>. These funds also connect concerned Presbyterians with international partners that have initiated campaigns on issues like land grab. <http://www.presbyterianmission.org/ministries/joininghands/foodandland/>.

This overture affirms and strengthens the current work of the Presbyterian Hunger Program.

**ITEM B.114  
FOR ACTION**

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

**Subject:** Comment to the 221<sup>st</sup> GA (2014) - Overture 064 “On Divestment from Fossil Fuel Companies – From the Presbytery of the Palisades”

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 064 “On Divestment from Fossil Fuel Companies – From the Presbytery of the Palisades”**

**Comment:**

The Presbyterian Mission Agency, through the Environmental Ministries Office, <http://www.presbyterianmission.org/ministries/environment/> provides Bible studies, devotionals, educational resources and advocacy suggestions, all designed to equip congregations to increase involvement in caring for God’s creation, including becoming certified as an “Earth Care Congregation” <http://www.presbyterianmission.org/ministries/environment/earth-care-congregations/>.

There are also resources available that specifically address concerns about climate change. <http://www.presbyterianmission.org/ministries/environment/climate-change/>

The PCUSA is an active member of Creation Justice Ministries, <http://www.creationjustice.org/> an ecumenical partnership addressing climate change and other environmental concerns. The PCUSA is also founding member of Ceres, <http://www.ceres.org/> and the Interfaith Center on Corporate Responsibility (ICCR) <http://www.iccr.org/>. These organizations routinely review behavior of fossil fuel companies and mobilize business leadership for a sustainable world.

The Committee on Mission Responsibility through Investment (MRTI) engages corporations in support of policies and practices that reduce greenhouse gas emissions, and works in coalition with other organizations.

**ITEM B.115  
FOR ACTION**

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

**Subject:** Comment to the 221<sup>st</sup> GA (2014) - Overture 041 “On Removing Cuba from the List of State Sponsors of Terrorism – From the Presbytery of Long Island.”

Comment to the 221<sup>st</sup> GA (2014) - Overture 048 “On Lifting All Travel Restrictions for U.S. Citizens Traveling To Cuba – From the Presbytery of St. Augustine.”

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 041 “On Removing Cuba from the List of State Sponsors of Terrorism – From the Presbytery of Long Island” and Overture 048 “On Lifting All Travel Restrictions for U.S. Citizens Traveling To Cuba – From the Presbytery of St. Augustine.”**

**Comment:**

The Presbyterian Mission Agency has been engaged in mission with church partners in Cuba since 1890. <https://www.presbyterianmission.org/ministries/global/cuba/> In 1967 the Presbyterian-Reformed Church in Cuba (IPRC) was established as an autonomous denomination. Nine presbyteries have established partnerships with the IPRC. Travel restrictions and sanctions make these partnerships more difficult.

In February 2014, the Office of Public Witness, together with Church World Service and the Latin America Working Group, hosted a delegation of ecumenical leaders from Cuba in Washington, DC.

The purpose of the visit was to advocate for normalized U.S. relations with Cuba. Removing Cuba from the List of State Sponsors of Terrorism and lifting all restrictions for both U.S. and Cuba travel were among the issues discussed in the joint deliberations with the State Department and Congressional Offices.

<http://www.pcusa.org/news/2014/3/18/cuban-church-leaders-press-normalization-us/>

**ITEM B.116  
FOR ACTION**

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

**Subject:** Comment to the 221<sup>st</sup> GA (2014) - Overture 050 “On Affirming the importance of Sustainable Development and the Precautionary Principle – From the Presbytery of Southern New England”

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 050 “On Affirming the importance of Sustainable Development and the Precautionary Principle – From the Presbytery of Southern New England”**

**Comment:**

The current PCUSA policy on sustainable development, “Hope for a Global Future” <http://www.pcusa.org/resource/hope-global-future-toward-just-and-sustainable-hum/> does not fully address the Precautionary Principle lifted up in this overture.

This overture also asks that the General Assembly commission a study to review this principle and prepare a paper for use by congregations. If the Assembly affirms this recommendation, it should be referred to the Advisory Committee on Social Witness Policy for implementation.

There would be financial implications for the commissioning of a study group and paper.

**ITEM B.117  
FOR ACTION**

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

**Subject:** Comment to the 221<sup>st</sup> GA (2014) - Overture 22 Supporting Middle East Peacemaking – from the Presbytery of New Covenant

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 22 Supporting Middle East Peacemaking – from the Presbytery of New Covenant**

**Comment:**

The Presbyterian Church (U.S.A.) has worked in close collaboration with ecumenical partners throughout the Middle East for nearly two centuries, listening attentively to their expression of their witness, lives, hopes and needs. This overture in its Rationale and Recommendations is at sharp variance with the lived experience of our ecumenical partners in Israel-Palestine. Whether they are Palestinian citizens of Israel suffering from discrimination in almost every aspect of their lives or Palestinians in the West Bank and Gaza enduring a multi-decade military occupation and economic colonization, their reality reflects an enormous imbalance of power.

Strategies and programs seeking a just peace based on a two-state solution that fail to acknowledge and account for this reality on the ground will be ineffective if not counterproductive.

The Presbyterian Mission Agency has worked and is working to promote General Assembly policy affirming universal human rights and international humanitarian law applying the same ethical standards and moral principles to all nations. This involves public policy advocacy in international arenas such as the United Nations and domestically with the U.S. Government, economic development and humanitarian relief, and engagement with transnational corporations to conform their practices with respect for human rights, international law and economic and social justice.

**ITEM B.118  
FOR ACTION**

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

**Subject:** Comment to the 221<sup>st</sup> GA (2014) - Overture 14 Divestment from Caterpillar, Hewlett-Packard, and Motorola Solutions - from the Presbytery of San Francisco

Comment to the 221<sup>st</sup> GA (2014) - Overture 61 on Adopting the Mission Responsibility Through Investment (MRTI) Recommendation on Divestment – from the Synod of the Covenant

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 14 Divestment from Caterpillar, Hewlett-Packard, and Motorola Solutions - from the Presbytery of San Francisco and Overture 61 Adopting the Mission Responsibility Through Investment (MRTI) Recommendation on Divestment – from the Synod of the Covenant**

**Comment:**

This overture supports the recommendation from the Presbyterian Mission Agency, approved at its February 2014 Board Meeting, calling for Caterpillar, Hewlett-Packard and Motorola Solutions to be added to the General Assembly’s list of companies whose stocks and bonds are proscribed from investment (commonly known as the General Assembly Divestment List.)

This recommendation is based upon the comprehensive report by the Committee on Mission Responsibility Through Investment (MRTI) <http://www.pcusa.org/resource/mrti-report-and-recommendations-israel-palestine-c/> on its multi-year engagement of corporations involved in non-peaceful pursuits in Israel and Palestine as defined by the General Assembly.

**ITEM B.119  
FOR ACTION**

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

**Subject:** Comment to the 221<sup>st</sup> GA (2014) - Overture 026 “Regarding a National Moratorium on the Imposition of the Death Penalty – From the Presbytery of Greater Atlanta”

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 026 “Regarding a National Moratorium on the Imposition of the Death Penalty – From the Presbytery of Greater Atlanta”**

**Comment:**

The Presbyterian Church has opposed the death penalty by action of previous General Assemblies as outlined by this summary. <http://www.presbyterianmission.org/ministries/101/capital-punishment/>

The Office of Public Witness (OPW) continues efforts to eliminate the death penalty through active engagement in fair sentencing discussions within ecumenical and interfaith settings. The OPW is connecting to grassroots communities that are organizing around these issues as a majority of the efforts to eliminate the death penalty are taking place in local communities and at the state level.

This recommendations outlined in this overture affirm current policies and raise the visibility of this issue.

**ITEM B.120  
FOR ACTION**

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

**Subject:** Comment to the 221<sup>st</sup> GA (2014) - Overture 30 Calling for a Boycott of All Hewlett-Packard Products – from the Presbytery of New Brunswick

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 30 Calling for a Boycott of All Hewlett-Packard Products – from the Presbytery of New Brunswick**

**Comment:**

The Presbyterian Church (U.S.A.) has historically supported boycotts as a non-violent economic strategy to counter unjust practices and/or promote social change.

These efforts have included boycotting table grapes and fast food companies on behalf of farm workers, Nestle for selling infant formula in the developing world, and J.P. Stevens sheets and towels to support textile workers.

Most recently, the 220<sup>th</sup> General Assembly (2012) endorsed the consumer boycott of all Israeli products coming from the Occupied Palestinian Territories.

<http://www.presbyterianmission.org/ministries/mrti/boycott/>



**ITEM B.121  
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>X</b>	<b>B. Justice</b>		<b>F. PC(USA), A Corporation</b>
	<b>C. Leadership</b>		<b>G. Audit</b>
	<b>D. Worshiping Communities</b>		<b>H. Executive Committee</b>
			<b>J. Board Nominating &amp; Governance Subcommittee</b>
			<b>P. Plenary</b>

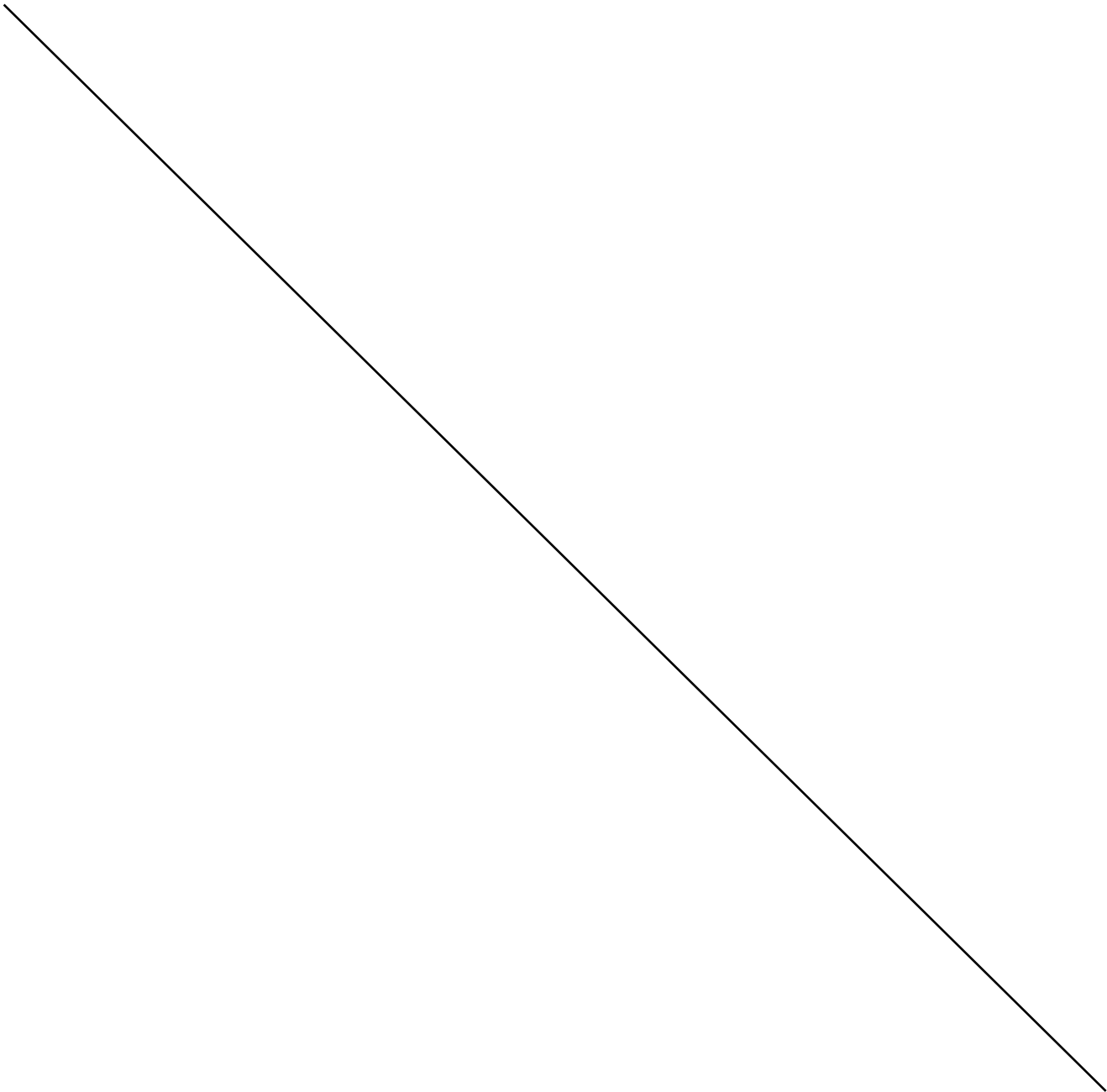
**Subject:** Comment to the 221<sup>st</sup> GA (2014) - Overture 068 “On Helping To Remedy the Tragic Conditions in the Democratic Republic of the Congo – From the Presbytery of Boston”

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 068 “On Helping To Remedy the Tragic Conditions in the Democratic Republic of the Congo – From the Presbytery of Boston”**

**Comment:**

Overture 68 was drafted by the Advocacy Committee of the Congo Mission Network (a PCUSA Community of Mission Practice) with input from PCUSA partners in Congo: the Presbyterian Church of Congo, the Church of Christ in Congo and the Presbyterian Church of Kinshasa. These partners have asked PCUSA to advocate, on their behalf, for the US government to address the need in DR Congo for heightened respect of human rights and more effective governance. Our partners have specifically voiced concern for the need to address the issues of gender based violence, child soldiers, extractive industries and need for improved education. By passing this overture PCUSA would be giving voice to the concerns of our Congolese church partners and addressing the root causes of poverty which have caused this resource rich country to be at the very bottom of the Human Development Index.



Report C.001  
Leadership Committee  
Presbyterian Mission Agency Board  
April 24, 2014

The Leadership Mission Committee met on Thursday, April 24, 2014 in Louisville, KY and forwards the following to the Presbyterian Mission Agency Board:

I. For Consent: No items.

II. For Action

- A. That the Presbyterian Mission Agency Board approve the comment on Overture 051, “On Distinguishing Between Biblical Terms for Israel and Those Applied to the Modern Political State of Israel in Christian Liturgy – From the Presbytery of Chicago” to the 221st GA (2014). ([C.102](#))

For Information

- A. Received and approved the February 6, 2014 Leadership Committee Minutes. ([C.101](#))
- B. Heard a report on Grace and Gratitude from Charles Wiley. ([C.207](#))
- C. Heard an update on the Small Church Residency Program (formerly named *For Such A Time As This*) from Cynthia Cushman. ([C.206](#))
- D. Heard an update on the work of the Office of Interfaith Relations from Christine Hong. ([C.208](#))
- E. Heard a report on the United Nations Commission on the Status of Women from Rhaskell Hunter. ([C.200](#))
- F. Heard a report on the June 18-21, 2015 Presbyterian Women Churchwide Gathering from Mary Jorgensen. ([C.201](#))
- G. Received an update on Cook Native American Ministries from Vince Patton. ([C.204](#)) The Committee approved sending a letter of appreciation to Suanne Ware-Diaz for her service as Executive Director of Cook Native American Ministries to be written by staff in Racial Ethnic & Women’s Ministries/PW.
- H. Received the September 16-18, 2013 and February 25-26, 2014 Minutes of the Committee on Theological Education, presented by Lee Hinson-Hasty. ([C.209](#) & [C.210](#)) Heard a brief update on the work at Union Presbyterian Seminary from Brian Blount, President.
- I. Heard a presentation on Racial Ethnic Leadership Development from Rhaskell Hunter and Vince Patton. (Verbal)
- J. Reviewed Mission Personnel Actions for December 2013 – February 2014, presented by Nancy Cavalcante ([C.205](#)) and the Committee was invited to choose a name from the Mission Personnel website ([www.pcusa.org/missionconnections](http://www.pcusa.org/missionconnections)) and read that individuals newsletter.
- K. Kevin Yoho was appointed to the Mission Personnel Subcommittee.
- L. Participated in a RE&WM/PW Fast Facts Quiz, presented by Rhaskell Hunter. ([C.202](#))
- M. Heard a report on RE&WM/PW GA Events from Vince Patton. ([C.203](#))

**Report C.001  
Leadership Mission Committee  
Presbyterian Mission Agency Board  
April 24, 2014  
Appendix 11**

- N. Heard an update on the Presbyterian Council for Chaplains and Military Personnel from Ed Brogan and Lawrence Greenslit. (Verbal)
- P. Heard an update on conversations about considering new approaches to the Presbyterian Mission Agency's leadership development programs from Nancy Ramsay, Kevin Yoho, Chip Hardwick and Vince Patton. (Verbal)

**ITEM C.102  
 FOR ACTION**

<b><i>For Presbyterian Mission Agency Executive Director's office use only</i></b>			
	A. Finance		E. Corporate Property, Legal, Finance
	B. Justice		F. PC(USA), A Corporation
<b>x</b>	C. Leadership		G. Audit
	D. Worshipping Communities		H. Executive Committee
			J. Board Nominating & Governance Subcommittee
			P. Plenary

**Subject:** Comment to the 221<sup>st</sup> GA (2014) - Overture 051 “On Distinguishing Between Biblical Terms for Israel and Those Applied to the Modern Political State of Israel in Christian Liturgy”

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 051, “On Distinguishing Between Biblical Terms for Israel and Those Applied to the Modern Political State of Israel in Christian Liturgy —From the Presbytery of Chicago” to the 221<sup>st</sup> GA (2014).**

**Comment:**

Integral to the narrative of salvation history in the Scriptures is particularity. Christians have long dealt with the so-called “scandal of particularity” that roots God’s relation with humankind as one mediated through particular individuals and peoples, most importantly through Jesus of Nazareth. This unfolding of salvation history means that God’s covenant with Israel cannot be dispensed with by contemporary Christians. *Israel* is part of our spiritual and theological vocabulary.

At the same time, the General Assembly has articulated a number of times that Christians should distinguish between the people Israel in the Scriptures and the modern state of Israel. The distinction between ancient Israel and the modern State of Israel is important, one that helps us make sense of our faith and its relationship to Judaism and the Jewish people.

The importance of these distinctions was recognized and articulated by our denomination in the document “A Theological Understanding of the Relationship Between Christians and Jews,” which was commended by the 199<sup>th</sup> General Assembly (1987) for study and reflection. That document makes the distinction in this way: “Both Christianity and Judaism claim relationship with the ancient people Israel; the use of the ‘Israel’ in this study is restricted to its ancient reference. When referring to the contemporary State of Israel this document will use ‘State of Israel.’” (Section on “Definitions and Language”) In 2004, the 216<sup>th</sup> General Assembly adopted a resolution on Christian Zionism that expressed that “Christian Zionism does not represent the majority of American Christians and the faith of the Presbyterian Church (U.S.A.)” [<http://www.presbyterianmission.org/ministries/global/resolution-confronting-christian-zionism/>]. Among other things, Christian Zionism is the belief that Christians are required by their faith to support the policies of the modern state of Israel.

At the same time we must also be careful not to claim that God’s covenant is strictly limited to *ancient* Israel. While it is a danger to confuse the biblical narrative of Israel with the modern state, there is also a

danger in declaring that God's particular relationship with the people Israel ended in the time of the New Testament.

In our present situation congregations and individual Presbyterians will hear the language of "Israel" in multiple different ways. In some cases, "Israel" will be understood to be the present day State of Israel. In other cases, talk about "Israel" and the Old Testament narratives of the people of Israel will be a way of entering into God's work of deliverance from oppression, living life as sojourners, and God's promise of entry into a place of abundance.

This Overture is a call for educational help in having a clear understanding of important distinctions, the distinctions articulated in "A Theological Understanding of the Relationship Between Christians and Jews." The distinctions made in that document can help Presbyterians speak of "Israel" (both as an ancient people and a contemporary nation) with clarity, insight, and faithfulness. Any additional educational materials on this subject would need to be contextually sensitive to congregations and their particular conversation partners.

**Report D.001**  
**Worshiping Communities Committee**  
**Presbyterian Mission Agency Board**  
**April 24, 2014**

**The Worshiping Communities Committee met on Thursday, April 24, 2014, at the Brown Hotel in Louisville, Kentucky and forwards the following to the Presbyterian Mission Agency Board:**

**I. For Consent:** No Items

**II. For Action:**

1. That the Presbyterian Mission Agency Board approve and forward to the 221<sup>st</sup> General Assembly (2014) the comment on Overture 025, On Amending G-2.0401 to allow Presbyteries to Elect and Ordain Persons as Commissioned Ruling Elders – From the Presbytery of San Diego. (Attachment #1, [D.103](#))
2. That the Presbyterian Mission Agency Board approve and forward to the 221<sup>st</sup> General Assembly (2014) the comment on Overture 011, On Amending W-4.9000 Concerning the Church's Role in Legal Marriage and Services of Christian Covenant – From the Lehigh Presbytery. (Attachment #2, [D.104](#))
3. That the Presbyterian Mission Agency Board approve and forward to the 221<sup>st</sup> General Assembly (2014) the comment on Overture 069, On Celebrating the 500<sup>th</sup> Birthday of John Knox – From the Presbytery of Eastern Korean. (Attachment #3, [D.105](#))
4. That the Presbyterian Mission Agency Board approve the following outstanding New Church Development(s) as the 2014 Sam & Helen R. Walton Award Recipient(s) which was selected and recommended by the Mission Development Resources Committee at its March 10, 2014, meeting to receive a one-time award of up to \$50,000:
  - New Faith Presbyterian Church NCD, Trinity Presbytery, Synod of South Atlantic
  - Community Fellowship Presbyterian Church NCD, Mission Presbytery, Synod of the Sun ([D.102](#))

**III. For Information:**

- A. The February 6, 2014, minutes were approved as presented ([D.101](#)).
- B. The election of the liaison to the Mission Development Resource Committee (MDRC) was tabled until the September 2014 meeting of the Worshiping Communities Committee.
- C. The committee heard an update report from Philip Lotspeich, Coordinator for Church Growth, on the 1001 New Worshiping Communities ([D.200](#))
- D. Philip Lotspeich updated the committee on the work of the New Beginnings program ([D.201](#))

**Report D.001**  
**Worshiping Communities Committee**  
**Presbyterian Mission Agency Board**  
**February 6, 2014**

- E. Debra Hepler, Executive Director of Ghost Ranch Education and Retreat Center, gave an overview of Ghost Ranch's history and updated the committee on their 2014-2019 Strategic plan ([D.202](#))
- F. Sterling Morse, Coordinator of Congregational Support and Cross Cultural Ministries, gave a report on General Assembly events related to the Racial Ethnic & Women's Ministries/PW. ([C.203](#))
- G. Ray Jones, Coordinator for Evangelism, updated the committee on the hiring process for the Associate for Collegiate Ministries position.
- H. Pete Peery, President of Montreat Conference Center, updated the committee on the history and the work of Montreat.
- I. Upcoming Conferences – The committee heard verbal reports with updates on the following conferences:
- Evangelism and Church Growth Conference – “Go Disciple Live,” August 11-14, 2014, in St. Pete Beach, Florida.
  - National Multicultural Church Conference - “Journeying and Awakening into God’s Diverse World,” July 31-August 3, 2014, in Fort Worth, Texas.
  - Pan Asian English Ministry Pastor’s Conference – June 11-12. 2014, Detroit, Michigan.



**ITEM D.103  
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		H. Executive Committee	

**Subject:**        **Comment to the 221<sup>st</sup> GA (2014) - Overture 025 “On Amending G-2.0401 to allow Presbyteries to Elect and Ordain Persons as Commissioned Ruling Elders —From the Presbytery of San Diego”**

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 025, “On Amending G-2.0401 to allow Presbyteries to Elect and Ordain Persons as Commissioned Ruling Elders —From the Presbytery of San Diego”**

**Comment:**

The 1001 New Worshipping Communities movement will increasingly be dependent on developing new leaders within a presbytery or local congregation. This is especially crucial for racial ethnic, new immigrant and young adult centered worshipping communities. Many of these leaders, called to start new immigrant, racial ethnic and young adult new worshipping communities, are not ruling elders in chartered congregations. The 10-year-old movement from the United Kingdom, called "Fresh Expressions," is similar to the Presbyterian Church (U.S.A.)'s 1001 New Worshipping Communities movement. Their research shows that 40% of the leaders of their Fresh Expressions of Church had not occupied a leadership role previous to starting a Fresh Expression. This movement has started 4,000 Fresh Expressions of Church over the past 10 years. When used thoughtfully and sparingly, this overture may provide flexibility for presbyteries to employ new strategies for leadership development regarding new worshipping communities.

A presbytery’s ability to elect and ordain men and women as ruling elders, for the purpose of commissioning them to serve a new worshipping community, may provide flexibility for the development of these new worshipping communities, particularly racial ethnic, new immigrant and young adult communities, whose growth often depends upon transformative leadership. Having trained commissioned ruling elders in the field at the beginning of these new worshipping communities may enhance their growth and provide the opportunity for these new worshipping communities to thrive and become mature expressions of Christian community.

**ITEM D.104**  
**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		H. Executive Committee	

**Subject:           Comment to the 221st GA (2014) – Overture 11 “On Amending W-4.9000 Concerning the Church’s Role in Legal Marriage and Services of Christian Covenant”**

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 11, “On Amending W-4.9000 Concerning the Church’s Role in Legal Marriage and Services of Christian Covenant–From the Presbytery of Lehigh” to the 221st GA (2014).**

**Comment:**

Overture 11 from Lehigh Presbytery seeks to amend W-4.9000 in the *Book of Order* on the understanding of marriage. There are many aspects to this amendment, but one concerns the relationship of civil and church roles in services of Christian marriage.

The earliest Reformed patterns for marriage in the American colonies included separate civil and Christian recognition. The couple would be legally married by a civil authority, and then would receive Christian solemnization subsequently. This separation of the civil and religious aspects of marriage is practiced by many Reformed churches, and in many countries around the world.

In American history this pattern changed before the American Revolution largely as the result of Anglican influence where the King was head of the church and the state. In this understanding the minister was understood as a representative of the church and an agent of the state who therefore could perform the legal and religious functions simultaneously. This later pattern has endured and is reflected in W-4.9000 on marriage.

**ITEM D.105**  
**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		H. Executive Committee	

**Subject:           Comment to the 221<sup>st</sup> GA (2014) - Overture 069 “On Celebrating the 500<sup>th</sup> Birthday of John Knox – From the Presbytery of Eastern Korean”**

**Recommendation:**

**That the Presbyterian Mission Agency Board approve the following comment on Overture 069, “On Celebrating the 500<sup>th</sup> Birthday of John Knox – From the Presbytery of Eastern Korean” to the 221<sup>st</sup> GA (2014).**

**Comment:**

American Presbyterianism has been shaped decisively by the Scottish Presbyterian tradition, brought to North America by Scottish immigrants. John Knox decisively shaped the Scottish Presbyterian tradition through his theological and ecclesiastical work. The 500th anniversary of John Knox’s birth is a good occasion for the PC(USA), its presbyteries, congregations, and members to remember and explore the work of John Knox, considering the ways in which Knox’s work and the Scottish Presbyterian tradition continue to shape us. Central to that tradition is fervent prayer and a powerful urgency to invite all to join in living lives that embody a gracious response to and sharing in the love of God incarnate in Jesus Christ.

The Presbyterian Mission Agency, through its Office of Theology & Worship is ready to prepare worship aids and accompanying resource materials to mark this occasion.

**Report A.002  
Finance Committee  
Presbyterian Mission Agency Board  
April 24, 2014**

**The Finance Committee met April 23-24, 2014 at the Brown Hotel in Louisville, KY and forwards the following to the Presbyterian Mission Agency Board:**

**I. For Consent:**

- A. That the Presbyterian Mission Agency Board approve the 2012 and 2013 year-end financial reports, budgets, and other reports for the 221<sup>st</sup> General Assembly (2014). **(A.104)**
  1. Relating to Budgets for General Assembly Mission Program
    - a. That the 221<sup>st</sup> General Assembly (2014) incorporate into the *Minutes* the report of the 2012 and 2013 Presbyterian Mission Agency Receipts and Expenditures Actual Compared to Budget.
    - b. That the 221<sup>st</sup> General Assembly (2014) receive the revised report of the 2014 Presbyterian Mission Agency Budget and Program in the total amount of **\$79,946,530**.
    - c. That the Presbyterian Mission Agency Board recommends that the 221<sup>st</sup> General Assembly (2014) approve the 2015 Presbyterian Mission Agency Budget in the total amount of **\$73,671,744** and the 2016 Presbyterian Mission Agency Budget in the total amount of **\$78,226,389**.
  2. Relating to Reserved or Committed Funds
    - a. That the 221<sup>st</sup> General Assembly (2014) receive the report of the Presbyterian Church (U.S.A.), A Corporation regarding unrestricted and committed funds as of December 31, 2013.
  3. Relating to Support for General Assembly Mission
    - a. That the 221<sup>st</sup> General Assembly (2014) allocate the annual income realized in 2013 and projected for 2014 from the John C. Lord and Edmund P. Dwight Funds in support of the budget for the general mission work of the Presbyterian Mission Agency.
    - b. That the 221<sup>st</sup> General Assembly (2014) incorporate into its *Minutes* the summary of receipts from Special Offerings for the years 2012 and 2013.

**II. For Action:**

- A. That the Presbyterian Mission Agency Board approve the revised 2014 Presbyterian Mission Agency Budget of **\$79,946,530**. **(A.102)**
- B. That the Presbyterian Mission Agency Board approve the 2015 Presbyterian Mission Agency Budget in the total amount of **\$73,671,744** and the 2016 Presbyterian Mission Agency Budget in the total amount of **\$78,226,389** **(A.103)**

**III. For Information:** No items

**Report G.001  
Presbyterian Mission Agency  
Audit Committee  
April 23, 2014**

**I. Action Items:**

**A. Subject: Presbyterian Church (USA), A Corporation, audited financial statements.**

**Recommendation:**

**The Presbyterian Mission Agency Audit Committee has reviewed and approved and recommends that the Presbyterian Agency Mission Council receive and forward to the General Assembly:**

**The audit report of the Presbyterian Church (USA), A Corporation, Consolidated Financial Statements, December 31, 2013.**

**II. For Information:**

**A. The Presbyterian Mission Agency Audit Committee reports for information that at its April 23, 2014 meeting, the Committee:**

- 1. Received and approved the minutes of February 5, 2013 meeting with minor changes;**
- 2. Discussed issues involving possible internal control issues;**
- 3. Received progress updates on the Purchase to Payment Internal Control Review;**
- 4. Received and approved the Internal Audit Risk Assessment and Audit Plan for 2014;**
- 5. Received updates from General Counsel;**
- 6. Received updates form the Chief Financial Officer**

APPENDIX 15  
INFORMATION ITEMS

A. SHARED SERVICES

1. Per Capita Report – December 31, 2013
2. Curriculum Report – December 31, 2013
3. Stony Point Financials – December 31, 2013
4. Ghost Ranch Financials – December 31, 2013
5. Technology Policy Update
6. Coordinated Loan Program Report
7. Self-Insurance Fund Annual Report
8. Presbyterian Foundation 2013 Year End Performance Report
9. Data Security Policy Update
10. Management Report – March 31, 2014
11. PMPF Report – March 31, 2014
12. Per Capita – Financial Report – March 31, 2014
13. Curriculum Report – March 31, 2014
14. Stony Point Financial Report – March 31, 2014
15. Ghost Ranch Financials – March 31, 2014

B. JUSTICE COMMITTEE

1. Jinishian Memorial Program Strategic Plan 2014-2019
2. Jinishian Memorial Program United States Advisory Committee & Governance Commission Minutes, February 5, 2014
3. Presbyterian Hunger Program Committee Meeting – October 9-11, 2013
4. MRTI Update
5. MRTI Meeting Records
6. PHEWA Update
7. Jarvie Commonwealth Service Committee Minutes – April 24-25, 2013
8. 2013 WM Fundraising Report
9. 2013 Special Offerings Annual Report

C. LEADERSHIP COMMITTEE

1. United Nations Commission on the Status of Women
2. Call to the Presbyterian Women church-wide Gathering
3. RE&WM/PW Fast Facts
4. RE&WM/PW G.A. Events
5. Cook Native American Ministries Report
6. Appointment Actions for Mission Personnel
7. Small Church Residency Program Update
8. Grace & Gratitude
9. Office of Interfaith Relations Update
10. COTE Minutes – September 2013
11. COTE Minutes – February 2014

D. Worshiping Communities Committee

1. 1001 New Worshiping Communities Update
2. New Beginnings Update
3. Overview of Ghost Ranch Strategic Plan

E. Executive Committee

1. COTE Report

**ITEM A.203  
FOR INFORMATION**

**Monthly Financial Reports - Per Capita**

Financial reports are prepared, analyzed and provided to management for utilization in the decision-making process. The reporting function is essential to make planning and controls effective.

The attached Per Capita Operation Report reflects results of operation as of December 31, 2013.

**PRESBYTERIAN MISSION AGENCY BOARD**

April 23-24, 2014

Finance and Accounting

Presbyterian Church (U.S.A.)

Item A.203

Per Capita

Appendix 15

**COMBINED STATEMENTS OF FINANCIAL POSITION**

December 31, 2013 and 2012

<b>Assets</b>	Per Capita	Dept. of History	Total 12/31/2013	Total 12/31/2012
Cash and cash equivalents	\$ 56,485	\$ 7,013	\$ 63,498	\$ 305,753
Short term investments	1,658,292	829,357	2,487,649	1,679,571
OGA Foundation	830,296	-	830,296	314,221
Per Capita Investments	3,864,690	-	3,864,690	3,614,555
Long term investments	-	3,735,889	3,735,889	3,270,586
Endowment investments	654,664	77,823	732,487	685,494
Investments PILP	372,678	-	372,678	367,634
Apportionment receivable--current year	2,728,335	-	2,728,335	2,790,931
Allowance for Uncollectible Apportionments	(1,363,942)	-	(1,363,942)	(1,235,515)
Other receivables	(135,794)	170,000	34,206	40,126
Receivable - PMA	-	-	-	(7,682)
Prepaid-Other	13,700	5,739	19,439	26,805
Land, Building and Fixed Assets	18,668	3,216,382	3,235,050	3,235,050
Accumulated depreciation	(13,067)	(2,105,345)	(2,118,413)	(1,942,873)
Total Assets	<b>\$ 8,685,003</b>	<b>\$ 5,936,857</b>	<b>\$ 14,621,860</b>	<b>\$ 13,144,655</b>
 <b>Liabilities and Net Assets</b>				
<u>Liabilities:</u>				
Accounts Payable-PMA	\$ 243,900	\$ 5,503	\$ 249,403	\$ 7,794
Accounts Payable	9,410	-	9,410	2,681
Receipts in Process/ Other	776	-	776	(450)
Total liabilities	<b>\$ 254,086</b>	<b>\$ 5,503</b>	<b>\$ 259,589</b>	<b>\$ 10,024</b>
 Net assets:				
Unrestricted:				
Undesignated	\$ 5,951,421	\$ 1,264,083	\$ 7,215,504	\$ 7,519,753
Designated	2,128,557	2,917,711	5,046,268	3,581,606
Temporarily Restricted	261,370	1,054,498	1,315,868	1,248,640
Permanently Restricted	89,569	695,061	784,630	784,630
Total net assets	<b>\$ 8,430,917</b>	<b>\$ 5,931,354</b>	<b>\$ 14,362,271</b>	<b>\$ 13,134,630</b>
Total Liabilities and Net Assets	<b>\$ 8,685,003</b>	<b>\$ 5,936,857</b>	<b>\$ 14,621,860</b>	<b>\$ 13,144,655</b>



**PRESBYTERIAN MISSION AGENCY BOARD**

April 23-24, 2014

Finance and Accounting

Item A.203

Appendix 15

Presbyterian Church (U.S.A.)  
PER CAPITA

**STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS  
For The Period Ending December 31, 2013**

	UNDESIGNATED			DESIGNATED		TEMPRARILY RESTRICTED		PERM. RESTR.	GRAND TOTAL		
	2013	YTD	Variance	2013	YTD	2013	YTD	YTD	2013	YTD	YTD
	Budget	Actual		Budget	Actual	Budget	Actual	Actual	Budget	Actual	Variance
<b>Revenue, gains and other support</b>											
1 Apportionment	\$ 13,198,919	\$ 13,198,919	\$ (0)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 13,198,919	\$ 13,198,919	\$ (0)
2 Income on investments	213,000	88,077	(124,923)	-	-	-	-	-	213,000	88,077	(124,923)
3 Realized and unrealized gain on investments	-	215,774	215,774	-	-	-	-	-	-	215,774	215,774
4 Sale of resources and services/ Other	-	-	-	1,458,370	1,134,668	-	-	-	1,458,370	1,134,668	(323,702)
5 Miscellaneous	2,000	5,220	3,220	-	-	-	-	-	2,000	5,220	3,220
Total revenue, gains and other support	\$ 13,413,919	\$ 13,507,989	\$ 94,070	\$ 1,458,370	\$ 1,134,668	\$ -	\$ -	\$ -	\$ 14,872,289	\$ 14,642,657	\$ (229,632)
<b>Expenditures</b>											
Programs:											
1 Church Wide Ministries	\$ 2,913,401	\$ 2,524,267	\$ 389,135	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,913,401	\$ 2,524,267	\$ 389,135
2 Ecclesial & Ecumenical Ministries	2,670,692	2,698,652	(27,960)	-	-	-	-	-	2,670,692	2,698,652	(27,960)
3 Mid Council Ministries	1,534,927	1,490,483	44,444	-	-	-	-	-	1,534,927	1,490,483	44,444
Total Schedules 1, 2, & 3	\$ 7,119,020	\$ 6,713,402	\$ 405,619	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,119,020	\$ 6,713,402	\$ 405,619
4 Presbyterian Mission Agency/Board	1,785,971	1,943,236	(157,265)	1,413,223	1,126,056	-	-	-	3,199,194	3,069,293	129,901
5 Other PMA Supervised Work	861,766	683,189	178,577	-	-	-	-	-	861,766	683,189	178,577
Total Schedules 4, & 5	\$ 2,647,737	\$ 2,626,425	\$ 21,312	\$ 1,413,223	\$ 1,126,056	\$ -	\$ -	\$ -	\$ 4,060,960	\$ 3,752,482	\$ 308,478
6 Support Services	655,275	655,274	1	5,000	(46,274)	-	-	-	660,275	609,000	51,275
7 Other Expenses	179,000	151,743	27,257	-	-	-	-	-	179,000	151,743	27,257
8 Uncollectible Apportionments	1,350,000	1,406,619	(56,619)	-	-	-	-	-	1,350,000	1,406,619	(56,619)
9 Staff Severance Costs	757,135	702,940	54,195	-	-	-	-	-	757,135	702,940	54,195
Total expenses	\$ 12,708,167	\$ 12,256,403	\$ 451,765	\$ 1,418,223	\$ 1,079,782	\$ -	\$ -	\$ -	\$ 14,126,390	\$ 13,336,185	\$ 790,206
Uncollectible Apportionments											
Funds Allocated for Subsequent GA	(1,384,030)	(1,384,030)	-	1,384,030	1,384,030	-	-	-	-	-	-
Estimated Under-Expenditure	300,000	-	(300,000)	-	-	-	-	-	300,000	-	300,000
Change in Net Assets	\$ (378,278)	\$ (132,443)	\$ 245,835	\$ 1,424,177	\$ 1,438,916	\$ -	\$ -	\$ -	\$ 1,045,899	\$ 1,306,473	\$ (260,574)
Net Assets at December 31, 2012		6,083,865			689,641		261,370	89,569		7,124,444	
Net Assets at December 31, 2013		\$ 5,951,421			\$ 2,128,557		\$ 261,370	\$ 89,569		\$ 8,430,917	

**ITEM A.204**

**INFORMATION**

**Subject: Monthly Financial Reports - Curriculum**

Financial reports are prepared, analyzed and provided to management for utilization in the decision-making process. The reporting function is essential to make planning and controls effective.

The attached Congregational Ministries Publishing – Curriculum Publishing Program Area Financials reflect activity through December 31, 2013.

**Presbyterian Church (U.S.A.)  
Congregational Ministries Publishing  
Statements of Financial Position  
December 31, 2013 and 2012**

	<u>2013</u>	<u>2012</u>
<b>Assets</b>		
Accounts Receivables	352,297	313,341
Prepays	646	6,000
Inventory PDS	184,842	197,223
Inventory - Work in Process Inventory	63,666	64,662
<b>Total Assets</b>	<b><u>601,451</u></b>	<b><u>581,226</u></b>
 <b>LIABILITIES AND NET ASSETS</b>		
<b>Liabilities</b>		
Accounts Payable	6,548	(488)
Accounts Payable - General Missions	954,622	821,042
<b>Total Liabilities</b>	<b><u>961,170</u></b>	<b><u>820,554</u></b>
<b>Net Assets</b>	<b>(359,719)</b>	<b>(239,328)</b>
<b>Total Liabilities and Net Assets</b>	<b><u>601,451</u></b>	<b><u>581,226</u></b>

Presbyterian Church (U.S.A.)  
 Congregational Ministries Publishing  
 Statements of Activities  
 For The Periods Ending December 31, 2013 and 2012

PRESBYTERIAN MISSION BOARD AGENCY  
 April 23-24, 2014  
 Finance and Accounting  
 Item A.204  
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	Year-to-Date 2013			Year-to-Date 2012	2013	2013
	Budget	Actual	Variance Positive/ (Negative)	Actual	Actual as a % of Year-To- Date Budget	Actual as a % of Annual Budget
<b>Curriculum Sources of Funding</b>						
<b>Sale of Resources</b>						
Gross Sales-Resources	\$ 2,050,685	\$ 1,719,104	\$ (331,581)	\$ 1,878,048	83.83%	83.83%
Discounts-Resources	-	(21,206)	(21,206)	(23,130)	0.00%	0.00%
Net Sales-Resources	<b>2,050,685</b>	<b>1,697,898</b>	<b>(352,787)</b>	<b>1,854,918</b>	<b>82.80%</b>	<b>82.80%</b>
Cost of Goods Sold and Misc Prod Exp	485,120	388,809	96,311	393,823	80.15%	80.15%
<b>Curriculum Sale of Resources Gross Margin</b>	<b>1,565,565</b>	<b>1,309,089</b>	<b>(256,476)</b>	<b>1,461,095</b>	<b>83.62%</b>	<b>83.62%</b>
<b>Other Sources of Funding</b>						
Funding From Endowments and ECOs	302,005	225,171	(76,834)	257,516	74.56%	74.56%
Total Other Sources of Funding	<b>302,005</b>	<b>225,171</b>	<b>(76,834)</b>	<b>257,516</b>	<b>74.56%</b>	<b>74.56%</b>
<b>Total Gross Margin - Resources Sales and Other Funding</b>	<b>1,867,570</b>	<b>1,534,260</b>	<b>(333,310)</b>	<b>1,718,611</b>	<b>82.15%</b>	<b>82.15%</b>
<b>Expenses</b>						
Executive Editor's Office	414,137	318,756	95,381	286,492	76.97%	76.97%
General Editor's Office	310,464	309,220	1,244	363,618	99.60%	99.60%
Marketing	414,575	306,842	107,733	328,625	74.01%	74.01%
Point/Resource Center	168,541	110,576	57,965	149,308	65.61%	65.61%
Managing Editor's Office	149,955	151,050	(1,095)	141,997	100.73%	100.73%
<b>Total Expenses</b>	<b>1,457,672</b>	<b>1,196,444</b>	<b>261,228</b>	<b>1,270,040</b>	<b>82.08%</b>	<b>82.08%</b>
<b>Net Surplus/(Shortfall) From Operations</b>	<b>409,898</b>	<b>337,816</b>	<b>(72,082)</b>	<b>448,571</b>	<b>82.41%</b>	<b>82.41%</b>
Internal Service Contracts	-	-	-	410,405	0.00%	0.00%
<b>Net Surplus/(Shortfall) From Operations Prior To Cost Allocations or Recoveries</b>	<b>409,898</b>	<b>337,816</b>	<b>(72,082)</b>	<b>38,166</b>	<b>82.41%</b>	<b>82.41%</b>
Cost Recovery	<b>(492,164)</b>	<b>(413,051)</b>	<b>79,113</b>	-	83.93%	83.93%
<b>Net Surplus/(Shortfall) After Cost Allocations</b>	<b>(82,266)</b>	<b>(75,235)</b>	<b>7,031</b>	<b>38,166</b>	<b>91.45%</b>	<b>91.45%</b>
<b>For Information Purposes</b>						
Common Cost Allocations	<b>760,781</b>	<b>723,126</b>	<b>37,655</b>	<b>272,297</b>	95.05%	95.05%
Unrestricted Cost Allocations	<b>243,708</b>	<b>197,112</b>	<b>46,596</b>			
Restricted Cost Allocations	<b>517,073</b>	<b>526,014</b>	<b>(8,941)</b>			

Presbyterian Church (U.S.A.)  
 Congregational Ministries Publishing  
 Statements of Activities  
 For The Periods Ending December 31, 2013 and 2012

**PRESBYTERIAN MISSION AGENCY BOARD**  
**April 23-24, 2014**  
**Finance and Accounting**  
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	Year-to-Date 2013			2012 Year-To-Date	2013	2013
	Budget	Actual	Variance Positive/ (Negative)	Actual	Actual as a % of Year-To-Date Budget	Actual as a % of Annual Budget
<b>Language Resources Sources of Funding</b>						
<b>Sale of Resources</b>						
Gross Sales-Resources	\$ 158,000	\$ 128,924	\$ (29,076)	\$ 139,348	81.60%	81.60%
Discounts-Resources	-	-	-	-	0.00%	0.00%
Net Sales-Resources	158,000	128,924	(29,076)	139,348	81.60%	81.60%
Cost of Goods Sold and Misc Prod Exp	82,775	68,402	14,373	65,680	82.64%	82.64%
		-				
<b>Curriculum Sale of Resources Gross Margin</b>	<b>75,225</b>	<b>60,522</b>	<b>(14,703)</b>	<b>73,668</b>	80.45%	80.45%
<b>Other Sources of Funding</b>						
Fee For Service	-	-	-	-		
Subscription Services -	-	-	-	-		
Funding From ECOs and Endowments	18,500	13,397	(5,103)	18,500	72.42%	72.42%
Total Other Sources of Funding	18,500	13,397	(5,103)	18,500	72.42%	72.42%
<b>Total Gross Margin - Resources Sales and Other Funding</b>	<b>93,725</b>	<b>73,919</b>	<b>(19,806)</b>	<b>92,168</b>	<b>78.87%</b>	<b>78.87%</b>
<b>Expenses</b>						
Korean Development	187,389	174,289	13,100	181,882	93.01%	93.01%
Spanish Development	171,117	153,173	17,944	153,552	89.51%	89.51%
<b>Total Expenses</b>	<b>358,506</b>	<b>327,462</b>	<b>31,044</b>	<b>335,434</b>	91.34%	91.34%
<b>Net Surplus/(Shortfall) From Operations</b>	<b>(264,781)</b>	<b>(253,543)</b>	<b>11,238</b>	<b>(243,266)</b>	95.76%	95.76%
Internal Service Contracts	-	-	-	34,225	0.00%	0.00%
<b>Net Surplus/(Shortfall) From Operations Prior To Cost Allocations or Recoveries</b>	<b>(264,781)</b>	<b>(253,543)</b>	<b>11,238</b>	<b>(277,491)</b>	<b>95.76%</b>	<b>95.76%</b>
Cost Recovery	(37,920)	(30,942)	6,978	-	81.60%	81.60%
<b>Net Surplus/(Shortfall) After Cost Allocations</b>	<b>(302,701)</b>	<b>(284,485)</b>	<b>18,216</b>	<b>(277,491)</b>	<b>93.98%</b>	<b>93.98%</b>
<b>For Information Purposes</b>						
Common Cost Allocations	115,395	108,578	6,817	21,535	94.09%	94.09%
Unrestricted Cost Allocations	46,358	38,695	7,663			
Restricted Cost Allocations	69,037	69,883	(846)			

**ITEM A.205**

**INFORMATION**

**Subject: Comparative Financial Reports - Stony Point Conference Center**

Financial reports are prepared, analyzed and provided to management for utilization in the decision-making process. The reporting function is essential to make planning and controls effective.

The attached Stony Point Financials reflect activity through December 31, 2013.

**PRESBYTERIAN MISSION AGENCY BOARD****April 23-24, 2014****Finance and Accounting****Item A.205**

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PRESBYTERIAN CHURCH USA  
STONY POINT CONFERENCE CENTER  
STATEMENT OF FINANCIAL POSITION  
December 31, 2013 and 2012

	<u>2013</u>	<u>2012</u>
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash	\$ 211,301	\$ 237,464
Investments	\$ -	\$ -
Other Assets		
Accounts Receivable	\$ 140,733	\$ 168,263
Less: Provision for Uncollectable Amounts	(10,000)	(10,000)
Prepaid	10,651	10,018
Inventory	30,263	33,104
Total Other Assets	<u>\$ 171,647</u>	<u>\$ 201,385</u>
Fixed Assets	<u>\$ 1,454,033</u>	<u>\$ 1,497,088</u>
<b>TOTAL ASSETS</b>	<u><u>\$ 1,836,981</u></u>	<u><u>\$ 1,935,938</u></u>
<b>LIABILITIES</b>		
Accounts Payable - PMA @12/31/2012	\$ 1,489,583	\$ 1,489,583
Accounts Payable - PMA Current	191,116	-
Security Deposits Held	1,500	1,500
Deferred Revenue	74,901	62,600
<b>TOTAL LIABILITIES</b>	<u>\$ 1,757,099</u>	<u>\$ 1,553,683</u>
<b>NET ASSETS</b>		
Unrestricted Net Assets	\$ (55,892)	\$ 129,471
Temporarily Restricted	135,773	252,784
<b>TOTAL NET ASSETS</b>	<u>\$ 79,882</u>	<u>\$ 382,255</u>
<b>TOTAL LIABILITIES and NET ASSETS</b>	<u><u>\$ 1,836,981</u></u>	<u><u>\$ 1,935,938</u></u>

**PRESBYTERIAN MISSION AGENCY BOARD**

**April 23-24, 2014**

**Finance and Accounting**

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Appendix 15

Stony Point  
Monthly Snapshot  
At 12/31/2013

	YTD				Annual Budget	Prior Year YTD	YoY % Chg.
	Actual	Budget	Variance	% Budget			
<b>Revenue</b>							
Campus Revenue	1,678,807	1,703,727	(24,920)	98.5	1,703,727	1,627,888	3.1
Contributions	144,848	110,300	34,548	131.3	110,300	109,158	32.7
Other Revenue	211,625	208,173	3,452	101.7	208,173	182,135	16.2
<b>Total Income</b>	<b>2,035,280</b>	<b>2,022,200</b>	<b>13,080</b>	<b>100.6</b>	<b>2,022,200</b>	<b>1,919,181</b>	<b>6.0</b>
<b>Expense</b>							
Housekeeping	(274,074)	(260,011)	(14,062)	105.4	(260,011)	(237,767)	(15.3)
Food Service	(559,986)	(562,680)	2,694	99.5	(562,680)	(522,897)	(7.1)
Program	(12,387)	(5,500)	(6,887)	225.2	(5,500)	(8,380)	(47.8)
Transportation	(69,617)	(56,500)	(13,117)	123.2	(56,500)	(51,705)	(34.6)
Readers' Service	(3,732)	(2,750)	(982)	135.7	(2,750)	(2,511)	(48.6)
Shop at the Point	(57,269)	(41,000)	(16,269)	139.7	(41,000)	(40,494)	(41.4)
Building and Grounds	(415,862)	(385,339)	(30,523)	107.9	(385,339)	(331,673)	(25.4)
Administration	(694,259)	(621,879)	(72,380)	111.6	(621,879)	(588,348)	(18.0)
Gilmor Sloane	(26,812)	(21,100)	(5,712)	127.1	(21,100)	(22,841)	(17.4)
Allison	(12,188)	(11,355)	(833)	107.3	(11,355)	(9,517)	(28.1)
Community of Traditions Living	(21,479)	(400)	(21,079)	-	(400)	(485)	(4,333.2)
<b>Total Expense</b>	<b>(2,147,663)</b>	<b>(1,968,514)</b>	<b>(179,149)</b>	<b>109.1</b>	<b>(1,968,514)</b>	<b>(1,816,617)</b>	<b>(18.2)</b>
<b>Operating Income</b>	<b>(112,383)</b>	<b>53,686</b>	<b>(166,069)</b>		<b>53,686</b>	<b>102,564</b>	<b>209.6</b>
<b>Non-Operating/Non-Recurring</b>							
Capital Expenditures	-	-	-	-	-	-	-
Prior Period Adjustments/Write-offs	-	-	-	-	-	-	-
<b>Net Income</b>	<b>(112,383)</b>	<b>53,686</b>	<b>(166,069)</b>		<b>53,686</b>	<b>102,564</b>	
<b>Separate Expense Breakdown</b>							
Utilities	186,797	-	(186,797)	-	-	164,786	(13.4)
Salaries and Benefits	1,157,286	-	(1,157,286)	-	-	938,465	(23.3)
Volunteer costs	40,179	-	(40,179)	-	-	61,030	34.2
Other	763,400	-	(763,400)	-	-	652,336	(17.0)
	<b>2,147,663</b>	<b>-</b>	<b>(2,147,663)</b>	<b>-</b>	<b>-</b>	<b>1,816,617</b>	<b>(18.2)</b>
<b>Balance Sheet</b>							
	<u>12/31/13</u>	<u>12/31/12</u>					
<b>Assets</b>							
Cash	211,301	237,464					
Accounts Receivable	140,733	168,263					
Less: Prov. for Uncollectable	(10,000)	(10,000)					
Fixed Assets	1,454,033	1,497,088					
Other	40,914	43,122					
	<u>1,836,981</u>	<u>1,935,938</u>					
<b>Liabilities</b>							
Deferred Revenue	74,901	62,600					
Accounts Payable - PMA	1,680,698	1,489,583					
Other	1,500	1,500					
	<u>1,757,099</u>	<u>1,553,683</u>					
<b>Equity</b>	<u>79,882</u>	<u>382,255</u>					



**PRESBYTERIAN MISSION AGENCY BOARD**

**April 23-24, 2014**

**Finance and Accounting**

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Appendix 15

PRESBYTERIAN CHURCH USA

STONY POINT CONFERENCE CENTER

PROGRESSION OF TEMPORARILY RESTRICTED NET ASSETS

For the Period Ended December 31, 2013

		1/1/2013			12/31/2013
		<u>Balance</u>	<u>Revenue</u>	<u>Expense</u>	<u>Balance</u>
E868808	Stony Point Center	\$ 418	\$ 7,363	\$ -	\$ 7,781
SPC2	Friends of Stony Point	8,213	-	-	8,213
SPC3	Betty Parkinson - Stony Point	4,572	-	-	4,572
SPC4	Readers Service	(142)	674	-	532
SPC5	Meditation Space	33,237	-	-	33,237
SPC7	Lower Manhattan Retreats - 9/11 Healing	6,232	-	-	6,232
SPC8	Women's Leadership and Children at Risk	(0)	-	-	(0)
SPC10	Friends Discretionary Funt	6,787	5,870	(9,989)	2,667
SPC12	Spirituality and Justice Prog	8,466	-	(5,773)	2,692
SPC14	Scholarships	1,019	13,500	-	14,519
SPC15	Margaret Flory Msn Lctr	1,415	-	-	1,415
SPC17	Quimby Home	2,300	-	-	2,300
SPC20	Alzheimers Dev	7,138	(2,540)	-	4,598
SPC28	SPC Capital Campaign	58	100	-	158
SPC31	Gilmor Sloane House	(7,027)	-	(1,290)	(8,317)
SPC32	Community of Living Traditions	(6,675)	5,690	(1,560)	(2,544)
SPC34	Margaret Flory Memorial Fund	4,460	-	(605)	3,855
SPC35	Association for Global Volunteer Service	1,675	(1,675)	-	(0)
SPC36	LGBTQ Program-Hostetter	361	-	-	361
SPC37	Build On The Rock	143,169	115,326	(249,574)	8,920
SPC38	Cordee Hamilton Memorial Fund	10,087	125	-	10,212
SPC40	Presbyterian Church Hunger Grant Food Justice	15,000	-	-	15,000
SPC41	Handicap Accessibility Projects	2,936	1,500	(3,032)	1,404
SPC42	Capital Fund Matching Grants	8,132	-	-	8,132
SPC43	Hurricane Sandy Assistance	-	5,266	(2,070)	3,196
SPC44	Spring Project	-	12,545	306	12,851
	Other	955	-	(7,166)	(6,211)
	<b>Total</b>	<b>\$ 252,784</b>	<b>\$ 163,743</b>	<b>\$ (280,753)</b>	<b>\$ 135,773</b>

**ITEM A.206  
INFORMATION**

**Subject: Comparative Financial Reports - Ghost Ranch Conference Center**

Financial reports are prepared, analyzed and provided to management for utilization in the decision-making process. The reporting function is essential to make planning and controls effective.

The attached Ghost Ranch Financials reflect activity through December 31, 2013.

**PRESBYTERIAN MISSION AGENCY BOARD**

April 23-24, 2014

Finance and Accounting

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Appendix 15

Presbyterian Church (U.S.A.)  
 Ghost Ranch Conference Center  
 Statements of Financial Position

	<u>Dec. 31, 2013</u>	<u>Dec. 31, 2012</u>
<b>ASSETS</b>		
Cash		
Cash & Money Market Funds	\$ 260,712	\$ 173,602
Cash in Process	90,787	187,283
Petty Cash	4,484	3,500
Total Cash	<u>\$ 355,983</u>	<u>\$ 364,385</u>
 Investments		
Long-term Investments at the Foundation	467,358	438,790
 Other Assets		
Accounts Receivable	\$ 86,121	\$ 330,450
Prepaid Expenses	99,838	56,734
Inventory	139,444	105,910
Total Other Assets	<u>\$ 325,404</u>	<u>\$ 493,094</u>
 Fixed Assets	<u>5,812,459</u>	<u>5,974,315</u>
 <b>TOTAL ASSETS</b>	<b><u><u>\$ 6,961,203</u></u></b>	<b><u><u>\$ 7,270,583</u></u></b>
 <b>LIABILITIES</b>		
Interfund	\$ 2,660,481	\$ 2,236,766
Accounts Payable - Accruals	33,434	39,034
Amounts Held for Others	12,566	450
Notes Payable	7,098	58,143
Deferred Revenue	221,081	184,680
Total Liabilities	<u>\$ 2,934,660</u>	<u>\$ 2,519,072</u>
 <b>NET ASSETS</b>		
Unrestricted Net Assets	\$ 3,454,333	\$ 4,200,838
Temporarily Restricted	104,852	111,883
Temporarily Restricted-La Bruzza	(65,292)	(93,860)
Permanently Restricted-La Bruzza	532,650	532,650
Total Net Assets	<u>\$ 4,026,543</u>	<u>\$ 4,751,511</u>
 <b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b><u><u>\$ 6,961,203</u></u></b>	<b><u><u>\$ 7,270,583</u></u></b>

Footnote: These statements were prepared based on information presented by management

PRESBYTERIAN MISSION AGENCY BOARD

April 23-24, 2014

Finance and Accounting

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Appendix 15

Presbyterian Church (U.S.A.)  
Ghost Ranch Conference Center

Statements of Activities

For the Periods Ending December 31, 2013 and 2012

	2013			2012
	Actual	Budget	Variance	Actual
Revenue				
Operating Revenues				
Program	\$ 1,568,214	\$ 1,800,600	\$ (232,386)	\$ 1,470,837
Groups & Overnight Stays	1,175,211	1,449,000	(273,789)	1,276,674
Day Activities	252,522	209,650	42,872	198,741
Museums	125,182	92,000	33,182	83,467
Trading Post	354,419	358,750	(4,331)	337,270
Other Miscellaneous	68,593	75,120	(6,527)	(2,724)
Ranchland Revenue (Movies, Water, Grazing)	252,918	35,840	217,078	306,808
Piedra Lumbre	-	-	-	-
Total Operating	<u>\$ 3,797,058</u>	<u>\$ 4,020,960</u>	<u>\$ (223,902)</u>	<u>\$ 3,671,073</u>
Non-Operating Support				
Annual Fund	\$ 486,513	\$ 675,000	\$ (188,487)	\$ 534,153
NGRF Support	132,918	132,900	18	16,609
Total Non-Operating Support	<u>\$ 619,431</u>	<u>\$ 807,900</u>	<u>\$ (188,469)</u>	<u>\$ 550,762</u>
Santa Fe Revenue	\$ 2,277	\$ -	\$ 2,277	\$ 3,099
<b>Total Revenue</b>	<u>\$ 4,418,766</u>	<u>\$ 4,828,860</u>	<u>\$ (410,094)</u>	<u>\$ 4,224,934</u>
Expenditures				
Ranch Operations				
Facilities, Operations & Guest Services	\$ 1,240,958	\$ 1,306,142	\$ 65,184	\$ 1,355,220
Food Service & Housekeeping	1,011,155	1,181,460	170,305	988,285
Programs & Events	937,934	858,303	(79,631)	495,671
Total Ranch Operations	<u>\$ 3,190,047</u>	<u>\$ 3,345,906</u>	<u>\$ 155,859</u>	<u>\$ 2,839,176</u>
Marketing & Admin. Expenses				
Director's Office & Board	\$ 212,113	\$ 148,482	(63,631)	\$ 150,433
Finance	218,138	215,207	(2,932)	240,517
Marketing	302,784	286,483	(16,301)	283,607
HR & IT	191,589	177,615	(13,974)	132,440
Funds Development	200,969	252,794	51,825	131,492
	<u>\$ 1,125,593</u>	<u>\$ 1,080,581</u>	<u>\$ (45,012)</u>	<u>\$ 938,489</u>
Other Operating Expenses				
Museums	\$ 258,212	\$ 224,220	(33,992)	\$ 210,503
Trading Post	275,376	275,202	(174)	260,234
Piedra Lumbre	823	-	(823)	3,088
	<u>\$ 534,411</u>	<u>\$ 499,422</u>	<u>\$ (34,989)</u>	<u>\$ 473,825</u>
Santa Fe Expenses	51,992	63,718	11,726	66,991
<b>Total Expenditures</b>	<u>\$ 4,902,042</u>	<u>\$ 4,989,626</u>	<u>\$ 87,584</u>	<u>\$ 4,318,481</u>
<b>Net Income (Loss)</b>	<u>\$ (483,276)</u>	<u>\$ (160,766)</u>	<u>\$ (322,509)</u>	<u>\$ (93,547)</u>
Other Adjustment	-			
Net Change in Net Assets	<u>\$ (483,276)</u>			
Unrestricted Net Assets at January 1, 2013	(1,668,285)			
Unrestricted Net Assets at December 31, 2013	<u>\$ (2,151,561)</u>			

PRESBYTERIAN MISSION AGENCY BOARD

April 23-24, 2014

Finance and Accounting

Item A.206

Appendix 15

Presbyterian Church (U.S.A.)  
Ghost Ranch Conference Center

Progression of Temporarily Restricted Net Assets  
For the Period Ending December 31, 2013  
Preliminary - Subject to Audit

		1/1/2013			12/31/2013
		Beginning			Ending
		<u>Balance</u>	<u>Revenue</u>	<u>Expense</u>	<u>Balance</u>
GRATR5	Museum	23,565	20,729	(18,919)	25,375
GRATR9	Scholarships	(1,517)	2,403	6,118	7,003
GRATR13	Archival	800	-	-	800
GRATR15	Accessibility	3,663	-	-	3,663
GRATR18	Capital Campaign - Housing	14,990	-	-	14,990
GRATR27	Casa del Sol Facilities	(897)	6,350	(5,320)	133
GRATR30	Campground Summit	8,792	2,000	-	10,792
GRATR34	Scholarships - Casa del Sol	23,709	-	(9,095)	14,614
GRATR37	Golf Carts	-	-	-	-
GRATR41	Outdoor Adventures	5,332	-	(5,018)	315
GRATR43	Johnson-Discerning the Times	10,000	-	-	10,000
GRATR45	Presbyterian Hunger Program National Grant	2,855	-	(2,469)	387
GRATR46	The Dorr Foundation	406	-	-	406
GRATR47	David B Jones Foundation	914	-	(109)	804
GRATR49	Peace Garden	-	-	(293)	(293)
GRATR50	Trail Restoration	2,519	-	(4,381)	(1,862)
GRATR51	College Staff Fund	-	-	-	-
GRATR52	Other Miscellaneous Projects	17,084	12,385	(17,477)	11,992
GRATR53	Hospitality Consulting / Review	-	50,050	(47,123)	2,927
GRATR54	McCune Institute for Youth Grant	-	7,500	(7,500)	-
GRATR55	Service Corps	-	3,255	(116)	3,139
GRSTR1	Meeting Ground	(332)	-	-	(332)
	All Other	-	-	-	-
	Total Temporarily Restricted Net Assets	<u>111,883</u>	<u>104,671</u>	<u>(111,702)</u>	<u>104,852</u>

**ITEM A.207**  
**INFORMATION**

**Subject: Updated Technology Policy**

Annually, the Technology Policy is reviewed by an interagency committee convened by the Director of Information Technology (IT). All revisions are discussed and approved by IT and Legal Services. A report of the committee's findings is submitted to the Presbyterian Mission Agency's Deputy Executive Director for Shared Services and included in his/her report to the Presbyterian Mission Agency Board Finance Committee.

**Technology Policy**  
**Presbyterian Church (U.S.A.)**  
**March 2014**

**Policies for the Presbyterian Church (U.S.A.)’s, A Corporation’s Investment in Technology**

Computer technology represents a substantial investment for the Presbyterian Church (U.S.A.), A Corporation, (PCUSA) and also requires significant effort and expense to support and maintain. This policy seeks to lower the initial cost of ownership of computing assets as well as improve the efficiency of operations and ongoing support, thereby reducing overall costs to the PCUSA.

1.0 Scope

1.1 Application of Policy

These policy applies to the Presbyterian Mission Agency (PMA), Office of the General Assembly (OGA), Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. (PILP), Presbyterian Women in the Presbyterian Church (U.S.A.), Inc. (PW) and any other related entity of the PCUSA (herein after collectively referred to as “Related Entities”), using technology assets that belong to the PCUSA or that contract for the services of Information Technology (IT). This policy also applies to computers, devices, or any other computing assets (as defined below), owned by employees, volunteers, independent contractors or Related Entities that access the PCUSA network.

1.2 Definition of Computing Assets

“Computing assets” in this policy shall be defined as equipment owned by or licensed to the Presbyterian Church (U.S.A.), A Corporation for the benefit of the Related Entities including:

- Desktop and Laptop Computers
- Software (licensed commercial software, freeware, shareware, open source software, demonstration software, custom software)
- Internet access, both wired and wireless
- Printers, including multifunction copiers
- Scanners
- Other computer peripherals
- Networking equipment
- Servers, physical, virtual, cloud based
- Cabling
- Telephone equipment
- Fax Equipment
- Mobile Devices, including smartphones & tablets, etc.
- Removable storage devices, including USB thumb drives and removable hard drives, etc.
- Other items that connect to PCUSA networks

This policy also applies to any consulting or contract work intended to result in the planning, purchase, creation, or deployment of technology as described above, volunteers who serve on behalf of the PCUSA, and technology services including Internet and telecommunications services and maintenance contracts that involve technology products.

### 1.3 Exempted Items

The following items are exempted from Section 4 of this policy but are required to comply with standards outlined in Section 3:

- Software fonts
- Digital cameras

### 2.0 Ownership

#### 2.1 Computing Assets

All computing assets purchased by the Related Entities are the property of the Related Entities, and to the extent they are managed and served by IT they will be managed according to the terms of this policy, the Data Security Policy, and any Service Level Agreements. Related procedural documents used by IT also serve to clarify ownership of computing assets.

#### 2.2 All Other Assets

All resources and assets such as software development by PCUSA employees in the course of their employment are the sole property of the PCUSA unless otherwise approved in writing by the Director of Information Technology or performed for PILP or PW as works made for hire under a written agreement. **Any contracts for development of technology assets or resources including software development for the PCUSA must provide that the product shall be the sole property of the PCUSA, A Corp, PILP or PW and deemed a work made for hire for copyright purposes.** See Section 610 of Employee Handbook on Copyright Policy. Exceptions to this may be made in consultation with and approval by IT and Legal Services.

### 3.0 User Responsibilities

#### 3.1 Responsible Use of Technology

The PCUSA's technology assets are primarily intended for the business purposes of fulfilling the mission of the PCUSA. Users include employees, volunteers and any other users of the PCUSA network and equipment. It is the responsibility of PCUSA users to abide by the provisions of all technology policies and related procedures. Every user of PCUSA is responsible for using PCUSA's technology assets in an effective, ethical, and lawful manner. Employees may not use PCUSA's technology assets for their own personal business or personal benefit, such as using the systems to operate and outside business.

#### 3.2 Protection of PCUSA Technology

Users are prohibited from using software designed to destroy data, provide unauthorized access to computer systems, or disrupt computing processes in any way. Using viruses, worms, Trojan horses, spyware and other invasive software is expressly forbidden. Anti-virus software is installed on all network and computer systems and as a protection for the computer network, as well as any remote computing assets accessing the computer network via Citrix; all users are required to have it activated at all times. Any tampering with or modifying anti-virus software is strictly prohibited and considered grounds for disciplinary action.

All users of PCUSA networks and equipment must comply with the Password Security Standards. Logins and passwords provide access to PCUSA information assets, and as such, users are required to maintain the confidentiality of their passwords. Users will not share their passwords.

Users are responsible for activity on the network occurring under their logins. In order to protect both PCUSA and the user, users will not write down passwords.



To report immediately to Information Technology any theft or loss of software or computing assets used to access the PCUSA, A Corporation's network.

To remove from any remote computer, upon termination of employment all software or other enabling technology which was provided by the PCUSA, A Corporation for the purpose of remote access.

### 3.3 Distribution of Policy

This policy shall be distributed to all users and to contracting Related Entities. Users shall sign an acknowledgment of receipt of this policy. Contracting Related Entities shall receive a Vendor Compliance Packet with this policy included and shall sign an acknowledgment of receipt and compliance. Volunteers serving for PCUSA mission and ministry shall receive a Volunteer Compliance Packet with the policy included and shall sign an acknowledgement of receipt and compliance. This policy shall be referenced in all Employee Handbooks. Any compromise of this policy or the procedures or guidelines to support it by an employee which threatens harm or causes actual harm to computing assets or the PCUSA may be cause for disciplinary action that may result in termination of employment or for a vendor the termination of contract.

## 4.0 IT Responsibilities

### 4.1 Management of Computing Assets

IT will be responsible for the complete life cycle management of the technology assets, including determining standards, forecasting, planning, funding, ordering, and scheduling replacement of obsolete equipment, and upgrading software and hardware. IT will be responsible for technology evaluation, review, and selection. All technology purchases will be subject to approval by the Director of Information Technology (or a designee within IT).

### 4.2 Installation of Equipment

IT shall be responsible for installation of all computer hardware, software, and peripherals on the PCUSA network and subnets unless IT agrees in advance that another qualified party can perform the installation under direct supervision of IT staff. Under no circumstances may a user load hardware, software or peripherals on a computer issued to him or her for business purposes.

### 4.3 Non-Standard and Obsolete Technology

Non-standard and obsolete software and hardware that is currently installed and properly licensed on end user systems will continue to receive IT support if that has been the service support arrangement in the past. However, IT may cease supporting software if it is more than three years old, if the software is incompatible with PCUSA standard applications, hardware, or operating systems, or if IT is no longer in a position to support it. IT will notify users at least six months in advance when any standard software or hardware will no longer be supported as of a specific date. IT also will consult with the affected end users about replacement options and current budget implications when necessary.

### 4.4 Loaner Pool

IT will provide and maintain a limited pool of computers available for loan to users for temporary replacement of malfunctioning equipment or for remote use. Request for loaned equipment must be made through the IT Help Desk with the appropriate paperwork completed.

5.0 Standards

5.1 Selection of Standards

IT will be responsible for selecting and ordering the standard technology solutions for PCUSA. The standards will be reviewed and updated at least annually.

5.2 Criteria for Deployment

Technology will be deployed to support the work of the PCUSA in a cost-effective manner. In order to optimize PCUSA's investment in technology, no more than one computer will be issued to each user unless a request is made by the staff person's supervisor or main contact to the IT Help Desk with the appropriate director's approval.

5.3 Replacement Policy

Computer equipment has a practical life expectancy and will be replaced on a schedule that optimizes PCUSA's total cost of ownership. Replacement of desktop machines will occur every 4 years. Laptops will be replaced every 3 years. Obsolete equipment that requires excessive support, equipment that is broken, and equipment that cannot provide required performance will be replaced at the discretion of IT.

Retaining hardware and/or software beyond its obsolescence increases the support and maintenance costs for PCUSA and makes it difficult for users of the equipment to use current software applications.

5.4 Removal of Equipment

IT will be responsible for removing and storing equipment, including software and peripherals, when a user is no longer using that equipment. The removed equipment will be used for redeployment, donation, disposal or placed in the IT Loaner Pool. Area(s) to which the user is assigned or connected will be expected to assist with this effort by turning over all equipment upon IT's request. If for any reason the equipment should be held for future use in the particular area, a request will be made through the IT Help Desk. All held equipment will be stored and locked in IT's Data Center.

6.0 Acquisition Policies

6.1 Selection of Vendors

IT will be responsible for the purchasing of all technology-related equipment and services. IT will ensure the selection of the most qualified and reliable vendors for technology products and services and that the selection is in compliance with other relevant policies. IT will be responsible for negotiating all contracts and the ordering of software and hardware requiring technical expertise.

6.2 Reviewing Requests

All requests for computing assets by PCUSA staff will be reviewed and approved by IT. For technology purchases made by Related Entities, other than the PMA, that affect the computing assets, IT approval should be sought.

6.3 Purchasing Technology

PCUSA is responsible for providing users with the technology tools needed to complete their tasks, including securing and maintaining safe and legal software. To assure the integrity of this function all purchases of computing assets must be made through IT. Purchases shall be made in accordance with existing standards for computer hardware and software. (See Section

4 of this policy.) PCUSA will not honor unauthorized contracts, nor will other unauthorized purchases be eligible for reimbursement.

6.4 Purchasing Policies for Other Related Entities

Related contractors who work with other Related Entities may have other contractual provisions for software acquisition. Any software purchased must comply with IT software standards if the software runs on the network managed by IT. Software must be compatible to PCUSA's environment.

6.5 Customized Software

Customized software may be developed with a third party to satisfy the business or operational requirements of the Related Entities. All such development of software for use on the PCUSA network must be done in consultation with IT and must comply with the standards that govern PCUSA's in-house software development. (See Section 2.2 of this policy regarding asset development.)

6.6 Available Software

Available software, such as shareware, freeware, open source, available from the Internet, distributed by vendors, demonstration software, or received by electronic mail may be acquired by employees on behalf of the Related Entities only with prior IT approval, said approval not to be unreasonably withheld. Users are required to consult with IT before acquiring such software, since it may introduce security vulnerabilities to the network. Such software may interfere with the operation of the computer or software provided by PCUSA. Users may be held responsible for damage to PCUSA's technology assets caused by installation and operation of such software.

7.0 Use of Software

7.1 Software Installation

All software to be installed on PCUSA computing assets must be installed by IT unless IT agrees in advance that another qualified party can perform the installation. Users are not permitted to install shareware, freeware, open source software, vendor software, demonstration software, or software from the Internet or electronic mail except in the specific circumstances specified in sections 6.2 of this policy.

7.2 Personal Use Software Installation

Users who travel for extensive periods of time or who are deployed regionally may install personal use software on notebook computers provided by the PCUSA at their own risk only if the software is lawfully acquired by the employee for his or her personal use and as legally permitted by the software's license. "Personal Use" software means software not required to carry out functions of assigned job duties. Such installation of personal use software must have their supervisor's prior approval and must not interfere with the operation of the computer or software provided by PCUSA. The individual user assumes responsibility for any costs associated with the proper licensing of personal use software and for maintaining the license and evidence of payment on file. The PCUSA does not assume any liability for copyright violations by the user associated with installations of personal use software and reserves the right to require removal of such software at any time at its sole discretion after consultation with the user's supervisor. If any violation should occur, the user is required to pay the costs of defense (including fees and expenses) and indemnity. If personally installed "personal use" software interferes with any business functions and requires a corrective support call/service, the user and the user's supervisor will be notified and the software will be promptly removed.

7.3 Users Deployed Regionally or Internationally

Users deployed regionally or internationally may have agreements with outside vendors and procedures for software installation and maintenance. IT shall be consulted and notified of these agreements and understandings. Users must comply with all laws regulating the use or export of hardware and software to foreign countries.

7.4 Stated Policy on Use of Software

All computer software used on PCUSA computing assets must be licensed and used in accordance with the restrictions and requirements specified by the owners/licensors of the software. The unauthorized duplication of copyrighted software or documentation is a violation of the law and is contrary to established standards of conduct for users, and may constitute a breach of contract with the PCUSA in the case of a related contracting entity. Users who make, acquire, or use unauthorized copies of computer software or documentation may be subject to disciplinary action leading up to termination. The Electronic Communications Policy contained in the Employee Handbooks is incorporated by reference into this document. Users shall not, nor shall they permit anyone else to, download or upload any material, photographs, or images from the Internet or any other source onto PCUSA computing assets determined in PCUSA's sole judgment to be obscene or pornographic. Downloading illegal materials, such as child pornography, is a violation of policy and may be a criminal offense. PCUSA will cooperate with law enforcement authorities concerning criminal conduct. Related contracting entities are encouraged to adopt a similar E-mail/Internet policy.

7.5 Audit and Removal of Software

PCUSA reserves the right to audit the software installed on all computers owned by the PCUSA or attached to its internal network, and to take any action it deems necessary to protect the interests of the PCUSA. Unlicensed, illegal, unidentified, or unapproved software installed on PCUSA computing assets is subject to removal upon its discovery after consultation between the user, the employee's supervisor, and IT. The incident will be reported under the procedure set out above. At its option, the PCUSA will give twenty-four (24) hour notice of removal. Removal may occur before a disagreement or dispute is resolved.

7.6 Storage of Software Media

The software installation media, serial numbers, and user license agreements must and will be stored in the IT Media Library, located in the Data Center, behind a locked door to protect against misuse, theft, loss, or accidental damage. All software installation media must be filed in such a manner as to ensure accurate and prompt retrieval by IT personnel

7.7 Outside Contractors/Consultants

All contractors/consultants to the PCUSA that use computing assets owned by the PCUSA or which contract for the services of IT be given a Vendor Compliance Packet containing PCUSA policies. These persons will agree to abide by the terms set forth in the Packet, including granting IT the right to audit and remove software if necessary, as a condition of continued use. No outside contractor/consultant will be given access to PCUSA computing assets without a signature stating that they have read the Packet and are in compliance with the contents of it.

7.8 Volunteers

All volunteers to the PCUSA that use computing assets owned by the PCUSA will be given a Volunteer Compliance Packet containing PCUSA policies. These persons will agree to abide

by the terms set forth in the Packet, including granting IT the right to audit and remove software if necessary, as a condition of continued use. No volunteer will be given access to PCUSA computing assets without a signature stating that they have read the Packet and are in compliance with the contents of it.

## 8.0 Exceptions and Conflict Resolution

### 8.1 Requests for Exceptions

Any requests for exceptions to the policies stated in this document or related procedures or standards should be submitted in writing to the Director of IT for review with the Deputy Executive Director of Shared Services and with Legal Services.

### 8.2 Situations Outside the Standards

PCUSA staff may occasionally encounter a situation that falls outside the standards set forth in this document. Should this occur, users should prepare a written request to the Director of IT and submitted it through the IT Help Desk so that tracking of the request will be documented. The Director of IT will consult with and in certain situations will assign this request to the appropriate IT staff person (s) based on experience, knowledge, and expertise of the particular request. The request should include such items as:

- a. description of the need and why it is important
- b. description of the communication process
- c. list of tools or protocols, if available, and
- d. any information related to the security of the process.

IT, with appropriate persons, will review the request and evaluate it based on the following factors:

- a. Business (Mission) need
- b. Cost
- c. Risk
- d. Standards
- e. Support issues
- f. Available options/alternatives

Every effort will be made to provide a solution that satisfies the business requirement in a secure manner.

### 8.3 Conflict Resolution with IT

The Director of IT, or a designee from IT, working with the representatives from other Related Entities and/or ministry areas when appropriate shall be responsible for resolving conflicts that occur with Information Technology in regard to the application or enforcement of the guidelines contained herein. Appeal of this decision shall be to the Deputy Executive Director of Shared Services who will move it forward as deemed reasonable.

### 8.4 Procedure Regarding Software Violations

The Director of IT shall be responsible for resolving differences that occur with employees/users of Information Technology in regard to the application or enforcement of this Technology Policy. Appeal of the decision of the Director of IT shall be to the Deputy Executive Director of Shared Services.

Any violation of this policy shall be reported to the user's supervisor who will determine appropriate disciplinary action in consultation with the Director of IT and the Director of

Human Resources. Violations by independent contractors will be reported to Legal Services and to the contractor's contact person who will determine appropriate action in consultation with IT and Legal Services. Such action may include termination of the contract/employment depending on the severity of the infraction.

9.0 Projects and Consulting

All projects and/or services at PCUSA that involve technology will be determined in consultation with IT for technical expertise and for clear input as to the technology infrastructure at PCUSA. In order to provide the best service and make efficient use of time, IT will be brought in at the earliest possible time.

10.0 Review and Revision of Technology Policy

10.1 Review of Technology Policy

Annually, the Director of IT will convene a committee comprised of one representative of OGA, one representative of PILP, one representative from PW, one representative from PMA, and one representative from Legal Services Office. This committee will be charged with conducting a comprehensive review of this policy, its implementation procedures, its contribution to the information needs of PCUSA, and its access and security management. Any revisions made to the policy will be discussed and approved by IT and Legal Services. A report of the committee's findings will be submitted to the PMA's Deputy Executive Director for Shared Services and included in his/her report to the PMAB Finance Committee. The report will be available to all other Related Entities.

**PRESBYTERIAN MISSION AGENCY BOARD**

**April 23-25, 2014**

**Presbyterian Investment and Loan Program**

Appendix 15

**ITEM A.208  
FOR INFORMATION**

**Subject: REPORT OF THE COORDINATED LOAN PROGRAM**

Presbyterian Church (U.S.A.) Investment & Loan Program, Inc.  
Stephen Bacon., Chair of the Board  
James L. (Jay) Hudson, President

The Coordinated Loan Program is a combination of the Investment and Loan Program and the Church Loan Program. This represents the total lending program of the General Assembly for capital projects in congregations and mid-councils. We are currently administering a loan portfolio of \$170.7 million, including a pipeline of \$.6.6 million in closed loans not yet disbursed and commitments not yet closed. During the first two months of 2014 the disbursed loan portfolio decreased by \$2.1 million. More significantly, the pipeline of new loans decreased by \$8.9 million due primarily to two loans that were approved, but later cancelled due to the perception of a better deal at local banks.

<b>COORDINATED LOAN PROGRAM Loan Portfolio</b>							
	12/31/09	12/31/10	12/31//11	12/31/12	12/31/13	2/28/14	Year to Date Change
Disbursed Loan Portfolio	\$179,686,369	\$184,312,088	\$182,021,102	\$176,878,647	\$165,173,162	\$163,031,230	-1.3%
Closed Loans Pending Disbursal	\$8,533,053	\$6,756,291	\$6,878,883	\$7,607,601	\$3,935,775	\$1,191,409	-69.7%
Commitments Pending Close	\$9,842,401	\$9,437,870	\$11,643,889	\$6,989,925	\$11,644,000	\$6,455,618	-44.6%
Total	\$198,061,823	\$200,506,249	\$200,543,874	\$191,476,173	\$180,752,937	\$170,678,257	-5.6%

The Presbyterian Investment and Loan Program administers the Church Loan Program for the Presbyterian Mission Agency. The Church Loan Program is the result of many gifts, campaigns and bequests to the Presbyterian Church (U.S.A.) over 170 years. The total endowment for church loans has grown to over \$225 million. The Presbyterian Mission Agency took action in February 2012 to make over \$24 million of these funds available for grants as well as loans. The Presbyterian Mission Agency and the Presbyterian Foundation are planning to use some of these funds to finance the “1001 New Worshipping Communities Initiative.”

The maximum loan from the Church Loan Program is currently \$450,000. The maximum size project in which the Church Loan Program participates is \$2.5 million. The majority of the loan applications we receive qualify for funds from the Church Loan Program. During 2013 the disbursed loan portfolio of endowment funds decreased by \$4.3 million. In the first two months of 2014 the disbursed loan portfolio decreased by another \$2.2 million continuing a four-year trend of decreased demand. The pipeline of loans approved but not yet closed and loans awaiting disbursal in the Church Loan Program has remained stable at about \$6.4 million.

**PRESBYTERIAN MISSION AGENCY BOARD**

April 23-25, 2014

**Presbyterian Investment and Loan Program**

Appendix 15

<b>CHURCH LOAN PROGRAM</b>							
<b>Loan Portfolio</b>							
	12/31/09	12/31/10	12/31/11	12/31/12	12/31/13	2/28/14	Year to Date Change
Disbursed Loan Portfolio	\$105,699,365	\$103,259,405	\$102,220,827	\$93,625,457	\$89,301,668	\$87,128,896	-2.4%
Closed Loans Pending Disbursal	\$3,771,746	\$4,849,726	\$2,624,835	\$3,123,806	\$2,065,059	\$1,147,252	-44.4%
Commitments Pending Close	\$4,470,981	\$4,630,910	\$3,765,850	\$3,347,925	\$4,580,560	\$5,267,178	15.0%
Total	\$113,942,092	\$112,740,041	\$108,611,512	\$100,097,188	\$95,947,287	\$93,543,326	-2.5%

The Church Loan Program does not permit refinancing of existing loans without an exception to the policy. We have been given permission by the Mission Development Resources Committee to refinance loans from the synod loan programs in the Synods of Lincoln Trails, Northeast and Mid-America. In August 2012 the Mission Development Resources Committee lowered the floor for interest rates to 3.5%, which is the current base interest rate for loans from the Church Loan Program. Rates can be further reduced for congregations with strong mission giving to the Presbyterian Church (U.S.A.).

During 2013 the disbursed loan portfolio from investor funds decreased by \$7.4 million, in spite of strong disbursements earlier in the year. There has been very little change in the disbursed portfolio in 2014. The pipeline of commitments pending close and closed loans pending disbursal is \$8.9 million as of December 31, 2013, which is an increase of \$808,361 from December 31, 2012. We made commitments on several large loans, which replenished the pipeline at year end. We lost these loans in the first two months of 2014, which dramatically reduced the pipeline. The base interest rate for investor funds is 4.45%.

<b>INVESTMENT AND LOAN PROGRAM</b>							
<b>Loan Portfolio</b>							
	12/31/09	12/31/10	12/31/11	12/31/12	12/31/13	2/28/14	Year to Date Change
Disbursed Loan Portfolio	\$73,987,004	\$81,052,683	\$79,800,275	\$83,253,191	\$75,871,494	\$75,902,344	0.0%
Closed Loans Pending Disbursal	\$4,761,307	\$1,906,565	\$4,254,048	\$4,483,795	\$1,870,716	\$44,157	-97.6%
Commitments Pending Close	\$5,371,420	\$4,806,960	\$7,878,039	\$3,642,000	\$7,063,440	\$1,188,440	-83.2%
Total	\$84,119,731	\$87,766,208	\$91,932,362	\$91,378,985	\$84,805,650	\$77,134,931	-9.0%

The following is a brief history of new loans disbursed during each of the past ten years. The Program needs to disburse approximately \$600,000 of investor funds and just over \$1 million in endowment funds each month to maintain the same disbursed loan portfolios. We had strong disbursements from investor funds in the first few months of 2013, but this was combined with pre-payments and a large loan refinancing away from the Program, resulting in a decrease in the disbursed loan portfolio. We are disappointed that several of the loans in the \$21 million loan portfolio of the Church Development



**PRESBYTERIAN MISSION AGENCY BOARD**

**April 23-25, 2014**

**Presbyterian Investment and Loan Program**

Appendix 15

Corporation in the Synod of Mid-America have been refinanced outside the Program. Several others have been paid off. We are still optimistic that as we continue to transfer the mission of this synod program, during the next three years, we will be able to grow both loan portfolios.

The following history of loans disbursed from investor funds and endowment funds shows that we disbursed slightly more in 2013 than 2012. However, disbursements from endowment funds were up \$4.2 million and disbursements from investor funds were down \$4.2 million. With a very small pipeline of new loans it will be difficult to maintain our normal level of disbursement in 2014.

<b>History of New Loans Disbursed Coordinated Loan Program</b>				
<b>Year</b>	<b>Investor Funds</b>	<b>Participations</b>	<b>Endowment</b>	<b>Total Funds</b>
<b>2003</b>	\$ 8,798,332	\$4,681,199	\$ 8,080,573	\$21,560,104
<b>2004</b>	\$5,284,805	\$2,617,825	\$4,389,269	\$12,291,899
<b>2005</b>	\$10,579,630	\$621,510	\$16,776,967	\$27,978,107
<b>2006</b>	\$10,587,617	0	\$13,609,195	\$24,196,812
<b>2007</b>	\$7,149,100	0	\$12,781,823	\$19,930,923
<b>2008</b>	\$9,058,971	0	\$16,342,796	\$25,404,767
<b>2009</b>	\$15,739,211	0	\$16,513,870	\$32,253,081
<b>2010</b>	\$12,361,815	0	\$11,623,644	\$23,985,459
<b>2011</b>	\$7,249,596	0	\$11,782,729	\$19,032,325
<b>2012</b>	\$13,540,426	0	\$6,967,114	\$20,507,540
<b>2013</b>	\$9,361,438	0	\$11,315,085	\$20,676,523
<b>2014 YTD 2/29/14</b>	\$1,750,000	0	\$743,935	\$2,493,935

**PRESBYTERIAN MISSION AGENCY BOARD**

**April 23-25, 2014**

**Presbyterian Investment and Loan Program**

Appendix 15

We have been able to maintain sufficient investment sales to keep investments at about \$94 million, which meets the existing loan demand and maintains the liquidity requirement without special promotions.

<b>INVESTMENT &amp; LOAN PROGRAM</b>							
<b>INVESTMENTS IN TERM NOTES AND DENOMINATIONAL ACCOUNTS</b>							
	12/31/09	12/31/ 10	12/31/11	12/31/ 12	12/31/13	2/28/ 14	Year to Date Change
<b>Notes</b>	\$44,506,716	\$51,740,639	\$56,819,730	\$58,480,002	\$59,494,768	\$58,204,887	-2.2%
<b>Denominational Accounts</b>	\$35,087,835	\$39,173,469	\$38,121,633	\$36,549,946	\$35,988,862	\$36,077,852	0.2%
<b>Total</b>	\$79,594,551	\$90,914,108	\$94,941,363	\$95,029,948	\$95,483,630	\$94,282,739	-1.3%

Investment sales exceeded redemptions by \$453,682 in 2013. During 2013 investments from mid-councils including the Church Development Corporation of the Synod of Mid-America declined slightly and investments from individuals, congregations and others purchasing Term Notes increased by \$1.1 million. The \$15 million deposit commitments from PC (U.S.A.), A Corp and from the Presbyterian Foundation are appreciated and essential to our ongoing growth.

The staff looks forward to talking with you and working with you as we seek to serve Christ and the Presbyterian Church (U.S.A.) together.

## **ITEM A.209 FOR INFORMATION**

### **2013 Risk Management Self Insurance Fund (SIF) Annual Report**

#### What is the Self Insurance Fund?

The church's six corporate entities share several common commercial insurance policies and have some individual policies. The self-insurance fund was designed to cover the deductibles under the commercial policies, certain insurable losses not covered by commercial insurance, losses of failed insurance companies and certain missionary health and property losses.

#### Financial overview of the SIF for 2013.

The Self-Insurance Fund ending balance as of December 31, 2013 was \$5,943,669.87 (preliminary, subject to year end closing). This is an increase in the fund from the December 31, 2012 ending balance of \$5,337,533.20 due to the market. There were no entity contributions in 2013 to the Self Insurance Fund. Total claims paid as of December 31, 2013 as \$23,839.98. This is an increase of \$10,473.99.

#### Self Insurance Fund Charts

Attached are three charts detailing the performance of the Self Insurance Fund from three perspectives:

- Five Year Annual Totals
- Claims by Entity for the Last Five Years
- Five Year Loss Percentages by Entity

**SELF INSURANCE FUND  
Annual Totals**

<b>Category</b>	<b>2013***</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>	<b>2009</b>
SIF Beginning Balance	5,337,533.20	4,925,783.67	5,212,977.28	4,944,106.26	4,249,018.71
SIF Contributions					
SIF Net Earnings*	629,975.65	425,715.52	(175,838.76)	378,769.95	752,076.67
Auto Claims	(4,780.41)	(350.93)	(29,359.94)	(2,001.05)	(9,533.75)
Directors & Officers, General Liability Claims	(10,010.13)	14,606.92	(77,185.37)	(75,915.50)	(39,247.36)
Mission Personal Medical Claims	(453.04)		(10.04)	(511.38)	(1,557.97)
Mission Personal Prop. Claims	(5,279.00)	(290.00)	(1,280.00)	(18,140.00)	(5,750.04)
Property Claims	(3,316.40)		(3,519.50)	(13,331.00)	(900.00)
Total Annual Claims**	(23,838.98)	13,965.99	(111,354.85)	(109,898.93)	(56,989.12)
SIF Year End Balance	5,943,669.87	5,337,533.20	4,925,783.67	5,212,977.28	4,944,106.26

\*\*\*Preliminary -Subject to Year End Closing

\*Earnings include all investment income, unrealized gain/losses, fees and recoveries excluding contributions and claims made during the year.

\*\*2012 includes reimbursement from Reliance claims.

**Presbyterian Church Self Insurance Fund  
2009 - 2013 Claims by Entity**

April 23-25, 2014

Legal/Risk Management

Page 3 of 4

Year	2013					Total	Claim %
Claim Type	Medical	Miss. Per. Ppty	Auto	Property	Legal		
Presbyterian Church	453.04	5,279.00	4,780.41	1,619.40	4,248.63	16,380.48	69%
Board of Pensions				1,697.00	5,762.50	7,459.50	31%
Foundation						-	
PPC						-	
PILP						-	
HUB						-	
<b>Annual Totals</b>	<b>453.04</b>	<b>5,279.00</b>	<b>4,780.41</b>	<b>3,316.40</b>	<b>10,011.13</b>	<b>23,839.98</b>	<b>100%</b>

Year	2012					Total	Claim %
Claim Type	Medical	Miss. Per. Ppty	Auto	Property	Legal		
Presbyterian Church		290.00	350.93		(14,606.22)	(13,965.29)	100%
Board of Pensions						-	
Foundation						-	
PPC						-	
PILP						-	
HUB						-	
<b>Annual Totals</b>	<b>-</b>	<b>290.00</b>	<b>350.93</b>	<b>-</b>	<b>(14,606.22)</b>	<b>(13,965.29)</b>	<b>100%</b>

Year	2011					Total	Claim %
Claim Type	Medical	Miss. Per. Ppty	Auto	Property	Legal		
Presbyterian Church	10.04	1,280.00	29,359.94	3,519.50	66,415.34	100,584.82	90%
Board of Pensions					10,770.03	10,770.03	10%
Foundation						-	
PPC						-	
PILP						-	
HUB						-	
<b>Annual Totals</b>	<b>10.04</b>	<b>1,280.00</b>	<b>29,359.94</b>	<b>3,519.50</b>	<b>77,185.37</b>	<b>111,354.85</b>	<b>100%</b>

Year	2010					Total	Claim %
Claim Type	Medical	Miss. Per. Ppty	Auto	Property	Legal		
Presbyterian Church	511.38	18,140.00	397.78	13,331.00	9,716.84	42,097.00	38%
Board of Pensions			608.50		66,198.66	66,807.16	62%
Foundation						-	0%
PPC			994.77			994.77	0%
PILP						-	0%
HUB						-	0%
<b>Annual Totals</b>	<b>511.38</b>	<b>18,140.00</b>	<b>2,001.05</b>	<b>13,331.00</b>	<b>75,915.50</b>	<b>109,898.93</b>	<b>100%</b>

Year	2009					Total	Claim %
Claim Type	Medical	Miss. Per. Ppty	Auto	Property	Legal		
Presbyterian Church	1,557.97	5,750.04	9,533.75	900.00	24,413.49	42,155.25	74%
Board of Pensions					14,833.87	14,833.87	26%
Foundation						-	0%
PPC						-	0%
PILP						-	0%
HUB						-	0%
<b>Annual Totals</b>	<b>1,557.97</b>	<b>5,750.04</b>	<b>9,533.75</b>	<b>900.00</b>	<b>39,247.36</b>	<b>56,989.12</b>	<b>100%</b>

Total All Claims						Total	Claim %
Claim Type	Medical	Miss. Per. Ppty	Auto	Property	Legal		
Presbyterian Church	2,532.43	30,739.04	44,422.81	19,369.90	90,188.08	187,252.26	65%
Board of Pensions			608.50	1,697.00	97,565.06	99,870.56	34%
Foundation			-	-	-	-	
PPC			994.77			994.77	1%
HUB						-	
PILP						-	
<b>Annual Totals</b>	<b>2,532.43</b>	<b>30,739.04</b>	<b>46,026.08</b>	<b>21,066.90</b>	<b>187,753.14</b>	<b>288,117.59</b>	<b>100%</b>

**Self Insurance Fund by Entity**  
**Chart of Five Year Loss Percentages**  
**January 1, 2009 - December 31, 2013**

<b>Organization</b>	<b>% of Losses</b>
PC (U.S.A.), A Corporation	65
PC (U.S.A.) Board of Pensions	34
PC (U.S.A.) Foundation	0
Presbyterian Publishing Corporation	1
Investment and Loan Program	0
New Covenant Trust Company	0
Hubbard Press	0
<b>Total</b>	<b>100</b>

**ITEM A.210**  
**INFORMATION**

**Subject: Presbyterian Foundation Reports**

Following are the Presbyterian Endowment Fund (PEF) Quarterly Snapshot as of March 31, 2014 and the New Covenant Funds' Summary Performance Trend Report as of March 31, 2014.



**PCF - Presbyterian Endowment Fund (PEF)**  
**Quarterly Snapshot**  
 As of March 31, 2014  
 CA Managed PEF Total Assets: \$702.9 mm



**Objectives**

**Financial Objectives:**

- Provide a stream of relatively stable and constant earnings in support of annual budgetary needs; and
- Preserve and enhance the real (inflation-adjusted) purchasing power of the Endowment Fund.

**Investment Objectives:**

- Attain a real compound annual return of at least 5.5%, net of investment expenses, on average, over a five- to seven-year period;
- Outperform the Endowment Fund's custom policy benchmark; and
- Invest in accordance with the Social Witness Principles of the General Assembly of the PC(USA).

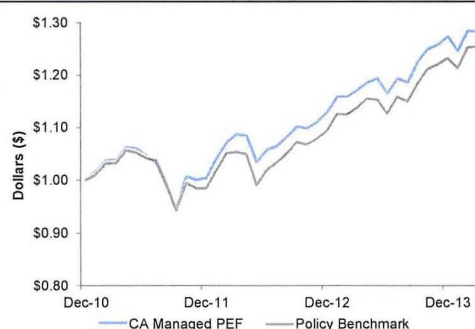
**Quarterly Performance Commentary**

- Global equity markets (MSCI ACWI Index) were positive for the quarter, returning +1.2%. U.S. stocks (Russell 3000 Index; +2.0%) outperformed developed non-U.S. stocks (MSCI EAFE Index; +0.7%) and emerging market stocks (MSCI Emerging Markets Index; -0.4%). Bonds were positive for the quarter, returning +2.0% (Barclays Government / Credit Index).
- In March, PEF returned -0.3%. This is compared to +0.2% for the Policy Benchmark. For the 2014 fiscal year, PEF returned +9.5% versus +10.3% for the Policy Benchmark.
- PEF's Capital Appreciation strategies returned +0.4% during the quarter, while Diversifying Strategies returned -0.1%. PEF's macroeconomic hedges - Inflation Sensitive and Deflation Hedging strategies - returned +2.6% and +1.7%, respectively.

**Performance**

	Total Assets	Performance				
		March 2/28/2014 3/31/2014	FYTD 3/31/2013 3/31/2014	Trailing 1-Year 3/31/2013 3/31/2014	Since CIA Oversight 12/31/2012 3/31/2014	Since Inc. 12/31/2010 3/31/2014
CA Managed PEF	\$702.9 mm	-0.3%	9.5%	9.5%	10.8%	7.9%
<b>Benchmarks</b>						
Policy Benchmark		0.2%	10.3%	10.3%	11.6%	7.2%
Simple Benchmark		0.3%	10.0%	10.0%	12.5%	7.7%
<b>Market Indices</b>						
MSCI All Country World Index		0.5%	17.2%	17.2%	19.5%	9.9%
Barclays Govt/Credit Index		-0.1%	-0.3%	-0.3%	-0.3%	4.0%

**Value of \$1 Over Time**



**Current Portfolio Positioning**

Asset Allocation	Liquidity	Top Positions vs. Policy																																							
		<table border="1"> <thead> <tr> <th></th> <th>% of PEF</th> <th>Contribution to Risk (bps)</th> </tr> </thead> <tbody> <tr> <td colspan="3"><b>Manager Selection</b></td> </tr> <tr> <td>U.S. Equity (Growth)</td> <td>5.3%</td> <td>34</td> </tr> <tr> <td>U.S. Equity (Value)</td> <td>5.6%</td> <td>29</td> </tr> <tr> <td>Non-U.S. Equity (Value)</td> <td>5.3%</td> <td>28</td> </tr> <tr> <td>Natural Resource Equity</td> <td>2.8%</td> <td>27</td> </tr> <tr> <td>U.S. Equity (Value)</td> <td>5.9%</td> <td>27</td> </tr> <tr> <td colspan="3"><b>Tactical Tilts</b></td> </tr> <tr> <td>EM vs. US Equities</td> <td>3.0%</td> <td>31</td> </tr> <tr> <td>NR Equities vs. Commodities</td> <td>2.0%</td> <td>21</td> </tr> <tr> <td>Cash vs. Fixed Income</td> <td>4.0%</td> <td>13</td> </tr> <tr> <td>NR Equities vs. TIPS</td> <td>1.0%</td> <td>13</td> </tr> <tr> <td>EM Equity Small Cap Tilt</td> <td>1.6%</td> <td>9</td> </tr> </tbody> </table>		% of PEF	Contribution to Risk (bps)	<b>Manager Selection</b>			U.S. Equity (Growth)	5.3%	34	U.S. Equity (Value)	5.6%	29	Non-U.S. Equity (Value)	5.3%	28	Natural Resource Equity	2.8%	27	U.S. Equity (Value)	5.9%	27	<b>Tactical Tilts</b>			EM vs. US Equities	3.0%	31	NR Equities vs. Commodities	2.0%	21	Cash vs. Fixed Income	4.0%	13	NR Equities vs. TIPS	1.0%	13	EM Equity Small Cap Tilt	1.6%	9
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**Notes:**

Inception Date: 12/31/2010

Simple Benchmark: 60% / 40% MSCI ACWI / Barclays Govt/Credit Index from 2/1/13 to present. 85% / 15% MSCI ACWI / Barclays Govt/Credit Index prior to 2/1/13.

Policy Benchmark: Consists of blended indices weighted according to the policy asset allocation for respective asset class.

MSCI All Country World Index: Represents global equities, including public equities of U.S., ex-U.S., and emerging market companies.





# Funds' Summary Performance Trend Report

## New Covenant

Fund	Inception	Performance Cumulative Total Return as of 03/31/2014			Performance Annualized Total Return as of 03/31/2014						Performance Calendar Year Return as of 12/31				
		1 Mo	3 Mo	Ytd	Qtr	1 Yr	3 Yr	5 Yr	10 Yr	Since Incept	2013	2012	2011	2010	2009
		New Covenant Growth	7/1/1999	-0.21	0.90	0.90	0.90	19.64	11.59	18.61	6.03	3.34	27.55	17.14	-3.02
<i>Russell 1000 Index (USD)</i>		0.64	2.05	2.05	2.05	22.41	15.07	21.42	7.53	4.13	33.11	16.40	2.11	15.06	26.46
<i>New Covenant Growth Fund Secondary Benchmark</i>		0.56	1.74	1.74	1.74	20.38	12.88	20.30	7.52	4.39	29.42	16.56	-1.21	14.33	29.42
<i>Contractual Expenses (%) = 1.15</i>															
<i>Actual Expenses (%) = 1.02</i>															
New Covenant Income	7/1/1999	-0.25	1.21	1.21	1.21	-0.34	2.75	5.54	2.38	3.89	-1.63	4.04	5.32	6.37	12.81
<i>Barclays Intermediate US Aggregate Bond Index (USD)</i>		-0.30	1.20	1.20	1.20	0.01	3.04	4.24	4.19	5.26	-1.02	3.56	5.97	6.15	6.46
<i>Contractual Expenses (%) = 0.95</i>															
<i>Actual Expenses (%) = 0.8</i>															
New Covenant Balanced Growth	7/1/1999	-0.24	0.99	0.99	0.99	11.22	7.96	13.31	4.70	3.81	15.00	11.80	0.28	11.18	21.66
<i>New Covenant Balanced Growth Benchmark</i>		0.26	1.76	1.76	1.76	13.07	10.32	14.53	6.47	4.91	18.42	11.24	3.93	11.94	18.66
<i>New Covenant Balanced Growth Reporting Benchmark</i>		0.22	1.57	1.57	1.57	11.93	9.07	13.91	6.48	5.07	16.41	11.36	1.92	11.52	20.35
<i>Contractual Expenses (%) = 1.2</i>															
<i>Actual Expenses (%) = 1.07</i>															
New Covenant Balanced Income	7/1/1999	-0.21	1.03	1.03	1.03	6.18	5.68	9.91	3.72	3.85	7.74	8.70	2.04	9.02	17.71
<i>New Covenant Balanced Income Benchmark</i>		0.03	1.54	1.54	1.54	7.49	7.30	10.23	5.62	5.18	9.95	8.02	4.88	9.68	13.63
<i>New Covenant Balanced Income Reporting Benchmark</i>		0.00	1.44	1.44	1.44	6.86	6.60	9.89	5.63	5.27	8.86	8.10	3.70	9.44	14.58
<i>Contractual Expenses (%) = 1.14</i>															
<i>Actual Expenses (%) = 1.07</i>															

The performance data shown is past performance. Past performance is no guarantee of future results. The investment return and principal value of an investment will fluctuate so that an investor's shares, when redeemed, may be worth more or less than their original cost and current performance may be lower or higher than the performance quoted. For performance data current to the most recent month end, please call 1-800-DIAL-SEI.



# Funds' Summary Performance Trend Report

## New Covenant

### DISCLOSURES:

**To determine if the fund(s) are an appropriate investment for you, carefully consider the fund's investment objectives, risk factors and charges and expenses before investing. This and other information can be found in the Fund's prospectus, which may be obtained by calling 1-800-DIAL-SEI. Please read it carefully before investing.**

*There are risks involved with investing, including loss of principal.*

*SEI Investments Management Corporation is the adviser to the SEI funds, which are distributed by SEI Investments Distribution Co (SIDCO). SIMC and SIDCO are wholly owned subsidiaries of SEI Investments Company.*

*For those SEI Funds which employ the 'manager of managers' structure, SEI Investments Management Corporation has the ultimate responsibility for the investment performance of the Fund due to its responsibility to oversee the sub-advisers and recommend their hiring, termination and replacement.*

*Blank represents the Fund was not opened during time period represented.*

*\* Fee waivers are voluntary and may be discontinued at any time.*

*There are risks involved with investing, including loss of principal. Current and future portfolio holdings are subject to risks as well. Diversification may not protect against market risk.*

*Bonds and bond funds will decrease in value as interest rates rise.*

*Additional benchmarks have been included to reflect the international exposure of the underlying funds.*

*Russell 1000® Index measures the performance of the large cap segment of the U.S. equity universe. It is a subset of the Russell 3000® Index and includes approximately 1000 of the largest securities based on a combination of their market cap and current index membership. The Russell 1000® represents approximately 92% of the U.S. market. The Russell 1000® Index is constructed to provide a comprehensive and unbiased barometer for the large cap segment and is completely reconstituted annually to ensure new and growing equities are reflected (Growth Fund, Balanced Growth Fund and Balanced Income Fund).*

*Blended Russell 1000® Index/MSCI ACWI ex U.S. Index is a composite index composed of 80% Russell 1000® Index and 20% MSCI ACWI ex U.S. Index. MSCI ACWI ex U.S. Index is a free float-adjusted market capitalization weighted index that is designed to measure the equity market performance of developed and emerging markets (Growth Fund).*

*S&P 500® Index is an unmanaged, capitalization weighted index that measures the performance of 500 large-capitalization stocks representing all major industries. (Growth Fund, Balanced Growth Fund and Balanced Income Fund)*

*Blended S&P 500® Index/MSCI ACWI ex U.S. Index is a composite index composed of 80% S&P 500® Index and 20% MSCI ACWI ex U.S. Index. MSCI ACWI ex U.S. Index is a free float-adjusted market capitalization weighted index that is designed to measure the equity market performance of developed and emerging markets (Growth Fund).*

*Barclays Capital U.S. Intermediate Aggregate Bond Index is an unmanaged index generally representative of intermediate investment grade government and corporate debt securities with maturities of 10 years or less (Income Fund, Balanced Growth Fund and Balanced Income Fund).*

*Blended Russell 1000® Index/Barclays Capital U.S. Intermediate Aggregate Bond Index is a composite composed of 60% Russell 1000® Index and 40% Barclays Capital U.S. Intermediate Aggregate Bond Index (Balanced Growth Fund).*

*Blended S&P 500® Index/Barclays Capital U.S. Intermediate Aggregate Bond Index is a composite composed of 60% S&P 500® Index and 40% Barclays Capital U.S. Intermediate Aggregate Bond Index (Balanced Growth Fund).*

*Blended Russell 1000® Index/MSCI ACWI ex U.S. Index/Barclays Capital U.S. Intermediate Aggregate Bond Index is a composite composed of 48% Russell 1000® Index, 12% MSCI ACWI ex U.S. Index, and 40% Barclays Capital U.S. Intermediate Aggregate Bond Index (Balanced Growth Fund).*

*Blended S&P 500® Index/MSCI ACWI ex U.S. Index/Barclays Capital U.S. Intermediate Aggregate Bond Index is a composite composed of 48% S&P 500® Index, 12% MSCI ACWI ex U.S. Index, and 40% Barclays Capital U.S. Intermediate Aggregate Bond Index (Balanced Growth Fund).*

*Blended Russell 1000® Index/Barclays Capital U.S. Intermediate Aggregate Bond Index is a composite composed of 35% Russell 1000® Index and 65% Barclays Capital U.S. Intermediate Aggregate Bond Index (Balanced Income Fund).*

*Blended S&P 500® Index/Barclays Capital U.S. Intermediate Aggregate Bond Index is a composite composed of 35% S&P 500® Index and 65% Barclays Capital U.S. Intermediate Aggregate Bond Index (Balanced Income Fund).*

*Blended Russell 1000® Index/MSCI ACWI ex U.S. Index /Barclays Capital U.S. Intermediate Aggregate Bond Index is a composite composed of 28% Russell 1000® Index, 7% MSCI ACWI ex U.S. Index, and 65% Barclays Capital U.S. Intermediate Aggregate Bond Index (Balanced Income Fund).*

*Blended S&P 500® Index/MSCI ACWI ex U.S. Index /Barclays Capital U.S. Intermediate Aggregate Bond Index is a composite composed of 28% S&P 500® Index, 7% MSCI ACWI ex U.S. Index, and 65% Barclays Capital U.S. Intermediate Aggregate Bond Index (Balanced Income Fund).*

**ITEM A.211  
INFORMATION**

**Subject: Updated Data Security Policy**

Annually, the Data Security Policy is reviewed by an interagency committee convened by the Director of Information Technology (IT). All revisions are discussed and approved by IT and Legal Services. A report of the committee's findings will be submitted to the Presbyterian Mission Agency's Deputy Executive Director for Shared Services and the Leadership Cabinet.

If the Leadership Cabinet approves the findings, those revisions and changes become effective upon the Leadership Cabinet's vote. The Director of IT and the Deputy Executive Director for Shared Services will report any changes made by the Leadership Cabinet at the next meeting of the Presbyterian Mission Agency Board's (PMAB) Finance Committee. The Finance Committee need not act regarding changes reported to it. If, however, it disagrees with a change and deems a revision necessary, the Finance Committee may take a recommended revision to the Executive Committee of the PMAB or to the PMAB.

**DATA SECURITY POLICY**  
**Presbyterian Church (U.S.A.), A Corporation**  
**March 2014**

**Purpose Statement**

**This Data Security Policy provides the highest level of security possible without placing constraints or stipulations on the user to do her or his work responsibilities. This policy and the Technology Policy seek to protect the information and other communication stored on the PCUSA, A Corporation servers (physical & virtual), on computers, (laptop and desktop), and on mobile devices (mobile phones and tablet devices) for which Information Technology (IT) is responsible. This policy also applies to computers, devices, or any other computing assets owned by employees, volunteers, independent contractors or Related Entities (as defined below) that access the PCUSA, A Corporation network. Recognizing that the Internet and the proliferation of storage devices (e.g., flash drives, external storage drives, cloud-based storage) is a fact, one hundred percent protection cannot be guaranteed.**

**This policy and the standards and procedures developed to implement it, shall be complied by all users, including volunteers and vendors, of the technology systems and computers provided by Information Technology and includes software and hardware as defined in Section 1.3.**

**To maintain security integrity, internal audits will be conducted at the discretion of the Presbyterian Mission Agency's internal auditor and can be requested at any time by other related entities using Information Technology support and services. External audits will be conducted each year focusing on the financial systems.**

**1.0 Scope**

**1.1 Related to All Entities**

The Data Security Policy shall apply to all data, regardless of its form or the medium in which it is set, and shall apply to such data created, collected or received by, for, or on behalf of the Presbyterian Mission Agency (PMA), the Office of the General Assembly (OGA), Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. (PILP), Presbyterian Women in the Presbyterian Church (U.S.A.), Inc. (PW) (herein after collectively referred to as "Related Entities"), or used by, in whole or in part, any other PMA entity only to the extent that this data is stored, internally or remotely, within the provisions set forth by Information Technology (IT) on behalf of the Presbyterian Church (U.S.A.), A Corporation, (PCUSA).

For purposes of this Data Security Policy all of the data described above will collectively be referred to as "data" or "information."

**1.2 Request for Exceptions or Changes to Policy**

The Related Entities shall be bound by this policy. Any requests for exceptions or changes to this policy shall be provided in writing and approved by and in consultation with IT and Legal Services.

**1.3 Hardware and Software**

This policy also applies to security of mainframes, personal computers, any other computer hardware, software, systems, Local Area Networks, Internet, Intranet, Citrix, VPN, and all telecommunication networks.

- 1.4 **Physical Security**  
The onsite physical security of all data production and storage equipment, including computer hardware and software, shall primarily be the shared responsibility of building security personnel and all users.

When any computer hardware and/or software owned by an entity of the PCUSA are removed from the building, the responsibility of physical security rests solely with the employee/user. Locks are recommended to be used for all laptop devices that support that function and are expected to be used at all times both inside and outside of the building.

## **2.0 Electronic Data Management**

### **2.1 Classification of Data**

This policy covers a broad range of data collection, each level of data needing its own level of protection and its own degree of openness and availability. This policy takes into consideration that, like any institution or corporation, some data has highly sensitive Information that demands the practical level of protection while other data is made as freely available as possible.

### **2.2 Confidential Data/Information**

This classification applies to the most sensitive data that is intended strictly for use with certain members within the organization. This includes data whose improper use or disclosure could adversely affect the ability of the respective entity to accomplish its mission as well as any data requiring protection under various state and federal legislation and/or contracts. Confidential data is disclosed only to authorized persons. Request for access shall be made to the IT Help Desk which will grant access once appropriate approval is obtained.

### **2.3 Controlled Data**

This classification applies to data that needs some level of protection because its unauthorized disclosure could cause damage internally and/or externally to the church. Controlled data is disclosed only to authorized persons. Request for access shall be made to the IT Help Desk which will grant access once appropriate approval is obtained.

### **2.4 Public Data**

This classification applies to data that can be shared internally and/or externally with users. Requests for this access shall be made to the IT Help Desk which will grant access once appropriate approval is obtained.

### **2.5 Data Collected Through the Presbyterian Church.org Web Site**

Data collected via the PCUSA web site shall be used for the intent it was collected. To the extent personal data is collected via the PCUSA web site, the disclosure of such personal data must be made in strict compliance with the Web Privacy Policy. "Personal data" means name, birth date, e-mail address, mailing address, social security number, and the last four digits of credit card number. Credit card numbers are not stored on any system of PCUSA networks.

## **3.0 Stewards of Information**

### **3.1 Roles**

Information received is used in several ways including; but not limited to:

- a member organization
- an employer
- a recipient of donor's gifts
- a source of funding

- a referral system
- a deliberative body
- a body that may be called on to be responsive in judicial process
- a vendor
- a publisher
- a web-service user
- a general source of information

### 3.2 Information Technology Responsibilities

These roles place the following additional responsibilities on the Information Technology department:

- 3.2.1 to protect confidential and controlled data by using a layered approach, including router, access restrictions and other configurations on individual machines, a firewall and encryption;
- 3.2.2 to preserve the intended purposes of all data of its users; and
- 3.2.3 to recover data under a disaster.

### 3.3 Employee/Volunteer/Vendor Responsibilities

All employees/volunteers/vendors are responsible to abide by the provisions of this policy and its related procedures. Any compromise or misuse of these policies, procedures, and/or guidelines will be cause for disciplinary action up to and including dismissal or termination of contract. Employees and volunteers must refer to this policy, the appropriate Employee Handbook, and the Ethics Policy for expectations of behavior in order to have rights to access data in and use these technology systems.

- 3.3.1 Employees/volunteers/vendors are to report immediately to Information Technology any theft, loss or compromise of data.
- 3.3.2 When employment/contract ends with PCUSA, A Corporation, the employee/volunteer/vendor shall remove any PCUSA, A Corporation data from any remote computer.

## 4.0 Access

IT is responsible for the security, related functions of administration, and all management of electronic data.

### 4.1 Access to Shared Electronic Data

IT will work with all related entities to share information to best provide a comprehensive approach and enhance consistency for ministries to serve their constituency(ies).

### 4.2 Access to Confidential/Controlled Electronic Data

IT will work with all related entities to secure data when necessary and in the best interest of that entity. Data particular to a certain entity will be segregated when necessary with the understanding that in some cases it may not be reasonably possible to do so. Thus, from time to time unauthorized access may occur. IT will make its best effort to avoid such unauthorized access and be in discussion with all parties to protect any segregated data.

### 4.3 Gaining Access to Electronic Data

Users shall make a request for gaining access to data through the IT Help Desk. The request must

include the purpose for which the data is being requested and shall include enough detail to enable IT to make an informed decision, including, but not limited to the following:

- 4.3.1 what data is being requested;
- 4.3.2 the purpose for which the data will be used;
- 4.3.3 to whom the data will be made available;
- 4.3.4 how the data will be disseminated or presented;
- 4.3.5 whether, in what manner, and by whom the data may be altered; and
- 4.3.6 whether the access to the data will be singular, recurring, or ongoing.

#### 4.4 Access Request Forms

Access Request forms are located on the IT page of Centernet. Forms should be submitted electronically to the IT Helpdesk and email authorization for access will be obtained by IT from the data owner. A list of data owners will be maintained by IT. Tickets for access will contain the email authorization and will be kept in the electronic ticketing system for audit purposes.

IT operates the computer and network facilities where the data is actually stored and administers the Data Security Policy as well as access controls and other security policies for the data. These services will be provided in accordance with this Data Security Policy and the standards and procedures developed to implement this policy. These services will take into account industry standards and best practices.

#### 5.0 Restriction of Access

IT is responsible for the restriction of access and any related security, functions of administration, and/or management of electronic data.

##### 5.1 Restricted or Denied Access

Access to data shall be restricted or denied under the following circumstances:

- 5.1.1 Data is collected and received for a specific purpose only and its dissemination beyond that purpose would impair the confidentiality of the data or the intended purpose for which it is being collected.
- 5.1.2 The decision-making process would be adversely affected by premature or untimely release of data.
- 5.1.3 Release of specific data may allow access to other data that requires access limitations.
- 5.1.4 Previous release has resulted in misuse or misinterpretation of data.
- 5.1.5 Personal data (as defined above) to be used for any purposes other than the purpose(s) for which it was collected or received or, in the case of personal data provided via the web page, for purposes other than those set forth in the PCUSA.org Privacy Policy.

## **6.0 Dispute Regarding Access or Restriction**

### **6.1 Resolving Disputes**

If a dispute occurs regarding access or restriction to data, an appeal process is in place. These procedures are outlined in the Technology Policy, See Section 8.0

## **7.0 Review and Revision of Security Policy and Procedures**

### **7.1 Review of Security Policy**

Annually, the Director of IT will convene a committee comprised of one representative of OGA, one representative of PILP, one representative from PW, one representative from PMA, and one representative from Legal Services Office. This committee will be charged with conducting a comprehensive review of this policy, its implementation procedures, its contribution to the information needs of the PCUSA, A Corporation, and its access and security management. Any revisions made to the policy will be discussed and approved by IT and Legal Services.

A report of the committee's findings will be submitted to the PMA's Deputy Executive Director for Shared Services and the Leadership Cabinet and will be available to all other entities. If the Leadership Cabinet approves the findings, those revisions and changes become effective upon the Leadership Cabinet's vote. The Director of IT and the Deputy Executive Director for Shared Services will report any changes made by the Leadership Cabinet at the next meeting of the PMAB's Finance Committee. The Finance Committee need not act regarding changes reported to it. If, however, it disagrees with a change and deems a revision necessary, the Finance Committee may take a recommended revision to the Executive Committee of the PMAB or to the PMAB.



**ITEM A.212**

**INFORMATION**

**Subject: Monthly Financial Reports - Mission**

Financial reports are prepared, analyzed and provided to management for utilization in the decision-making process. The reporting function is essential to make planning and controls effective.

The attached Presbyterian Mission Program Receipts & Disbursement Report reflects the results of operation as of March 31, 2014.



**Presbyterian Mission Agency  
Budget Compared to Actual  
For the Period Ended March 31, 2014**

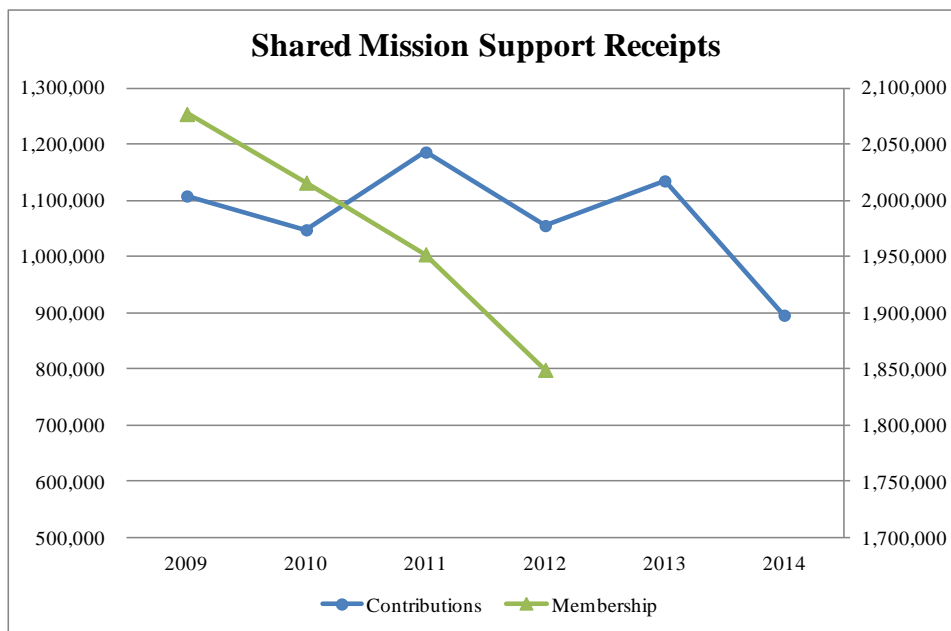


The following are highlights of activities through March 31, 2014:

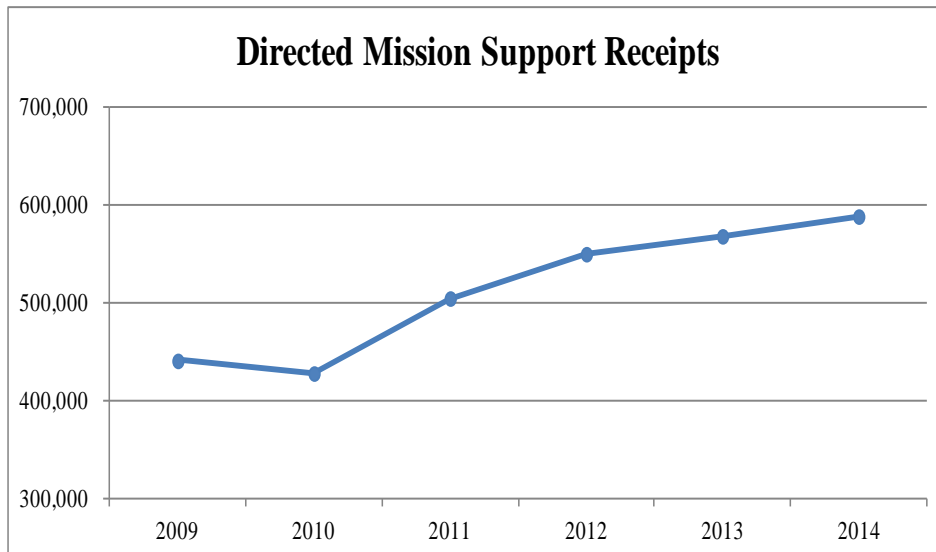
The budget numbers are based on the 2014 proposed revised YTD (year-to-date) mission budget. The highlights of activities compare receipts and expenditures with the revised YTD budget to identify variances.

**RECEIPTS**

**Shared Mission Support** – Unrestricted receipts were \$896,111 or 13.15% over the YTD budget. The graph below shows actual Shared Mission Support receipts for the years 2009 through 2014 and actual PC(USA) membership for the years 2009 through 2012.



**Directed Mission Support** – Restricted receipts were \$587,881 or 29.20% over the YTD budget. The graph below shows actual Directed Mission Support receipts for the years 2009 through 2014.





**Presbyterian Mission Agency  
Budget Compared to Actual  
For the Period Ended March 31, 2014**

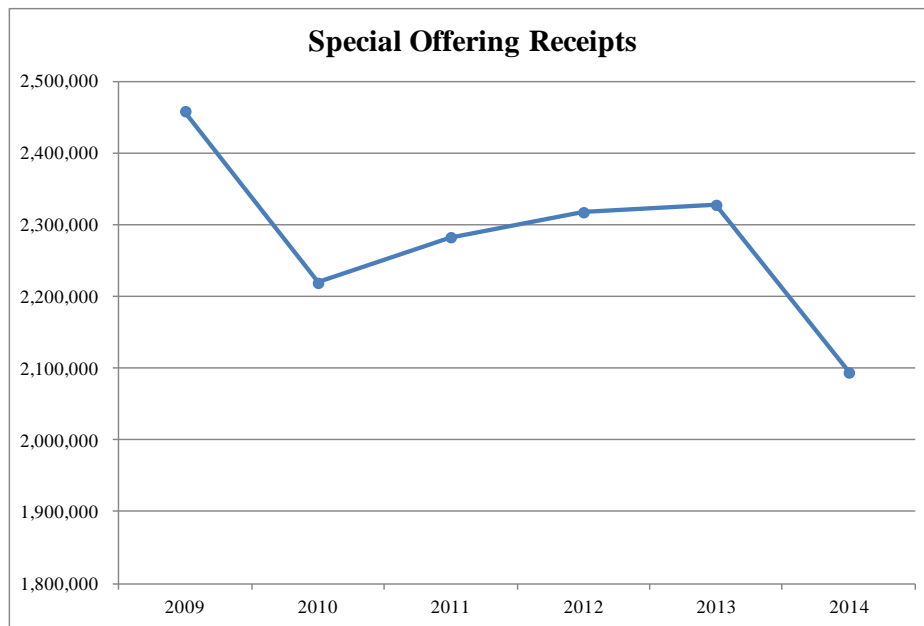


The following are highlights of activities through March 31, 2014:

**RECEIPTS**

**Special Offerings** – Receipts were \$2,094,250 or 7.57% below the YTD budget. The following Special Offering receipts denote the percentage over/(under) the YTD budget, and the graph below shows actual Special Offering receipts for the years 2009 through 2014.

- Christmas Joy – (11.50%)
- One Great Hour of Sharing – 3.65%
- Peacemaking – 29.38%
- Pentecost – (21.43%)



**Other Specific Appeals** – Receipts were \$2,337,647 or 34.75% under the YTD budget. Emergency and Disaster Relief receipts to date include \$644,697 for Philippines Typhoon. ECO receipts were approximately \$800,000 less than the budget amount but equal to the prior year amount.

**Additional Forms of Giving** – Grant from Outside Foundation – The third disbursement of \$125,000 from the 2013 American Red Cross grant awarded for Hurricane Sandy Response was received in February 2014.

**Total Receipts** – Unrestricted Receipts were \$1,922,331 or 6.73% below the 2014 YTD budget. Restricted receipts were \$10,821,165 or 3.83% below the 2014 YTD budget. Total receipts were \$12,743,496 or 4.28% under the 2014 YTD budget.



**Presbyterian Mission Agency  
Budget Compared to Actual  
For the Period Ended March 31, 2014**



The following are highlights of activities through March 31, 2014:

### EXPENDITURES

#### Executive Director

- Executive Administrator – Unrestricted expenses were low and restricted expenses were high compared to budget due to 2013 legal expenses that were funded from the House of Rest Endowment Fund.

#### Communications and Funds Development

- Mission Resources – Unrestricted and restricted expenses were low compared to budget due to a vacant position and timing of expenses related to *Presbyterians Today* magazine.

#### Mission

- Deputy Executive Director – Restricted expenses were low compared to budget due to budgeted endowments not being used until needs arise in ministry areas later in 2014.
- Theology, Worship and Education – Unrestricted expenses were lower than budget due to timing of grant payments. This year's Restricted Expenses were higher than last year's due to timing of Theological Education Fund (TEF) grant payments. This year's grants were paid in the first quarter while last year's grants were paid in the second quarter.
- Evangelism and Church Growth – Unrestricted expenses were low compared to budget due to higher than expected revenues from New Beginnings. New Beginnings revenues were used to cover expenses rather than unrestricted funding.
- Compassion, Peace and Justice – Unrestricted expenses were high compared to budget due to expense payments for special events that will occur later in the year.
- World Mission – Unrestricted expenses were low compared to budget due to the application of all restricted funding available for mission personnel support. Policy requires that any available restricted funding be used prior to use of unrestricted funding. Restricted expenses were high compared to budget due to increased international housing costs and newly implemented communications allowance for mission coworkers.
- Racial Ethnic and Women's Ministries – Restricted expenses were low compared to budget due to fewer grants paid from Christmas Joy Offering than budgeted and lower travel expenses than budgeted.

#### Shared Services

- Presbyterian Distribution Services – Restricted expenditures were high compared to budget due to higher than budgeted expenses for shipping, rent, and temporary salaries.
- Mail and Print Services – Restricted expenditures were high compared to budget due to additional services provided for ECG's New Beginnings initiatives.

#### Other

- Board of Pensions – Restricted expenditures were low compared to budget due to timing of first quarter 2014 payment of \$774,523.

#### Total Expenditures

Unrestricted expenditures were \$4,298,094 or 22.66% below the 2014 YTD budget and restricted expenditures were \$11,001,655 or 10.44% below the 2014 YTD budget. Total expenditures were \$15,299,749 or 13.90% below the 2014 YTD budget.

### UTILIZATION OF PRIOR YEAR RECEIPTS

#### Unrestricted PMPF

The 2014 YTD budget for utilization of prior year receipts is \$3,425,632. Utilization of prior year receipts of \$2,375,763 was under the 2014 YTD budget by \$1,049,869.



**PRESBYTERIAN CHURCH (USA)**  
**Presbyterian Mission Agency**  
**For the Period Ended March 31, 2014**



**PRESBYTERIAN MISSION AGENCY BOARD**  
**April 23-24, 2014**  
**Finance and Accounting**  
**Item A.212**  
**Appendix 15**

	2014 Unrestricted			2014 Restricted			2014 Grand Total		
	2014 Budget	2014 Actual	% of Budget	Budget	Actual	% of Budget	Budget	Actual	% of Budget
<b>Revenue, gains and other support</b>									
Contributions									
Congregations	\$ 792,000	\$ 896,111	13.15%	\$ 455,000	\$ 587,881	29.20%	\$ 1,247,000	\$ 1,483,992	19.00%
Presbyterian Women	3,100	-	(100.00%)	105,092	102,255	(2.70%)	108,192	102,255	(5.49%)
Gifts and bequests	60,000	727	(98.79%)	48,000	18,078	(62.34%)	108,000	18,805	(82.59%)
Grants	-	-	-	52,250	127,701	144.40%	52,250	127,701	144.40%
Special offerings									
Christmas Joy	-	-	-	1,806,000	1,598,315	(11.50%)	1,806,000	1,598,315	(11.50%)
One Great Hour of Sharing	-	-	-	297,890	308,772	3.65%	297,890	308,772	3.65%
Peacemaking	-	-	-	117,000	151,372	29.38%	117,000	151,372	29.38%
Pentecost	-	-	-	45,000	35,356	(21.43%)	45,000	35,356	(21.43%)
Witness	-	-	-	-	435	-	-	435	-
Specific appeals									
Emergency and Disaster Relief	-	-	-	1,200,000	956,151	(20.32%)	1,200,000	956,151	(20.32%)
Extra Commitment	-	-	-	1,820,000	980,122	(46.15%)	1,820,000	980,122	(46.15%)
Mission Initiative	-	-	-	74,362	11,703	(84.26%)	74,362	11,703	(84.26%)
Special Missionary Support	-	-	-	72,029	6,000	(91.67%)	72,029	6,000	(91.67%)
Hunger	-	-	-	234,000	235,654	0.71%	234,000	235,654	0.71%
Theological Education Fund	-	-	-	182,000	148,017	(18.67%)	182,000	148,017	(18.67%)
Total Contributions	855,100	896,838	4.88%	6,508,623	5,267,812	(19.06%)	7,363,723	6,164,650	(16.28%)
Income from endowment funds held by the Foundation	986,908	918,542	(6.93%)	1,322,885	1,693,435	28.01%	2,309,793	2,611,977	13.08%
Income from investments	79,080	104,703	32.40%	185,623	163,501	(11.92%)	264,703	268,204	1.32%
Income from funds held by others	140,000	727	(99.48%)	120,000	80,000	(33.33%)	260,000	80,727	(68.95%)
Hubbard Press	-	-	-	38,640	38,641	0.00%	38,640	38,641	0.00%
Sales of resources and services	-	1,521	-	3,063,063	3,577,776	16.80%	3,063,063	3,579,297	16.85%
Other	-	-	-	12,957	-	(100.00%)	12,957	-	(100.00%)
	1,205,988	1,025,493	(14.97%)	4,743,168	5,553,353	17.08%	5,949,156	6,578,846	10.58%
<b>Total revenue, gains, and other support</b>	<b>2,061,088</b>	<b>1,922,331</b>	<b>(6.73%)</b>	<b>11,251,791</b>	<b>10,821,165</b>	<b>(3.83%)</b>	<b>13,312,879</b>	<b>12,743,496</b>	<b>(4.28%)</b>
<b>Expenses</b>									
Office of the Executive Administrator	258,613	162,547	(37.15%)	265,714	283,860	6.83%	524,327	446,407	(14.86%)
Mission Resources	154,636	81,214	(47.48%)	341,791	253,967	(25.70%)	496,427	335,181	(32.48%)
Office of the Deputy Executive Director	170,818	163,177	(4.47%)	155,182	91,259	(41.19%)	326,000	254,436	(21.95%)
Theology Worship and Education	867,916	691,115	(20.37%)	1,604,302	1,511,857	(5.76%)	2,472,218	2,202,972	(10.89%)
Evangelism and Church Growth	479,108	89,429	(81.33%)	1,536,225	1,458,875	(5.04%)	2,015,333	1,548,304	(23.17%)
Compassion, Peace and Justice	807,527	819,168	1.44%	2,797,989	2,326,164	(16.86%)	3,605,516	3,145,332	(12.76%)
World Mission	2,120,453	1,712,387	(19.24%)	3,727,751	3,861,364	3.58%	5,848,204	5,573,751	(4.69%)
Racial Ethnic and Women's Ministries	593,987	549,308	(7.52%)	700,878	586,868	(16.27%)	1,294,865	1,136,176	(12.26%)
Shared Services	-	-	-	498,122	551,984	10.81%	498,122	551,984	10.81%
Other	33,662	29,749	(11.62%)	656,033	75,457	(88.50%)	689,695	105,206	(84.75%)
<b>Total Expenses</b>	<b>5,486,720</b>	<b>4,298,094</b>	<b>(21.66%)</b>	<b>12,283,987</b>	<b>11,001,655</b>	<b>(10.44%)</b>	<b>17,770,707</b>	<b>15,299,749</b>	<b>(13.90%)</b>
<b>Change in net assets</b>	<b>\$ (3,425,632)</b>	<b>\$ (2,375,763)</b>	<b>(30.65%)</b>	<b>\$ (1,032,196)</b>	<b>\$ (180,490)</b>	<b>(82.51%)</b>	<b>\$ (4,457,828)</b>	<b>\$ (2,556,253)</b>	<b>(42.66%)</b>

**ITEM A.213  
INFORMATION**

**Monthly Financial Reports – Presbyterian Mission Program Fund (PMPF)**

Financial reports are prepared, analyzed and provided to management for utilization in the decision-making process. The reporting function is essential to make planning and controls effective.

The attached Financials reflect activity through March 31, 2014.

Presbyterian Church (U.S.A.)  
 Presbyterian Mission Program Fund  
 as of March 31, 2014



UNRESTRICTED				
	UNDESIGNATED FUNDS	DESIGNATED FUNDS	PROGRAMMATIC LOAN FUND	COMBINED TOTAL
Balance as of January 1, 2014	13,953,016	5,884,627	954,621	20,792,264
Market value adjustment in investments	14,020			14,020
Net increase (decrease) in loans/receivables	359,266		(359,266)	-
New allocation	(500,000)	500,000		-
Use of allocations		(115,409)		(115,409)
Unused allocations restored	662,759	(662,759)		-
Increase (Decrease) YTD	536,045	(278,168)	(359,266)	(101,389)
<b>Subtotal</b>	<b>14,489,061</b>	<b>5,606,459</b>	<b>595,355</b>	<b>20,690,875</b>
Excess unrestricted revenues/(expenditures) from PMA Budget		(2,375,763)		(2,375,763)
<b>Balance as of March 31, 2014</b>	<b>\$ 14,489,061</b>	<b>\$ 3,230,696</b>	<b>\$ 595,355</b>	<b>\$ 18,315,112</b>
Reserve Requirement				
Unrestricted Receipts		15,269,179		
Directed Mission Support Receipts		3,648,184		
Total		<u>18,917,363</u>		
30% Reserve Requirement		<u>5,675,209</u>		

PRESBYTERIAN MISSION AGENCY BOARD

April 23-24, 2014

Finance and Accounting

Item A.213

Appendix 15

Presbyterian Church (U.S.A.)  
 Presbyterian Mission Program Fund  
 Funds Committed for Special Projects  
 as of March 31, 2014



GRANTS	Original Designation	Balance 1/1/14	Designated	Payments	Restored	Balance 3/31/14
1 Balance of allocations of \$1,093,000 (4/03), \$814,210 (2/04), \$150,000 (12/04), and reallocations (9/06), (2/08), (10/08), (5/10), & (2/12) to support the Independent Abuse Review Panel	116,574	86,637		(7,833)		78,804
a. 2014				(7,538)		288,033
2 Sales of Resources		295,571				7,852
3 Transfer from Plant Fund to Black Pipe SD Property	34,859	7,852				-
4 Allocation (5/12) to balance the 2013 Mission Budget (9/12), (4/13)	2,117,865	662,759			(662,759)	
5 Allocation (5/12) to balance the 2014 Mission Budget (9/12), (4/13)	4,014,845	3,878,809		(2,375,763)		1,503,046
6 2013-2014 New Initiatives Allocation (4/13)	1,000,000	952,999		(100,038)		852,961
7 DREAM Fund			500,000			500,000
8 <b>TOTAL</b>		5,884,627	500,000	(2,491,172)	(662,759)	3,230,696



**PRESBYTERIAN MISSION AGENCY BOARD**

**April 23-24, 2014**

**Finance and Accounting**

**Item A.213**

Appendix 15

**Presbyterian Church (U.S.A.)  
Sales of Resources  
as of March 31, 2014**



	Balance 1/1/14	Additions	(Payments)	Budgeted	Balance 3/31/14
Deputy Executive Director Communications and Development					
Media Services	-				-
Mission Education & Promotion	195,815.68				195,815.68
Church Financial Campaign	-				-
Funds Development	<u>3,967.57</u>				<u>3,967.57</u>
Total	<u>199,783.25</u>	-	-	-	<u>199,783.25</u>
Deputy Executive Director - Mission					
Mission	82,171.72				82,171.72
Social Witness Policy	13,616.29		(7,538.32)		6,077.97
Research Services	-		-		-
Total	<u>95,788.01</u>	-	<u>(7,538.32)</u>	-	<u>88,249.69</u>
<b>TOTAL</b>	<u><u>295,571.26</u></u>	<u>-</u>	<u><u>(7,538.32)</u></u>	<u>-</u>	<u><u>288,032.94</u></u>

**PRESBYTERIAN MISSION AGENCY BOARD**

**April 23-24, 2014**

**Finance and Accounting**

**Item A.213**

Appendix 15

**Presbyterian Church (U.S.A.)  
Programmatic Loan Fund  
as of March 31, 2014**



<b>RECEIVABLE</b>	<b>Balance 1/1/14</b>	<b>Increase (Decrease)</b>	<b>Balance 3/31/14</b>
Receivable from Congregational Ministries Publishing	954,621	(359,266)	595,355
<b>TOTAL PMPF</b>	<b>954,621</b>	<b>(359,266)</b>	<b>595,355</b>
 <b>OTHER RECEIVABLES</b>			
Ghost Ranch Conference Center (Abiquiu & Santa Fe)	2,660,481	245,608	2,906,089
Stony Point Center	1,680,698	24,071	1,704,769
<b>TOTAL OTHER RECEIVABLES</b>	<b>4,341,179</b>	<b>269,679</b>	<b>4,610,858</b>

**PRESBYTERIAN MISSION AGENCY BOARD**

**April 23-24, 2014**

**Finance and Accounting**

**Item A.213**

Appendix 15

**Presbyterian Church (U.S.A.)  
Self Insurance Fund  
as of March 31, 2014**



<b>Balance as of 1/1/14</b>		6,010,024
<b>Revenues:</b>		
Income from investments	6,079	
Unrealized gain (loss)	<u>56,439</u>	
<b>Total revenues</b>		62,518
<b>Expenditures:</b>		
Foundation investment fees	(83)	
Shared Services management fees	(2,500)	
Risk Management recoveries	(19,852)	
Insurance claims paid	<u>(2,415)</u>	
<b>Total expenditures</b>		<u>(24,850)</u>
<b>Funds available 3/31/14</b>		<u><u>6,047,692</u></u>

**ITEM A.214  
FOR INFORMATION**

**Monthly Financial Reports - Per Capita**

Financial reports are prepared, analyzed and provided to management for utilization in the decision-making process. The reporting function is essential to make planning and controls effective.

The attached Per Capita Reports reflect results of operations as of March 31, 2014.

**PRESBYTERIAN MISSION AGENCY BOARD**

April 23-24, 2014

Finance and Accounting

Item A.214

Appendix 15

Presbyterian Church (U.S.A.)

Per Capita

**COMBINED STATEMENTS OF FINANCIAL POSITION**

For the Periods Ended

<b>Assets</b>	Per Capita	Dept. of History	Total 03/31/2014	Total 12/31/2013
Cash and cash equivalents	\$ 69,348	\$ 17,013	\$ 86,360	\$ 63,498
Short term investments	3,202,305	745,116	3,947,421	2,487,649
OGA Foundation	830,296	-	830,296	830,296
Per Capita Investments	3,864,690	-	3,864,690	3,864,690
Long term investments	-	3,735,889	3,735,889	3,735,889
Endowment investments	654,664	80,719	735,383	732,487
Investments PILP	373,838	-	373,838	372,678
Apportionment receivable--current year	10,550,499	-	10,550,499	2,728,335
Apportionment receivable--prior year	1,399,451	-	1,399,451	-
Allowance for Uncollectible Apportionments	(1,368,873)	-	(1,368,873)	(1,363,942)
Other receivables	(599)	165,000	164,401	34,206
Receivable - PMA	-	-	-	-
Prepaid-Other	16,468	5,739	22,207	19,439
Land, Building and Fixed Assets	18,668	3,216,382	3,235,050	3,235,050
Accumulated depreciation	(13,067)	(2,105,345)	(2,118,413)	(2,118,413)
Total Assets	<b>\$ 19,597,685</b>	<b>\$ 5,860,511</b>	<b>\$ 25,458,197</b>	<b>\$ 14,621,860</b>
 <b>Liabilities and Net Assets</b>				
<u>Liabilities:</u>				
Accounts Payable-PMA	\$ 220,935	\$ 27,034	\$ 247,970	\$ 249,403
Accounts Payable	9,235	-	9,235	9,410
Receipts in Process/ Other	120,542	-	120,542	776
Total liabilities	<b>\$ 350,712</b>	<b>\$ 27,034</b>	<b>\$ 377,746</b>	<b>\$ 259,589</b>
 Net assets:				
Unrestricted:				
Undesignated	\$ 16,757,034	\$ -	\$ 16,757,034	\$ 7,215,504
Designated	2,139,000	4,081,021	6,220,022	5,046,268
Temporarily Restricted	261,370	1,057,394	1,318,764	1,315,868
Permanently Restricted	89,569	695,061	784,630	784,630
Total net assets	<b>\$ 19,246,973</b>	<b>\$ 5,833,477</b>	<b>\$ 25,080,450</b>	<b>\$ 14,362,271</b>
Total Liabilities and Net Assets	<b>\$ 19,597,685</b>	<b>\$ 5,860,511</b>	<b>\$ 25,458,197</b>	<b>\$ 14,621,860</b>

**PRESBYTERIAN MISSION AGENCY BOARD**

**April 23-24, 2014**

**Finance and Accounting**

**Item A.214**

Appendix 15

Presbyterian Church (U.S.A.)

PER CAPITA

**STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS**

For The Period Ending March 31, 2014

	UNDESIGNATED			DESIGNATED		TEMPRARILY RESTRICTED		PERM. RESTR.	GRAND TOTAL		
	2014 Budget	YTD Actual	Variance	2014 Budget	YTD Actual	2014 Budget	YTD Actual	YTD Actual	2014 Budget	YTD Actual	YTD Variance
<b>Revenue, gains and other support</b>											
1 Apportionment	\$ 12,983,462	\$ 12,811,584	\$ (171,878)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 12,983,462	\$ 12,811,584	\$ (171,878)
2 Income on investments	213,000	4,787	(208,213)	-	-	-	-	-	213,000	4,787	(208,213)
3 Realized and unrealized gain on investments	-	2,387	2,387	-	-	-	-	-	-	2,387	2,387
4 Sale of resources and services/ Other	-	-	-	1,967,445	125,554	-	-	-	1,967,445	125,554	(1,841,891)
5 Miscellaneous	2,000	-	(2,000)	-	-	-	-	-	2,000	-	(2,000)
<b>Total revenue, gains and other support</b>	<b>\$ 13,198,462</b>	<b>\$ 12,818,758</b>	<b>\$ (379,703)</b>	<b>\$ 1,967,445</b>	<b>\$ 125,554</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 15,165,907</b>	<b>\$ 12,944,312</b>	<b>\$ (2,221,595)</b>
<b>Expenditures</b>											
Programs:											
1 Church Wide Ministries	\$ 5,534,761	\$ 664,373	\$ 4,870,388	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,534,761	\$ 664,373	\$ 4,870,388
2 Ecclesial & Ecumenical Ministries	2,708,546	403,718	2,304,828	-	-	-	-	-	2,708,546	403,718	2,304,828
3 Mid Council Ministries	1,593,719	279,155	1,314,564	-	-	-	-	-	1,593,719	279,155	1,314,564
<b>Total Schedules 1, 2, &amp; 3</b>	<b>\$ 9,837,026</b>	<b>\$ 1,347,245</b>	<b>\$ 8,489,781</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 9,837,026</b>	<b>\$ 1,347,245</b>	<b>\$ 8,489,781</b>
4 Presbyterian Mission Agency/Board	1,804,448	337,320	1,467,128	2,059,774	115,111	-	-	-	3,864,222	452,431	3,411,791
5 Other PMA Supervised Work	902,152	159,249	742,903	-	-	-	-	-	902,152	159,249	742,903
<b>Total Schedules 4, &amp; 5</b>	<b>\$ 2,706,600</b>	<b>\$ 496,569</b>	<b>\$ 2,210,031</b>	<b>\$ 2,059,774</b>	<b>\$ 115,111</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 4,766,374</b>	<b>\$ 611,680</b>	<b>\$ 4,154,694</b>
6 Support Services	521,926	130,481	391,444	-	-	-	-	-	521,926	130,481	391,444
7 Other Expenses	180,000	38,850	141,150	-	-	-	-	-	180,000	38,850	141,150
8 Uncollectible Apportionments	1,000,000	-	1,000,000	-	-	-	-	-	1,000,000	-	1,000,000
9 Staff Severance Costs	-	-	-	-	-	-	-	-	-	-	-
<b>Total expenses</b>	<b>\$ 14,245,552</b>	<b>\$ 2,013,146</b>	<b>\$ 12,232,406</b>	<b>\$ 2,059,774</b>	<b>\$ 115,111</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 16,305,326</b>	<b>\$ 2,128,257</b>	<b>\$ 14,177,069</b>
Uncollectible Apportionments											
Funds Allocated for Subsequent GA	1,354,306	-	(1,354,306)	(1,354,306)	-	-	-	-	-	-	-
Estimated Under-Expenditure	-	-	-	-	-	-	-	-	-	-	-
<b>Change in Net Assets</b>	<b>\$ 307,216</b>	<b>\$ 10,805,613</b>	<b>\$ 10,498,396</b>	<b>\$ (1,446,635)</b>	<b>\$ 10,443</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ (1,139,419)</b>	<b>\$ 10,816,056</b>	<b>\$ (11,955,475)</b>
Net Assets at December 31, 2013		5,951,421			2,128,557		261,370	89,569		8,430,917	
Net Assets at March 31, 2014		\$ 16,757,034			\$ 2,139,000		\$ 261,370	\$ 89,569		\$ 19,246,973	

**ITEM A.215**

**INFORMATION**

**Subject: Monthly Financial Reports - Curriculum**

Financial reports are prepared, analyzed and provided to management for utilization in the decision-making process. The reporting function is essential to make planning and controls effective.

The attached Congregational Ministries Publishing – Curriculum Publishing Program Area Financials reflect activity through March 31, 2014.

**Presbyterian Church (U.S.A.)  
Congregational Ministries Publishing  
Statements of Financial Position**

**March 31, 2014 and 2013**

	<u>2014</u>	<u>2013</u>
<b>Assets</b>		
Accounts Receivables	262,936	250,209
Prepays	-	-
Inventory PDS	164,829	195,195
Inventory - Work in Process Inventory	50,330	60,443
<b>Total Assets</b>	<b><u>478,095</u></b>	<b><u>505,847</u></b>
 <b>LIABILITIES AND NET ASSETS</b>		
<b>Liabilities</b>		
Accounts Payable	5,668	6,243
Accounts Payable - General Missions	595,355	866,936
<b>Total Liabilities</b>	<b><u>601,023</u></b>	<b><u>873,179</u></b>
<b>Net Assets</b>	<b>(122,928)</b>	<b>(367,332)</b>
<b>Total Liabilities and Net Assets</b>	<b><u>478,095</u></b>	<b><u>505,847</u></b>



Presbyterian Church (U.S.A.)  
 Congregational Ministries Publishing  
 Statements of Activities  
 For The Periods Ending March 31, 2014 and 2013

PRESBYTERIAN MISSION AGENCY BOARD

April 23-2, 2014

Finance and Accounting

Item A.215

Appendix 15

	Year-to-Date 2014			Year-to-Date 2013	2014	2014
	Budget	Actual	Variance Positive/ (Negative)	Actual	Actual as a % of Year-To- Date Budget	Actual as a % of Annual Budget
<b>Curriculum Sources of Funding</b>						
<b>Sale of Resources</b>						
Gross Sales-Resources	\$ 330,607	\$ 350,082	\$ 19,475	\$ 352,344	105.89%	18.82%
Discounts-Resources	-	-	-	(5,622)	0.00%	0.00%
Net Sales-Resources	<b>330,607</b>	<b>350,082</b>	<b>19,475</b>	<b>346,722</b>	<b>105.89%</b>	<b>18.82%</b>
Cost of Goods Sold and Misc Prod Exp	78,239	102,798	(24,559)	77,519	131.39%	25.30%
		-				
<b>Curriculum Sale of Resources Gross Margin</b>	<b>252,368</b>	<b>247,284</b>	<b>(5,084)</b>	<b>269,203</b>	<b>97.99%</b>	<b>17.01%</b>
<b>Other Sources of Funding</b>						
Funding From Endowments and ECOs	58,642	45,199	(13,443)	56,745	77.08%	15.08%
Total Other Sources of Funding	<b>58,642</b>	<b>45,199</b>	<b>(13,443)</b>	<b>56,745</b>	<b>77.08%</b>	<b>15.08%</b>
<b>Total Gross Margin - Resources Sales and Other Funding</b>	<b>311,010</b>	<b>292,483</b>	<b>(18,527)</b>	<b>325,948</b>	<b>94.04%</b>	<b>16.68%</b>
<b>Expenses</b>						
Executive Editor's Office	87,072	71,510	15,562	110,899	82.13%	19.83%
General Editor's Office	79,593	68,708	10,885	64,214	86.32%	21.05%
Marketing	81,605	60,277	21,328	66,025	73.86%	15.16%
Point/Resource Center	33,190	28,851	4,339	23,232	86.93%	18.69%
Managing Editor's Office	36,766	35,227	1,539	35,007	95.81%	22.14%
<b>Total Expenses</b>	<b>318,226</b>	<b>264,573</b>	<b>53,653</b>	<b>299,377</b>	<b>83.14%</b>	<b>18.93%</b>
<b>Net Surplus/(Shortfall) From Operations</b>	<b>(7,216)</b>	<b>27,910</b>	<b>35,126</b>	<b>26,571</b>	<b>-386.78%</b>	<b>-7.84%</b>
Internal Service Contracts	-	-	-	-	0.00%	0.00%
<b>Net Surplus/(Shortfall) From Operations Prior To Cost Allocations or Recoveries</b>	<b>(7,216)</b>	<b>27,910</b>	<b>35,126</b>	<b>26,571</b>	<b>-386.78%</b>	<b>-7.84%</b>
Cost Recovery	<b>(82,586)</b>	<b>(84,235)</b>	<b>(1,649)</b>	<b>(85,002)</b>	102.00%	18.87%
<b>Net Surplus/(Shortfall) After Cost Allocations</b>	<b>(89,802)</b>	<b>(56,325)</b>	<b>33,477</b>	<b>(58,431)</b>	<b>62.72%</b>	<b>62.23%</b>
<b>For Information Purposes</b>						
Common Cost Allocations	<b>162,679</b>	<b>194,870</b>	<b>(32,191)</b>	<b>208,399</b>	119.79%	27.00%
Unrestricted Cost Allocations	<b>57,036</b>	<b>96,696</b>	<b>(39,660)</b>		169.54%	39.94%
Restricted Cost Allocations	<b>105,643</b>	<b>98,174</b>	<b>7,469</b>		92.93%	20.46%

Presbyterian Church (U.S.A.)  
 Congregational Ministries Publishing  
 Statements of Activities  
 For The Periods Ending March 31, 2014 and 2013

PRESBYTERIAN MISSION AGENCY BOARD  
 April 23-24, 2014  
 Finance and Accounting  
 Item A.215  
 Appendix 15

	Year-to-Date 2014			2013 Year-To-Date	2014	2014
	Budget	Actual	Variance Positive/ (Negative)	Actual	Actual as a % of Year-To-Date Budget	Actual as a % of Annual Budget
<b>Language Resources Sources of Funding</b>						
<b>Sale of Resources</b>						
Gross Sales-Resources	\$ 24,300	\$ 27,238	\$ 2,938	\$ 26,382	112.09%	23.08%
Discounts-Resources	-	-	-	-	0.00%	0.00%
Net Sales-Resources	24,300	27,238	2,938	26,382	112.09%	23.08%
Cost of Goods Sold and Misc Prod Exp	9,685	13,517	(3,832)	15,779	139.57%	24.96%
		-				
<b>Curriculum Sale of Resources Gross Margin</b>	<b>14,615</b>	<b>13,721</b>	<b>(894)</b>	<b>10,603</b>	93.88%	21.49%
<b>Other Sources of Funding</b>						
Fee For Service	-	-	-	-		
Subscription Services -	-	-	-	-		
Funding From ECOs and Endowments	4,125	2,206	(1,919)	6,822	53.48%	11.92%
Total Other Sources of Funding	4,125	2,206	(1,919)	6,822	53.48%	72.42%
<b>Total Gross Margin - Resources Sales and Other Funding</b>	<b>18,740</b>	<b>15,927</b>	<b>(2,813)</b>	<b>17,425</b>	<b>84.99%</b>	<b>19.34%</b>
<b>Expenses</b>						
Korean Development	47,058	42,457	4,601	47,496	90.22%	21.83%
Spanish Development	41,881	33,535	8,346	33,170	80.07%	19.05%
<b>Total Expenses</b>	<b>88,939</b>	<b>75,992</b>	<b>12,947</b>	<b>80,666</b>	85.44%	20.51%
<b>Net Surplus/(Shortfall) From Operations</b>	<b>(70,199)</b>	<b>(60,065)</b>	<b>10,134</b>	<b>(63,241)</b>	85.56%	20.84%
Internal Service Contracts	-	-	-	-	0.00%	0.00%
<b>Net Surplus/(Shortfall) From Operations Prior To Cost Allocations or Recoveries</b>	<b>(70,199)</b>	<b>(60,065)</b>	<b>10,134</b>	<b>(63,241)</b>	<b>85.56%</b>	<b>20.84%</b>
Cost Recovery	(5,832)	(6,537)	(705)	(6,332)	112.09%	23.08%
<b>Net Surplus/(Shortfall) After Cost Allocations</b>	<b>(76,031)</b>	<b>(66,602)</b>	<b>9,429</b>	<b>(69,573)</b>	<b>87.60%</b>	<b>21.04%</b>
<b>For Information Purposes</b>						
Common Cost Allocations	25,090	26,108	(1,018)	29,168	104.06%	24.04%
Unrestricted Cost Allocations	11,438	14,541	(3,103)		127.13%	30.21%
Restricted Cost Allocations	13,652	11,567	2,085		84.73%	19.12%

**ITEM A.216**

**INFORMATION**

**Subject: Comparative Financial Reports - Stony Point Conference Center**

Financial reports are prepared, analyzed and provided to management for utilization in the decision-making process. The reporting function is essential to make planning and controls effective.

The attached Stony Point Center Financials reflect activity through March 31, 2014.

**PRESBYTERIAN MISSION AGENCY BOARD**

April 23-24, 2014

Finance and Accounting

Item A.216

Appendix 15

PRESBYTERIAN CHURCH USA  
STONY POINT CONFERENCE CENTER  
STATEMENT OF FINANCIAL POSITION  
For the Periods Ended

	<u>3/31/14</u>	<u>12/31/13</u>
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash	\$ 170,459	\$ 211,301
Investments	\$ 0	\$ 0
Other Assets		
Accounts Receivable	\$ 118,068	\$ 140,733
Less: Provision for Uncollectable Amounts	(10,000)	(10,000)
Prepaid	720	10,651
Inventory	30,263	30,263
Total Other Assets	<u>\$ 139,051</u>	<u>\$ 171,647</u>
Fixed Assets	<u>\$ 1,454,033</u>	<u>\$ 1,454,033</u>
<b>TOTAL ASSETS</b>	<u><u>\$ 1,763,542</u></u>	<u><u>\$ 1,836,981</u></u>
<b>LIABILITIES</b>		
Accounts Payable - PMA @12/31/2012	\$ 1,489,583	\$ 1,489,583
Accounts Payable - PMA Current	215,187	191,116
Security Deposits Held	1,500	1,500
Deferred Revenue	95,169	74,901
Other Liabilities	5,592	-
<b>TOTAL LIABILITIES</b>	<u>\$ 1,807,030</u>	<u>\$ 1,757,099</u>
<b>NET ASSETS</b>		
Unrestricted Net Assets	(193,879)	(55,892)
Temporarily Restricted	150,392	135,773
<b>TOTAL NET ASSETS</b>	<u>\$ (43,487)</u>	<u>\$ 79,882</u>
<b>TOTAL LIABILITIES and NET ASSETS</b>	<u><u>\$ 1,763,542</u></u>	<u><u>\$ 1,836,981</u></u>

**PRESBYTERIAN MISSION AGENCY BOARD**

**April 23-24, 2014**

**Finance and Accounting**

**Item A. 216**

Appendix 15

Stony Point  
Monthly Snapshot  
At 3/31/2014

	YTD				Annual Budget	Prior Year YTD	YoY % Chg.
	Actual	Budget	Variance	% Budget			
<b>Revenue</b>							
Campus Revenue	255,946	296,729	(40,783)	0.9	1,757,000	286,736	(10.7)
Contributions	21,683	39,438	(17,755)	55.0	190,000	28,000	(22.6)
Other Revenue	34,042	42,198	(8,155)	80.7	227,120	39,128	(13.0)
<b>Total Income</b>	<b>311,671</b>	<b>378,365</b>	<b>(66,694)</b>	<b>82.4</b>	<b>2,174,120</b>	<b>353,864</b>	<b>(11.9)</b>
<b>Expense</b>							
Housekeeping	(67,162)	(79,108)	11,946	84.9	(320,486)	(58,924)	(14.0)
Food Service	(92,164)	(125,144)	32,979	73.6	(582,161)	(109,540)	15.9
Program	(3,955)	(311)	(3,644)	1,272.5	(38,500)	(100)	(3,855.3)
Transportation	(10,564)	(7,165)	(3,400)	147.4	(68,500)	(7,282)	(45.1)
Readers' Service	(1,169)	(660)	(509)	177.2	(3,000)	(821)	(42.4)
Shop at the Point	(9,274)	(3,173)	(6,101)	292.3	(41,000)	(4,432)	(109.2)
Building and Grounds	(104,453)	(97,805)	(6,648)	106.8	(412,407)	(87,915)	(18.8)
Administration	(148,804)	(158,775)	9,971	93.7	(624,089)	(161,956)	8.1
Gilmor Sloane	(4,973)	(3,374)	(1,598)	147.4	(21,200)	(4,268)	(16.5)
Allison	(3,244)	(3,362)	118	96.5	(10,800)	(3,794)	14.5
Community of Traditions Living	(3,895)	(77)	(3,819)	-	(15,700)	(105)	(3,613.4)
<b>Total Expense</b>	<b>(449,658)</b>	<b>(478,954)</b>	<b>29,295</b>	<b>93.9</b>	<b>(2,137,843)</b>	<b>(439,136)</b>	<b>(2.4)</b>
<b>Operating Income</b>	<b>(137,987)</b>	<b>(100,589)</b>	<b>(37,398)</b>		<b>36,277</b>	<b>(85,273)</b>	<b>(61.8)</b>
<b>Non-Operating/Non-Recurring</b>							
Capital Expenditures	-	-	-	-	-	-	-
Prior Period Adjustments/Write-offs	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
<b>Net Income</b>	<b>(137,987)</b>	<b>(100,589)</b>	<b>(37,398)</b>		<b>36,277</b>	<b>(85,273)</b>	
<b>Separate Expense Breakdown</b>							
Utilities	51,750	(43,036)	(94,786)	(120.2)	(182,169)	44,377	(16.6)
Salaries and Benefits	256,440	(298,810)	(555,251)	(85.8)	(1,152,249)	256,313	(0.0)
Volunteer costs	5,672	(6,969)	(12,641)	(81.4)	(40,179)	6,969	18.6
Other	135,796	(130,139)	(265,935)	(104.3)	(763,245)	131,478	(3.3)
	449,658	(478,954)	(928,612)	(93.9)	(2,137,843)	439,136	(2.4)
<b>Balance Sheet</b>							
	<u>3/31/14</u>	<u>12/31/13</u>					
<b>Assets</b>							
Cash	170,459	211,301					
Accounts Receivable	118,068	140,733					
Less: Prov. for Uncollectable	(10,000)	(10,000)					
Fixed Assets	1,454,033	1,454,033					
Other	30,983	40,914					
	<u>1,763,542</u>	<u>1,836,981</u>					
<b>Liabilities</b>							
Deferred Revenue	95,169	74,901					
Accounts Payable - PMA	1,704,769	1,680,698					
Other	7,092	1,500					
	<u>1,807,030</u>	<u>1,757,099</u>					
<b>Equity</b>	<u>(43,487)</u>	<u>79,882</u>					

PRESBYTERIAN MISSION AGENCY BOARD

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Appendix 15

PRESBYTERIAN CHURCH USA  
 STONY POINT CONFERENCE CENTER  
 PROGRESSION OF TEMPORARILY RESTRICTED NET ASSETS  
 For the Period Ended March 31, 2014

		1/1/2014			3/31/2014
		<u>Balance</u>	<u>Revenue</u>	<u>Expense</u>	<u>Balance</u>
E868808	Stony Point Center	\$ 7,781	\$ -	\$ -	\$ 7,781
SPC2	Friends of Stony Point	8,213	-	-	8,213
SPC3	Betty Parkinson - Stony Point	4,572	-	-	4,572
SPC4	Readers Service	532	86	-	618
SPC5	Meditation Space	33,237	-	-	33,237
SPC7	Lower Manhattan Retreats - 9/11 Healing	6,232	-	-	6,232
SPC8	Women's Leadership and Children at Risk	(0)	-	-	(0)
SPC10	Friends Discretionary Funt	2,667	1,129	-	3,796
SPC12	Spirituality and Justice Prog	2,692	-	-	2,692
SPC14	Scholarships	14,519	-	-	14,519
SPC15	Margaret Flory Msn Lctr	1,415	-	-	1,415
SPC17	Quimby Home	2,300	-	-	2,300
SPC20	Alzheimers Dev	4,598	-	-	4,598
SPC28	SPC Capital Campaign	158	-	-	158
SPC31	Gilmor Sloane House	(8,317)	-	-	(8,317)
SPC32	Community of Living Traditions	(2,544)	-	(400)	(2,944)
SPC34	Margaret Flory Memorial Fund	3,855	-	-	3,855
SPC35	Association for Global Volunteer Service	(0)	-	-	(0)
SPC36	LGBTQ Program-Hostetter	361	-	-	361
SPC37	Build On The Rock	8,920	30,000	(11,060)	27,860
SPC38	Cordee Hamilton Memorial Fund	10,212	485	-	10,697
SPC40	Presbyterian Church Hunger Grant Food Justice	15,000	-	-	15,000
SPC41	Handicap Accessibility Projects	1,404	-	-	1,404
SPC42	Capital Fund Matching Grants	8,132	-	-	8,132
SPC43	Hurricane Sandy Assistance	3,196	-	-	3,196
SPC44	Spring Project	12,851	-	(12,851)	-
	Other	(6,211)	-	7,229	1,018
Total		\$ 135,773	\$ 31,700	\$ (17,082)	\$ 150,392

**ITEM A.217  
INFORMATION**

**Subject: Comparative Financial Reports - Ghost Ranch Conference Center**

Financial reports are prepared, analyzed and provided to management for utilization in the decision-making process. The reporting function is essential to make planning and controls effective.

The attached Ghost Ranch Financials reflect activity through March 31, 2014.

Presbyterian Church (U.S.A.)  
 Ghost Ranch Conference Center  
 Statement of Financial Position

	<u>Mar. 31, 2014</u>	<u>Dec. 31, 2013</u>
<b>ASSETS</b>		
Cash		
Cash & Money Market Funds	\$ 623,096	\$ 260,712
Cash in Process	(25,452)	90,787
Petty Cash	4,484	4,484
Total Cash	<u>\$ 602,129</u>	<u>\$ 355,983</u>
Investments		
Long-term Investments at the Foundation	467,358	467,358
Other Assets		
Accounts Receivable	\$ 119,839	\$ 86,121
Prepaid Expenses	53,526	99,838
Inventory	130,692	139,444
Total Other Assets	<u>\$ 304,057</u>	<u>\$ 325,404</u>
Fixed Assets	<u>5,755,127</u>	<u>5,812,459</u>
<b>TOTAL ASSETS</b>	<b><u>\$ 7,128,671</u></b>	<b><u>\$ 6,961,203</u></b>
<b>LIABILITIES</b>		
Interfund	\$ 2,906,089	\$ 2,660,481
Accounts Payable - Accruals	169,211	33,434
Amounts Held for Others	10,727	12,566
Notes Payable	5,703	7,098
Deferred Revenue	802,769	221,081
Total Liabilities	<u>\$ 3,894,499</u>	<u>\$ 2,934,660</u>
<b>NET ASSETS</b>		
Unrestricted Net Assets	\$ 2,655,441	\$ 3,454,333
Temporarily Restricted	111,373	104,852
Temporarily Restricted-La Bruzza	(65,292)	(65,292)
Permanently Restricted-La Bruzza	532,650	532,650
Total Net Assets	<u>\$ 3,234,171</u>	<u>\$ 4,026,543</u>
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b><u>\$ 7,128,671</u></b>	<b><u>\$ 6,961,203</u></b>

Footnote: These statements were prepared based on information presented by management of Ghost Ranch.



Presbyterian Church (U.S.A.)  
 Ghost Ranch Conference Center  
 Statement of Activities  
 For the Periods Ending March 31, 2014 and 2013

**PRESBYTERIAN MISSION AGENCY BOARD**  
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Appendix 15

	YTD 2014			Budget		3/13 YTD Actual
	Actual	Budget	Variance	Annual	Unused	
Revenue						
Operating Revenues						
Program	\$ 221,454	\$ 206,400	\$ 15,054	\$ 1,804,000	\$ (1,582,546)	\$ 136,953
Groups & Meetings	35,522	57,500	(21,978)	1,150,000	(1,114,478)	50,891
Overnight Stays	31,386	23,000	8,386	243,000	(211,614)	22,989
Day Activities	23,058	23,550	(492)	295,700	(272,642)	16,529
Retail Operations	46,812	37,000	9,812	483,000	(436,188)	34,760
Museums	2,193	3,500	(1,307)	37,200	(35,007)	1,033
Ranchland Revenue (Movies, Water, Grazing)	35,498	36,250	(752)	145,000	(109,502)	58,926
Other Miscellaneous	11,571	6,550	5,021	64,300	(52,729)	9,527
Total Operating	<u>\$ 407,493</u>	<u>\$ 393,750</u>	<u>\$ 13,743</u>	<u>\$ 4,222,200</u>	<u>\$ (3,814,707)</u>	<u>\$ 331,607</u>
Non-Operating Support						
Annual Fund	\$ 70,846	\$ 68,900	\$ 1,946	\$ 550,000	\$ (479,154)	\$ 62,792
NGRF Support	-	-	-	150,000	(150,000)	-
Total Non-Operating Support	<u>\$ 70,846</u>	<u>\$ 68,900</u>	<u>\$ 1,946</u>	<u>\$ 700,000</u>	<u>\$ (629,154)</u>	<u>\$ 62,792</u>
Santa Fe Revenue	\$ 0	\$ -	\$ 0	\$ -	\$ 0	\$ 1
<b>Total Revenue</b>	<u>\$ 478,340</u>	<u>\$ 462,650</u>	<u>\$ 15,690</u>	<u>\$ 4,922,200</u>	<u>\$ (4,443,860)</u>	<u>\$ 394,401</u>
Expenditures						
Ranch Operations						
Facilities, Operations & Guest Services	\$ 432,889	\$ 372,737	\$ (60,152)	\$ 1,518,485	\$ 1,085,596	291,198
Food Service & Housekeeping	215,786	217,031	1,245	1,094,422	878,636	175,094
Education	186,131	168,847	(17,284)	898,330	712,200	158,374
Total Ranch Operations	<u>\$ 834,806</u>	<u>\$ 758,614</u>	<u>\$ (76,192)</u>	<u>\$ 3,511,238</u>	<u>\$ 2,676,432</u>	<u>\$ 624,666</u>
Marketing & Admin. Expenses						
Director's Office & Board	\$ 24,863	\$ 24,280	(583)	\$ 109,898	85,035	45,586
Finance	51,143	52,308	1,165	212,095	160,951	45,253
Marketing	86,932	80,409	(6,523)	323,061	236,129	63,397
HR & IT	36,902	35,795	(1,107)	141,590	104,688	43,655
Funds Development	54,834	54,661	(173)	263,734	208,900	29,322
	<u>\$ 254,675</u>	<u>\$ 247,453</u>	<u>\$ (7,222)</u>	<u>\$ 1,050,377</u>	<u>\$ 795,703</u>	<u>\$ 227,213</u>
Other Operating Expenses						
Retail Operations	\$ 67,838	\$ 59,140	(8,698)	\$ 421,085	353,247	\$ 38,308
Museums	33,125	33,493	368	137,424	104,299	46,840
	<u>\$ 100,963</u>	<u>\$ 92,633</u>	<u>\$ (8,330)</u>	<u>\$ 558,509</u>	<u>\$ 457,546</u>	<u>\$ 85,148</u>
Santa Fe Expenses	22,047	19,076	(2,970)	32,077	10,030	19,324
<b>Total Expenditures</b>	<u>\$ 1,212,490</u>	<u>\$ 1,117,776</u>	<u>\$ (94,714)</u>	<u>\$ 5,152,200</u>	<u>\$ 3,939,711</u>	<u>\$ 956,350</u>
<b>Net Income (Loss)</b>	<u>\$ (734,150)</u>	<u>\$ (655,126)</u>	<u>\$ (79,024)</u>	<u>\$ (230,000)</u>	<u>\$ (504,150)</u>	<u>\$ (561,950)</u>
Other Adjustment	-					
Net Change in Net Assets	<u>\$ (734,150)</u>					
Unrestricted Net Assets at January 1, 2014	<u>(2,151,561)</u>					
Unrestricted Net Assets at March 31, 2014	<u>\$ (2,885,710)</u>					

PRESBYTERIAN MISSION AGENCY BOARD

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Finance and Accounting

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Appendix 15

Presbyterian Church (U.S.A.)  
Ghost Ranch Conference Center

Progression of Temporarily Restricted Net Assets  
For the Period Ending March 31, 2014

		1/1/2014			3/31/2014
		Beginning			Ending
		<u>Balance</u>	<u>Revenue</u>	<u>Expense</u>	<u>Balance</u>
GRATR5	Museum	25,375	5,032	(2,224)	28,182
GRATR9	Scholarships	7,003	-	-	7,003
GRATR13	Archival	800	-	-	800
GRATR15	Accessibility	3,663	-	-	3,663
GRATR18	Capital Campaign - Housing	14,990	-	-	14,990
GRATR27	Casa del Sol Facilities	133	525	(161)	497
GRATR30	Campground Summit	10,792	-	-	10,792
GRATR34	Scholarships - Casa del Sol	14,614	-	-	14,614
GRATR37	Golf Carts	-	-	-	-
GRATR41	Outdoor Adventures	315	-	-	315
GRATR43	Johnson-Discerning the Times	10,000	-	-	10,000
GRATR45	Presbyterian Hunger Program National Grant	387	-	-	387
GRATR46	The Dorr Foundation	406	-	-	406
GRATR47	David B Jones Foundation	804	-	-	804
GRATR49	Peace Garden	(293)	-	-	(293)
GRATR50	Trail Restoration	(1,862)	-	1,862	(0)
GRATR51	College Staff Fund	-	-	-	-
GRATR52	Other Miscellaneous Projects	11,992	4,075	-	16,067
GRATR53	Hospitality Consulting / Review	2,927	-	-	2,927
GRATR54	McCune Institute for Youth Grant	-	-	-	-
GRATR55	Service Corps	3,139	-	-	3,139
GRSTR1	Meeting Ground	(332)	-	-	(332)
	All Other	-	-	(2,588)	(2,588)
	Total Temporarily Restricted Net Assets	<u>104,852</u>	<u>9,632</u>	<u>(3,111)</u>	<u>111,373</u>

**ITEM B.200**  
**FOR INFORMATION**

**Jinishian Memorial Program Strategic Plan**  
**2014-2019**

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Goals, Strategies and Indicators for Priority Issues	6-7
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Abbreviations:

GC	Governance Commission
JMP	Jinishian Memorial Program
LAC	Local Advisory Committees
PC(USA)	Presbyterian Church (U.S.A.)
PMAB	Presbyterian Mission Agency Board
USAC	United States Advisory Committee

## Background and Current Situation

Created by a \$9.2m bequest from Vartan H. Jinishian in 1966 in memory of his parents, the Jinishian Memorial Program (JMP) is an international relief and development organization administered by The Presbyterian Church (U.S.A.) [PC(USA)] that provides basic social services, grants for relief, developmental assistance, and spiritual uplift to poor and needy Armenians in Syria, Lebanon, Jerusalem, Turkey, the Republic of Armenia, Nagorno-Karabakh and Georgia. Nearly \$45 million has been expended in Armenia and the Middle East over 45 years.

JMP works in human development, which focuses on the social, psychological and economic aspects of development. It supports affordable housing, gives small loans, offers preventative and curative health care, and provides social assistance to the sick, elderly, and other socially vulnerable persons. It develops community-based and economic development projects that promote self-sufficiency and works with other Armenian and non-Armenian humanitarian organizations in a wide range of social problems. JMP uses highly qualified development specialists, licensed social workers, doctors, nurses, accountants, and business administrators to fulfill its goals.

Two program staff persons in the JMP management office in Louisville supervise seven operational sites in five countries: Armenia, Lebanon, Syria, Turkey and Jerusalem. At those sites JMP utilizes the services of over 55 employees, as well as about 50 volunteers from the local Armenian communities, to meet its strategic objectives. PC(USA), the parent organization of JMP, and JMP management gain advice and counsel from a self-perpetuating U.S. Advisory Committee (USAC), whose make-up and mandate are stipulated in the Jinishian Will (See Appendix B). The JMP Governance Commission carries out the governance responsibilities of the Presbyterian Mission Agency Board (PMAB), the official governing board of the PC(USA). The Commission is comprised of the five members of USAC and two additional members named by the PMAB. The Commission carries out the authority of the PMAB, subject to a process of review. JMP management uses email, telephone, fax and frequent on-site travel to communicate policies, guidance, and direction to the respective country programs, as well as to bring back reports and evaluative program information to the PC(USA). International audit firms are contracted to make annual reports to the PMAB audit committee.

In the past, JMP benefited from stable funding from the Jinishian endowment fund. Since 2004, JMP has been in the decline phase of its life cycle, due to a decrease in revenues received from the endowment fund's investments. As JMP seeks to circumvent the decline phase and move into a renewal phase, it undertook several fundraising initiatives to promote the work of JMP in North America and to involve more partners and contributors to the project funding. The initial steps have been taken during the last five years and the process moved forward, but more significant steps and efforts are needed to reach more organizations and individuals interested in JMP.

JMP's strengths are its dedicated staff, holistic approach to serving its beneficiaries, ability to form meaningful, ecumenical partnerships, and capacity to mobilize community members. JMP has identified opportunities to evolve as an effective development organization, attract volunteers committed to the mission, and implement a public relations campaign to enhance its strengths and to offset and overcome its weaknesses and threats. JMP recognizes the need for expanding lifelong learning opportunities for the Commission members, staff and volunteers, improving its internal and external communication mechanisms and increasing its understanding of the diverse contexts in which its beneficiaries live and program staff operates. JMP faces many challenging external factors adversely affecting its programs, staff and beneficiaries, such as political and economic instability in the countries it serves resulting in growing needs of larger numbers of impoverished Armenians.

Brief History of Armenians

From Serving the Least of These, by Rev. Sylvia Casberg Guinn-Ammons  
[http://www.pcusa.org/jinishian/resources/JinishianMemorial\\_book.pdf](http://www.pcusa.org/jinishian/resources/JinishianMemorial_book.pdf)

Armenians, an ancient people tracing their heritage back to one of the Aryan (INDO-EUROPEAN) tribes from the north, settled in a region occupied by the Urartians who lived on the Anatolian plateau in 1300 B.C. The first mention of the name Armenian appears in the Behistun inscription of the sixth century (521 B.C.). Behistun lands stretched from the Euphrates River in the west to regions near the Caspian Sea in the east, Lake Urmia in the south, and the Caucasus region in the north. According to Genesis 8:4, repopulation of the earth began when Noah's ark came to rest on Mount Ararat in historical Armenia. Considered by many to be the cradle of civilization, Armenia today makes up less than 10 percent of its historical territory. Through centuries of occupation and invasion, Armenians have preserved their identity through deep devotion to the Armenian Church and the Armenian alphabet and language.

Armenia is the oldest Christian nation. St. Gregory the Illuminator converted King Trdat III in 301 A.D. and baptized the populace en masse, proclaiming Christianity the faith of the state 10 years before Rome did the same. The year 2001 celebrated 1700 years of Christianity in Armenia. Today there are three major Armenian denominations: the Armenian Apostolic Orthodox, the Armenian Evangelical, and the Armenian Catholic. April 24 is a day of mourning for all Armenians. On this day in 1915, more than 200 Armenian leaders were arrested in Constantinople (now Istanbul), taken to the interior of Turkey, and murdered. Thus began the systematic elimination of 1.5 million – 2 million Armenians who were citizens of the Ottoman Turkish State. Armenians were shot, hung, drowned, deported, and left to starve in the desert, but the world heard little of these atrocities. Nor was that the first time Armenians had been singled out for persecution. Earlier massacres had occurred in 1885 and 1886 in eastern Anatolia, where 100,000 perished, and again in 1909 in the district of Adana, claiming the lives of more than 50,000. U.S. ambassador to the Ottoman Empire Henry Morgenthau, acting on instructions from Secretaries of State William Jennings Bryan and Robert Lansing, organized and led protests. Representatives from other nations voiced their concerns, but the significance of the Armenian genocide was masked by the clouds of World War I gathering over Europe.

The Armenian Diaspora of more than 5 million is scattered around the world. The largest communities are in the United States, Lebanon, Syria, Iran, Canada, France, Russia, Argentina, and Australia, with smaller communities in Iraq, Bulgaria, Greece, Uruguay, Brazil, Turkey, and Cyprus. The dispersion extends into the rest of the world as well. All Armenians remember what is often referred to as “the forgotten genocide of the 20th century,” and their memories shape the way they recount their genealogy and the way they count their blessings. Vartan Jinishian remembered too. Tacked to a bulletin board in the JMP Beirut office is this short paragraph written by William Saroyan, Armenian-American author: “I should like to see any power of the world destroy this race, this small tribe of unimportant people, whose wars have all been fought and lost, whose structures have crumbled, literature is unread, music is unheard, and prayers are no more answered. Go ahead, destroy Armenia. See if you can do it. Send them into the desert without bread or water. Burn their homes and churches. Then see if they will not laugh, sing and pray again. For when two of them meet anywhere in the world, see if they will not create a New Armenia.”

Jinishian Memorial Program Mission Statement

JMP enables Armenians in need to move from poverty and despair to self-sufficiency and hope through relief, development and spiritual uplift. We commit ourselves to working ecumenically in the fulfillment of this mission.

Vision statement for 2014-2019

JMP helps diverse, vulnerable Armenian communities to achieve a dignified life through devoted excellence in service and compassionate leadership as it grows its network and resources.

JMP is committed to

Core Values

- Stewardship of the will and funds: being a responsible caretaker and carrying out the wishes of its benefactor and donors in the best ways possible
- Accountability: honesty and integrity in reporting achievements, organizational goals, budgets and financial statements, seeking input from stakeholders on programs, services and determining mutual responsibilities
- Inclusiveness: working in unity to achieve organizational goals and respecting the diversity and opinions of beneficiaries when making decisions and designing and implementing programs
- Compassion: recognizing and serving the diverse needs of beneficiaries, staff and volunteers with compassion and justice
- Transparency: communicating openly with internal and external stakeholders, yet respecting confidentiality where necessary
- Competency: providing professional development and striving to maintain an environment that encourages creative ways to improve our programs, services, knowledge and skills

Priority Issues

The following five priority issues are the concerns on which JMP needs to focus in order to reach its vision for 2019: JMP helps diverse, vulnerable Armenian communities to achieve a dignified life through devoted excellence in service and compassionate leadership as it grows its network and resources.

1. Adapt to meet current needs of Armenian communities. Rationale: JMP commissioners and staff recognize that indigenous leadership and flexibility in the face of changing populations, politics, economies and conflicts has been JMP's greatest strength over the past couple of years. The ongoing priority is to remain nimble and to identify at the grassroots level how to assist the most vulnerable, working in active partnership with other long-standing and new regional agencies. These partners represent the ecumenical demographics of diverse Armenian communities. This approach also balances the twin emphasis on relief and development, allowing for emergency aid in crisis while maintaining the focus on long-term, empowering, non-dependent impact. JMP leadership aims to continue the successful advances made over the past five years as an effective development organization. Within this scope, health-related care is the core operation, reflecting the emphasis of Jinishian's will and the expertise of our JMP staff.
2. Retain and equip best qualified staff. Rationale: Devoted excellence in service requires ongoing maintenance of professional expertise and internal communications. Management aims to foster an organizational culture of compassion and collegiality so that all staff is equipped to serve their constituents drawing on best practices and regional and international exchange. Professional development will provide the staff with training and education to gain valuable skills to enhance their job performance and positively respond to changes in responsibilities; give them the opportunity to reach their full potential as individuals; boost their self-efficacy and motivation level; increase productivity; and build commitment to the JMP mission. Organizational structure and job responsibilities also need to reflect primary goals and objectives. Because of finite resources, all staff development activities and human resource decisions must be strategically aligned with priority issues.
3. Expand communication and networking. Rationale: Responsive expertise and continuous delivery of relief and development services requires a sustainable source of funding, which begins with a network of informed and inspired supporters. Armenian-American communities need to hear JMP success stories so that they have the opportunity to become partners. This is currently an underutilized potential resource, and JMP must be strategically placed and prepared to reach out to others who care about the plight of Armenians across the globe and who recognize the distinctive assets JMP has to bring hope and self-sufficiency in the face of poverty and despair.
4. Achieve long-term financial stability and growth. Rationale: While JMP's income from investments declines and budgets are cut, its ability to address higher costs and the growing number of impoverished Armenians weakens, as Armenians in the Middle East and Armenia are faced with continuous political and economic instability. In order to sustain and adapt programs to address the current situation and remain faithful to the JMP mission, JMP must build up its fundraising capacity and diversify its funding sources.
5. Maintain effective governance. Rationale: The key to an effective organization is in governance. In order to provide the insight, wisdom, responsiveness and responsible guidance needed in complex times within a multi-dimensional organization, board leadership must remain closely connected to the field through evidence-driven reporting and first-hand witness. Building strong board-staff relations and focusing on financial and support-raising priorities enhances JMP's unity of focus and community profile so that JMP can continue to fulfill its mission.

**PRESBYTERIAN MISSION AGENCY BOARD**

**April 23-25, 2014**

**World Mission Ministry Area**

Appendix 15

Priority	Goal	Strategies	Indicators
1. Adapt to meet current needs of Armenian communities	<ul style="list-style-type: none"> <li>• 50% of the projects lead to positive change and long- term impact</li> <li>• 50% of services are developed to eliminate dependency on assistance</li> <li>• To alleviate critical needs of most vulnerable in a timely and efficient manner, prioritizing health assistance among relief activities</li> </ul>	<ul style="list-style-type: none"> <li>• Empower youth to take active role in development of their community/country</li> <li>• Improve health care systems</li> <li>• Provide health assistance</li> <li>• Offer microloans</li> <li>• Develop technical and professional skills</li> <li>• Utilize alternative sources/methods to support the needy</li> <li>• Incorporate a developmental approach that would foster skills for independent living</li> <li>• Provide an educational aspect along with relief</li> <li>• Provide emergency assistance in times of crisis</li> </ul>	<ul style="list-style-type: none"> <li>• Percentage of projects having impact longer than 3 years</li> <li>• Number of new initiatives</li> <li>• Percentage of returning /non- returning beneficiaries</li> <li>• Number of delinquent loans</li> <li>• Number of impact assessments conducted</li> <li>• Number of beneficiaries in each area of support</li> <li>• Identify alternative sources of support (individuals, partner organizations)</li> </ul>
Priority	Goal	Strategies	Indicators
2. Retain and equip best qualified staff	<ul style="list-style-type: none"> <li>• To enhance professional expertise of staff to best fulfill assigned responsibilities</li> <li>• To improve quality and effectiveness of internal communication</li> </ul>	<ul style="list-style-type: none"> <li>• Implement exchanges among staff and organizations (internal and external)</li> <li>• Identify new training and self-development opportunities</li> <li>• Prioritize areas of professional development that are most urgent and respond appropriately</li> <li>• Assess and develop human resources capacity</li> <li>• Perform annual evaluations and develop follow-up plan for each staff member</li> <li>• Conduct annual senior staff meetings</li> <li>• Enhance organizational culture</li> <li>• Host field volunteer/interns</li> </ul>	<ul style="list-style-type: none"> <li>• Number of international exchanges</li> <li>• Number of trainings attended</li> <li>• Percentage of staff evaluated annually</li> <li>• Staff consistently meets performance goals</li> <li>• Number and structure of staff appropriately corresponds to operational needs</li> <li>• At least one senior staff meeting annually</li> </ul>
Priority	Goal	Strategies	Indicators
3. Expand communication and networking	<ul style="list-style-type: none"> <li>• To tell story of JMP mission to 10,000 potential partners</li> </ul>	<ul style="list-style-type: none"> <li>• Expand JMP potential partner database</li> <li>• Sustain effective communication with current donors/partners</li> </ul>	<ul style="list-style-type: none"> <li>• Number of individuals/organizations receiving communications: direct mail recipients, web and electronic users</li> </ul>



**PRESBYTERIAN MISSION AGENCY BOARD**

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	<ul style="list-style-type: none"> <li>To develop cooperation with at least ten organizations and 50 individuals</li> </ul>	<ul style="list-style-type: none"> <li>Sustain ecumenical collaboration</li> <li>Relocate JMP office to be better connected with Armenian-American philanthropic community</li> <li>Attend gatherings and events to build relationships with like-minded organizations and potential partners</li> <li>Organize meetings with leaders of like-minded organizations and potential partners</li> <li>Organize events to engage individuals and donors in JMP work</li> <li>Establish professional internships in development and public relations efforts</li> </ul>	<ul style="list-style-type: none"> <li>Number of individuals/organizations actively connected</li> <li>Number of long-term partnerships established</li> <li>Number of events attended</li> <li>Number of events organized</li> </ul>
<b>Priority</b>	<b>Goal</b>	<b>Strategies</b>	<b>Indicators</b>
4. Achieve long-term financial stability and growth	<ul style="list-style-type: none"> <li>Donors increase to 100 individuals and organizations</li> <li>Fundraising revenue constitutes 20% of the overall budget</li> </ul>	<ul style="list-style-type: none"> <li>Contract fundraising professional</li> <li>Build major donor partnerships</li> <li>Diversify sources of revenue</li> <li>Seek out co-funding opportunities</li> <li>Monitor Foundation management of endowment</li> </ul>	<ul style="list-style-type: none"> <li>Number of major donors with longstanding commitment</li> <li>Number of private donors</li> <li>Number of organizations donating</li> <li>Amount of money raised</li> </ul>
<b>Priority</b>	<b>Goal</b>	<b>Strategies</b>	<b>Indicators</b>
5. Maintain effective governance	<ul style="list-style-type: none"> <li>To continue seeking guidance and connection with the JMP Commission</li> <li>To make responsible decisions that are appropriate for the multi-dimensional program needs in their respective contexts</li> <li>To provide the best evidence from the field to inform USAC and Commission decisions</li> </ul>	<ul style="list-style-type: none"> <li>Organize JMP board and commission regular visits to country programs</li> <li>Organize quarterly meetings between coordinator and USAC chair</li> <li>Conduct annual senior staff meeting</li> <li>USAC/Commission meet twice a year</li> <li>Revise and maintain reporting structure at all levels</li> <li>Review JMP Guidelines to adjust them to current needs</li> <li>Conduct annual audit of country programs</li> </ul>	<ul style="list-style-type: none"> <li>Each board member visits a country program at least once within five years</li> <li>Updated JMP Guidelines</li> </ul>

**Monitoring and Evaluation Plan**

\*Indicators relating to this section are included in chart above.

Each year an annual operational plan will be created that focuses on immediate strategies and action steps for the coming year. In addition, the plan will include task accountabilities, metrics and milestones, as well as indicate resources needed to accomplish goals and strategies.

The JMP commission will meet at least twice a year to hold strategic conversations about its progress according to the strategic plan, the oversight responsibilities of the commission, and the identification of new strategies to be employed if necessary, to address environmental shifts affecting the organization and its programs. The spring meeting should be to thoroughly review the previous year's progress, as well as the first quarter of that year. The second meeting in fall will review the current year's progress and set operational plans for the following year.

At least quarterly, a report from the JMP Coordinator to the Commission will be submitted that is formatted to the goals of the strategic plan. The Commission will also receive quarterly reports from the associate and country program directors or advisory committee chairs (Turkey and Jerusalem) to monitor the progress of strategic plan throughout the year.

Annual Louisville staff performance goals will be created and derived directly from the strategic plan during year-end performance appraisals. At least quarterly, performance conversations with each Louisville staff member will be held to review their goals from the strategic plan and manage any individual adjustments to be made. Annual country programs' staff performance goals will be created and derived directly from the country programs' strategic plans that are in line with the global strategic plan. At least quarterly, performance conversations with each country program staff member will be held with their direct supervisor to review their goals from the strategic plan and manage any individual adjustments to be made.

Louisville management will touch base on a monthly basis with all country programs to review the overall progress of the strategic plan, in each area; providing opportunities for others to offer adjustment insights. Twice a year, senior staff will meet as a team to discuss progress of the strategic plan.

During site visits by Louisville management informal and formal interactions with beneficiaries will be held throughout the planning process to measure progress and adjust or change strategies as necessary to address priority issues and accomplish planned outcomes.

Louisville staff will have quarterly reviews of the financial statements with the finance department to track the financial performance of the Presbyterian Foundation and JMP budget allocation of resources to the strategic plan so appropriate adjustments can be made. Information will be shared with Commission members in the quarterly reports. Country programs will submit monthly financial statements to Louisville Management.

Annual reports from all country programs will be circulated throughout the organization. The annual reports will be formatted to the goals of the country program strategic plans that are in line with the global strategic plan.

JMP will have a yearly budget process that takes into account strategies of the plan that were achieved either more quickly than anticipated, or that will require additional time – all of which have a budgeting impact on the coming year. The process should also take into account strategic conversations of the

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Commission, which may have reprioritized strategies or which may have created new strategies in response to staff and beneficiary input and the changing environment that must be incorporated into the financial plan.

Monitoring and Evaluation Chart

JMP Commission	<ul style="list-style-type: none"><li>• Annual spring meeting – review progress on S.P.</li><li>• Annual fall meeting – review progress on S.P. &amp; develop operational plan for coming year</li></ul>
Louisville Management	<ul style="list-style-type: none"><li>• Periodic site visits throughout the year</li><li>• Monthly management meeting to monitor operational plan and review progress on strategic plan</li><li>• JMP Coordinator touch base monthly with Country Directors</li><li>• JMP Coordinator sends quarterly reports to Commission</li><li>• JMP Coordinator sends quarterly reports to Commission</li><li>• Hold quarterly performance conversations</li><li>• Annual performance appraisals</li><li>• Quarterly finance reviews with F&amp;A</li><li>• Bi-annual senior staff meetings</li><li>• Draft annual operational plan for fall Commission meeting</li><li>• Yearly budget process</li></ul>
Country Program Directors	<ul style="list-style-type: none"><li>• Submit monthly financial statements to Louisville</li><li>• Directors send quarterly program reports to JMP Coordinator</li><li>• Quarterly performance conversations with JMP Coordinator</li><li>• Bi-annual senior staff meetings</li><li>• Annual performance appraisals with JMP Coordinator</li><li>• Annual reports</li></ul>
Turkey and Jerusalem	<ul style="list-style-type: none"><li>• Submit monthly financial statements to Louisville Management</li><li>• JMP Coordinator touch base periodically with Jerusalem and Turkey programs</li><li>• Annual reports</li></ul>

### Assumptions

The strategic plan document was created based on a few assumptions, which need to be taken into account during the implementation period of the plan. JMP is assuming a certain amount of humility on the part of all its staff and commission members – recognizing room for growth – and that all internal stakeholders have a willingness and openness to respect the diverse environments in which JMP operates and consider new possibilities to achieving its vision. JMP believes individuals and congregations share its values and have an interest in supporting the work it does (financially and through volunteer efforts). JMP also presumes that the political and economic instability in countries where it works will persist, which will likely result in a migration of Armenians from the Middle East. Continuing or worsening political circumstances will also result in increased need to continue providing a certain level of emergency relief in the countries of Middle East, while increasing its work in development in Armenia. Nevertheless, sustainability of the projects impact should still be a focus and all the projects should be shaped to achieve the highest efficiency and sustainability.

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Appendix A: Strategic Planning Team Philadelphia, PA  
October 17-18, 2013

**Retreat Participants**

- |                            |                                        |
|----------------------------|----------------------------------------|
| 1. Eliza Minasyan          | JMP Executive Director                 |
| 2. Cara Taylor             | JMP Administrative Assistant, Recorder |
| 3. Armen Hakobian          | Armenia Director                       |
| 4. Pauline Pamboukian      | Lebanon Interim Director               |
| [Excused] Talin Topalakian | Syria Director                         |
| <br>Commission Members:    |                                        |
| 5. Vicki Chopourian Gehrt  | USAC Chair                             |
| 6. Michael Haratunian      | USAC Member                            |
| 7. Mark Momjian            | USAC Member                            |
| 8. Amgad Beblawi           | USAC Member, World Mission, PCUSA      |
| 9. Greg Allen-Pickett      | USAC Member, World Mission, PCUSA      |
| 10. Martin Lifer           | Governance Commission Chair, PMAB      |
| 11. Jack Hodges            | Governance Commission, PMAB            |
| <br>Other PCUSA Staff:     |                                        |
| 12. Beth Basham            | PCUSA Director of Strategic Management |

**ITEM B.201  
FOR INFORMATION**

**Jinishian Memorial Program United States Advisory Committee and Governance Commission  
Minutes February 5, 2014**

I. Attendance:

United States Advisory Committee (USAC) present: Vicki Gehrt (Chair), Michael Haratunian, Greg Allen-Pickett (World Mission), Amgad Beblawi (World Mission)  
Governance Commission (GC) member present: Jack Hodges

Staff present: Eliza Minasyan (Jinishian Memorial Program (JMP) Coordinator/Executive Director); Cara Taylor (Administrative Assistant)

Absent: USAC member Mark Momjian, GC member Martin Lifer

II. Relocation

Housing: Eliza Minasyan reported on her research since the fall meeting. She can receive only 20% additional compensation for her salary. However, property rental in the region is more than twice as expensive as Louisville, not taking other costs of living into account. During her family's December visit to Paramus, NJ, the Armenian Presbyterian Church gave a moderate price for rental homes owned by the congregation, and she determined that this was her best option. Yet in January she was informed that there are no foreseeable vacancies in these properties. Vicki Gehrt offered to make some contacts locally to determine why the Paramus property situation changed and will ask Mark Momjian to do the same.

Office: Regarding office space, Eliza also visited with Jarvie director Margaret Reiff and toured the Interchurch Building in uptown Manhattan. The initial proposal is for a home office in the Paramus area for everyday use with Interchurch Center conference space available in Manhattan for meetings. Michael Haratunian also offered the Karaguesian office conference room as available in midtown Manhattan, with no need for a contract. The Jinishian office budget would subsidize her housing costs.

Conclusion: The committee feels that the overall idea is workable. Eliza will make another visit to look for another house in our budget. In order for relocation to happen this year, property must be available for a move in June. Greg Allen-Pickett needs to look at the specific written proposal for world mission to check precedence and approve the relocation.

III. Strategic plan

Eliza Minasyan presented the strategic plan as distributed over email (along with comments from Syria country director Talin Topalakian who was absent at the fall Strategic Planning meeting), including the new vision statement proposed by country directors. Vicki Gehrt had formatting suggestions for the core values section. She suggested changing "we grow our" to "it grows its" in the new vision statement (referencing JMP as the antecedent). Approval needed for staff to develop and implement strategic plans for each country programs.

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**ACTION:** Motion to accept the JMP Strategic Plan 2014-2019 was seconded. All present voted in favor with added vision statement: *JMP helps diverse, vulnerable Armenian communities to achieve a dignified life through devoted excellence in service and compassionate leadership as it grows its network and resources.*

**IV.** May Meeting location

Date decided last fall: May 15-16. Eliza Minasyan proposes Louisville, KY. Discussion deferred to a later email exchange with all present.

**V.** Funds Development Proposal for Southern California

Jack Hodges presented the proposal and offered his free services. He cannot accept compensation but will have travel expenses paid by JMP in accordance with Mission Agency Board ethics. He serves on JMP through the May 2014 meeting. Vicki Gehrt loves this concept to enhance our reputation and fundraising among Presbyterians and substantial Armenian population in the region. Greg Allen-Pickett is concerned about section III among Presbyterians because it could potentially step on the Presbyterian Mission Agency and their funds development goals. We are totally free to reach out among Armenian communities, but other PCUSA congregations would then be open to “solicitors.” Jack Hodges offered to remove section III (last page); Greg lent his full support. If individuals are already receiving our Jottings newsletter (about 1000 individuals and churches), then we may include them in the campaign.

**ACTION:** After answering questions, Jack Hodges recused himself from the discussion and the vote. Motion to accept the Funds development proposal for southern California, striking section III, was seconded. All present voted in favor.

**VI.** Overture to General Assembly

Eliza Minasyan presented the overture for Armenian Genocide recognition and gave update on the process of getting the PCUSA to acknowledge the Armenian genocide on the occasion of its 100th anniversary. The overture draft has been developed with a team of friends from two Presbyteries so far and colleagues from the PCUSA. If we are successful in passing the overture at the three Presbyteries (one initiating and two concurrent), then it would be possible to bring it before the 221<sup>st</sup> General Assembly when it meets in June 2014.

Vicki Gehrt and Michael Haratunian noted that the overture was very well done and gave their full support. Michael suggests publicizing the initiative undertaken by JMP in Armenian-American media before General Assembly and then after—once accomplished.

**VII.** Visit to Beirut

Amgad Beblawi reported that finally the Presbyterian Foundation has seen our work in Lebanon. Foundation staff was very, very impressed with JMP staff and work there. Both sides were very happy to have met. Eliza is very thankful to Amgad for making that visit happen. He was in Lebanon at the invitation of the synod there, but he also met with President of the Armenian Evangelical Union. Last minute changes in plans meant the delegation was in Damascus on a Saturday when the JMP office was closed. They did see the Armenian Church adjacent to the office where an attack killed children last fall.

**ITEM B.202  
FOR INFORMATION**

**Minutes of the  
Presbyterian Hunger Program (PHP) Advisory Committee Meeting  
October 9 - 11, 2013**

**Present: Committee Members:** Lucy Janjigian, Harold Johnson (Chairperson), Jeff Kackley, Margarete Kennerly, Peter Mann, Janice Richardson, Diane Waddell

**Absent: Committee Members:** Sung Yeon Choi-Morrow

**PHP Staff:** Rebecca Barnes, Andrew Kang Bartlett, Noelle Damico (phone), Jennifer Evans, Ruth Farrell, Trey Hammond, Jessica Maudlin, Valery Nodem, Eileen Schuhmann, Alexa Smith, Bryce Wiebe

**Other Staff:** Sam Locke, Director of Special Offerings

**Guests:** Amber Burns, Gina Chamberlain, Emily Sprawls – VISTA (Volunteers in Service to America)

Harold Johnson called the meeting to order at **1:00 PM** and led prayer before lunch and sharing. Lucy Janjigian led devotion on Thursday from the SNAP/Food Stamp Challenge Devotional; the Committee also watched “A Place at the Table” over dinner Thursday night. Margarete Kennerly led devotion on Friday from the SNAP/Food Stamp Challenge Devotional.

**Approval of Minutes:** Prior minutes of 4/4/2013, 4/26/2013, 5/31/2013, 6/5/2013, 7/2/2013, 7/24/2013, 8/23/2013, 9/5/2013 and 9/20/2013 were received and **APPROVED**.

**Adoption of Agenda:** The agenda was reviewed and **ADOPTED**. **Attachment 1**

The Committee **received** the 2013 Staff Report which included the 2013 Financial Report through September and 2014 projected budget.

The Committee **received** Cameroon trip report from Jeff Kackley and Valery Nodem.

The Committee **received** Congo trip report and Joining Hands update from Valery Nodem.

**International Grants:** The Committee reviewed **45** Grants. The Committee **APPROVED 36** Grants, including **1** redirection of funds and **2** with stipulations for a total of **\$631,500** (\$488,500 from 2013 budget and \$143,000 from 2014 budget) and **DECLINED 6** Proposals as indicated on the attached spreadsheet. **Attachment 2**

**Joining Hands:** The Committee **received** the Joining Hands 2014 Budget.

**Adjustments to the 2013 Joining Hands Grants:** The Committee **APPROVED** the following adjustment to the Joining Hands grants: **Rescind \$18,500** of the \$37,000 granted to Together for Family Development (TFD) Joining Hands Egypt for 2013 work.



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**Congregation Based Community Organizing (CBCO) Grants:** The Committee **APPROVED 22** Projects totaling **\$125,000** (2013 budget) and **10** Training Grants totaling **\$55,000** (2013 budget).  
**Attachment 3**

**Hunger Action Enabler Grants:** The Committee **APPROVED 31** Hunger Action Covenants and 27 grants totaling **\$107,900** (Paid from 2013 Constituency Education for 2014 work). **Attachment 4**

**VISTA Matching Grant:** The Committee **APPROVED** up to **\$24,000** (2014 Constituency Education) as a matching grant for up to 12 Americorps\*VISTA volunteers to work with PHP from February 2014 – February 2015.

**National Grants:** The Committee reviewed **128** Grants. The Committee **APPROVED 93** Grants totaling **\$568,000** (2013 Budget) and **DECLINED 35** proposals as indicated in the attached spreadsheet.  
**Attachment 5**

**Scholarships:** The Committee **APPROVED** up to **\$15,000** (2014 Education/Life Style or Constituency Education) in scholarship funds to be awarded as needed by staff team.

**Stipends for Internships and Funds for Campaign Activities:** The Committee **APPROVED** up to **\$36,000** (2014 Constituency Education) for stipends and campaign activities to be awarded by staff team.

**Advisory Committee Chair Elections:** The Committee **ELECTED** Jeffery Kackley to be Chair and Diane Waddell to be Vice Chair for a two year term.

The Spring Meeting will be March 6-7, 2014 with Self-Development of People and Presbyterian Disaster Assistance Committees. Place to be determined.

The Fall Meeting will be October 8-10, 2014 in Louisville, KY.

The Committee concluded the meeting with a Sending Forth from Rebecca Barnes.

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Ruth Farrell, Coordinator,  
Presbyterian Hunger Program

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Jeffery S. Kackley, Chairperson

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Jennifer R. Evans, Recorder

**PHP Advisory Committee Meeting**  
**October 09-11, 2013**

**Wednesday, October 09 – Conf. Rm. 5000**

- Arrivals Check-in at Hampton Inn, 101 East Jefferson Street, TEL: 1-502-585-2200
- 12:45 Walk over to Presbyterian Center, 100 Witherspoon St.
- 1:00 pm Prayer (Hal) Box Lunch (*Farm to Fork*)/Meet CPJ Communicator Katy Maloy
- 1:45pm Welcome, Introductions and sharing time (Hal)
- 2:15pm Approval of Minutes  
Adopting the Agenda  
Review 2013 Report  
2013 and 2014 Budgets
- 3:00pm Jeff Kackley and Valery Nodem report back from Cameroon trip
- 3:30pm Break
- 3:45pm Discussion: Congo and Joining Hands
- 4:00pm International Grants – Joining Hands Grants and Intl Projects Grants
- 6:15pm Dismiss Meeting
- 6:30 pm Dinner (*Bluegrass Brewing Company at 3<sup>rd</sup> and Main*)

**Thursday, October 10 – Conf. Rm. 5000**

Breakfast at hotel

- 8:00am Opening (Lucy; from the SNAP/Food Stamp Challenge Devotional )
- 8:15am CBCO Presentation and Funding
- 9:15am HAE Presentation and Funding
- 9:45am Break
- 10:00am National Projects Funding Discussion
- 11:30am Prayer from Devotional (Jessica)/Box Lunch (*Stevens and Stevens*)
- 12:30 pm National Projects Funding Discussion
- 2:00pm Break
- 2:15pm National Projects Funding Discussion
- 4:45 pm Dismiss meeting/ Prayer from Devotional (Janice)
- 5:00pm Dinner and “A Place at the Table”  
*(Zoe’s Kitchen Restaurant catered in the Cafeteria. Leave by 6:45pm)*

**Friday, October 11 – Conf. Rm. 5000**

Breakfast at Hotel

- 8:30am Opening (Margarette; From the SNAP/Food Stamp Challenge Devotional)  
Discussion of “A Place at the Table”
- 9:00am Election of Chair and Vice Chair
- 9:10am Time with Bryce: Enough for Everyone
- 9:45am GA Overtures – Fossil Fuels (Rebecca); Food Sovereignty (Andrew/Valery)
- 10:00am Break
- 10:15am OGHS update with Sam Locke
- 10:30 am Short Staff Presentations – Questions/Comments and “Where we need your support”  
Campaign for Fair Food  
Environmental Ministries  
National Hunger

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International Hunger/Joining Hands  
11:15 am AC Discussion about commitments for next 6 months  
11:30am Sending Forth (Rebecca)  
11:45am Box Lunches (*Farm to Fork*)

**PHPAC October 9-11, 2013**

**International Grants**

Organization	Project Title	Country/Region	PHPAC Decision	Grant
Agricultural Missions, Inc.	Rural Network/Rural Sustainability/Education	Worldwide Liberia, Sierra	Fund	\$35,000
Agricultural Missions, Inc.	West Africa Initiative Phase 3 Yr 2	Leone	Fund	\$40,000
Café Justo	Fair Trade Certification	Mexico	Decline	\$0
Ce.L.I.M (Centro Laici Italiani per le Missioni)	Biodiversity, environmental protection and economic development: the challenge of Mongu, Zambia	Zambia	Decline	\$0
Centre pour l'Environnement et le Developpement	The case against Land grabbing : Mainstreaming communities rights in land Management in Cameroon	Cameroon	Fund	\$18,000
CHETHANA	Promotion of Sustainable Agriculture through Conservation and Regeneration of Traditional Seeds	India	Fund	\$45,000
Church World Service	For Land and Food: Support and Accompaniment to Indigenous Peoples of the Chaco Region of South America	Chaco Region	Fund	\$20,000
CISEGD Cameroon	Yam Tree planting project to improve on soil conservation and increase Yam production for Rural women of Batibo Cameroon	Cameroon	Fund	\$4,000
Com. Dev. Program Presbyterian Community of Congo	BANA BASANKE (CHILDREN OF JOY)	DRC	Fund	\$10,000
Development in Gardening (DIG)	DIG Deep, Build Up: Linking Health, Edu and Ag at Two Primary Schools in Kenya	Kenya	Fund	\$10,000
EcoLogic Development Fund	Building Capacity for Improved Food Production and Resource Management for Maya Communities in Sarstun, Guatemala	Guatemala	Fund	\$12,000
FOCCAD	“Innovations for Gender Equality”- Addressing Acute Community Hunger among Targeted vulnerable Women- IGE- ACT	Malawi	Fund	\$10,000
FONDAMA		Haiti	Stipulation	\$45,000

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Organization	Project Title	Country/Region	PHPAC Decision	Grant
Food for the Hungry	Escuelas Saludables: Keeping Children in School to End Poverty	Nicaragua	Redirect Funds	\$0
Friends of Alouette, International (FAI)	The Farming/Animal Husbandry Empowerment Project	Phillipines	Decline	\$0
FUNDAHMER	Agro-Ecological Communities	El Salvador	Fund	\$12,000
Grassroots International	Building the Next Generation of Food Sovereignty Leaders in Central America	Nicaragua	Fund	\$12,500
GREENER	Advocacy Campaign for Inclusion of the Ogoniland Environmental Protection Agency in the Stage II Vision Document of the Vision 2020 – A Strategy to Ensure Food Security and Sustainable Livelihood for Indigenous Communities in the Niger Delta Region of Nigeria	Nigeria	Decline	\$0
Growing Nations	Conservation Agriculture Cover Crop and Integration of Livestock Grazing study	Lesotho	Fund	\$5,000
International Nepal Fellowship (INF)	INF Mugu Food Security and Nutrition Project	Nepal	Stipulation	\$5,000
Jubilee Scotland	Economic Justice and an End to Hunger	Scotland, UK	Fund	\$3,000
Kigamboni Pupils Care (KIPUCA)	Drilling borehole 100m depth of clean and safe water for domestic use and gardening activities.	Tanzania	Fund	\$6,000
MicroLoan Foundation (MLF)	Chiyambi microloan program	Malawi	Fund	\$5,000
Moscow Protestant Chaplaincy	The Farm Project	Russia	Fund	\$3,000
NAGARTA NGO	Water for Life Rouga- IFARA Zinder	Niger	Fund	\$20,000
OFRANEH	Apoyo a la Seguridad Alimentaria del Pueblo Garifuna, mediante la producción en Territorio recuperado de Vallecito	Honduras	Fund	\$15,000
PICO Rwanda	PICO-Rwanda Development Project	Rwanda	Fund	\$8,000
Platform of Civil Society Organizations Working in the Mining Sector (POM)	Monitoring of the implementation of social and environmental obligations of mining companies	DRC	Fund	\$30,000
Reach Italia NGO	Water for Songa	DRC	Decline	\$0
Red Uniendo Manos Peru	No Greater Rights for Foreign Investors; The Health of La Oroya; Renewing Life with Youth Environmentalists; Fair Trade	Peru	Fund	\$45,000

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Organization	Project Title	Country/Region	PHPAC Decision	Grant
RELUFA	Social and Economic justice for All	Cameroon	Fund	\$45,000
RUMES	Seeds for Sovereignty	El Salvador	Fund	\$26,000
SAF/FJKM	Improving rural populations livelihoods in Analamanga Region	Madagascar	Fund	\$5,000
Sam Higginbottom Institute	Rural Community Development Service Center 2013-2014	India	Fund	\$12,000
Send a Cow Ethiopia	Farmer Household Empowerment through Women	Ethiopia	Fund	\$5,000
Sindyanna of Galilee	Weaving Project and Visiting Center	Israel	Fund	\$4,000
Soletterre – Strategie di Pace ONLUS	Improving household food security and child nutrition in Bangui	Central African Republic	Fund	\$5,000
Tarkanfi Sustainable Development (TSD)	Water Yeka Sedan	Ethiopia	Fund	\$5,000
The GROW Initiative, Inc.	The Tabuga Nutrition and Organic Gardening (TNOG) Project	Ecuador	Fund	\$6,000
The Oakland Institute	General Support	Worldwide	Fund	\$5,000
The Workers Advice Center	Job Opportunities for Arab Women	Israel	Fund	\$10,000
Together for Family Development Network	Food Thought and Action	Egypt	Fund	\$40,000
UMAVIDA	Environmental Justice for Communities Affected by Opne Pit Mining	Bolivia	Fund	\$40,000
Utthan: Centre for Sustainable Development and Poverty Alleviation	Integrated Agricultural Systems for food security and ecosystem resilience	India	Decline	\$0
World Partners for Development	Women Fighting Hunger (WFH)	Ghana	Fund	\$5,000
				<b>\$631,500</b>

**\*FONDAMA Stipulation:** Up to \$45,000 will be reserved for FONDAMA. The PHPAC will review a proposal from FONDAMA when one is ready to decide on final funding.

**\*INF Stipulation:** PHP Staff will follow-up with INF to find out more about the hybrid seeds that they plan to distribute, whether they are passing on the hybrid technology or just the seeds.

**\*Food for the Hungry Nicaragua Redirect Funds:** FH can redirect the \$5,000 grant received in 2012 for “Improved Water and Sanitation for children’s Health in Bello Amanecer, Nicaragua” to fund "Escuelas Saludables: Keeping Children in School to End Poverty" in 2013.

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**Attachment 3**

**PHP COMMUNITY DEVELOPMENT GRANT – FALL 2013**  
**STAFF RECOMMENDATIONS**

<b>Organization/Location</b>	<b>Fund</b>	<b>Network</b>	<b>2012</b>	<b>Yr.</b>	<b>2013 Req.</b>	<b>2013 Rec.</b>
1) Santa Fe AI/Santa Fe, NM	SU	IAF	\$7.5k	3	\$10,000	\$6,000
2) ACT II/Fairhope, AL	H	NA		5	\$5,000	\$5,000
3) ACT/Ft. Worth, TX	H	IAF	\$6k	3	\$10,000	\$6,000
4) Brand New Day/ Elizabeth, NJ	SU	Ineligible		1	\$10,000	\$0
5) BREAD/Columbus, OH	H	DART		3	\$10,000	\$6,000
6) CAISC/Charleston, SC	SU	DART	\$7.5k	2	\$10,000	\$6,000
7) CCA/Melbourne, FL	H	PICO	\$6.5k	5	\$10,000	\$5,000
8) Faith in New York/Corona, NY	H	PICO	\$7.5k	2	\$10,000	\$6,000
9) FOCUS/Orlando, FL	H	PICO	\$7.5k	5	\$10,000	\$6,000
10) FVO/Glen Ellyn, IL	SU	IAF	\$6.5k	2	\$10,000	\$5,000
11) Good Samaritan Ministries	H	Ineligible		1	\$10,000	\$0
12) Growing Home/Westminster, CO	H	Ineligible		1	\$10,000	\$0
13) HOPE/Tampa, FL	H	DART		4	\$10,000	\$6,000
14) IndyCAN/Indianapolis, IN	SU	PICO	\$7.5k	3	\$10,000	\$6,000
15) IESC/Pomona, CA	SU	IAF	\$7.5k	2	\$7,500	\$6,000
16) LeRoy CCP/Leroy, NY	SU	Ineligible		1	\$5,000	\$0
17) Metro IAF/Rego Park, NY	SU	IAF		3	\$10,000	\$6,000
18) NCLI/Monroe, LA	H	IAF		2	\$10,000	\$6,000
19) NWFCIA/Pensacola, FL	SU	PICO	\$6.5k	2	\$10,000	\$6,000
20) ONE/Northside Chicago, IL	H	IAF	\$6k	3	\$15,000	\$6,000
21) PCIC/ Tucson, AZ	SU	IAF	\$5k	2	\$10,000	\$5,000
22) SVOC/ Sacramento, CA	H	IAF	SU \$5k	1	\$10,000	\$5,000
23) VIA/Burlington, VT	H	PICO	\$5k	5	\$10,000	\$5,000
24) VOICE/ Arlington, VA	H	IAF	SU \$6.5k	1		\$6,000
25) VOICE Education Fund/OKC, OK	SU	IAF	\$6.5k	2	\$10,000	\$6,000
26) BAOC/Marin County, CA	H	IAF	SU \$7.5k	1	\$10,000	<u>\$5,000</u>
<b>SUB-TOTAL</b>						<b>\$125,000</b>

\*(SU – Start-up, H – Housing)

\*\*\*\*\*

<b>2013 Fall Cycle Totals by Grant Type/New</b>		<b>Totals by Networks/Start-ups and Housing</b>	
13 Housing Grants	\$73,000	<i>IAF</i>	12 Grants (6 SU, 6H) \$68,000
9 Start-up Grants	<u>\$52,000</u>	<i>DART</i>	3 Grants (1 SU, 2H) \$18,000
		<i>PICO</i>	6 Grants (2 SU, 1H) \$34,000
		Other	1 Grant (1 H) \$5,000
<b>Total</b>	<b>\$125,000</b>	<b>Total</b>	<b>\$125,000</b>

**TOTAL (22 Grants) \$125,000 Average grant = \$5,582**

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**Training Grants**

DART Network	\$7,500
DART Organizer/Clergy	\$4,000
PICO Network	\$5,000
IAF Network	\$7,500
Interfaith Funders	\$10,000
Alliance Schools/IAF	\$5,000
CBCO Network PC(USA)	\$7,500
Inter Valley Project	\$4,000
Individual Training Grants	\$3,000
GBCO Training	\$1,500

**TOTAL**                      **\$55,000**



**PRESBYTERIAN MISSION AGENCY**  
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**Attachment 4**

**Presbyterian Hunger Program  
Hunger Action Enabler Grants**

<b>Presbytery</b>	<b>HAE</b>	<b>2014 Request</b>	<b>Presby Match</b>	<b>From 2012</b>	<b>Approved to be sent</b>	<b>Comments</b>
Western North Carolina	Anita Bernhardt	5,000	57,980		5,000	
Detroit	Artheillia Thompson	6,300	12,422		6,300	
Central Florida	Barbara Sayles*	0	8,000		2,000	Follow up with EP to explain why grant was given.
Middle Tennessee	Barbara Howell	3,500	6,015		3,500	
Salem	Bryan McFarland	5,000	25,800		5,000	
West Virginia	Claire Butler	7,000	20,784		6,300	
Sheppards & Lapsley	Dan Stephens	4,000	1,000		3,600	
Lake Huron	Dave Myers**					
Peaks	Denise Pillow	3,500	8,500		3,500	
North Puget Sound	Dick Gibson*	0	0		0	
Cascades	Don Shaw	3,000	14,314		3,000	
Shenandoah	Doug Sensabaugh	3,000	4,324		3,000	
Mid Kentucky	Evelyn Vaughn*	0	0		0	
Donegal	Frederick G. Schmidt*	0	0		0	
Baltimore	Greg Seltzer	5,000	5,000		5,000	
Tropical Florida	Hallie Hottle**					
Pacific	Heidi Worthen Gamble	6,000	6,000		6,000	
Florida	Jean Silva	4,000	3,000		3,000	
Washington	Jeanne (C. Jeanne) Clapp	2,000	2,500		2,000	
Eastern Virginia	Jessica Fitzgerald	4,000	4,000		4,000	
Chicago	Juanita Holley	5,000	5,000		4,000	
Western Reserve	Laura Van Dale	5,000	7,000		5,000	
Hudson River Presbytery	Lori Hylton	5,000	5,000		5,000	
Sacramento	Nancy Clegg	3,000	13,000		3,000	Approve pending continued HAE work.

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<b>Presbytery</b>	<b>HAE</b>	<b>2014 Request</b>	<b>Presby Match</b>	<b>From 2012</b>	<b>Approved to be sent</b>	<b>Comments</b>
Stockton	Nancy Clegg	2,000	6,000		2,000	Approve pending continued HAE work.
Des Moines	Nancy Lister-Settle	3,000	14,000		3,000	
Giddings-Lovejoy	Pat Cleeland	5,500	5,500		5,500	
San Jose	Pat Plant	4,000	6,000		4,000	Approve pending submission of new HAE information.
Redwoods	Patty Sanders	4,000	2,250		4,000	Approve pending presbyteries increase.
Plains & Peaks	Phil Goerner**					
Abingdon	Phyllis Canter	2,500	2,500	300	2,200	\$2500 approved. \$300 carry over available. \$2200 to be sent.
Monmouth	Phyllis Zoon	4,500	4,000		4,500	
Grand Canyon	Tamera Zivic*	0	0		0	
San Fernando & San Gabriel	Wendy Gist	4,500	8,900		4,500	
	<b>TOTALS</b>	109,300		300	107,900	

Average Award: \$4161 # of grants for 2014: 26 We have italicized the new HAE \*= Volunteer \*\* = Did not submit a Covenant for 2014

**PRESBYTERIAN MISSION AGENCY**  
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**ATTACHMENT 5**

**PRESBYTERIAN HUNGER PROGRAM**  
**NATIONAL GRANTS**

<b>Approved \$</b>	<b>Organization Name</b>
\$35,000.00	Ag Mission
\$ 5,000.00	Americas Program
\$ 7,000.00	Angelic Organics Learning Center
\$ 4,000.00	Athens Land Trust
\$ 7,000.00	Bienstar
\$10,000.00	Boston Food Justice Young Adult Volunteer Project
\$ 5,000.00	Boston Project Ministries
\$ 8,000.00	Bread for the World
\$ 6,000.00	Campaign for Migrant Worker Justice (FLOC)
\$ 3,000.00	Capital District Community Gardens
\$ 5,000.00	Center for Rural Affairs
\$ 3,000.00	Chicago Fair Trade
\$ 1,000.00	Christian Outreach Alliance of Dallas County AL
\$ 3,000.00	Church World Service
\$ 4,000.00	City Slicker Farms
\$14,000.00	Coalition for Economic Justice
\$ 7,500.00	Community of the Beloved
\$ 1,000.00	Community Presbyterian Church - FL
\$ 1,000.00	Community Presbyterian Church Waldport
\$ 3,000.00	Contact Center
\$ 5,000.00	Corporate Accountability International
\$ 5,000.00	Creation Justice Ministries
\$ 7,000.00	Dakota Resources Council
\$ 8,000.00	Dakota Rural Action
\$ 9,000.00	Eastminster Presbytery (JBM Incubator Farm)
\$ 5,000.00	Ecumenical Advocacy Alliance
\$ 5,000.00	Ecumenical Advocacy Days
\$ 8,000.00	Ecumenical Ministries of Oregon
\$ 1,000.00	First Presbyterian Church - NJ
\$ 1,000.00	First Presbyterian Church - TX
\$ 6,000.00	FOCUS Churches of Albany
\$ 7,000.00	Food AND Medicine
\$ 9,000.00	Food Chain Workers Alliance
\$ 5,000.00	Food for Maine's Future

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<b>Approved \$</b>	<b>Organization Name</b>
\$ 4,000.00	Food Literacy Project
\$ 4,000.00	Goodness Grows
\$ 2,000.00	Hartford Food System (make sure they know why)
\$18,000.00	Heifer International
\$ 9,000.00	Huerto de la Familia
\$ 5,000.00	Hunger Action Network of NYS
\$ 3,000.00	Illinois People's Action
\$12,000.00	Interfaith Action of Southwest FL
\$ 8,000.00	Interfaith Worker Justice
\$12,000.00	International Labor Rights Forum
\$ 3,000.00	Iowa Citizens for Community Improvement (Iowa CCI)
\$ 1,000.00	John Knox Food Pantry
\$10,000.00	Jubilee USA
\$10,000.00	Just Harvest USA
\$ 3,000.00	Kentucky Association of Food Banks
\$10,000.00	Koreatown Immigrant Workers Alliance (KIWA)
\$ 5,000.00	Latino Farmers Cooperative of Louisiana, Inc.
\$ 5,000.00	Long Island Jobs with Justice
\$ 8,000.00	Media Mobilizing Project
\$ 3,000.00	Merrimack Valley Project
\$12,000.00	Missouri Rural Crisis Center
\$ 4,000.00	Montana Food Bank Network
\$ 5,000.00	National Coalition for the Homeless
\$ 8,000.00	National Family Farm Coalition
\$ 8,000.00	National Farm Worker Ministry
\$ 3,000.00	Naugatuck Valley Project
\$ 1,000.00	North Presbyterian Church
\$ 5,000.00	Oakland Institute & \$5000 from International
\$ 6,000.00	Other Worlds
\$ 5,000.00	Poverty Initiative
\$ 5,000.00	Presbyterians for Earth Care (PEC)
\$ 1,000.00	Presbyterian Church of Barnet
\$ 8,000.00	RAFI-USA
\$10,000.00	Restaurant Opportunities Center United (ROC-United)
\$12,000.00	Rural & Migrant Ministry
\$ 7,500.00	Rural Coalition
\$ 5,000.00	Rural Development Leadership Network
\$ 5,000.00	Rural Resources
\$ 1,000.00	San Diego Downtown Fellowship
\$ 1,000.00	SASFA - invoice

**PRESBYTERIAN MISSION AGENCY**  
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<b>Approved \$</b>	<b>Organization Name</b>
\$ 1,000.00	Southern Heights Presbyterian Garden
\$ 2,000.00	St. Augustine Presbyterian Church
\$15,000.00	Stony Point Year 2
\$ 8,000.00	Student Action with Farmworkers
\$ 5,000.00	Tennessee Immigrant & Refugee Rights Coalition
\$ 5,000.00	Texas Impact
\$ 4,000.00	Tolani Lake Enterprises Inc.
\$ 3,000.00	Toxic Free NC
\$ 3,000.00	Trinity Presbyterian - Chinle Community Garden
\$ 1,000.00	United Iu-Mien Community, Inc
\$14,000.00	United States Food Sovereignty Alliance
\$14,000.00	United Workers Association
\$ 3,000.00	Virginia Interfaith Center for Public Policy
\$ 5,000.00	WHEAT
\$ 4,000.00	Wisconsin Council of Churches
\$ 4,000.00	Workers' Center of Central New York
\$ 5,000.00	Workers' Dignity Project
\$ 5,000.00	Workers Interfaith Network
\$ 6,000.00	World Hunger Relief, Inc
<b>\$568,000.00</b>	<b>Totals</b>

## ITEM B.203 FOR INFORMATION

### Update on the Work of the Committee on Mission Responsibility Through Investment (MRTI)

MRTI Work Plan Area: Environmental Responsibility

**Duke Energy-** Participated in day-long stakeholders meeting in January 2013 as one of two socially responsible investor groups to review the company's draft sustainability report and provide feedback on proposed future initiatives.

**Brown-Forman-** Joined Ceres stakeholder team for conference call with company management to review progress on sustainability program, provide advice on upcoming briefing for Board of Directors, suggest themes for public report later this year, and propose new initiatives.

**Roper Industries-** Negotiated withdrawal of shareholder resolution on sustainability reporting. Company has begun gathering data on environmental responsibility efforts by its subsidiaries, and has published results on its web site. A follow-up dialogue will be scheduled.

**CF Industries-** A shareholder resolution was submitted requesting a sustainability report with emphasis on the risks to the company from global climate change. The proxy vote was 67.02% in favor, the highest vote on a church-sponsored shareholder proposal in MRTI's history. The shareholder resolution was refilled for 2014. The company produced its first report, and discussed it with MRTI staff. The resolution was withdrawn with the understanding that MRTI would provide additional resources for use in developing the second report. MRTI will maintain communications.

**Conoco-Phillips-** A shareholder resolution asking the company to set a corporate-wide reduction goal for greenhouse gas emissions was filed again this year, and garnered 29.43% of the proxy vote, up strongly from previous years. The resolution has been refilled. In addition, MRTI staff joined other investors for a discussion with the company on community impacts of hydrological fracturing.

**Phillips 66-** The company operates the refineries and distribution of products of the former ConocoPhillips. The new company has virtually no reporting on environmental performance. A resolution was filed asking the company to develop a corporate-wide reduction goal for greenhouse gas emissions. Scheduling a dialogue is in progress.

MRTI WORK PLAN AREA: COMMUNITY INVESTMENT, BANKING, AND FINANCIAL ISSUES

**Citigroup-** Held a dialogue with the Citigroup team overseeing the bank's work on modifying loans, and responsible for disposal of foreclosed property. Reviewed shifts in company's business, and initiatives in multi-family lending.

**Bank of America-** Held a dialogue with the bank's team working on loan servicing. Reviewed their efforts to improve bank ratings on performance. Held a follow-up meeting in December to review data we requested in the first meeting.

**Wells Fargo and J.P. Morgan Chase-** Shared mortgage lending analysis report with each bank, and will meet with Wells Fargo on January 16, 2014. In addition, a shareholder resolution regarding direct deposit

**PRESBYTERIAN MISSION AGENCY BOARD**

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advances (a form of payday lending) at Wells Fargo was co-filed. It was subsequently withdrawn after Wells Fargo announced that it would eliminate the direct deposit payday advance product. MRTI will be scheduling a meeting with J.P. Morgan Chase for later this year.

**MRTI Work Plan Area: Global Corporate Accountability and Human Rights**

**Caterpillar-** Attended annual meeting to present shareholder resolution requesting a review of the company's worldwide code of conduct with amendments where applicable. The resolution received 26.81% of proxy vote. The resolution has been refilled for 2014.

**Hewlett-Packard-** Led dialogue with company on its human rights policy, with particular attention to China and Israel-Palestine. Attended annual meeting to present the resolution on human rights policy review. The vote was 7.32%, sufficient for inclusion in the 2014 proxy statement. The resolution has been refilled, but HP acted to have its board reaffirm its current policy. As a result, the company successfully challenged the MRTI resolution with the SEC. MRTI did attend the 2014 annual meeting to support a resolution calling for the creation of a Human Rights Committee of the Board of Directors.

**Microsoft-** Held a dialogue in mid-July on company's human rights policy. The shareholder resolution, co-filed with United Church Funds, asking for a human rights policy review was withdrawn following commitment to two additional dialogues in the coming year.

**Motorola Solutions-** A human rights policy review resolution has been filed with the company. Motorola Solutions has reached out about a possible dialogue. In early January, Israeli press reported that Motorola Solutions signed a \$100 million contract to sell and service updated cell phones to the Israeli military for use by troops in the Occupied Territories.

**Time Warner-** Evaluating latest sustainability report with assistance from Ceres. The working conditions in factories producing toys and apparel bearing images of cartoon characters is of particular concern.

**Coca-Cola-** A resolution requesting the creation of a Board committee on human rights was co-filed. This has grown out of the human rights concerns involving employees in various countries such as Colombia.

**Bangladesh-** In the wake of the serious factory fires, gas leaks and a factory building collapse, Joined with other faith-based investors to express concern about the adequacy of health and safety responses being proposed by the companies sourcing clothing and other goods in Bangladesh factories.

**MRTI Work Plan Area- Access To Health Care**

In response to General Assembly assignment to engage publicly traded health care companies, initial work has involved research and preliminary contact with Humana.

**MRTI Work Plan Area- For-Profit Prisons**

Verified previous research that identifies only two publicly traded prison companies. MRTI will be recommending to the General Assembly that the category of private prison companies be added to the GA

Proscription List as General Assembly policy since 2003 has been to call for the abolition of privately-run prisons.

#### MRTI Work Plan Area- Human Trafficking

After several attempts to engage **Hilton Hotels** on the issue of child sex trafficking, the company finally signed The Code, a set of standards for travel and leisure companies. Hilton initially committed to a pilot training program in two cities: Seattle and Washington, DC. With that completed, Hilton will expand the training to ten additional cities.

MRTI also participated in a dialogue with **United Airlines** on child trafficking. The dialogue followed filing of a shareholder resolution with the airline. The company agreed to adopt a human rights policy including specific references to forced labor, trafficking and trafficking of children for purposes of sexual exploitation.

#### MRTI Work Plan Implementation

MRTI staff is actively involved in several organizations involved in socially responsible investing, such as the Interfaith Center on Corporate Responsibility, and serves on the boards of some of them including Ceres, Investor Network on Climate Risk, the Institute for Global Labor and Human Rights, and Interfaith Worker Justice.



**ITEM B.204  
FOR INFORMATION**

**MRTI Meeting Records for September and December 2013.**

MRTI met on September 5-6, 2013, in Chicago. The Meeting Record is attached as Appendix A. The meeting included review and adoption of the 2014 MRTI Work Plan, review and approval of the 2014 General Assembly Proscription List, and review of responses to referrals. Conversations were held with Interfaith Worker Justice, Friends of Sabeel North America and Dr. Elizabeth Hinson-Hasty on her research into economics and faith.

MRTI also met by conference call on December 10, 2013, to finalize its report to the General Assembly on corporate engagement related to Israel and Palestine. The Meeting Record is attached as Appendix B. The committee reviewed a narrative of corporate engagement that had occurred since the last General Assembly in 2012, and adopted a set of recommendations including affirmation of the work of pro-active investment, and the divestment from Caterpillar, Hewlett-Packard and Motorola Solutions.

**MEETING RECORD**  
**Committee on Mission Responsibility Through Investment**  
**Chicago, IL**  
**September 5-6, 2013**

**Thursday, September 5, 2013**

**MRTI INTRODUCTORY BUSINESS**

Call to Order: Chairperson Elizabeth Terry Dunning call the meeting to order.  
Introductions, Roll Call and Sharing of Joys and Concerns:

Attendance: Presbyterian Mission Agency Board: Susan Osoinach; Foundation: Elizabeth Terry Dunning; Board of Pensions: John Hougen and Joseph Kinard; Advisory Committee on Social Witness Policy: Christine Darden (substituting for Raafat Zaki); Advocacy Committee on Women's Concerns: Elizabeth Hinson-Hasty; Advocacy Committee on Racial Ethnic Concerns: Noushin Framke; At-Large: George Philips and Sharon Davison. Members excused: Sue Ezell (PMAB) and George Parks (At-Large). Staff Present: PMAB: Bill Somplatsky-Jarman; Board of Pensions: Judy Freyer and Don Walker; and Foundation: Anita Clemons. Guests: Don Wagner, Friends of Sabeel North America; and Cathy Junia, Interfaith Worker Justice.

Opening worship was led by Joseph Kinard.

**APPROVAL OF PROPOSED AGENDA**

Following review of the proposed agenda, John Hougen **MOVED** (seconded by Joseph Kinard) that the Agenda be approved. The motion was **PASSED**.

**REVIEW AND APPROVAL OF FEBRUARY 2013 MEETING RECORD**

Following review, Joseph Kinard **MOVED** (seconded by Susan Osoinach) that the Meeting Record for the February 7-8, 2013, MRTI Meeting be approved. The motion **PASSED**.

**CONVERSATION WITH DON WAGNER**

Friends of Sabeel North America is a support organization for the Sabeel Ecumenical Liberation Theology Center in Jerusalem. Its vision statement reads: Sabeel affirms its commitment to make the gospel relevant ecumenically and spiritually in the lives of the local indigenous Church. Our faith teaches that following in the footsteps of Christ means standing for the oppressed, working for justice, and seeking peace-building opportunities, and it challenges us to empower local Christians. Since a strong civil society and a healthy community are the best supports for a vulnerable population, Sabeel strives to empower the Palestinian community as a whole and to develop the internal strengths needed for participation in building a better world for all

Only by working for a just and durable peace can we provide a sense of security and create ample opportunities for growth and prosperity in an atmosphere void of violence and strife. Although remaining political and organizational obstacles hinder the full implementation of programs, Sabeel continues to develop creative means to surmount these challenges. We seek both to be a refuge for dialogue and to

pursue ways of finding answers to ongoing theological questions about the sanctity of life, justice, and peace.

Don Wagner updated MRTI on the situation of Palestinian Christians, the programs of Sabeel in Jerusalem and the Friends of Sabeel North America conferences, and organized trips to the region to meet with Israelis and Palestinians working for a just and durable peace.

### **Friday, September 6, 2013**

MRTI reconvened with prayer.

### **MRTI REPORT TO THE GENERAL ASSEMBLY ON ISRAEL-PALESTINE**

MRTI discussed the process for and content of a report to the 2014 General Assembly regarding corporate engagement related to Israel-Palestine. The committee noted the deadlines for submission of the report in order for the report to be considered by the Presbyterian Mission Agency Board at its February 2014 meeting. MRTI stressed the importance of reviewing corporate engagement since the 2012 General Assembly in developing any recommendations, and agreed to meet by conference call in December to review the narrative background report, and consider any recommendations.

### **FINALIZING RESPONSES TO GENERAL ASSEMBLY REFERRALS**

MRTI reviewed the referrals from the 2012 General Assembly, and received an update from staff on current work. MRTI reaffirmed that referrals on Health Care Insurance Companies and the Mortgage Crisis and Financial Institutions would be reported as In Process. Regarding corporate engagement related to the Occupation of Western Sahara, MRTI's contribution to the response would be that corporate research is being done to identify any companies involved in extraction of natural resources for engagement. If any are identified before the deadline for submission of responses, those companies will be noted in the response. It was also noted that the 2012 General Assembly action on a boycott of consumer products from the Israeli settlements has been assigned to a staff group in Compassion, Peace and Justice that is working on a comprehensive program of education and action.

Regarding the referral to consider investments in publicly-traded for-profit prison companies, previously MRTI had noted that no investments were held in the two companies, Corrections Corporation of America and GEO Group. However, Anita Clemons reported that one investment manager for New Covenant Trust had recently purchased GEO Group stock. Anita noted that investment managers do abide by the proscription list, but are free to buy stock in any company not on the list. Judy Freyer confirmed that this was the same for the managers retained by the Board of Pensions. MRTI noted that General Assembly policy dating to 2003 that for-profit prisons calling for the abolition of for-profit prisons which limits, if not eliminates, the possibility of corporate engagement.

As a result, Noushin Framke **MOVED** (seconded by Joseph Kinard) that MRTI recommend that publicly-traded for-profit prison companies as a category (similar to companies involved in the categories of tobacco, alcohol and gambling) be added to the General Assembly's divestment/proscription list. The motion **PASSED**. This action will be included in MRTI's response to the referral to be submitted to the 2014 General Assembly for its consideration and action.

## REVIEW AND ADOPTION OF 2013-2014 MRTI WORK PLAN

MRTI review the draft of the 2013-2014 MRTI Work Plan that focused on the following areas: Environmental Responsibility; Community Investment, Banking and Financial Issues; Global Corporate Accountability and Human Rights; Access to Health Care; For-Profit Prisons; Media Standards and Families; Human Trafficking and Weapons Production.

MRTI clarified the companies that might be engaged on climate risk and those which might be engaged on stranded fossil-fuel assets. In addition, MRTI noted that the call for divestment of all fossil-fuel companies is circulating in the church as well as on college campuses, and that MRTI should devote time to educate its members about the subject pending General Assembly action if it happens.

MRTI also limited the number of banks to be engaged around foreclosure avoidance, loan servicing, multi-family lending and environmental standards opting to concentrate on the larger banks plus possibly PNC.

After the review, John Hougen **MOVED** (seconded by Noushin Framke) that MRTI adopt the 2013-2014 Work Plan as modified. The motion **PASSED**.

## CONVERSATION WITH CATHY JUNIA OF INTERFAITH WORKER JUSTICE

Cathy Junia, communications director for Interfaith Worker Justice, updated MRTI on recent developments in IWJ's work. This included the successful effort of the hotel workers union to reach an agreement with Hyatt Hotels, the expansion of the Wal-Mart campaign to another 12 cities, and the launch a congregational outreach program. She also reported on the continuing work related to wage theft, and the initial planning for work on the minimum wage. As staff, Bill Somplatsky-Jarman serves on the IWJ Board of Directors.

## PRESENTATION BY ELIZABETH HINSON-HASTY ON FAITH AND ECONOMIC JUSTICE

Elizabeth Hinson-Hasty presented her work with the Poverty, Wealth and Ecology Working Group of the World Council of Churches on transforming economy while looking anew at relating to oneself, to the earth and to each other. She provided statistics on the distribution of wealth and income globally, and commented on its implications for the economy and society.

## 2014 GENERAL ASSEMBLY PROSCRIBED SECURITIES LIST

MRTI reviewed the report on companies affected by General Assembly guidelines on military-related production, tobacco and human rights. The report identified forty-one companies (thirty-one for military-related production, ten for tobacco and none currently for human rights).

Following discussion of the research and indentified trends in military spending, Joseph Kinard **MOVED** (seconded by Noushin Framke) that MRTI approve the 2014 General Assembly proscription list (composed of ten companies affected by the General Assembly's tobacco screen, and 31 companies affected by the General Assembly's military-related screen), and communicate the list to the PC (U.S.A.) investing agencies (Board of Pensions, Foundation and New Covenant Trust Company); PC(U.S.A.)-related seminaries, universities and colleges; mid-councils; and congregations and individuals that have requested such information with the urging that they utilize the 2014 General Assembly Proscribed Securities List in the management of their investments. The motion **PASSED**.

## MEMBER GROUP REPORTS

**Presbyterian Mission Agency Board:** Susan Osoinach reported that she serves on the Justice Committee to which MRTI's business is directed. Bill Somplatsky-Jarman provides staff service to the Justice Committee. She noted that the Presbyterian Disaster Assistance program has received a \$1 million plus grant for joint work with the Red Cross.

**Board of Pensions:** Judy Freyer reported on the financial performance to date, and the asset allocation. Joseph Kinard gave a brief report on the process of the search committee (which he chairs) for the successor to Rob Maggs as President and Chief Executive.

**Foundation/New Covenant Trust Company:** Terry Dunning reported on the summer meeting of the Board held in Minneapolis. Bill Somplatsky-Jarman attended, and provided an update on MRTI's work for the Investment Committee.

**Advocacy Committee on Women's Concerns:** Elizabeth Hinson-Hasty reported that ACWC had not met yet this fall, and there was no current report.

**Advocacy Committee for Racial Ethnic Concerns:** Noushin Framke updated MRTI on ACREC's work.

**Advisory Committee on Social Witness Policy:** Christine Darden reviewed a written report from Raafat Zaki on ACSWP's work which included the response to referral on Western Sahara, a tax policy study, and a progress report on the Peace Discernment Process.

## REPORTS FROM ECUMENICAL PARTNERS

**ICCR:** The Annual General Meeting was held in June, and ICCR has focused its work on food issues due to a foundation grant. Related to this focus is the issue of land grab in the developing world. The fall meeting will be held later in September, but it will partly conflict with the PMAB meeting.

**Ceres:** The summer board retreat was held in July with time spent reviewing issues around potential stranded assets for fossil fuel companies, and the initiative to engage 40 of the world's largest oil, gas, coal and utility companies. The Sustainability Road Map for the 21<sup>st</sup> Century Corporation is receiving considerable attention from major corporations. The next UN Investor Summit on Climate Risk will be held in January, and 2014 will mark the 25<sup>th</sup> anniversary of the founding of Ceres.

**Institute for Global Labor and Human Rights:** Attention has been focused on the safety conditions in Bangladesh. Executive Director Charlie Kernaghan was on a panel on corporate monitoring efforts sponsored by *Women's Wear Daily*, a news journal covering the apparel industry.

**ECPAT-USA:** The organization recently received a major grant for its work from the Hilton Foundation. Hilton Hotels has become more active as it expanded its training to additional cities. Ryan Smith of the Presbyterian Ministry to the United Nations serves on ECPAT-USA's advisory board.

**STAFF UPDATE ON WORK PLAN**

**CF Industries:** The shareholder resolution requesting a sustainability report received 67.02% of the proxy vote, the highest ever on an environmental resolution as well as for a resolution sponsored by the Presbyterian Church (U.S.A.).

**Bank of America:** A dialogue was held with the bank's team working on loan servicing. The bank's efforts to improve its performance ratings were discussed.

**ConocoPhillips:** The shareholder resolution asking the company to set a reduction goal for greenhouse gas emissions received 29.43% of the proxy vote.

**Brown-Forman:** Staff participated in a Ceres stakeholder team conference call with company management to review progress on the sustainability program, and provide advice on the upcoming briefing of the Board of Directors.

**Caterpillar:** The shareholder resolution on a review of human rights policy received 26.81% of the proxy vote.

**Microsoft:** A dialogue was held with the company's human rights policy team, and a commitment was made for two additional dialogues during the coming year.

**Hewlett-Packard:** The shareholder resolution on a review of human rights policy received 7.32% of the proxy vote.

**FUTURE MEETING DATES**

MRTI agreed to meet on February 13-14, 2014, in New York City with members being able to attend the ICCR meetings that week if they can come early. MRTI also canvassed possible dates in December for a conference call on its General Assembly report.

**ADJOURNMENT**

Following a closing prayer, MRTI adjourned.

Respectfully submitted,

William Somplatsky-Jarman  
Recorder

**APPROVED: February 14, 2014**

**MEETING RECORD**  
**Committee on Mission Responsibility Through Investment**  
**Conference Call**  
**December 10, 2013**

**MRTI INTRODUCTORY BUSINESS**

Chairperson Elizabeth Terry Dunning opened the meeting with prayer. A roll call produced the following attendance: Foundation- Elizabeth Terry Dunning; Presbyterian Mission Agency Board- Susan Osoinach; Board of Pensions- John Hougen and Joseph Kinard; ACSWP- Raafat Zaki; At-Large- Sharon Davison, George Parks and George Philips. Excused: ACREC- Noushin Framke, ACWC- Elizabeth Hinson-Hasty, Presbyterian Mission Agency Board- Sue Ezell. Staff present: Presbyterian Mission Agency- Bill Somplatsky-Jarman, Board of Pensions- Judy Freyer and Don Walker, Foundation- Anita Clemons.

**MEETING OVERVIEW**

Chairperson Elizabeth Terry Dunning provided an overview of the agenda for the call: to review a draft of the narrative report to the 2014 General Assembly on MRTI's work on corporate engagement as commissioned at the September 2013 MRTI meeting, and then to review and adopt recommendations flowing from the report. The recommendations along with the narrative report will be submitted to the Presbyterian Mission Agency Board with the request that the recommendations be approved and submitted to the 2014 General Assembly, and that the narrative report be received and sent to the 2014 General Assembly with the recommendation that it be received.

**NARRATIVE REVIEW**

**Pro-Active Investment Language:** Anita Clemons shared language on how to describe the investment initiative of the Foundation in relation to the Presbyterian Mission Agency, the criteria and description of identified investments. By common consent, this language was incorporated into the narrative.

**Updating Narrative on Roadblocks to a Just Peace:** MRTI reviewed the section on the situation in Israel and the Occupied Palestinian Territories, and suggested updating it with additional current information on number of Israeli settlers, distribution of water allocations and usage, etc. Staff was instructed to provide the update in the final draft.

**Expansion of Section on Collaboration and Other Advocacy:** MRTI requested that an expanded list of faith-based investors be included as well as references to recent developments of companies moving away from non-peaceful pursuits. Staff was instructed to incorporate this into the final draft.

**Chronology of MRTI's Corporate Engagement:** MRTI members expressed their satisfaction with the updated chronology in terms of comprehensiveness and specific details related to the companies' positions. It was suggested that the sections on Caterpillar, Hewlett-Packard and Motorola Solutions be moved as far up in the report as possible. Staff was instructed to incorporate this suggestion.

**Editing Process:** The redraft of the narrative will be circulated to MRTI for final comment.

**REVIEW AND ADOPTION OF RECOMMENDATIONS**

MRTI reviewed the five recommendations. The third and fourth recommendations were new as they refer to the pro-active investment work of the Presbyterian Foundation in collaboration with the Presbyterian Mission Agency Board. The third affirms the investment selection criteria, and the fourth commends the work of the Presbyterian Foundation and the PMAB.

The remaining recommendations are updated from the 2012 recommendations.

MRTI's discussion centered on whether the corporate engagement during the past year and a half revealed any movement away from engagement in non-peaceful pursuits, or reconfirmed the continuation of involvement in non-peaceful pursuits.

Joe Kinard **MOVED** (seconded by Susan Osoinach) that MRTI approve the five recommendations, including the recommendation to the General Assembly that Caterpillar, Hewlett-Packard and Motorola Solutions be added to the General Assembly divestment list. The motion **PASSED** unanimously.

**ADJOURNMENT**

Following a closing prayer by Raafat Zaki, the conference call meeting was adjourned.

Respectfully submitted,

William Somplatsky-Jarman, Recorder

**Approved: February 14, 2014**



**ITEM B.205  
FOR INFORMATION**

**Presbyterian Health, Education & Welfare Association (PHEWA) Update**

- 1) Following up on their Jan. 24-25 gathering, “Place-Making: Creating Community After Incarceration,” members of PHEWA’s Presbyterian Criminal Justice Network (PCJN) are initiating contact with more ecumenical and interfaith partners, in response to the action of the 220<sup>th</sup> General Assembly (2012) to “Develop a working group to work with our ecumenical partners in creating coalitions or networks to support strategies to aid reentry of former prisoners into our communities.” See: <http://pc-biz.org/Explorer.aspx?id=3923&promoID=227>

PCJN is compiling a list of PC(USA) congregations and worshiping communities engaged in prison or jail ministry and in re-entry programs for returning citizens, in order to share best practices, models of ministry, and networking opportunities.

- 2) Final editing is in process for PHEWA’s Presbyterians for Disability Concerns (PDC) network’s annual resources for observing Disability Inclusion Sunday, June 22 on the Presbyterian Planning Calendar. This year’s theme is “The Seasons of Life in the Family of Faith: Inclusion of People of All Abilities,” providing worship resources to address this emphasis throughout the year, not solely on Disability Inclusion Sunday. Worship, awareness, and advocacy materials are projected to be online before the end of March: <http://www.pcusa.org/phewa/pdc> and <http://www.phewacomunity.org>

PDC leaders are in process of finalizing a training curriculum in response to action of the 220<sup>th</sup> G.A. (2012), “On Instructing the General Assembly to Take Action to Implement the PC(USA)’s Policy on Inclusion of People with Disabilities—From the Presbytery of the Twin Cities Area,” <http://pc-biz.org/Explorer.aspx?id=3771>. This curriculum will be shared for input from Human Resources staff of the Presbyterian Mission Agency, the Office of the General Assembly, the Presbyterian Foundation, the Presbyterian Investment and Loan Program, Inc., the Presbyterian Publishing Corporation, and the Board of Pensions at a meeting scheduled for April 28, 2014.

- 3) The Rev. Emily Rose Proctor was featured, on behalf of PHEWA’s Presbyterian AIDS Network (PAN), on the Feb. 28<sup>th</sup> podcast of “Liturgy and Leadership; Worship Leadership in the 21<sup>st</sup> Century,” discussing how to address HIV and AIDS in worship, effectively. The podcast and links to resources are available at: <http://liturgyandleadership.com/3/>

- 4) PHEWA secured writers for two articles in the *Unbound* series on “Christian Perspectives on the Healthcare Process”:  
<http://justiceunbound.org/carousel/seeking-justice-through-the-power-of-relationship-hiv-aids-and-healthcare/>

<http://justiceunbound.org/carousel/how-i-became-an-advocate-for-people-living-with-hiv-aids/>

- 5) Promotional materials are being developed now for PHEWA’s Presbyterians Affirming Reproductive Options (PARO) G.A. Luncheon to be held Tuesday, June 17 at the Marriott Hotel in Detroit. Keynote speaker will be Julia Burkhart, Executive Director of South Wind Women’s Center in Wichita, Kansas, “founded to reestablish access to full-spectrum reproductive healthcare.” This was

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the clinic served by the late George Tiller. Julia worked with Dr. Tiller for seven years. Her address will be, "Report from the Front Lines: Dr. Tiller's Legacy." Watch our PARO web pages for material to assist in promoting this event, please: <http://www.pcusa.org/phewa/paro> and <http://phewacomunity.org>

PARO assistance was sought by leaders in two presbyteries, leading up to their votes on whether to concur with Overture 15 to the 221<sup>st</sup> General Assembly (2014), "*On Entering a Two-Year Season of Reflection on the Plight of Unwanted Children, and Appointing a Special Committee on Abortion Review—From the Presbytery of South Alabama*" In consultation with entities of the Presbyterian Mission Agency and the Office of the General Assembly, PARO developed and shared talking points to assist in their deliberations.

- 6) Volunteers from PHEWA's Presbyterian Association of Specialized Pastoral Ministries (PASPM) network have raised \$3,500 to continue for one more year gatherings of Presbyterians at the annual meetings of the Association of Professional Chaplains (APC) and the Association for Clinical Pastoral Education (ACPE). These gatherings have, over decades, historically been funded by the denomination, but have not been budgeted in recent years. PASPM is committed to do what is possible to continue these gatherings, convened by all denominations present at the annual meetings of these cognate groups. Clergy serving in specialized ministries often feel not as recognized by the Church and very much need these opportunities for mutual support and networking.
- 7) Deborah Blades, Ph.D., a volunteer leader with PHEWA's Presbyterians Against Domestic Violence Network (PADVN) led a workshop at the March 21<sup>st</sup> CPJ Training Day, "Confronting Intimate Partner Violence Through the Lens of Justice" and shared her expertise through participation in Ecumenical Advocacy Days in Washington, DC.

PADVN is awaiting the soon to be finished final copy-editing and web promotion by Presbyterian Women of the 13-session curriculum study for men, "Men In the Mirror; Orienting our Lives Towards A Christ-Centered Masculinity," written by

PADVN Co-Moderator, the Rev. Dr. Kevin Frederick. The finished resource will be available on PADVN websites: <http://www.pcusa.org/phewa/padvn> and <http://phewacomunity.org> It received extensive field testing in PC(USA) congregations in the U.S., in Guatemala, and in Argentina.

- 8) PHEWA's Presbyterian Child Advocacy Network (PCAN) volunteers are in the final editing stages of updating the denominational resource, "We Won't Let It Happen Here! Preventing Child Abuse in the Church." PCAN was able to secure significant in-kind expertise from the Children's Defense Fund (CDF) in this process. Finished resource will appear on PCAN web pages: <http://www.pcusa.org/phewa/pcan> and <http://phewacomunity.org>

**ITEM B.206  
FOR INFORMATION**

**MINUTES OF THE MEETING HELD BY:  
JARVIE COMMONWEALTH SERVICE COMMITTEE  
April 24-25, 2013**

THE INTERCHURCH CENTER  
475 RIVERSIDE DRIVE, SUITE 430, NEW YORK, NY 10115

COMMITTEE MEMBERS PRESENT:	Mr. Jon Brown Mr. Alan D. Ford Ms. Elinor Hite Ms. Betty Jones Ms. Sara P. Lisherness Ms. Leslie McCall, Chair, JCSC Mr. Gregory T. Rousos Rev. Patrick H. O'Connor, Secretary
GUESTS	Ms Angela Duffy, Esq. Ms. Anita Clemens
COMMITTEE MEMBERS EXCUSED:	Mr. Douglas McArthur Ms. Karen Gray (newly appointed member representing the Foundation)
JARVIE STAFF PRESENT:	Ms. Sofia Carreras Ms. Susan F. Cohn Mr. Raymond J. Hamilton Ms. Margaret H. Reiff

**MEETING CALLED**

The Jarvie Commonweal Service Committee (JCSC) met on Wednesday, April 24, 2013 and Thursday, April 25, 2013 in the Culpeper Room, on the 9<sup>th</sup> floor (Rockefeller Bros. Foundation), The Interchurch Center, 475 Riverside Drive, New York, NY, 10115.

**WENESDAY, APRIL 24, 2013**

1. **PRAYERS AND DEVOTIONS**

Jon Brown led prayers and devotions at 2:15 pm.

2. **MEETING CONVENED**

Rev. Patrick O'Connor convened the meeting on Wednesday, April 24, 2013 at 2:20 pm. There was a quorum present.

3. **APPROVAL OF AGENDA**

ACTION: The JCSC, on motion by Sara Lisherness, seconded by Leslie McCall, VOTED TO APPROVE the Agenda of the April 24-25, 2013 meeting of the Jarvie Commonweal Service Committee.

4. APPROVAL OF MINUTES

ACTION: On motion by Greg Rousos, seconded by Leslie McCall, the Committee VOTED TO APPROVE the Minutes of the October 31, 2012 Conference Call Meeting of the Jarvie Commonweal Service Committee.

5. PRESENTATION REGARDING PERFORMANACE OF JARVIE'S ENDOWMENT UTILIZING THE FOUNDATION /BNM'S INVESTMENT STRATEGIES – Anita Clemens

Ms. Anita Clemens, an Investment Relationship Officer for the Presbyterian Foundation, distributed the Investment Review document for Jarvie dated April 2013. She then updated the Committee on the performance of Jarvie's investments indicating that 2012 ended with +12.5% compared to the benchmark of 10.5%. She also indicated that we have had a strong first quarter of 2013. She provided an overview of the Foundations' "balance growth spending fund" and the ways that Cambridge Associates, LLC, has utilized its philosophy of diversification of investments in order to achieve growth. The portfolio has gone through a significant transformation especially related to a shift from stock bond holdings into diversified assets and utilization of 40 Cambridge managers. Ms. Clemens conveyed that the Foundation maintains its commitment to socially responsible investing, which prohibits investment in products such as alcohol and tobacco. She reminded the JCSC that this approach is "not an effort to be perfect, but to be faithful." She concluded by noting that these are very volatile times and how important it is to have portfolio managers like Cambridge Associates, LLC, who can quickly adapt to and make changes in investments as the need arises.

6. REPORT OF ADMINISTRATION AND FINANCE SUBCOMMITTEE

Ms. Leslie McCall reported to the JCSC as Chair of the Administration and Finance subcommittee:

- She conveyed that the Subcommittee completed the "Annual Investment Policy Review" and found the policy to be appropriate. Ms. McCall reminded the JCSC that we have made a lifetime commitment to our beneficiaries and no matter how low our endowment goes we still have an obligation to help meet their needs. Consequently, the Administration and Finance Subcommittee affirmed that it continues to be appropriate to maintain that a year's worth of spending in liquid assets.

ACTION: The Administration and Finance Subcommittee voted to approve maintaining the use of this policy throughout the coming year. BY COMMON CONSENT the JCSC ACCEPTED the report of this action.

- The subcommittee reviewed the "March 31, 2013, 1<sup>st</sup> Quarter Financial Reports" and found that while frailty is up, other costs are controlled. They also noted that Jarvie has a total of 95 million in net assets.
- The Subcommittee reviewed the "Report of Beneficiary Budget Changes" and recommends that the JCSC accept the changes as submitted.

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ACTION: BY COMMON CONSENT the JCSC, VOTED TO APPROVE and ACCEPT the Beneficiary Budget Changes dated October 1, 2013– April 16, 2014 as moved by the A&F Subcommittee.

ACTION: BY COMMON CONSENT the JCSC VOTED TO APPROVE acceptance of the report provided by the Administration and Finance Subcommittee.

7. REPORT OF THE COMBINED MEETING OF THE INDIVIDUAL SERVICE PROGRAM SUBCOMMITTEE AND SOCIAL SERVICE ADVISORY COMMITTEE

Ms. Betty Jones reported as the chair of both committees.

- She indicated that the meeting started with the group getting caught up with each other as the ISP/SSAC hadn't met since April 2012. The committees also welcomed two new SSAC members, Jennifer Finn, Founder of Concerts in Motion, and Kate Hall, a former Jarvie Social Work Intern who now works for an aging service organization in Princeton, NJ.
- The Statistics and Necrology of the ISP were reviewed and approved by the Committees as follows:

Annual Statistical Report of Beneficiaries of the Individual Service Program for 2012

*Summary by Caseload –April 17, 2012 through December 31, 2012*

Social Worker	4/17/12	STB	Total	New Bs	Deaths Disc. & Transfers	4/16/12 B's	STB	Total
Joe Garner	10	0	10			10		10
Michelle Grant	21	0	21	+2	*-1, **-1	21		21
Wendy Handler	15	0	15	+1		16		16
Ruth Leonard	24	0	24		*-2, **-1	21		21
Cathie Cusack	17	1	18	+2	*-2	17	1	18
Susan Cohn	1		1			1		1
Totals	88	1	89	+5	*-5, **-2	86	1	87

B= Beneficiary STB = Short-Term Beneficiary

\*Death \*\*Withdrawn

Necrology of Beneficiaries for 2012

*Deaths and Discontinued Beneficiaries from January 1, through December 31, 2012*

#	CASE #	DATE OF DEATH/ DISCONTINUANCE	AGE	SOCIAL WORKER	MONTHLY BUDGET	NUMBER OF YEARS AS BENEFICIARY
1	2417	January 13	85	Cathie Cusack	\$4012.85	12 years 9 months
2	2357	January 13**	90	Joe Garner	\$0.00	9 years 9 months
3	2415	March 3	104	Wendy Handler	\$25.00	13 years 11 months
4	2462	April 30	98	Cathie Cusack	\$0.00	12 years, 2 months
5	2494	May 22	93	Ruth Leonard	\$2805.00	11 years, 6 months
6	2406	May 23	91	Michelle Grant	\$1493.14	14 years, 6 months
7	2389	June 12**	91	Ruth Leonard	\$12,518.53	15 years, 6 months
8	2408	November 3	80	Ruth Leonard	\$3737.05	12 years, 10 months
9	2400	November 29**	92	Michelle Grant	\$0.00	15 years, 6 months
10	2351	December 23	93	Cathie Cusack	\$3758.60	16 years

\*\*Withdrawn

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**Statistical Report of the Beneficiaries of the Individual Service Program - Year to Date 2013**

*Summary by Caseload –January 1, 2013 through April 16, 2013*

<b>Social Worker</b>	<b>1/1/13</b>	<b>STB</b>	<b>Total</b>	<b>New Bs</b>	<b>Deaths Disc. &amp; Transfers</b>	<b>4/16/13 B's</b>	<b>STB</b>	<b>Total</b>
Joe Garner	10	0	10			10		10
Michelle Grant	21	0	21			21		21
Wendy Handler	16	0	16			16		16
Ruth Leonard	21	0	21			21		21
Cathie Cusack	17	1	18		*-3	14	1	15
Susan Cohn	1		1			1		1
<b>Totals</b>	<b>86</b>	<b>1</b>	<b>87</b>		<b>*-3</b>	<b>83</b>	<b>1</b>	<b>84</b>

B= Beneficiary STB = Short-Term Beneficiary

\*Death \*\*Withdrawn

**Necrology of Beneficiaries – Year to Date 2013**

*Deaths and Discontinued Beneficiaries from January 1, through April 16, 2013*

<b>#</b>	<b>CASE #</b>	<b>DATE OF DEATH/ DISCONTINUANCE</b>	<b>AGE</b>	<b>SOCIAL WORKER</b>	<b>MONTHLY BUDGET</b>	<b>NUMBER OF YEARS AS BENEFICIARY</b>
1	2280	January 14	103	Cathie Cusack	\$20.00	23 years, 10 months
2	2349.1	February 22	82	Cathie Cusack	\$0.00	17 years, 1 month
3	3358.1	March 15	89	Cathie Cusack	\$0.00	4 years, 2 months

- Ms. Jones then reported on other highlights from the meeting including:
  - The project to revise Jarvie’s “Green Book” that conveys the “Traditions, Policies and Methods” of the Individual Service Program, which is being undertaken by one of the 2012-2013 Social Work Interns, Mr. Muttaqui Dhulkifl, in consultation with Susan Cohn and Margaret H. Reiff. Mr. Dhulkifl presented to the committee about the process of updating the booklet that was created in 2002 and is in need of changes in language, adaptation of a number of policies and inclusion of procedures previously not included in the document.
  - Ms. Aimee Philpott and Ms. Catherine Cusack jointly presented the case of a Jarvie Beneficiary living in a NJ nursing home who has experienced substandard care, abuse and neglect. Ms. Cusack has documented 28 pages of concerns related to this Beneficiary’s needs and corrective action plans have been negotiated and put in place. The Committee commended the staff for the pro-active role they have played as advocates for this Beneficiary and conveyed their hope that they feel good about their work despite ongoing frustrations with the care provided by the facility.
  - The Committee engaged in an extended discussion of difficulties experienced with the MSW student interns this year. Both Aimee Philpott and Susan Cohn have diligently worked with both interns with little affect. Approaches to screening prospective SW Student Interns in the future. . It’s a problem that starts with the Universities and their field placement people. Members of the Committee offered to continue discussions about this subject since there have been issues with a number of student interns’ level of commitment, lack of ability to work independently, and limited capacities.

**ACTION: BY COMMON CONSENT, the JCSC VOTED TO APPROVE the report of the Individual Service Program Subcommittee.**

## **8. REPORT OF THE GRANTS TO ORGANIZATIONS SUBCOMMITTEE**

Rev. Patrick O'Connor reported as the chair, along with Margaret H Reiff as staff liaison.

- The GTO Committee and GTO Subcommittee did not meet in conjunction with this meeting, but will schedule a meeting at a later date. Rev. O'Connor and Ms. Reiff shared brief updated on site visits to recent grantees and that it is not possible to appreciate how significantly Jarvie's grant funds help the organization until you visit them. The need is great and providing grants, even to a limited number of organizations, is an important component of Jarvie's mission. Ms. Reiff reported that philanthropic funds are desperately needed as government funding continues to shrink and that there are countless organizations that inquire about potential funding on an ongoing basis.
- Ms. Reiff also reported that Superstorm Sandy continues to have a profound impact on older adult in many areas throughout the NY metro area. The Aging Services network has rallied to meet needs, but funding has been scattered and the channels for helping individuals secure emergency assistance are quite complex.

**ACTION:** BY COMMON CONSENT, the JCSC VOTED TO APPROVE the report of the Grants to Organizations Subcommittee.

## **9. EXECUTIVE DIRECTOR'S REPORT**

### Committee Membership

Ms. Reiff updated the Committee about the need to fill a seat on both the Nominating and Personnel Subcommittees that were vacated as a result of changes in JCSC membership from 2012 to 2013. Rev. Patrick O'Connor asked the Committee members if there were any volunteers to serve on these subcommittees. Sarah Lisherness volunteered to serve on for the Personnel Subcommittee and Ms. Betty Jones volunteered for the Nominating Subcommittee. Appreciation for their willingness to serve in these roles was expressed by all present.

### 2013 JCSC Commitment Forms

Ms. Reiff distributed the 2013 JCSC commitment forms to Committee members and Ms. Elinor Hite asked the JCSC members to take a moment to complete the Commitment Forms, stressing the importance that all Committee members commit to offering specific forms of support to Jarvie's mission, including the provision of an annual financial contribution. Ms. Reiff reported that the JCSC achieved 90% participation in making financial contributions to Jarvie in 2012. She expressed appreciation for this significant increase from 60% participation in 2011. Both Ms. Hite and Ms. Reiff stressed that the amount of the contribution is not important, that any sum, no matter how small or large is welcomed and it is up to each JCSC member to decide what they are able to give. However, reaching the goal of 100% participation is crucial as Jarvie begins to move forward to explore development opportunities, which is included as a component of current Strategic Plan.

### Revision of Thumbnail Sketches for JCSC, GTO, & SSAC Members

Ms. Reiff explained the importance of having brief "thumbnail sketches"/bios about each member of the JCSC, GTO and SSAC in order to help new members learn about those they will be serving with. She distributed aexil of the existing descriptions to long-standing members of the JCSC and requested

that they review them and provide her with any necessary corrections or edits. She provided newer members with blank forms to complete and return to her.

### Update On Activities

- Ms. Reiff presented information about a unique and invaluable program, Concerts in Motion, which provides individual concerts for older people in their homes/other places of residence. She conveyed that Jarvie has arranged for a number of Beneficiaries to receive concerts and that all of them enthusiastically reported that the experience greatly enhanced their quality of life. Ms. Reiff shared a brief video about the program's founder, Ms. Jennifer Finn, noting that it included interviews with several older adults, including one of the Jarvie Beneficiaries. Ms. Reiff also celebrated that Ms. Finn has agreed to serve as a member of the SSAC and will provide a unique perspective as someone who has performed for Beneficiaries and many other older adults.
- Ms. Reiff provided a report regarding staffing transitions once again noting Roy Peterson's departure after serving the PCUSA and Jarvie for a total of 27 yrs. She informed the Committee that Ms. Amanda Frudakis has been hired to fill the new position of Case and Administrative Assistant and has already made wonderful contributions to the ISP.
- Ms. Reiff updated the Committee about the 2013 Colloquium. She noted that Mr. Marc Agronin, M.D. will serve as one of the plenary speakers and share his expertise regarding working with older adults with dementia. Other information about the Colloquium was shared by distributing copies of the program to the JCSC members.
- The update on Jarvie's technology assessment confirmed the need for Jarvie to upgrade/purchase new technology tools. This includes a trial of a new Micro Soft device, the Surface Pro that JCSC member, Doug McArthur helped to research. Reports from staff have been positive so far and this tool will enable the Social Work Staff to remote in to the Beneficiary database from Beneficiary home visits, which will allow them to engage the Beneficiaries in "live" review of important documentation including, but not limited to, Budget and Financial documents, Emergency Records, etc., which is very helpful.
- Ms. Reiff reported on the success of a workshop that she presented with Ms. Susan Cohn and Dr. Patrick Arbore, a San Francisco based clinician, at the annual American Society on Aging conference in Chicago. The workshop, "Serving Older Adults with Mental Illness: Challenges and Dilemmas for Care Managers and Clinicians" was well attended, and participants engaged in lively and thoughtful discussions. A PDF copy of this presentation will be posted on the Jarvie website.
- Ms. Reiff concluded with an update regarding her service as Vice Chair of the Social Work Section of the New York Academy of Medicine. One of her contributions to the Section's work in 2013 involves organizing the section's annual "Movie Night" on April 30, 2013. This event will provide a free showing of the film "Gen Silent", a critically-acclaimed documentary that tells the story of six Lesbian, Gay, Bisexual and Transgender (LGBT) seniors who face difficult decisions about "hiding their friends, spouses – their entire lives – in order to survive in the care system" or risk experiencing discrimination and disparities in the quality of care they receive. It is a powerful film and registration for this event has been much higher than in past years.

### **10. Distribution of Confidential Information Packets of Applicants' Information to be Reviewed for Acceptance by the JCSC**



Ms. Susan Cohn distributed the information packets containing the information and proposed budgets for the applicants, reminding the JCSC members of the need to maintain confidentiality of this information by returning the packets the following day after each is reviewed.

**11. Meeting Adjourned at 4:08 pm**

**THURSDAY, APRIL 25, 2013**

**1. PRAYERS AND DEVOTIONS**

Elinor Hite led prayers and devotions in the Culpeper Room at 8:50 am.

**2. REPORT OF AUDIT COMMITTEE**

**ACTION: BY COMMON CONSENT the JCSC, VOTED TO APPROVE and ACCEPT the AUDIT REPORT as moved by the Audit Subcommittee.**

**3. PRESENTATION OF FIVE APPLICANTS FOR ACCEPTANCE BY THE JCSC**

Mr. Joe Garner provided brief presentations to the JCSC for 5 applicants whom the staff believes meet the criteria for acceptance as Jarvie Beneficiaries.

<b>CODE#/CASE GRANT</b>	<b>FEMALE/MALE</b>	<b>AGE</b>	<b>AMOUNT OF MONTHLY</b>
<b>3366</b>	<b>Female</b>	<b>76</b>	<b>\$ 1,161.92</b>
<b>3483</b>	<b>Female</b>	<b>88</b>	<b>Service Only</b>
<b>3495</b>	<b>Female</b>	<b>85</b>	<b>\$ 3,073.00</b>
<b>3509</b>	<b>Male</b>	<b>75</b>	<b>\$ 635.00</b>
<b>3510</b>	<b>Female</b>	<b>67</b>	<b>\$ 2,044.45</b>

Mr. Garner shared detailed information regarding each applicant and invited questions or comments from the JCSC members.

Two members of the Committee raised questions the substantial life insurance premium listed on the budget for Case #3495. Mr. Garner conveyed that this candidate purchased the policy at a time in her life when she could afford the premiums. Ms. Reiff noted that in a number of other cases, Beneficiaries who had life insurance premiums with costly premiums, Jarvie asked them to cash out the policies. Another Committee member then inquired about whether this candidate is serious about selling her house. Ms. Cohn responded that, yes, the individual agrees that she needs to sell her home since she is “house rich” but cash poor and unable to continue to pay the expenses to remain in her home, upon which she holds two mortgages. Ms. Cohn also briefly reported on the housing market in the town where this woman resides and that it is unclear what the value of this two family home will be in light of its current condition. Ms. Cohn, Mr. Garner and Ms. Reiff reported that the sale of her home is a condition for Jarvie’s ongoing involvement with this potential Beneficiary and that understands this.

The Committee also engaged the staff in discussion regarding the unusual legal issues faced by Case # 3510 related to a commercial property in Queens that she owns, but has been taken over by another party who she planned to sell shares of the property to and work with as a partner/co-owner. The Committee asked Ms. Angela Duffy, Legal Counsel for the Foundation, about her thoughts regarding this matter. Ms.

Duffy indicated that she would help to search for further information regarding the matter after the staff secures more detailed information from this individual.

**ACTION:** On motion by Elinor Hite, seconded by Leslie McCall, the JCSC **VOTED TO APPROVE CASE # 3495** presented for acceptance as a Beneficiary of the ISP.

**ACTION:** On motion by Elinor Hite, seconded by Alan Ford, the JCSC **VOTED TO APPROVE CASE # 3483** presented for acceptance as a Beneficiary of the ISP.

**ACTION:** On motion by Betty Jones, seconded by Leslie McCall, the JCSC **VOTED TO APPROVE CASE # 3509** presented for acceptance as a Beneficiary of the ISP.

**ACTION:** On motion by Betty Jones, seconded by Jon Brown, the JCSC **VOTED TO APPROVE CASE # 3510** presented for acceptance as a Beneficiary of the ISP, with the mandate that the legal issue noted above be explored.

**ACTION:** On motion by Elinor Hite, seconded by Alan Ford, the JCSC **VOTED TO APPROVE CASE # 3366** presented for acceptance as a Beneficiary of the ISP.

#### **4. UPDATE ON STRATEGIC PLAN IMPLEMENTATION**

Ms. Reiff updated the JCSC on progress made to date in implementing Jarvie's Strategic Plan, utilizing a PowerPoint presentation. Specific accomplishments related to each of the three strategies were highlighted including:

##### **Strategy 1 – Utilize Jarvie ISP as a “Living Laboratory” to Develop Best Practices...**

- Components of reviewing and comparing program Jarvie's program with best practices in the field of care management were initiated through preparation for and presentation of a workshop at ASA's annual conference.
- Revision of the “Green Book” was initiated in Fall 2012 by one of the Social Work Student Interns, Muttaqi Dhulkifl, under the supervision of Ms. Cohn and Ms. Reiff.
- A comprehensive assessment of Jarvie's technology needs has been initiated. Launched a trial utilizing the Microsoft Surface Pro via a “hotspot” connection by one of two members of the social work staff to determine its effectiveness in supporting their work with ongoing Beneficiaries and candidates for the ISP.

##### **Strategy 2 – Reinvigorate the GTO Program...**

- As of November 2011, the JCSC has committed to allocating \$100k per year to provide grants to organizations, which was incorporated in the 2012 and 2013 budgets.
- The GTO Committee continues to review priorities, explore critical issues, and seek out partnerships to help guide the process of soliciting applications for funding.

##### **Strategy 3 – Expand Jarvie's Role as a Dynamic Information Source...**

- Completion of a market review incorporated contributions of Consultants from Strategic Communications and Planning, Jarvie's Strategic Planning Assistant, Susan Stone, and engagement of the full Jarvie staff.
- Significant work was completed in 2012 related to web restructuring and shift to a “Content Management System” that will allow Jarvie staff to make changes directly to various sections of the website allowing for more timely updates and easier distribution of information/resources..

- Initiated a shift in scheduling the 2012 Colloquium, changing it from a Friday to a Thursday, which resulted in increased attendees. Additionally, scribes were recruited to provide summaries of all workshop sessions and the plenary sessions were videotaped; the summaries and you tube recordings of the plenary sessions have been posted on Jarvie's website.
- Collaborated with Foundation site to create a profile within the Presbyterian Mission Exchange.

**Development – Launch Jarvie's exploration of Development Opportunities**

- Jarvie staff collaborated with Foundation personnel to create a profile on the Presbyterian Mission Exchange's website and secure access to their "donate now" system accepting online contributions on behalf of Jarvie. A "donate now" button has been added to Jarvie's website, which was demonstrated as part of the PowerPoint presentation. Members of the JCSC raised questions about the color selected for the "Donate Now" button and unanimously recommended that it be changed to the color green, with hyperlinks listed in blue text.
- Further goals and actions are to be initiated in 2013 and beyond.

**ACTION: BY COMMON CONSENT** members of the JCSC UNANIMOUSLY VOTED TO ACCEPT the Strategic Plan Implementation Update.

**4. Executive Session**

The JCSC voted to go into Executive Session at 10:15 am. There were no action items. A motion was made, seconded and passed to close the Executive Session at 10:30 am.

**5. Proposed Dates for 2014 Meetings**

April 30, 2014 – May 1, 2014

November 5, 2014 – November 6, 2014

**ACTION: BY COMMON CONSENT** members of the JCSC UNANIMOUSLY VOTED TO CONFIRM the dates for the JCSC Meetings in 2014.

**6. Adjournment and Closing Prayer**

**ACTION:** The JCSC, on motion by Sara Lisherness, seconded by, Ms. Betty Jones, **VOTED TO ADJOURN** the meeting of the JCSC at 10:37 am.

Ms. Sara Lisherness led the JCSC in a closing prayer.

Submitted by,

ELECTRONIC SIGNATURE PROVIDED BY MS. JONES ON 2/14/14

Ms. Betty Jones, Secretary  
Jarvie Commonweal Service Committee

**PRESBYTERIAN MISSION AGENCY BOARD**

**April 23-25, 2014**

**Compassion, Peace and Justice Ministry Area**

Appendix 15

Prepared by:

Sofia Carreras, Recording Secretary in consultation with Margaret H. Reiff, ED/CEO

Date: February 13, 2014

*APPROVAL SECURED VIA EMAIL VOTES CAST BY THE MEMBERS OF THE JCSC ON FEBRUARY 14, 16 AND 19, 2014. UNANIMOUS APPROVAL BY THE 8 MEMBERS PRESENT AT THE MEETING. THE TWO MEMBERS WHO WERE NOT PRESENT AT THE MEETING ON APRIL 24-25, 2013 ABSTAINED FROM THIS VOTE.*

## ITEM B.207 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	
<b>Individuals:</b>	\$4,080,000	\$3,547,239	\$3,272,759	(\$274,480)	92%
<b>*Church Support:</b>	<u>\$4,200,000</u>	<u>\$4,514,121</u>	<u>\$4,906,183</u>	<u>392,062</u>	109%
<b>Total Revenue:</b>	\$8,280,000	\$8,061,360	\$8,178,942	\$117,582	101%

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

<b>Expenses:</b>	\$1,982,471	\$1,675,673	\$1,666,936	(\$8,737)	99%
<b>Total Cash to Need:</b>	<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>

6,385,687

<b>*Individuals</b>												
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>

<b>**Church Support</b>												
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

**ITEM C.200  
FOR INFORMATION**

**Racial Ethnic & Women's Ministries  
United Nations Commission on the Status Of Women**

A delegation of women from Presbyterian Women in the Presbyterian Church (U.S.A.), National Network of Presbyterian College Women (NNPCW) and Racial Ethnic Young Women Together (REYWT) participated in the 58<sup>th</sup> session of the Commission on the Status of Women on March 10-21, 2014, at the United Nations in New York. The 2014 theme was: "Challenges and Achievements in the Implementation of the Millennium Development Goals for Women and Girls." These goals are:

1. Eradicate extreme poverty and hunger
2. Achieve universal primary education
3. Promote gender equality and empower women
4. Reduce child mortality
5. Improve maternal health
6. Combat HIV/AIDS and other diseases
7. Ensure environmental sustainability
8. Develop a global partnership for development

Presbyterian participants advocated for God's justice and peace, guided by General Assembly policy. The event inspired and equipped Presbyterians including young adult women, many of whom participated for the first time. The delegation advocated for gender equality and gender empowerment at the local, state, national and international level. There were approximately forty-two delegates from Racial Ethnic & Women's Ministries/Presbyterian Women.

The Commission on the Status of Women is a functional commission of the United Nations Economic and Social Council. The commission formulates policies that promote gender equality and the empowerment of women worldwide. Member states, non-governmental organizations, and United Nations entities participated in the sessions. Throughout the commission there were opportunities to attend and lead parallel events held by non-governmental organizations. On Thursday, March 13, the Presbyterian delegation led worship as part of the Ecumenical Women's morning prayer service. Later that day a Presbyterian parallel event featuring Ruth Farrell, Coordinator of the Presbyterian Hunger Program, Marvella Lambright, Vice Moderator of the Churchwide Coordinating Team of Presbyterian Women, Courtney Hoekstra, Associate for Advocacy Committee Support, Bethany Ruhl, a student at Louisville Presbyterian Theological Seminary, and others was held to discuss "Millennium Development Goals: Reflections from Reformed Churches."

The commission evaluated its process in implementing the "access and participation of women and girls to education, training, science and technology, including the promotion of women's equal access to full employment and decent work. The agreed-upon conclusions of the 58<sup>th</sup> session of the Commission on the Status of Women may be seen by contacting the Presbyterian Ministry at the United Nations or the Office of Women's Leadership Development and Young Women's Ministries.

**ITEM C.201**  
**FOR INFORMATION**

**Join us for the Churchwide Gathering of Presbyterian Women**  
**June 18-21, 2015, in Minneapolis, MN**

Close your eyes. Imagine a place overflowing with thousands of Presbyterian women. They are celebrating in prayer, song and worship, while participating in workshops and lively discussions. Come join us for the Churchwide Gathering of Presbyterian Women, June 18-21, 2015, at the Hyatt Regency Hotel in Minneapolis. The context for the 2015 Gathering is based on 1 Corinthians: 12:12-27. The theme of the Gathering is "One Body, One Spirit." The theme verses are as follows:

*For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ. For in the one Spirit we were all baptized into one body—Jews or Greeks, slaves or free—and we were all made to drink of one Spirit. — 1 Corinthians: 12:12-13, (NRSV).*

The Gathering, held once every three years, is an opportunity for Presbyterian women from across the country (and around the world!) to gather for worship, education, community building, fun and renewal. Participants will enjoy workshops, tours, forums, plenary sessions with inspiring speakers and worship. PW's triennial Business Meeting also takes place during the Gathering, where budget, leadership and programmatic emphases will be decided.

Come and experience God's presence at the PW Churchwide Gathering! For more information, visit, [www.presbyterianwomen.org/gathering](http://www.presbyterianwomen.org/gathering).

**ITEM C.202**  
**FOR INFORMATION**

**Racial Ethnic & Women's Ministries/Presbyterian Women Fast Facts**

Did you know?

- That approximately 50% of the 1001 new worshipping communities are racial ethnic, new immigrant or cross cultural?
- That many of the 1001 new worshipping communities are led by racial ethnic, immigrant or women leaders?
- That the ten largest racial ethnic congregations in the PC(USA) are either Korean or African American, and that these congregations have from 1,200 to 3,000 or more members?
- That Korean American Presbyterians are the fastest growing membership group in the PC(USA)?
- That the next largest growing new immigrant group in the PC(USA) are Africans (from many different nations in Africa)?
- That the first racial ethnic worshipping community in the PC(USA) was Native American?
- That the largest mission organization in the church is Presbyterian Women?
- That there are more clergywomen in the church than ever before? One-third of active (non-retired) Presbyterian teaching elders (35%) are women. Only 1% of all pastors were women in 1973.
- Adult baptisms totaled 6,129, an increase of 389. Slightly fewer than 42,000 individuals joined the church by profession or reaffirmation of faith, over one-third of who were 17 years old or younger?
- That when the National Racial Ethnic Caucuses & Councils met at the Big Tent in 2013, it included representatives from the Native American Consulting Committee (NACC), the National Black Presbyterian Caucus (NBPC), the National Hispanic-Latino Presbyterian Caucus (NHLPC), the National Asian Presbyterian Caucus (NAPC), the National Council of Korean Presbyterian Churches (NCKPC), the National Middle Eastern Presbyterian Caucus (NMEPC) and representatives from networks of new immigrant groups from Africa, South Asia and Portuguese-speaking countries?

*Data provided by the Office of the General Assembly, Racial Ethnic & Women's Ministries/Presbyterian Women, Evangelism and Church Growth and Research Services.*

**ITEM C.203**  
**FOR INFORMATION**

**221<sup>st</sup> General Assembly (2014) Events**  
**Racial Ethnic & Women's Ministries/PW**

General Assembly is a busy time filled with discussion, debates, overtures and reports. But it is also a time of celebration, reconnecting, worshiping, honoring others and enjoying meals together with those in our church family. Below is a list of General Assembly events that are either of interest to or sponsored by the Racial Ethnic & Women's Ministries/PW Ministry area:

**Wednesday, June 11- Thursday, June 12**

Begins at 3:00 p.m. on Wednesday and ends at Noon on Thursday – **Pan Asian English Ministry Pastors' Conference** – Location: Marriott Hotel

*Sponsored by:* Presbyterian Mission Agency – Racial Ethnic & Women's Ministries, the Office of Asian Congregational Support, the Office of Korean Emerging Ministries and the Office of Racial Ethnic Leadership Development.

This gathering will provide 1.5 and second generation pastors with an opportunity for leadership development, spiritual enrichment and networking. It will inspire, equip and connect them for the changing landscape in the church.

**Thursday, June 12 – Friday, June 13**

Begins at 1:00 p.m. on Thursday and ends after lunch on Friday – **Moderator's Pan Asian Convocation** – Location: TBD

Much has happened in the Church and culture and in our Asian American communities since the 1<sup>st</sup> Moderator's Convocation of Asian American Presbyterians in Houston in May 2001. The Rev. Dr. Neal Presa, Moderator of the 220<sup>th</sup> General Assembly (2012), invites you to an exciting gathering to celebrate, fellowship, worship, feast, sing and discuss in creative ways how might Asian American Presbyterians impact the Church and culture in prophetic ways for our collective present-future.

**Friday, June 13 – Saturday, June 14**

Begins at 12:00 p.m. on June 13 – **Women's Leadership Institute/Young Women's Leadership Development Event** – Location: Marriott Hotel

*Sponsored by:* Presbyterian Mission Agency – Racial Ethnic & Women's Ministries, Women's Leadership Development & Young Women's Ministries.

All women throughout the church, in all church leadership roles, are invited to participate in the Women's Leadership Institute held at the General Assembly. The theme of the institute is "An Abundance of Power: The Relationship Between Vulnerability and Power," and it is designed to address issues faced by women in leadership of all ages, as well as explore the relationship between vulnerability and power. Participants will tap into their inner strengths and be empowered and strengthened on their path to become even more effective transformational and visionary leaders, as God has called them to be.

**Saturday, June 14**

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7:00 a.m. – 9:00 a.m. – **Women's Orientation Breakfast** – Location: Marriott Hotel

*Sponsored by:* Presbyterian Mission Agency – Racial Ethnic & Women's Ministries/Presbyterian Women and the Advocacy Committee for Women's Concerns.

Whet your appetite for justice and connect with other women at the General Assembly. Sharpen your insights while interacting with the Moderator and Stated Clerk candidates. Discover how the voices of women will be heard at General Assembly. All attendees leave with a copy of the "red book," a one-stop guide to women's issues at this assembly.

8:45 a.m. – 9:30 p.m./9:45 a.m. – 10:30 a.m. – **Riverside Conversation: Equipping the Church for Ministry with God's Diverse Family** – Location: TBD

Sharing the gospel, nurturing disciples, and building the church in today's complex cross-cultural, multiracial society requires new skills. This conversation will focus on the tools and resources available for Presbyterians who seek to meet this challenge and continue the Presbyterian Church's longstanding commitment to face and dismantle racism.

Two 45-minute conversations are scheduled. This session will be repeated so commissioners can select the time that best suits their schedule.

10:00 p.m. – Midnight - **Racial Ethnic & Women's Ministries Reception for the Moderator of the 221st General Assembly (2014)** – Location: Marriott Hotel

*Sponsored by:* Presbyterian Mission Agency – Racial Ethnic & Women's Ministries

Come and greet the newly elected Moderator of the General Assembly! This reception is the newly elected moderator's initial introduction to members of the national racial ethnic caucuses and councils, women's ministries and the diversity of gifts that racial ethnic and women leaders bring to the PC(USA). The reception will start immediately after the close of the evening's session.

**Sunday, June 15**

7:30 a.m. – 9:15 a.m. – **Women of Faith Awards Breakfast** – Location: Marriott Hotel

*Sponsored by:* Presbyterian Mission Agency – Racial Ethnic & Women's Ministries/Presbyterian Women.

We recognize the faithful witness of three women who have served the church as "Prophetic Women of Faith." We celebrate these women who are following the examples of prophets and apostles who came before them.

12:30 p.m. – 2:00 p.m. – **Korean Lunch** – Location: Korean United Presbyterian Church

*Sponsored by:* National Council of Korean Presbyterian Churches (NCKPC)

The lunch will be hosted by the Korean United Presbyterian Church of Metro Detroit. Participants will attend the Sunday morning worship service and partake in lunch with congregations.

**Monday, June 16**

12:00 p.m. – 1:30 p.m. – **New Immigrant Ministries Luncheon** – Location: Marriott Hotel

*Sponsored by:* Racial Ethnic & Women's Ministries – the Office of African Emerging Ministries and the Office of Asian Congregational Support, and New Immigrants and Emerging Ministries

**Monday, June 16** (continued)

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6:00 p.m. – 8:00 p.m. – **National Black Presbyterian Caucus Dinner** – Location: TBD

*Sponsored by:* National Black Presbyterian Caucus (NBPC)

This dinner is held by the National Black Presbyterian Caucus and is a time of relationship building, celebrating the continuing pilgrimage of faith for African American Presbyterians in the PC(USA).

7:00 p.m. – 9:00 p.m. – **A Season of Listening with National Network of Presbyterian College Women and Racial Ethnic Young Women Together** – Location: Marriott Hotel

*Sponsored by:* Racial Ethnic & Women's Ministries – The Office of Women's Leadership Development and Young Women's Ministries.

**Tuesday, June 17**

5:30 p.m. – 7:00 p.m. – **National Racial Ethnic Caucuses and Councils Dinner** – *By invitation only* –

Location: Marriott Hotel

*Sponsored by:* Presbyterian Mission Agency – Racial Ethnic & Women's Ministries.

This dinner is an opportunity for the presidents, vice-presidents (or appointed representative) of each national racial ethnic caucus or council to gather together in community. The caucuses and councils will share their vision, initiatives, and activities and discover differences and similarities.

6:00 p.m. – 8:00 p.m. – **Native American Consulting Committee Dinner** – Location: TBD

*Sponsored by:* Native American Consulting Committee

This dinner is held by the Native American Consulting Committee at each General Assembly, which highlights Native American ministries throughout the PC(USA). It is a time of fellowship for the Committee with leaders from mid councils, the Presbyterian Mission Agency and congregations.

6:00 p.m. – 9:00 p.m. – **National Hispanic/Latino Presbyterian Caucus Dinner** – Location: Marriott Hotel

*Sponsored by:* National Hispanic/Latino Presbyterian Caucus

This dinner is held by the National Hispanic/Latino Presbyterian Caucus and is a time of relationship building, celebrating our cultural diversity with music and food.

7:00 p.m. – 10:00 p.m. – **National Middle Eastern Presbyterian Caucus Banquet** – Location: TBD

*Sponsored by:* National Middle Eastern Presbyterian Caucus

Come and have a great Middle Eastern meal, enjoy fellowship, hear a great speaker and learn firsthand about your ministry and mission to the Arab and Middle Eastern people in the U.S.A.

**Wednesday, June 18**

5:30 p.m. – 7:30 p.m. – **Multicultural Dinner and Celebration** – Location: Fort Street Presbyterian Church

*Sponsored by:* Office of Multicultural Ministries and the Presbyterian Multicultural Network

The program will include an energizing celebration and opportunities to win door prizes and new resources. Participants will learn about the work of the Office of Multicultural Ministries and the Presbyterian Multicultural Network. Keynote speaker: Dr. Roger Nishioka, Associate Professor of Christian Education at Columbia Theological Seminary.

**ITEM C.204**  
**FOR INFORMATION**

**Report from Cook Native American Ministries**

**Mission Statement:** *"In response to the Christian Gospel, Cook Native American Ministries equips leaders to better serve their churches and communities."*

**Introduction**

The following report is an update on the ministry and progress of Cook Native American Ministries (CNAM) over the last several months.

Our founder, the Rev. Dr. Charles H. Cook, heeded God's call to go, sow and grow leadership within the Native community; so trained leaders in turn would enrich and strengthen their churches and communities. As CNAM is in its formative stage of becoming a foundation, we remain committed to this same call and mission. We are fulfilling our commitment by offering programs that enhance leadership skills, nourish souls, inform and empower leaders on topics relevant to the immediate needs of the Native church and community. Program content and resources are intentionally designed to be duplicated, shared and tailored; so attendees can offer similar training in their local area. This report will include stipulations set by the Presbyterian Mission Agency Board. Our focus areas will include:

- Overview
- Leadership Changes
- Winter Workshop
- Upcoming Summer Session
- Commissioned Ruling Elders (CRE) Program
- Financial Overview and Audit
- Planning and Organization
- Property Sale and Timelines
- PC(USA) Staff Representative
- Summary

**Overview:**

CNAM continues to be in transition while the property sale begins closing. However, a significant step has taken place in the past several months to fully transition to a foundation. An initial grant program has been established with numerous applicants. Initial response to the grant program will guide the organization's emergence from a degree-granting institution to the largest Native American Christian philanthropy, while maintaining support of our financial contributors. The unanticipated extended transition has presented the opportunity to respectfully close one chapter, and allowed the establishment of a firm base as we embark upon a new chapter in the life of CNAM and the legacy of Charles H. Cook.

**Leadership Changes:**

The Executive Director resigned for personal reasons. The Board of Directors accepted the resignation with regret. The guiding principles of leadership are found in Cook Native American Ministries Bylaws, which name the Chair to lead day-to-day operations. The Rev. Dr. Ron Lundeen, a board member, was



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called to oversee the Grant Program, Fundraising, CRE and other programs. Della Peña remains as Administrative Assistant. Adelita Mesa was re-called to part-time receptionist and assistant to Della. Ron Lundeen and Gary G. Metoxen provided day-to-day leadership to Cook Native American Ministries from 2009-2012. An Executive Director vacancy was announced, and we have received four outstanding applications. A Search Committee has been named to begin the process of selecting a person to lead CNAM. The committee will review all applications in March and hold interviews in April.

**Winter Workshop:**

Cook Native American Ministries affirmed and demonstrated our continued commitment to carry on Charles H. Cook's vision to grow and support Native American leadership. Cook Native American Ministries planned, promoted, coordinated and hosted the 2014 Winter Workshop on January 9-11, which had positive responses. The facilitators were as follows:

- Rev. Debbie Royals
- Rev. Martin Brokenleg
- Rev. Dr. Larry Norris
- Dr. Carrie Johnson
- Rev. Judy Wellington (worship leader)

This training event serves its purpose and shows we are still here and we are growing.

**Upcoming Summer Session:**

We are pleased that we were selected to receive the John C. Martin Award for "Teaching of the Bible" from the Presbyterian Mission Agency. We are certain that this partnership meets our vision to teach and reach more Native leaders to better serve their churches and communities.

The Rev. Judy Wellington, the Rev. Debbie Royals, and the Rev. Dr. Ron Lundeen will be planning and leading this session.

**Commission Ruling Elders (CRE)**

Cook Native American Ministries will coordinate and sponsor the CRE program for the next two years. We hope to identify a partner who will assume coordination and oversight. We will be in position to fund this program for several years. The 2014-2016 programs will be marked as CRE and Lay Leadership Training. Facilitators for CRE are:

- Rev. Dr. Larry R. Norris
- Rev. Martha Sadongei

Rev. Dr. Lundeen will be providing oversight and coordination.

**Financial Overview & Audit:**

CNAM remains debt free and its finances are under control. An agreement has been reached with the Presbyterian Church (U.S.A.) Foundation to manage our endowment funds. It is anticipated that approximately \$10,000,000 will be managed by the PC(USA) Foundation.

Walker & Armstrong, LLP, Certified Public Accounts and Advisors completed our 2013 Audit.

**Planning and Organization:**

CNAM is committed to the vision and legacy of Charles H. Cook. We intend to take his teaching nationwide through our grant program. We will finance our ministry with seed grants supporting grass-

root projects and ministries for Native American churches and communities.

We were pleased that the Presbyterian Church (U.S.A.) Foundation provided board training and fiduciary responsibility and demonstrated its commitment to support the Board financially and to assist with fundraising. An Ad Hoc Strategic Planning Committee is developing short- and long-term strategic planning with action steps, milestones, timelines and budget.

**Property Sale and Timelines:**

A historical decision was made to sell the Cook Native American Ministries property. After several offers we are positioned to close on the property. The developers are doing due diligence and waiting on the City of Tempe to approve development plans. The next meeting is scheduled for community input on February 20, 2014. The Chair of the Board will attend this meeting.

The sale price of the land is \$8,750,000, with \$120,000 non-refundable money.

**Presbyterian Church (U.S.A.) Staff Representative:**

We welcome the Presbyterian Mission Agency staff representative, Simone Adams-Andrade, who will attend CNAM's Annual Meeting in May 2014. We are also in communication with the PC(USA) Foundation to place an individual from their organization on our Board as an ex-officio member.

**Summary:**

When the decision to transition from a degree-granting institution to the Charles H. Cook Foundation was approved, we focused on what we needed to continue the rich tradition of Native ministry and ensure financial stability, while continuing to fulfill our mission.

We are pleased to be the only North American ministry devoted exclusively to the task of providing Christian leadership to Native American churches and communities. CNAM is perceived by its constituents as having steadfastly and resolutely pursued its educational mission with distinction. By many measures, its service is unique.

The Grants Program funded ten programs for 2012-2013 and seven new grants with three renewals for 2013-2014. It is expected that the number of programs in 2014-2015 will triple. The Foundation will be positioned to respond to critical issues in Native churches that involve education and youth and lay leadership. New opportunities to partner with communities and churches will emerge. All of this will be possible through the vision of one man, Charles H. Cook. We will work to keep that vision alive. The next several months will be a time when churches and communities will create programs and services that will strengthen Christian ministry. New life will be given to struggling ministries, and there will be an opportunity to become proactive in Native American ministries.

We give thanks to our donors for their support, and we are grateful for the Christmas Joy Offering (CJO) that sustains this ministry. We also give thanks to the Presidents Roundtable and the Presbyterian Mission Agency Board's recommendation that the 221<sup>st</sup> General Assembly (2014) approve the Institutional Relationship Agreement with the Historically Presbyterian Racial Ethnic Institutions, of which we are a part.

Very respectfully submitted,

Gary G. Metoxen, Chair  
Board of Directors

**ITEM C.205  
FOR INFORMATION**

**Appointment Actions for Mission Personnel**

Approved by GAMC [currently Presbyterian Mission Agency] at the April, 2008, meeting:

The GAMC has officially designated authority to a subcommittee of members from the Leadership and Vocation Committee [currently Leadership] to approve any mission personnel actions in their name and on their behalf.

Summary of approved actions for the months of December 2013, January, February, 2014, are as follows:

The following Mission Co-Worker Amendment Actions received PMAB approval December 30, 2013:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Ayoub, Nadia	Early Childhood Educational Trainer	Ukraine	01/01/2014 – 06/30/2014
Byrd, Phyllis	YAV Site Coordinator./Just Communities Director	Kenya	07/01/2013 – 06/30/2014
Craft, Amanda	Regional Liaison to Mexico/Guatemala	Guatemala	07/01/2013 – 06/30/2017
Hansen, Marilyn	Communications Assistant	Ethiopia	07/01/2013 – 08/31/2014
Hansen, Richard	Systematic Theology Professor	Ethiopia	07/01/2013 – 08/31/2014

The following Mission Co-Worker Appointment Actions received PMAB approval December 30, 2013:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Anderson, Hugh	English Teacher	China	01/01/2014 – 12/31/2015
Anderson, Teena	English Teacher	China	01/01/2014 – 12/31/2015
Garbat-Welch, Jeremy	Team Ministry	Malawi	01/01/2014 – 12/31/2017
Garbat-Welch, Luta	Africa Community Health Facilitator	Malawi	01/01/2014 – 12/31/2017
Ludwig, Rachel	Team Ministry	Niger	01/01/2014 – 12/31/2017
Ludwig, Michael	Literacy and Evangelism Trainer	Niger	01/01/2014 – 12/31/2017
Taber, Kathryn	Facilitator For Peacemaking and Mission Partnerships	Palestine – Israel	01/01/2014 – 12/31/2017
Zuhosky, Claire	Youth Center Development Specialist	Niger	01/01/2014 – 12/31/2017
Thompson-Royer, Sandi	Women Leadership Development	Guatemala	01/01/2014 – 12/31/2017
Royer, P. Brian	Team Ministry	Guatemala	01/01/2014 – 12/31/2017
Sundberg, Justin	Partnership Facilitator	Nicaragua	01/01/2014 – 12-31/2017

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	/Delegations Coordinator	
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The following Mission Volunteer (INT) - LT Amendment Actions received PMAB approval December 30, 2013:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Hong, Jung Ja	Art and French Teacher	Korea	01/01/2014 – 06/30/2014

The following Mission Volunteer (INT) LT End of Service Actions received PMAB approval December 30, 2013:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Steck, William	Associate for Development and Congregational Growth	Costa Rica	01/01/2013 – 03/31/2014

The following Mission Co-Worker Reappointment Actions received PMAB approval December 30, 2013:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Brown, Ruth	Development Specialist	Congo	01/01/2014 – 12/31/2016
Doe, Jane	Security Country	Security Country	01/01/2014 – 12/31/2016
Doe, John	Security Country	Security Country	01/01/2014 – 12/31/2016
Doe, Jane	Community Health Consultant	Security Country	12/01/13 – 11/30/2016
Stock, Chenoa	Facilitator for Joining Hands	Bolivia	01/01/2014 – 12/31/2016
Wheeler, Timothy	Community Development	Honduras	01/01/2014 – 12/31/2015
Wheeler, Gloria	Delegations and Mission Education	Honduras	01/01/2014 – 12/31/2015
Wright, Ashley	Congregational Development/Partnership Facilitator	Honduras	01/01/2014 – 06/30/2015
Wright, John	Congregational Development/Partnership Facilitator	Honduras	01/01/2014 – 06/30/2015

The following Mission Co-Worker Extension Actions received PMAB approval December 30, 2013:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Bryant, Sharon	Coordinator of Christian Volunteers Thailand	Thailand	01/01/2014 – 06/30/2014
Smith, Aura	Team Ministry	Argentina	01/01/2014 – 06/30/2014
Smith, Dennis	Regional Liaison for South Cone and Brazil	Argentina	01/01/2014 – 06/30/2014

The following Mission Co-Worker Reassignment Actions received PMAB approval December 30, 2013:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Chan, Omar	Presbyterian Border Ministry	Guatemala	01/01/2014 – 06/30/2017
Moore, William	Administrator of Japan	Japan	01/01/2014 – 12/31/2017

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	Mission		
Moore, Ann	Team Ministry	Japan	01/01/2014 – 12/31/2017
Reneau, Ingrid	Research Fellow	Ghana	01/01/2014 – 12/31/2017

The following Mission Co-Worker Leave of Absence Actions received PMAB approval December 30, 2013:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Doe, John	Instructor of Emergency Medicine	Security Country	12/15/2013 – 01/15/2014

The following Mission Co-Worker Amendment Actions received PMAB approval February 3, 2014:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Doe, John	Instructor of Emergency Medicine	Security Country	1/16/14 – 2/28/14
George, Aliamma	Community Health Evangelism Facilitator, Presbyterian Church of South Sudan	South Sudan	2/1/14 – 6/30/16
George, Jacob	Theological Educator	South Sudan	2/1/14 – 6/30/16
Parker, El Marie	Regional Liaison for Iran/ Iraq/ Syria and Lebanon	Lebanon	7/1/13 – 6/30/17
Parker, Scott	Associate for Church Growth and Outreach Ministry	Lebanon	7/1/13 – 6/30/17

The following Mission Co-Worker Reappointment Actions received PMAB approval February 3, 2014:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Ellington, Dustin	Professor of New Testament	Zambia	7/1/14 – 6/30/18
Ellington, Sherrill	Team Ministry	Zambia	7/1/14 – 6/30/18
Doe, Jane	Evangelism/ Community Service Worker	Security Country	2/1/14 – 2/28/17
Doe, John	Instructor of Emergency Medicine	Security Country	2/1/14 – 2/28/17
Doe, Jane	Student Ministry Development and Church Support	Security Country	4/1/14 – 3/31/17

The following Mission Co-Worker Extension Actions received PMAB approval February 3, 2014:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Griffin, Kathleen	Professor of Church History	Argentina	4/1/14 – 6/30/14

The following Mission Co-Worker End of Service Actions received PMAB approval February 3, 2014:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Beisswenger, Bacilla	Team Ministry	Guatemala	7/1/13 – 6/30/14

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Beisswenger, Philip	Facilitator – Mission Delegations and Partnership	Guatemala	7/1/13 – 6/30/14
Curry, Sharon	Comm. Health Evangelism Facilitator	South Sudan	7/1/11 – 2/28/14
Hong, Jung Ja	Art and French Teacher	Korea	1/1/14 – 6/30/14

**ITEM C.206  
FOR INFORMATION**

**Small Church Residency Program (formerly For Such a Time as This)**

Four and one-half years ago we launched *For Such a Time as This* as a timely and innovative program focused on spiritual, vocational, and congregational transformation. *For Such a Time as This* has paired small, underserved congregations with recent seminary graduates in two-year pastoral calls. The name *For Such a Time as This* communicated the timeliness and urgency of the program, but gave no information as to what the program is actually about. Therefore, we have renamed it the *Small Church Residency Program* with the tagline: “Growing Leaders, Growing Churches For Such a Time as This.” We hope this name change will better communicate the program’s focus.

In addition, we have developed a new strategy for engaging congregations, presbyteries, and candidates. Previously, all congregations and candidates were screened by our staff and then paired by a staff team drawn from a number of offices in the building. This meant that the window for application from congregations and candidates was once a year. We have now integrated this process into the Church Leadership Connection, so now candidates and congregations can opt into the program at any point during the year with Cindy Cushman, program director, being in conversation with all parties. This shift has just been put into place in 2014, and we now have in the pipeline 50% more congregations than have ever been part of the program in a single year, most of them from presbyteries that have never participated before.

## ITEM C.207 FOR INFORMATION

### Grace and Gratitude

What is the Presbyterian Church (USA)'s theological and spiritual identity? Many of us struggle to provide an answer to "Why Presbyterian?" that goes beyond structure. Do we have a compelling vision?

What theological vision comes from the core of our PC(USA) identity and invites us to practice Christian community, proclaim the gospel, and work for justice? *Grace and gratitude*. Grace and gratitude succinctly and winsomely describes the *charism*, the gift of the Reformed tradition. Each tradition has a gift that it offers to the church ecumenical. We Reformed learn the discipline of not conforming to the surrounding culture from the Mennonites, an appreciation for God's presence in the sacraments from Roman Catholics, a commitment to engage the structures of society from the National Baptists, and the exuberance of the Spirit from Pentecostals. Our gift to the wider church is our emphasis on God's grace and our gratitude.

This importance of this description is highlighted in Brian Gerrish's book, *Grace and Gratitude*.<sup>1</sup> In the book, Gerrish explores John Calvin's theology of the Lord's Supper. At the table, the relation between God and humanity is exhibited. God calls us to the table, feeds us on Christ himself, and we are sent forth in gratitude for God's gracious movement toward us. The relationship broken by sin is restored at God's initiative—we offer our thanks with our whole lives. More than a characterization of Calvin's theology of the Lord's Supper, grace and gratitude is a simple, yet deep description of Calvin's entire theological vision.

Grace and gratitude is our theological and spiritual vision. What is our picture of God? The gracious one who comes to us in creation, in the law, in the prophets, and ultimately in the person of Jesus Christ. The God who sustains us with the ongoing grace of the Holy Spirit. The God who calls us through the church. The God who is for us.<sup>2</sup>

Might Grace and Gratitude become a denomination-wide way of describing Presbyterian identity?

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<sup>1</sup> Brian A. Gerrish, *Grace and Gratitude: The Eucharistic Theology of John Calvin*. (Minneapolis: Fortress, 1993).

<sup>2</sup> Catherine M. LaCugna, *God for Us: The Trinity and the Christian Life*. (San Francisco: Harper, 1993).



**ITEM C.208  
FOR INFORMATION**

**Office of Interfaith Relations Update**

Christine Hong has been in the Office of Theology and Worship for just over a year working in Interfaith Relations. Over the past year she has worked intensively on the Interreligious stance, a statement that, if approved by the General Assembly, would set the direction for future interfaith work. This statement is being sent to the Assembly through the General Assembly Committee on Ecumenical and Interreligious Relations. In addition, Christine has worked closely with the U.N. office and the Sikh community. She has worked closely with the Young Adult initiative to do interfaith work with Presbyterian Young Adults.

**ITEM C.209  
FOR INFORMATION**

**COMMITTEE ON THEOLOGICAL EDUCATION (COTE)**

**Presbyterian Church (U.S.A.)**

**Minutes**

**Charlotte, North Carolina, September 16–18, 2013**

1. The meeting of the Committee on Theological Education (COTE) was held September 16–18, 2013, in Charlotte, North Carolina, and hosted by the Union Presbyterian Seminary on its extension campus in Charlotte shared with Sharon Presbyterian Church.

2. **The following persons attended, constituting a quorum:**

**Members:** Alan Bancroft, Brian Blount (Union Presbyterian Seminary), William Carl (Pittsburgh Theological Seminary), Jana Childers (San Francisco Theological Seminary), Vilmarie Cintrón-Olivieri, Mindy Douglas, Stephen Hayner (Columbia Theological Seminary), José Irizarry, Michael Jinkins (Louisville Presbyterian Theological Seminary), Matthew Miles, Nancy Ramsay (Presbyterian Mission Agency Board liaison), Kathy Wolf Reed (chair), Paul Roberts (Johnson C. Smith Theological Seminary), Max Sherman, Chandler Stokes, Glen Snider (Presbyterian Mission Agency Board liaison), Theodore Wardlaw (Austin Presbyterian Theological Seminary), Frank Yamada (McCormick Theological Seminary), and Nicholas Yoda

**Covenant Member:** Katherine Henderson (Auburn Theological Seminary)

**Corresponding Member:** Gary Eller (Omaha Presbyterian Seminary Foundation)

**Staff from the Office of Theological Education:** Lee Hinson-Hasty (coordinator) and Rose Eileen Niles (associate)

**Adjunct Staff:** Timothy Cargal (Office of the General Assembly) and Charles B. Hardwick (Presbyterian Mission Agency, director of Theology, Worship, and Education)

**Union Presbyterian Seminary Guests:** Richard Boyce (faculty and dean-elect, Charlotte campus), Thomas Currie (dean, Charlotte campus), Richard Hodde (board member), Sandy Irby (staff), Terry Johns (staff), William Rikard (board chair), Rodney Sadler (faculty)

**Other Guests:** Olanda Carr (Presbyterian Foundation), Laura Mariko Cheifetz (Presbyterian Publishing Corporation), Jomaris DeJesus (Presbyterian Mission Agency), David Esterline (McCormick Theological Seminary), Sharon Miller (Auburn Theological Seminary), Neal Presa (moderator, 220th General Assembly), James Thomas (Seminary Support Network representative, Presbytery of Charlotte), and Floretta Watkins (moderator, Presbytery of Charlotte)

3. **Excused Absences:** Craig Barnes (Princeton Theological Seminary), Jeffrey Bullock (University of Dubuque Theological Seminary), James McDonald (San Francisco Theological Seminary), Sergio Ojeda (Seminario Evangelico de Puerto Rico), Mary Elva Smith, Landon Whitsitt, and corresponding members Chris Murphy (Fuller Theological Seminary) and Alvin Padilla (Gordon-Conwell Theological Seminary)

4. Chair **Kathy Wolf Reed** called to order the Executive Committee at 1:15 P.M. on Monday, September 16, 2013, in room C211 at Union Presbyterian

**Executive  
Committee Met**

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Seminary in Charlotte, declared a quorum, prayed, transacted business, and adjourned at 3:25 P.M.

5. Chair **Kathy Wolf Reed** welcomed the committee in the Library at 3:30 P.M. on Monday, September 16, 2013, called the meeting to order, confirmed **Lee Hinson-Hasty** as clerk, confirmed a quorum was present, and opened with prayer. Wolf Reed welcomed Nancy Ramsay as a new member liaison from the Presbyterian Mission Agency Board and guests, and asked for approval of the minutes of the March 2013 meeting and of the schedule and agenda for this meeting as approved and recommended by the Executive Committee. Wolf Reed reminded the committee of the continuing discussion around the committee's shifting identity as a data resource for theological education in the Presbyterian Church (U.S.A.). The **March 2013 Minutes** were approved, without objection or changes, as was **the proposed schedule**. She asked Coordinator Lee Hinson-Hasty to offer reflections on his written Coordinator's report as a way to set the tone for the meeting. Hinson-Hasty encouraged the committee to use its gifts as exegetes to listen carefully for the "splinter that calls us to explore more deeply" the research being done in theological education and to inductively investigate an emerging committee identity.

Opening  
Plenary Actions:  
Minutes and  
Schedule  
approved, and  
Coordinator  
Report received

6. Chair **Kathy Wolf Reed** invited **Sharon Miller** from the Center for the Study of Theological Education at Auburn Seminary to make a presentation on theological student enrollment, pathways to seminary, and seminarian debt. Miller presented portions of these soon-to-be released studies referencing the 2013 enrollment study distributed in the meeting packet. After the presentation and an opportunity for discussion, Wolf Reed adjourned the committee for dinner without objection at 5:45 P.M.

Plenary  
Presentation:  
Auburn Studies

7. Chair **Kathy Wolf Reed** welcomed faculty, staff, and board representatives from Union Presbyterian Seminary and asked President **Brian Blount** to introduce these guests and pray for the meal at 6:00 P.M. Dinner was served in the chapel and was followed by a presentation by **Sandy Irby**, director of the Communities of Learning Program, and a closing evening prayer service led by **Thomas W. Currie**, dean of the Charlotte Campus of Union Presbyterian Seminary and professor of theology.

Union  
Presbyterian  
Seminary  
Presentation  
and Evening  
Prayers

Tuesday, September 17

8. **Kathy Wolf Reed** reconvened the committee with prayer at 9:00 in the library and recognized and thanked **David Esterline**, director, Institute for Cross-Cultural Theological Education, and associate professor of cross-cultural education & ministry at McCormick Seminary, for joining us to present a portion of the 2013 Survey on Global Theological Education study he helped conduct in cooperation with the World Council of Churches. After discussion, Wolf Reed recognized **Lee Hinson-Hasty** to report on his findings on the Committee on Theological Education project mapping international partnerships of Presbyterian World Mission and Presbyterian seminaries. Finally, the chair recognized General Assembly Moderator **Neal Presa** and Director of Theology, Worship, and Education for the

Learning Global  
Plenary: Survey  
on Global  
Theological  
Education,  
Mapping  
International  
Partnerships,  
and  
Consultation on  
Theological

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Presbyterian Mission Agency **Chip Hardwick** to summarize their report and recommendations on a Consultation on Theological Education.

After hearing the three reports, Wolf Reed moderated a conversation on global theological education and invited the committee use the conversation as background for discussion in subcommittees and later in plenary. She recessed the committee for a break at 10:45 A.M.

**Education in Asia**

9. **Kathy Wolf Reed** reconvened the committee at 11:00 A.M. in the library and called attention to an emerging central question over the last few committee meetings regarding the identity and vocation of the COTE. In March 2013, the COTE discussed becoming a PC(USA) theological education data resource, so she put three clarifying questions on the table for discussion. What are the unanswered questions the COTE needs to answer? What information does the COTE want to track? How can the COTE be a better data hub for PC(USA) theological education? To begin the discussion, Wolf Reed asked **Frank Yamada** and **Paul Roberts** to prepare and thereafter offer their reflections on these questions. After hearing them, Wolf Reed moderated a conversation on the COTE's identity and invited the committee to use the conversation as background for discussion in subcommittees and later in plenary.

**Learning Plenary on Key Questions on the Identity of the COTE**

10. **Wolf Reed** called on **Chandler Stokes** at 11:40 A.M. to close the morning session by leading the committee in giving thanks in prayer for former COTE member KC Ptomey, who died May 9, 2013. Referencing Psalm 1, Stokes quoted Ptomey's interpretation: "It is not that God gives us law as a way to become deserving, it's that God gives us a guide to the steps to respond to God's grace that God has been dishing up in generous measure since the first day of creation." Stokes then led the committee in giving thanks in prayer for lunch.

11. **Wolf Reed** called the committee back to order at 12:45 P.M. and recognized **Chandler Stokes** to introduce and moderate a discussion on meaningful support of seminaries that COTE might offer besides the theological education fund. After discussion, Wolf Reed invited the committee to use the conversation as background for discussion in subcommittees and later in plenary. She then dismissed the committee into standing subcommittees at 1:45 P.M..

**Generative Plenary on Supporting Seminaries**

12. The committee was dismissed to meet as three standing subcommittees: **Theological and Church Concerns, Implementation and Interpretation,** and **Interschool and Mission Cooperation** from 2:00 to 3:45 P.M. in separate classrooms.

**Standing Subcommittee Meetings**

13. **Chandler Stokes**, chair of the Institutional Support Subcommittee called to order the Institutional Support Committee at 4:00 P.M., declared a quorum, prayed, transacted business, and adjourned at 6:00 P.M.

**Institutional Support Met**

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14. At 6:00 P.M., the committee concluded business meetings, returned to the South Park Doubletree Hotel, and, at 6:30 P.M., gathered for a reception and dinner. New Presbyterian Mission Agency Board liaison **Nancy Ramsay** was welcomed, and Kathy Wolf Reed was recognized for her birthday.

**Dinner  
welcoming  
Nancy Ramsay**

15. Subcommittee minutes were received from subcommittee clerks and chairs, collated, and distributed to committee members by Hinson-Hasty in a digital format via electronic mail at 11:57 P.M. and in a printed form Thursday morning.

**Minutes and  
recommendations distributed**

**Wednesday, September 18**

16. After breakfast at 9:00 A.M., Wolf Reed called the committee to order in the library at Union Presbyterian Seminary, confirmed a quorum was still present, opened with prayer, and recognized, subcommittee chairs to offer reports and recommendations.

**Closing Plenary**

17. On the Executive Committee's recommendation, the committee **voted, without objection, to approve the following invitations to host the Committee on Theological Education for the previously scheduled stated meetings:**

**Executive  
Committee:**

- a. Seminario Evangelico de Puerto Rico, San Juan, PR: Feb. 25–27, 2014
- b. Montreat Conference Center: Sept. 15–17, 2014; Executive Committee only
- c. Princeton Theological Seminary, Princeton, NY: Feb. 24–26, 2015
- d. McCormick Theological Seminary, Chicago, IL: Sept. 21–23, 2015

**2014-15 Meeting  
hosts approved**

18. Wolf Reed recognized **Chandler Stokes**, chair of the **Institutional Support Committee**, for their report.

**Institutional  
Support:**

- a. Stokes reported the committee had reviewed and recommended the approval of the 2014 TEF distribution of allocations percentages based on the Allocation Formula and data submitted by the schools. In addition, the committee asked that as a part of the COTE visioning process over the next six months, that the allocation formula be revisited with special attention to racial/ethnic seminary education at Johnson C. Smith Theological Seminary and Seminario Evangelico de Puerto Rico. Without objection, it was approved.

**2014 TEF  
Allocation  
Percentages  
Approved with  
caveat**

2014 TEF Percentages	
School	Percentage
Austin	7.7144%
Columbia	10.8306%
Dubuque	7.6147%
E.S.P.R.	3.0351%
Louisville	8.0522%
McCormick	8.3469%
Pittsburgh	9.6237%
Princeton	18.4501%

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S.F.T.S.	8.5448%
J.C. Smith	5.4241%
Union	9.8633%
Discretionary	2.5000%
<b>Total</b>	<b>100.0000%</b>

- b. Stokes reported the committee had reviewed and recommended the approval of the 2014 Theological Education Funds development budget as submitted with up to \$317,113 of the TEF contributed in 2013, but no more than 25.1 percent of the actual TEF gifts contributed, to be used for funds development and promotion of the TEF in 2014.
- c. Stokes reported the committee recommended approval and the COTE voted to approve that COTE provide generative conversation and strategic development about the financial viability of our racial/ethnic seminaries JCSTS and SEPR. This might take the form of establishing a task group.
- d. Stokes reported the committee recommended approval, and the COTE voted to approve, that COTE commend the report “Theological School Enrollment” study by Auburn’s Center for the Study of Theological Education and distribute it to presbyteries with a one-page summary of key findings.
- e. Stokes reported the committee recommended approval, and the COTE voted to approve, that the executive committee docket time in February to continue discussion of David Esterline’s report on the Global Survey of Theological Education, and consider asking him to attend the February meeting.
- f. Stokes reported the committee recommended approval, and the COTE voted to approve, that COTE express thanks and appreciation to Sharon Miller and David Esterline for excellent presentations.
- g. Stokes reported as information a wide-ranging discussion on the following topics:
  - i. A notation that African American women comprise the fastest growing group in seminary enrollment
  - ii. Concerns about students not understanding the crushing effect of massive debt as well as how best to communicate this concern with seminarians and committees on ministry and preparation for ministry and partner with the Board of Pensions fiscal fitness workshops
  - iii. A question about openness in the church, schools, and the COTE to broadening the understandings of ordination for seekers and/or entrepreneurial leaders
  - iv. A question about the impact on placement issues as a result of the timing of ministry transitions and the possibility of delayed retirements
  - v. An appreciation for the stability and strength of PC(USA) seminaries

**2014 TEF Funds Development Budget**

**Strategic Development of JCSTS and SEPR**

**Seminary Enrollment Study**

**Global Theological Education**

**Thanks to Esterline and Miller**

**Information Items from discussion**

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- 19. Wolf Reed called upon Max Sherman, chair of the Theological and Church Concerns (TCC) committee:**
- Theological and Church Concerns:**
- a. Sherman recommended approval as an omnibus motion on behalf of the committee and the COTE voted to approve:
    - i. Affirming the following two persons, in no particular order, receive the Award for Excellence in Theological Education in the 2013–2014 biennium and be recognized at the 221st General Assembly (2014): **Cynthia M. Campbell** and **Jack B. Rogers**.  
**Award for Excellence in Theological Education**
    - ii. Receiving the report titled Consultation on Theological Education in Asia, presented by **Neal Presa** and **Chip Hardwick**, and affirm World Mission and Theology, Worship, and Education ministry areas of the Presbyterian Mission Agency and Board in their work with the COTE and PC(USA) seminaries to explore implementing its findings with the following caveat: the COTE nominating committee recommend a representative, an institutional representative if possible, from the COTE to join the Asia consultation and any other global consultations in the future.  
**Consultation on Theological Education in Asia**
  - b. Affirming the direction of the Special Committee on Preparation for Ministry of the 220th General Assembly (2014) as described by committee staff **Timothy Cargal** and committee member **Nicholas Yoda**. Sherman asked for and Cargal and Yoda gave brief overviews of those directions orally to the COTE.  
**Special Committee on Preparation for Ministry**
  - c. **Sherman** reported as information reports received by the committee on the following:
    - i. A report and phone conversation with Tom Hay from the Department of the Stated Clerk of the General Assembly on the possibility of a General Assembly standing rule change on the number of theological student advisory delegates (TSAD) being considered by the Biennial Review Committee of the 220th General Assembly (2012). A concern was voiced about how reducing the number of TSADs would also reduce the voice and presence of seminaries and future leaders of the church.  
**Theological Student Advisory Delegates**
    - ii. Ongoing discussions with the Lilly Endowment about a planning grant  
**Lilly Grant**
    - iii. Moderator Colloquia and Conversations as well as the Global Initiative on Funding Theological Institutions from Moderator Neal Presa  
**General Assembly Moderator Reports**
- 20. Wolf-Reed recognized Vilmarie Cintrón-Olivieri, chair of the Interschool and Mission Cooperation (IMC) committee, for its report.**
- a. **Cintrón-Olivieri** recommended on behalf of the committee, and COTE voted to approve, each of the following items:
    - i. Postponing any action and revisiting the report on mapping  
**Interschool and Mission Cooperation: Mapping Global Partners**

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- partnerships in PC(USA) seminaries and PC(USA) World Mission in spring 2015
- ii. Concurring with the Executive Committee recommendation to accept the invitation from the Seminario Evangelico de Puerto Rico to host the February 2014 stated meeting of the COTE
  - iii. Inviting Laura Cheifetz, executive director of church and public relations of the Presbyterian Publishing Corporation (PPC), to the February 2014 meeting for at least an hour-long conversation surrounding potential future PPC resources
- b. **Cintrón-Olivieri** reported as information reports received by the committee with gratitude from the following:
- i. Doctor of ministry (DMin) directors and academic deans cohorts' progress on their COTE cooperative grants with the expectation to hear more by fall 2014
  - ii. The Seminario Evangelico de Puerto Rico on its covenant with the General Assembly
  - iii. A common PC(USA) seminary application from Steve Hayner that was considered but lacked interest among the schools
  - iv. Racial Ethnic Seminarian Conference that will continue to be a separate event, restarting in 2014 and managed by the Racial Ethnic and Women's ministry area of the Presbyterian Mission Agency rather than the Office of Theological Education after consideration in 2013
21. Wolf Reed recognized **Mindy Douglas**, chair of the **Implementation and Interpretation (I&I) Committee**, for its report. Douglas reported as information reports received by the committee with gratitude from the following:
- a. **Jeffrey Bullock**, via Skype, on the General Assembly's Special Committee on Funding Theological Institutions. Bullock is now chair of this special committee
  - b. The coordinator's and associate's reports, including those on year-end thank you efforts of the TEF Seminary Support Network and the Seminary Support Network meeting at the PC(USA) Big Tent event in August 2013
  - c. **Olanda Carr**, Presbyterian Foundation ministry relations officer, and Rose Niles on the Theological Schools Endowment Fund as a Ministry Partnership Fund with the possibility for online giving
  - d. Presbyterian Mission Agency (PMA) Research Services reports on TEF donor congregations, the PMA program evaluation of the TEF, and the forthcoming Presbyterian Panel on Theological Education
22. With no other business, Wolf Reed invited those gathered to evaluate the meeting. She also encouraged everyone to complete an online evaluation that will be sent via electronic mail after the meeting.

**Seminario Evangelico de Puerto Rico**

**Presbyterian Publishing Corporation**

**DMin and Dean Cohorts**

**Seminary Application**

**Racial Ethnic Seminarian Conference**

**Implementation and Interpretation**

**"Call Crisis" Data Working Group Proposed**

**Presbyterian Foundation Research Projects**

**Meeting Evaluation**



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23. At 10:20 A.M., without objection, Wolf Reed thanked everyone for their participation and declared the meeting adjourned after a closing worship service in the chapel led by **Richard Boyce**, dean-elect of the Charlotte Campus of Union Presbyterian Seminary and associate professor of preaching and pastor leadership.

**Closing prayer**  
**and**  
**adjournment**

Respectfully submitted on November 15, 2013,

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Kathryn Wolf Reed, chair, Committee on Theological Education

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Lee Hinson-Hasty, coordinator for Theological Education and Seminary Relations

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**ITEM C.210  
FOR INFORMATION**

**COMMITTEE ON THEOLOGICAL EDUCATION (COTE)**

**Presbyterian Church (U.S.A.)**

**Minutes**

**San Juan, Puerto Rico; February 25–26, 2014**

1. The meeting of the Committee on Theological Education (COTE) was held February 25–26, 2014, in San Juan, Puerto Rico, and was hosted for the first time by Seminario Evangélico de Puerto Rico.

2. **The following persons attended, constituting a quorum:**

**Members:** Alan Bancroft, Jeffrey Bullock (University of Dubuque Theological Seminary), William Carl (Pittsburgh Theological Seminary), Vilmarie Cintrón-Olivieri, Mindy Douglas, Susan Garrett (Louisville Presbyterian Theological Seminary), José Irizarry, Kenneth Kovacs (Johnson C. Smith Theological Seminary), Matthew Miles, Deborah Mullen (Columbia Theological Seminary), Nancy Ramsay (Presbyterian Mission Agency Board liaison), Mary Elva Smith, Chandler Stokes, Landon Whitsitt, and K. Nicholas Yoda.

**Covenant Member:** Sergio Ojeda Cárcamo (Seminario Evangélico de Puerto Rico)

**Corresponding Member:** Chris Murphy (Fuller Theological Seminary)

**Staff from the Office of Theological Education:** Lee Hinson-Hasty (coordinator) and Nancy Benson-Nicol (associate)

**Adjunct Staff:** Timothy Cargal (Office of the General Assembly), Charles B. Hardwick (director of Theology, Worship, and Education, Presbyterian Mission Agency), and Catherine Reuning (Theology, Worship, and Education)

**Seminario Evangélico Guests:** Javier Goitia, (academic dean), Luis Ocasio (pastor, San Juan's Presbyterian Church), Myrna Perez, Wilma Quiñoues (pastor, Country Club Presbyterian Church of Carolina, PR), and Eileen Rivera (seminarian)

**Other Guests:** Laura M. Cheifetz (Presbyterian Publishing Corporation), Deborah Coe (Research Services, Presbyterian Mission Agency), and on Wednesday, Rose Eileen Niles (Austin Presbyterian Theological Seminary).

3. **Excused Absences:** Craig Barnes (Princeton Theological Seminary), Brian Blount (Union Presbyterian Seminary), Gary Eller (Omaha Presbyterian Seminary Foundation), Stephen Hayner (Columbia Theological Seminary), Katherine Henderson (Auburn Theological Seminary), Michael Jinkins (Louisville Presbyterian Theological Seminary), James McDonald (San Francisco Theological Seminary), Alvin Padilla (Gordon-Conwell Theological Seminary), Kathy Wolf Reed (chair), Paul Roberts (Johnson C. Smith Theological Seminary), Max Sherman, Glen Snider (Presbyterian Mission Agency Board liaison), Theodore Wardlaw (Austin Presbyterian Theological Seminary), and Frank Yamada (McCormick Theological Seminary)

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4. Vice Chair **Jeffrey Bullock** called to order the Executive Committee at 7:15 a.m. on Tuesday, February 25, 2014, in the Gardita Room at the Sheraton Old San Juan Hotel, Puerto Rico, and declared a quorum with Vilmarie Cintrón-Olivieri, Mindy Douglas, Chandler Stokes, K. Nicholas Yoda for Max Sherman, and Kathy Wolf Reed via video teleconference. Bullock prayed, moderated the meeting, and adjourned at 8:00 a.m. to join other committee members and guests as all were shuttled to the campus of Seminario Evangélico.
5. **Jeffrey Bullock** welcomed the committee in room 2-AB at the Seminario Evangélico at 9:15 a.m. on Tuesday, February 25, 2014; called the meeting to order; confirmed **Lee Hinson-Hasty** as clerk; confirmed a quorum was present as Susan Garrett, Kenneth Kovacs, and Deborah Mullen were voted on by their respective seminary boards to have voting power; and opened with prayer. He then thanked Sergio Ojeda Cárcamo for hosting this historically first meeting of COTE at SEPR, and Ojeda Cárcamo offered a welcoming statement introducing the seminary and welcoming the committee. Bullock welcomed Garrett and Mullen as substituted members, Chris Murphy as a new corresponding member, and guests. As a way of reintroducing one another, the vice chair asked each person to describe his or her current context for ministry. On behalf of the Executive Committee, Bullock asked for approval of the minutes of the September 2013 meeting and of the schedule and agenda for this meeting as approved and recommended by the Executive Committee. The **September 2013 minutes** were approved, without objection or changes, as was **the proposed schedule** as distributed. He asked Hinson-Hasty to offer reflections on his written coordinator's report as a way to set the tone for the meeting. Hinson-Hasty encouraged the committee to "midwife" what is next in theological education, starting with the actions before us to be considered by the 221st General Assembly and based on the research distributed and to be presented.
6. **Jeffrey Bullock** introduced the opportunity COTE had to officially submit comments on any or all business before the General Assembly as a committee that reports directly to the General Assembly. Bullock then introduced the report of the Special Committee on Funding Theological Institutions and invited other members of the special committee present to comment. After a time of questions, Bullock called on staff resource persons to introduce and summarize other business reports before the General Assembly in the meeting packet. Members then were invited to add any other items for which they wanted COTE to consider placing a comment. After an opportunity for discussion, Bullock adjourned the committee for a break without objection at 10:30 a.m.
7. **Jeffrey Bullock** welcomed **Deborah Coe**, coordinator for Research Services for the Presbyterian Mission Agency, and invited her to present the May 2013 Presbyterian Panel survey on theological education. After the presentation and an opportunity for questions and

**Executive  
Committee Met**

**Opening Plenary  
Actions: Minutes  
and Schedule  
Approved and  
Coordinator  
Report Received**

**Plenary  
Discussion of  
Business Before  
the 221st General  
Assembly (2014)**

**Presentation:  
Presbyterian  
Panel on  
Theological**

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answers, Bullock thanked Coe and adjourned the committee and guests for lunch in the seminary cafeteria at noon.

**Education**

8. **Jeffrey Bullock** reconvened the committee at 1:05 p.m. in room 2-AB and recognized and thanked **David Esterline**, director of the Institute for Cross-Cultural Theological Education and associate professor of cross-cultural education and ministry at McCormick Theological Seminary, for joining us via video teleconference to present the 2013 Survey on Global Theological Education study he helped conduct in cooperation with the World Council of Churches, as well as the Association of Theological Schools resolution on global awareness and engagement. After the presentation and an opportunity for questions and answers, Bullock adjourned the committee for a break without objection at 2:00 p.m.

**Global Plenary:  
Survey on Global  
Theological  
Education**

9. **Jeffrey Bullock** reconvened the committee at 2:15 p.m. in room 2-AB and recognized and thanked **Chandler Stokes** for leading the committee in a plenary discussion and time of learning on the financial and strategic viability and support of our racial ethnic seminaries, Johnson C. Smith Theological Seminary and the Seminario Evangélico de Puerto Rico. After the opportunity for discussion, Bullock adjourned the committee at 3:15 p.m. so that the Institutional Support subcommittee could meet and have dinner afterward.

**Support of Racial  
Ethnic Seminaries**

10. **Chandler Stokes**, chair of the Institutional Support subcommittee, called to order the Institutional Support committee at 3:32 p.m., declared a quorum, prayed, transacted business, and adjourned at 5:25 p.m.

**Institutional  
Support Met**

11. The committee members were shuttled back to the Sheraton Old San Juan for a 7:00 p.m. dinner.

**Wednesday, February 26**

12. The committee arrived at the Seminario Evangélico at 9:00 a.m. Wednesday, February 26, 2014, and joined the community for worship in the James McAllister Chapel. Sergio Ojeda Cárcamo led the worship service with the assistance of Jeffrey Bullock, Vilmarie Cintrón-Olivieri, Lee Hinson-Hasty, and Kenneth Kovacs, with Bill Carl playing the piano and Dean Francisco J. Goitía Padilla preaching on Matthew 5.

**Worship at  
Seminary**

13. The committee was dismissed to meet as three standing subcommittees: **Theological and Church Concerns, Implementation and Interpretation, and Interschool and Mission Cooperation** from 10:00 to 11:45 a.m. in separate classrooms, with the first two meeting jointly and everyone together for lunch in the cafeteria afterward.

**Standing Sub-  
committee  
Meetings and  
Lunch**



congregations and individual donors to the Theological Education Fund, both in their management and generation; and

- c. WHEREAS, this recommendation represents the combined effort of four PC(USA) entities (Presbyterian Mission Agency, Committee on Theological Education, the Presbyterian Foundation, and the Special Committee on Funding Theological Institutions);
- d. THEREFORE, the Committee on Theological Education unanimously recommends **the approval of the report and recommendations** of the Special Committee on Funding Theological Institutions to the 221st General Assembly (2014).

COTE voted unanimously to approve.

The committee then thanked and recognized Laura Cheifetz and Jeffrey Bullock, who each chaired the Special Committee on Funding Theological Institutions, as well as the members of the special committee present.

- 19. Jeffrey Bullock called on **Vilmarie Cintrón-Olivieri**, chair of the Interschool and Mission Cooperation committee, and **K. Nicholas Yoda**, acting chair of the Theological and Church Concerns (TCC) committee. Cintrón-Olivieri reported the committees jointly recommend that:

- a. COTE ask the academic deans to invite Presbyterian Mission Agency staff to meet with them to discuss seminary efforts and collaboration for preparing students for leadership of new worshiping communities and bring any recommendations and reports to the Executive Committee of COTE by August 15, 2014. COTE voted and approved unanimously.
- b. COTE direct the coordinator for theological education to distribute the research questionnaire, summary of findings, data tables, presentation, and other background materials to all COTE members and related schools, including the academic deans, and encourage that any questions be directed to Deborah Coe, PC(USA) Research Services of the PMA. Furthermore, it was recommended that the minutes reflect that COTE express appreciation to Deborah Coe and her colleagues for this research, presentation, and engagement with COTE. COTE voted and approved unanimously.
- c. COTE direct the coordinator to send and commend the Global Survey on Theological Education to COTE-related institutions for study and response by January 15, 2015, with our thanks to David Esterline and his colleagues for the research and presentation. COTE voted and approved

**Theological and Church Concerns and Interschool and Mission Cooperation:**

**New Worshiping Communities**

**Presbyterian Panel to be Distributed**

**Global Survey on Theological Education**

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unanimously.

- d. COTE encourage the coordinator to continue working on the project on seminarian financial wellness as described in the draft proposal distributed and to report back by January 15, 2015. COTE voted and approved unanimously.
- Seminarian  
Financial  
Wellness Project**
- e. COTE comment on the Committee on Biennial Review of the General Assembly's "III. Recommendation 3: d) Concerning section B.2.e. [of the Assembly Manual of Operations] on Theological Student Advisory Delegates," encouraging commissioners not to approve the recommendation, with a rationale drafted by K. Nicholas Yoda and Matthew Miles and approved by the Executive Committee on behalf of COTE. COTE voted and approved unanimously.
- Comment on  
Biennial Review  
Recommendation  
on TSADs**
- f. COTE officially comment on recommendations 8 and 10, commending the work of the Special Committee on Preparation for Ministry that is before the 221st General Assembly (2014), and provide a rationale drafted by Alan Bancroft and K. Nicholas Yoda and approved by the Executive Committee on behalf of COTE. COTE voted and approved unanimously.
- Comment on the  
Special  
Committee on  
Preparation for  
Ministry**
- 20.** Matthew Miles moved and Vilmarie Cintrón-Olivieri seconded that COTE direct the Executive Committee of the COTE to docket the request received February 18, 2014, from Fuller Theological Seminary for discussion. COTE voted and approved unanimously.
- Request from  
Fuller Seminary**
- 21.** Jeffrey Bullock recognized **Chandler Stokes**, chair of the **Institutional Support committee**, for the committee's report. Stokes moved on behalf of the committee:
- Institutional  
Support**
- a. COTE distribution of the TEF allocation for 2014 be continued as previously approved, with the discretionary fund (estimated to be \$27,000) distributed to Johnson C. Smith Theological Seminary and the Seminario Evangélico de Puerto Rico. Jeffrey Bullock recognized **Landon Whitsitt** who moved that the motion be amended to add, "and that the TEF discretionary fund for 2014 be distributed as follows: 75% to Johnson C. Smith Theological Seminary, 25% to Seminario Evangélico de Puerto Rico." Chandler Stokes seconded the amendment and COTE voted to approve the amendment. COTE then voted to approve the motion unanimously. Jeffrey Bullock and others thanked **Kenneth Kovacs**, representing JCSTS, for the candor of his report on February 25, 2014, and expressed gratefulness for the mission and direction of the board and president, Paul Roberts. Stokes encouraged everyone present to make a personal contribution to the TEF and instructed the coordinator to add that donated amount to the discretionary fund distribution to JCSTS and SEPR.
- Discretionary  
Fund Allocation in  
2014**
- All Invited to  
Donate to  
Discretionary  
Fund**

- b.
- c. For the 2015 distribution of Theological Education Funds, COTE formed a task force to develop a formula that revises the distribution of the TEF based on criteria that address inequities of historic and contemporary racism in our church and culture to present to COTE by September 2014. Furthermore, for the task force to be appointed by the nominating committee by March 15, 2014, to include three (3) institutional members, four (4) elected members, and two (2) members of the Seminary Support Network. **Nancy Ramsay** moved and **José Irizarry** seconded the motion be amended to read, “The COTE nominating committee appoint by March 15, 2014, a task force to include three (3) institutional members, four (4) elected members, and two (2) members of the Seminary Support Network to revise the distribution formula of the TEF based on criteria that addresses inequities of historic and contemporary racism in our church and culture and to report regularly to the COTE and, furthermore, to bring a recommendation to the COTE no later than February of 2016.” COTE voted and approved unanimously.
- d. That COTE invite a COTE conversation with partner seminaries to learn how they currently are helping students shaped by the dominant culture to understand privilege, reflect on and deconstruct its effects in their own lives, and develop strategic and theological skills for engaging in the work of resisting such privilege.

**Task Force to Revisit the TEF Allocation Formula**

**Future Conversation on How Seminaries Address Privilege Invited**

Stokes emphasized the possibility of wedding the promotional efforts of the TEF with Theological Education Sunday.

- 22. **Jeffrey Bullock** asked **Chandler Stokes** to chair and for **Landon Whitsitt** to report for the nominating committee. Whitsitt moved on behalf of the nominating committee as an omnibus motion:

**Officers for COTE in 2014–2016 Biennium Elected**

- a. The following leadership roles for COTE for the 2014–2016 biennium:
  - 1) Chair of COTE: Jeffrey Bullock
  - 2) Vice chair of COTE: Mindy Douglas
  - 3) Chair of Theological and Church Concerns: Max Sherman
  - 4) Chair of Interschool and Mission Cooperation: Vilmarie Cintrón-Olivieri
  - 5) Chair of Implementation and Interpretation: Paul Roberts
  - 6) Chair of Institutional Support: Mary Elva Smith
  - 7) Executive Committee Members at Large: Frank



Yamada and José Irizzary

- b. That COTE and ultimately the General Assembly Nominating Committee renew the COTE Class of 2014—Alan Bancroft, Matthew Miles, and Mary Elva Smith—for a second term through 2020.
- c. That COTE submit the advice and counsel of the nominating committee to the General Assembly Nominating Committee as distributed.
- d. That James McDonald be confirmed as the COTE representative on the Presbyterian Mission Agency Consultation on Theological Education in Asia.

**GANC Advice and Counsel**

**Asia Consultation Representative**

The committee discussed and voted to approve.

- 23. Jeffrey Bullock recognized Nancy Ramsay to ask a question about recommendation 10 of the Special Committee on Preparation for Ministry.
- 24. After a break from 4:15 p.m. to 4:30 p.m., Jeffrey Bullock reconvened the committee for a conversation led by **Laura Cheifetz** on partnership possibilities with the Presbyterian Publishing Corporation. Cheifetz used the World Café approach to generate multiple product and resource ideas that COTE affirmed. She will bring these ideas to the PPC editorial group for further development and will report back to COTE as appropriate.
- 25. At 5:25 p.m., Jeffrey Bullock called on **Vilmarie Cintrón-Olivieri** to lead a brief recognition of the last meeting for the following members: **Glen Snider, Sergio Ojeda Cárcamo, Landon Whitsitt, and K. Nicholas Yoda** and former Associate for Theological Education, **Rose Eileen Niles**. Cintrón-Olivieri showed a video collage that thanked each and encouraged departing colleagues “To call us anytime” because we “will miss you so bad.”
- 26. With no other business, **Jeffrey Bullock** invited those gathered to evaluate the meeting. He also encouraged everyone to complete an online evaluation that will be sent via electronic mail after the meeting.
- 27. At 5:30 p.m., without objection, **Jeffrey Bullock** thanked everyone for their participation and declared the meeting adjourned after prayer and a closing dinner. The committee returned to the Sheraton Old San Juan and, at 6:30 p.m., gathered for dinner at Barrachina in Old San Juan and continued to show appreciation for rotating members.

**Clarification on Report of the Special Committee on Preparation for Ministry**

**Partnerships with Presbyterian Publishing Corporation**

**Recognition of Rotating Members and Former Associate**

**Meeting Evaluation**

**Closing Prayer and Adjournment**

**PRESBYTERIAN MISSION AGENCY BOARD**

**April 23-25, 2014**

**Theology, Worship and Education Ministry Area**

Appendix 15

Respectfully submitted on March 11, 2014,

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Jeffrey F. Bullock, vice chair, Committee on Theological Education

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Lee Hinson-Hasty, coordinator for Theological Education and  
Seminary Relations

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**ITEM D.200  
FOR INFORMATION**

**1001 New Worshiping Communities Update**

March 2014

Total number of New Worshiping Communities to date	209
Registered on website	143
Number of presbyteries with at least one NWC	96
Seed grants	88
Investment grants	7
Health insurance grants	17
New Church Development Grants	38

Some recent highlights:

Sixteen new communities registered in February, our most productive month to date

- The next Center for New Church Innovation will open in Atlanta, Georgia under the leadership of Sara Hayden
- New discernment guide: *Starting New Worshiping Communities*
- Recent presbytery visits to Northern New England, Baltimore, South Alabama, West Jersey, Peace River, Minnesota Valleys
- Over 40 coaches trained in San Clemente in January
- Completed program evaluation in March

What people are saying about the movement (from program evaluation survey)

- I'm blessed to be a part of such a movement.
- I think it's AWESOME!
- Best new initiative from the PC(USA) in a very long time!!
- Keep it up. This is the future.
- This kind of risk taking is necessary!

Challenges ahead (informed by the program evaluation):

- Recruiting and training new leaders
- Sustaining fragile new communities
- Equipping presbyteries and congregations to be the primary supporters of new worshiping communities
- Preparing and connecting coaches
- Continuing to communicate the vision
- Providing resources and training

**ITEM D.201  
FOR INFORMATION**

**New Beginnings Update**

As of the end of 2013, we have worked with a total of 231 churches (located in 35 different presbyteries) since launching the first pilot cluster in 2010. (The break out by year and by presbytery can be found at the end of this report). The original design was to work with a cluster of churches, organized and supported by presbyteries while at the same time responding to requests from individual churches as time permitted. Twenty-three of the first 231 were individual requests. In 2014, we have already worked with or have definitely scheduled 69 churches (through the end of March). We are scheduled to be working with 18 new presbyteries as well as some for the second time. We currently have nine individual churches done or scheduled in 2014.

As we approached the end of 2013, we knew that the work we needed to focus on putting in place an automatic and regular follow up/reporting process (which would give us better numbers on actual decisions being made), a more efficient administrative process, sharing of more stories of the effects of New Beginnings, a Hispanic language version of New Beginnings, and coaching support for congregational leaders.

We had our first run at using New Beginnings with Spanish speaking congregations in early 2014. We trained a handful of bilingual assessors and had them do their first assessments with churches in the Palisades Presbytery. We owe a debt of gratitude to Clare Lewis and her staff in Congregational Ministries Publishing, as they were absolutely wonderful in responding to our need for translated materials on a more than ideal time line. They translated our resources beautifully. We will be debriefing this first round of Spanish speaking churches with the assessors and congregational leaders later this year so we can be ready to do more in the future.

The other issues mentioned above, have been more challenging to address as number of churches requesting the process increases. We have had to put our work with any new individual churches on hold until May 2014 so we can make sure we are not overloading our current staff. We are in the process of restructuring our training model for single churches to allow for a more cost effective (money and time) way of accomplishing that portion of the process. This means training more people who can lead the leadership training portion of the process. We are doing this in partnership with The Disciples of Christ and United Church of Christ.

Capacity building has been a theme for 2014. We are currently staffed to handle the same number of churches we did in 2013 yet 2014 has seen an exponential increase that is causing us to look at many ways to make the process more effective and allows us to implement, a better follow up plan, coaching and overall engagement with New Beginnings Churches. 2014 is our year to create and implement that process.

We are excited about the plan to run our first ecumenical cluster later in 2014. Our fellow collaborators (The Disciple of Christ Church and the UCC) and we are inviting churches in Texas do use New Beginnings and be trained in a cross-denominational way.

**PRESBYTERIAN MISSION AGENCY BOARD**

**April 23-25, 2014**

**Evangelism and Church Growth Ministry Area**

Appendix 15

We are moving into 2014 with a healthy challenge in front of us but very excited about the need this process is clearly touching. We are grateful for the opportunity to serve and look forward to a productive year that will bring hope to ever more congregations looking for guidance.

**How many churches have gone through New Beginnings to date?**

Break out by year:

2010: 6

2011: 39

2012: 90

2013: 96

(Total through 2013: 231)

2014: actual scheduled/done through March: 69

Estimated with current clusters on the calendar: 128

**Which Presbyteries are these churches in?**

Presbyteries served through 2013: 35 different presbyteries (in alphabetical order)

Baltimore	Northern New England
Cascades *	Pacific
Cayuga-Syracuse	Pines
Chicago	Pueblo
Coastal Carolina *	Sacramento
Denver	San Fernando
Eastern Oklahoma	San Gabriel
Genesee Valley	Seattle *
Giddings-Lovejoy	South Louisiana
Glacier	St. Andrew *
Heartland *	Susquehanna Valley
Hudson River	Transylvania *
Los Ranchos	Tres Rios *
Maumee Valley	Tropical Florida
Mid-Kentucky *	Western New York
Middle Tennessee	Western Reserve
National Capital	White water Valley *
Newton	

*\* = only churches one at a time in that presbytery have done NB (the rest have sponsored clusters of churches that have ranged from 2 to 21 churches!)*

New Presbyteries being served/scheduled for 2014: 18 so far (alphabetical order)

Boston	San Diego
Grace	San Francisco
Lackawanna	Santa Fe
Northeast Georgia *	Scioto Valley
Northern Kansas *	Tampa Bay
Northern Plains	The James *
Palisades	Washington
Palo Dura *	Western North Carolina
Pittsburgh	Wyoming

**How many individual churches have done NB?**

Break out by year:

2010: 0

2011: 3

2012: 5

2013: 15

2014: 9

**How many clusters have been run each year?**

Break out by year:

2010: 1

2011: 4

2012: 11

2013: 17 scheduled

## ITEM D.202 FOR INFORMATION

### Overview of Ghost Ranch Strategic Plan

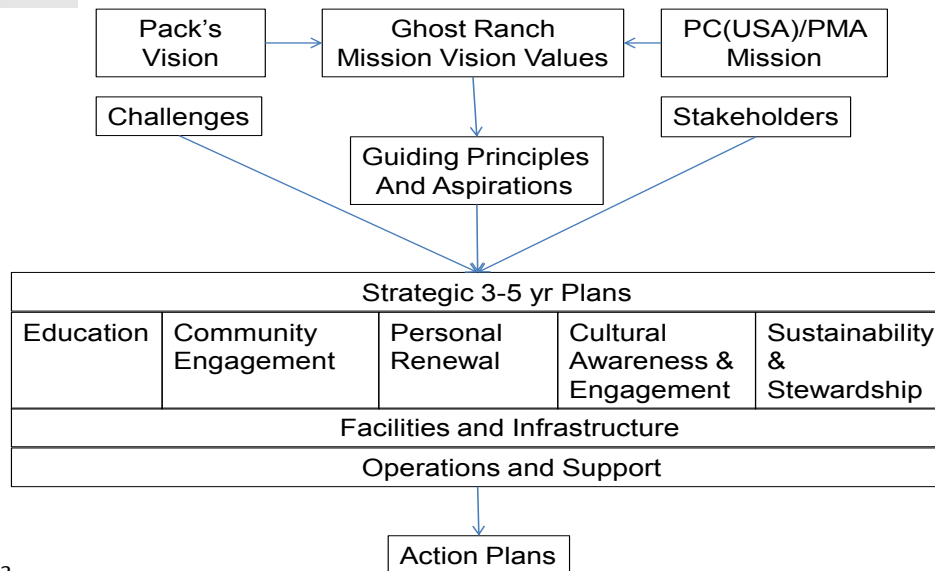
#### Ghost Ranch Education and Retreat Center 2014-2019 Strategic Plan Highlights

##### I. Introduction

The plan was coordinated by a task force appointed by the governing board, with input from various stakeholders and outside consultants. The task force assessed current facilities, programs, alignment with the mission of the PC(USA), and challenges Ghost Ranch (GR) is facing in developing guiding principles and key strategies to meet the future. The strategic plan also includes specific broad action plans for implementing these strategies.



### Strategic Plan Structure



8/22/2013

2

##### II. Mission, Vision, and Values

The Mission, Vision, and Values of Ghost Ranch build on the legacy left by Arthur and Phoebe Pack to the Presbyterian Church (USA), support the mission of the PC(USA) and its Camp and Conference ministry, and are the basis for all that Ghost Ranch is, does and enables. The Ghost Ranch Governing Board (GB) adopted the following mission statement (November 2012):

Ghost Ranch is an interfaith education and retreat center of the Presbyterian Church (USA), located in a northern New Mexico landscape many deem sacred. Our **mission** is to enrich lives.

Our **vision** is that all might experience God through discovery and transformation.

Our **values** reflect:

*Caring and Hospitality* – to embrace one another, peace and social justice, careful stewardship of the Earth and the resources entrusted to us, respectful of people on various quests and of different beliefs and perspectives

*Spiritual Yearning* – to seek a relationship with God growing in awareness of our being and our Oneness

*Curiosity* – to learn and to share stories of the world with one another, exploring its people and cultures, its history, its creatures, its landscape

*Family* – to provide youth and family enrichment, sustaining the nature of multigenerational experiences and reunions, developing healthy decision-making and leadership in youth and in adults

*Creativity* – to dance, sing, paint, sculpt, act, write, weave, play, and laugh

### III. . Guiding Principles

- A. To support and be in alignment with the mission of the PC(USA)
- B. To be an internationally sought after education and retreat center
- C. To be responsible stewards of the land, the ranch assets, and paleontological and archeological treasures entrusted to Ghost Ranch.
- D. To be financially self-sustaining

### IV. Key Findings

- A. **Facilities and Infrastructure:** Ghost Ranch has a unique facility with spectacular landscape, inspiring vistas and history. Its Facilities and infrastructure are in need of major repair, upgrading, and / or replacement. The Guest accommodations are inadequate with an insufficient number of rooms with private baths to meet guest demand
- B. **Operations and Support:** The sales, marketing, IT, and reservation systems need improvements to reach and better serve more guests including more Presbyterians. The Ranch is undergoing multiple paradigm shifts, with key attention on matching skills and experience of people and position, adequate levels of staffing, high levels of customer service and performance expected of all staff, and enhancement of communication and operational systems.
- C. **Sustainability and Stewardship:** The Annual Fund supplements operational revenue to help achieve a balanced budget; Capital needs are addressed through designated gifts; and The Endowment Fund needs to increase substantially through estate and designated gifts in order to provide a base of support for the future.
- D. **Education:** The educational program at the Ranch has grown and performed strongly during its core summer season over the last several years despite significant infrastructure limitations.–The museums are a valuable program resource, providing education and programming.
- E. **Personal Renewal:** The needs of day visitors and short-stay guests should be evaluated to encourage more Ranch use, and to support the marketing efforts of the Ranch.

### V. Strategies

- A. **Governance:** Ghost Ranch will review and assess its existing Board and Foundation structure, board size, roles and relationships in light of the new Governance Covenant and the need to raise significant capital and operating funds in the near future. GR will strive to support and be in alignment with the mission of the PC(USA), and increase targeted marketing to Presbyterians. GR will improve and solicit communications between the PMA and the GR staff and GB to help



improve decision making and administrative processes in furtherance of the covenant relationship

**B. Education:**

Ghost Ranch will continue to enhance its reputation as an internationally renowned education and retreat center; will embrace the use of a more integrated, sustainable model of education and retreat; continue to foster a culture of awareness and engagement for peoples of all faiths, ages, genders and nationalities and will continue to be a safe haven and leading destination for religious dialogue, education, spiritual renewal, and personal transformation.

**C. Sustainability and Stewardship:** GR will demonstrate our faith through our commitment to be good stewards of the resources God has entrusted to us. That requires GR to be financially self-sustaining; and to improve its budget and reporting processes.

**D. Facilities and Infrastructure:** GR needs to provide safe, secure, and comfortable facilities and accommodations. GR needs to upgrade its facilities and guest accommodations to ensure needed comfort, security and privacy while remaining simple in the tradition of the Ranch and its Southwest culture

**E. Cultural Awareness and Engagement:** GR should be a scientific research facility for paleontology and archeology. Ghost Ranch is exploring options to attain UNESCO World Heritage Site status.

**F. Operations and Support:** The standards for the organizational culture will reflect the commitment to guest services, safety and comfort and to operational efficiencies. The study conducted by the Harrell Hospitality Consulting Group, as well as industry standards for our business and facilities, will be utilized to develop and implement action plans

**G. Community Engagement:** GR will continue to be a valued partner with the local community and New Mexico.

**VI. Action Plans:**

Guiding principles and goals will be implemented through specific strategies and action plans that include cost estimates, implementation responsibility, and target dates. Action plan specifics are listed in the strategic plan details report.

**A. Facilities /Infrastructure**

1. Repair and upgrade existing facilities, infrastructure, existing guest rooms, amenities and program facilities
2. Significantly increase the number of guest rooms with private baths
3. Consolidate guest services in a welcome center
4. Reconfigure offices

**B. Financial**

1. Create a five-year business plan
2. Conduct a capital campaign
3. Be financially self-sustaining
4. Increase annual fund and endowments

**C. Programs**

1. Create benchmarks to guide shift from program event model to holistic program experience model.
2. Implement guest use and data collection to increase retention and utilization of facilities.
3. Establish financial benchmarks and data collection for all programs.

**D. Groups and Meetings**

1. Increase year-round utilization of GR by groups and meetings and short-term stays.

**E. Operations and Support**

1. Outside consultants have developed core deliverables for each department and recommendations for operating efficiencies which will be developed into comprehensive action plans for implementation.
2. Develop metrics and periodic progress reports for mission units, program areas, and action plans.

**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

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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.

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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

**PRESBYTERIAN MISSION AGENCY BOARD**  
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Appendix 15

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.