

Draft – April 14, 2015

ITEM P.100
PRESBYTERIAN MISSION AGENCY BOARD
April 15-17, 2015
The Brown Hotel
335 W. Broadway, Louisville, KY 40202
502-583-1234

AGENDA
PRESBYTERIAN MISSION AGENCY OFFICE – J. Graham Brown Suite

Tuesday, April 14, 2015

1:00 p.m. Audit Committee – Broadway A

Wednesday, April 15, 2015

8:30 a.m. Board Executive Committee – Gallery Ballroom (16th floor)

1:30 p.m. Board Opening Plenary – Crystal Ballroom

- Call to Order *Marilyn Gamm*
- Opening Worship with Communion and Offering *Hector Rodriguez, Bryce*
(Offering will go to general support of the Mission Agency) *Wiebe & Almir Dias*
- Recitation of Board Covenant *Marilyn Gamm*
- Roll Call
- Approval of Board Minutes:
 - September 17-19, 2014 – P.101
 - October 8, 2014 (called meeting) – P.102
- Adoption of Agenda – P.100

2:15 p.m. Closed Session

4:15 p.m. Break

5:15 p.m. Closed Session

5:30 p.m. Reconvene in Open Session

Greetings from the Moderator *Heath Rada*

Recess

6:00 p.m. Group Dinner

- Board – Broadway B
- Staff – Bluegrass Ballroom

7:00 p.m. – 8:30 p.m. Board Committee Meetings (Chair Elections & Action Items)

- Finance – Gallery Ballroom
- Leadership – Citation B
- Justice – Secretariat B
- Worshiping Communities – Citation A

Thursday, April 16, 2015

7:00 a.m. Group Breakfast – Bluegrass Ballroom

8:30 a.m. – 10:00 a.m. Board Committee Meetings

- Finance – Gallery Ballroom
- Leadership – Citation B
- Justice – Secretariat B
- Worshiping Communities – Citation A

10:30 a.m. Board Reconvenes in Plenary – Crystal Ballroom

	Opening Devotion	Jeffrey Joe
10:40 a.m.	Chair's Report	Marilyn Gamm
10:50 a.m.	Executive Director's Report	Linda Valentine
11:00 a.m.	Small Group Discussion	Marilyn Gamm
	➤ What is it like for you as a member of the Board in this challenging time?	
	➤ What's the role of the Board and Board members?	
	➤ How can the Board build trust in the church?	
Noon	Group Lunch – <i>Bluegrass Ballroom</i>	
1:30 p.m.	Association of Presbyterian Colleges & Universities (APCU)	Jeff Arnold
1:40 p.m.	"Educate a Child: Transform the World" – Presentation and Table Talk	Eileen Lindner & Frank Dimmock
2:30 p.m.	Presbyterian Women – Honorary Life Membership	Mary Jorgenson
2:35 p.m.	Committee Reports	
	➤ Nominating & Governance Subcommittee – J.001	Wendy Tajima
	➤ Audit – G.001	Mary C. Baskin
	➤ Executive – H.002	Marilyn Gamm
3:30 p.m.	Break	
3:45 p.m.	Committee Reports continued	
	➤ Justice – B.001	James Ephraim
	➤ Leadership – C.001	Kevin Yoho
	➤ Worshiping Communities – D.001	David Shinn
	➤ Finance – A.001	Chad Herring
	➤ Corporate – E.001	Marilyn Gamm
4:35 p.m.	Generative Topics	
	➤ Justice Committee	James Ephraim
	➤ Leadership Committee	Kevin Yoho
	➤ Worshiping Communities Committee	David Shinn
5:30 p.m.	Recess	
6:00 p.m.	Dinner in Committees	
Friday, April 17, 2015		
7:00 a.m.	Group Breakfast – <i>Bluegrass Ballroom</i>	
8:30 a.m.	Board Reconvenes in Plenary – <i>Crystal Ballroom</i>	
	Opening Devotion	Alice Ridgill
8:45 a.m.	Greetings from the Stated Clerk	Gradye Parsons
8:50 a.m.	Greetings from the Presbyterian Foundation	Marilee Hopkins
8:55 a.m.	Remembering the Armenian Genocide	Hunter Farrell
9:00 a.m.	Envisioning	
	➤ Mission Work Plans – Current & Next	Linda Valentine Staff Leaders
	➤ Moderator's Vantage Point	Heath Rada
	➤ Envisioning	Marci Glass & Mark Brainerd
11:30 a.m.	Closing Worship and Adjournment	Mark Brainerd

LUNCH ON YOUR OWN

**REPORT J. 001
 NOMINATING AND GOVERNANCE SUBCOMMITTEE
 PRESBYTERIAN MISSION AGENCY BOARD
 April 15-17, 2015**

The Presbyterian Mission Agency Board Nominating and Governance Subcommittee recommends the following actions to the Board:

That the Presbyterian Mission Agency Board:

- I. Elect the following three persons as at-large members of the Presbyterian Mission Agency Board Executive Committee for a one-year term, effective with the Executive Committee Retreat in 2015:**

- | | |
|-----------------------------|-----|
| 1. Marsha Zell Anson | WFR |
| 2. Mihee Kim-Kort | AFT |
| 3. Melinda Lawrence Sanders | WFR |

Additional Information:

Other elected members of the Executive Committee, effective with the 2015 Executive Committee Retreat, are:

- | | |
|--|-----|
| 1. Marilyn Gamm, Chair | WFT |
| 2. Josephene Stewart, Vice-chair | WFR |
| 3. James Ephraim, Jr., Justice Committee Chair | BMT |
| 4. Kevin Yoho, Leadership Committee Chair | WMT |
| 5. Chad Herring, Finance Committee Chair | WMT |
| 6. David Shinn, Worshiping Communities Chair | AMT |

KEY:

F = Female	M = Male		
T = Teaching Elder	R = Ruling Elder	L = Layperson	
A = Asian	B = Black	H = Hispanic	ME = Middle Eastern
NA = Native American	W = White	Y = Young Adult	D = Known Disability
AL = At-large Committee Member	EA = Ecumenical Advisory Member	PM = Presbyterian Men	PW = Presbyterian Women

- II. Authorize the Nominating and Governance Subcommittee to nominate for approval by the Executive Committee, a replacement for Marci Glass on the Ghost Ranch Advisory Board from June 1, 2015 through May 31, 2016. After that time, Marci Glass would continue in the role.**

Background:

Marci Glass is unable to attend the next two meetings of the Ghost Ranch Advisory Board and has requested that a substitute for those meetings be appointed.

III. Reassign David Ezekiel from the Leadership Committee to the Worshiping Communities Committee.

Background:

The Worshiping Communities Committee is responsible for nominating a liaison to the Mission Development Resources Committee, but has been unable to find one of its members to fill the vacancy created by the resignation of a Board member. David Ezekiel, from the Leadership Committee is willing. Reassigning him from the Leadership Committee to the Worshiping Communities Committee will facilitate his nomination by that committee.

For Information

The Nominating and Governance Subcommittee is seeking a replacement for Nancy Ramsay on the Committee on Theological Education through 2017.

PRESBYTERIAN MISSION AGENCY BOARD

April 15-17, 2015

Audit Committee

Appendix 3

**Report G.001
Audit Committee
Presbyterian Mission Agency Board
April 14, 2015**

The Audit Committee met on April 14, 2015, at the Brown Hotel in Louisville, KY and forwards the following to the Presbyterian Mission Agency Board:

I. Consent Agenda: None

II. For Action:

- A. The Audit Committee has reviewed and approved and recommends that the Presbyterian Mission Agency Board receive and forward to the General Assembly the audit report of the Presbyterian Church (U.S.A.), A Corporation Consolidated Financial Statements, December 31, 2014.

III. For Information:

- A. The Audit Committee approved the minutes of the May 22, 2014, September 16, 2014, October 7, 2014, and January 26, 2015 meetings.
- B. The Audit Committee accepted and approved the Internal Audit Plan for 2015.
- C. The Committee voted unanimously to approve the nomination of Kears Pollock as Chair of the Audit Committee and Molly Baskin as Vice Chair of the Audit Committee.

**Report H.002
EXECUTIVE COMMITTEE
PRESBYTERIAN MISSION AGENCY BOARD
April 15-17, 2015**

Report Two

The Presbyterian Mission Agency Board Executive Committee reports the activities of the Executive Committee meetings of March 4, 2015 and April 15, 2015:

March 4, 2015

FOR ACTION:

The Executive Committee recommends that the Presbyterian Mission Agency Board ratify the following action taken by the Executive Committee at its March 4th meeting and also ratify all actions taken by staff pursuant to the following action:

That the Presbyterian Mission Agency Board (“Board”) Executive Committee, on an emergency basis and for the sole purpose of responding to the request for aid by the Synod of the Northeast due to the extraordinary winter storms, approve an exception to the limit set by the Board during its May, 2012 meeting which set the amount allocated for Church Assistance Grants at \$5,000 per church and no more than \$25,000 per mid-council per calendar year. The exception is to allow Presbyterian Disaster Assistance to send up to \$300,000 to the Synod of the Northeast to administer on behalf of the Presbytery of Boston and the Presbytery of Northern New England. These disbursements will be done in accordance with all other Presbyterian Mission Agency policies.

April 15, 2015

I. FOR ACTION:

The Executive Committee recommends that the Board:

A. Adopt the following goals and objectives for April 2015 – March 2016 (H.104):

1. Increase Board member engagement and satisfaction.

Measured by attendance (full Board and committee meetings, on-site and virtual), participation in, and results of surveys following each full board meeting.

Objectives April 2015 – March 2016:

- a. Develop annual goals for the Presbyterian Mission Agency Board (PMAB) to assess its own performance, publish in a dashboard format for ready use by the Board, and review achievement of goals regularly.**
- b. Integrate new members into the Board’s work and provide mentors for each.**

- c. **Assist the PMAB Nominating and Governance Subcommittee and General Assembly Nominating Committee to identify individuals with the skills, talents, gifts, and diversity needed by the PMA Board.**
 - d. **The Executive Committee will work to focus Board meeting time on action items related to mission and vision and less time on routine agenda items and presentations from non-Board members.**
- 2. Stabilize revenue from all sources to equal the revenue benchmark of 2014, ensuring confidence in the mission, work and management of Presbyterian Mission Agency.**

Measured by actual income received from all sources in 2014, Board survey in September 2015 and January 2016, and achievement of the following objectives.

Objectives April 2015 - March 2016

- a. **Each Board member will make a financial contribution to the work of the Presbyterian Mission Agency.**
 - b. **Each Board member will familiarize him/herself with the Ambassador Toolkit provided by PMA (including both print and digital media), and contact presbyteries in his/her region with offer to make presentations concerning the work of the Presbyterian Mission Agency.**
 - c. **Each Board member will invite at least one speaker from the Presbyterian Mission Agency (staff or elected) to speak in his/her congregation and/or presbytery.**
 - d. **In 2015, the Finance Committee will draft for presentation to the full Board contingency plans to address the expiration of unrestricted reserve funds anticipated in late 2016.**
 - e. **By the end of 2015, each Board member will understand and be able to articulate contingency plans for unrestricted funds.**
- 3. Develop the next Mission Work Plan, stressing input from the larger church, prioritization of core values and ministries of the Agency, and collaboration with other PC(USA) agencies to raise larger church confidence in the Agency, eliminate redundancies, and increase efficiencies.**

Measured by participation of PMAB members in at least one listening session, and achievement of the following objectives.

Objectives April 2015 – March 2016

- a. **Develop a plan by the end of 2015 to facilitate ongoing input from the larger church concerning priorities for the Agency's work.**
- b. **Engage in a process to prioritize agency initiatives and programs in February 2016.**

- c. Receive and give input into the new PMA communications strategy in September 2015.
 - d. In September 2015, receive recommendations from staff on steps to increase the use of electronic communications to reduce costs, improve the timeliness of communication, and facilitate interaction with the larger church.
 - e. The Board will communicate key objectives to the Executive Director and the Agency as a whole, and ensure evaluation standards are consistent with those objectives.
 - f. The Board will develop and approve a succession plan for the Executive Director.
- B. Approve the following revisions to the Personnel Subcommittee Charter (underlining denotes additions) (H.105):

**PRESBYTERIAN MISSION AGENCY BOARD
PERSONNEL SUBCOMMITTEE CHARTER**

DESCRIPTION OF THE SUBCOMMITTEE

The Presbyterian Mission Agency Board (“Board”) approved the creation of the Personnel Subcommittee of the Executive Committee on February 17, 2012. The Personnel Subcommittee, in its role as a mission subcommittee, reviews, provides advice and recommends for action to the Executive Committee of the Board regarding employment-related policies, procedures and initiatives, including but not limited to:

1. personnel policies and procedures of the Board;
2. compensation guidelines within which salaries are administered;
3. equal employment and affirmative action guidelines;
4. recruitment and leadership development;
5. any other responsibilities assigned under the Employee Handbook; and
6. any other employment-related assignment from the Executive Committee or the Board.

AUTHORITY

The Subcommittee’s responsibility is one of review, advice and recommended action to the Executive Committee of the Board within the duties of the Subcommittee listed above. The Subcommittee reports to the Executive Committee of the Board, and in such capacity provides regular reports to the Executive Committee. It is the responsibility of the management of the Presbyterian Mission Agency to administer employment-related programs, manage the program budgets and provide any required or requested expertise to the Board and/or the Subcommittee. The Subcommittee is entitled to rely on the expertise of the Presbyterian Mission Agency staff and its outside consultants, as well as the work of other committees of the

Board, as to matters within their authority and expertise. The Subcommittee will receive reports from the Human Resources Department and the Legal/Risk Management Services Office of the Presbyterian Mission Agency. The Subcommittee will invite its equivalent committee of the Committee on the Office of the General Assembly to meet biennially to collaborate on matters of common interest.

MEMBERSHIP AND MEETINGS

The Personnel Subcommittee consists of five (5) members with voice and vote: two (2) Executive Committee members and three at-large members, and the Executive Director of the Presbyterian Mission Agency a corresponding member with voice and without vote. Each member will serve a term of two (2) years commencing at the next meeting after appointment by the Chair of the Board and expiring the earlier of two (2) years after appointment or the end of the member's term on the Board. Members may serve one additional two-year term. The Subcommittee generally meets quarterly by phone or in conjunction with the meetings of the Board. During these meetings, the Subcommittee provides reports on its activities and may make recommendations for action to the Executive Committee of the Board. The Subcommittee serves as a consultative body to the Executive Director in the Executive Director's staff management role. The Subcommittee is resourced by staff members of the Human Resources Department and the Legal/Risk Management Services Office.

PURPOSES

To further the fulfillment of the vision, mission, values and directional goals of the Presbyterian Mission Agency, the Personnel Subcommittee is called to assist and support the Executive Committee's work and ministry toward ensuring and envisioning a work community for the Presbyterian Mission Agency that is: built on faith; culturally proficient; legally compliant; dynamic; and appropriately positioned to meet the needs of a changing organization.

II. FOR INFORMATION:

The Executive Committee:

A. Approved the minutes of the following meetings as presented:

- September 16, 2014
- September 29, 2014
- November 10, 2014
- November 14, 2014
- November 20, 2014
- December 11, 2014
- January 22, 2015
- February 20, 2015
- March 4, 2015

- March 25, 2015
- April 8, 2015
- April 10, 2015

B. Ratified the following appointments by the chair (**H.102**):

1. Advisory Committee on the Allocation of Racial Ethnic Leadership Funds from the Christmas Joy Offering:
 - a. Loc Dai-Nguyen, Vietnamese Young Adult, Charlotte, North Carolina
 - b. Doug Dalglish, European-American, Kingsville, Texas
 - c. Gary Metoxen, Native-American, Surprise, Arizona
 - d. Joyce Shin, Korean Clergy, Chicago, Illinois
 - e. Dianna Wright, African-American Elder, Salem, North Carolina
2. Strategy Advisory Group:
 - a. Mark Brainerd
 - b. Kenneth Godshall
 - c. Chad Herring
 - d. Regina Meester
 - e. Joseph Morro
 - f. Josephene Stewart
 - g. Wendy Tajima
3. Assembly Action on Reconciliation:
 - Cecil Corbett

C. Personnel Subcommittee:

The chair appointed Landon Whitsitt to serve the unexpired term of Corey Schlosser-Hall as an at-large member of the Personnel Subcommittee. Term will end in 2017.

- D. Approved the celebration of Holy Communion at the World Mission Sharing Conference on July 11, 2015, opening worship at the 2015 Big Tent Conference in Knoxville, Tennessee, and the Presbyterian Mission Agency Board Meeting Opening Worship on April 15, 2015 (**H.103**).
- E. Voted to change the assignment of the report on the “Gospel from Detroit: Renewing the Church’s Urban Vision,” from the Worshiping Communities Committee to the Executive Committee.
- F. Met in closed session. No actions were taken in closed session.

**Report B.001
Justice Committee
Presbyterian Mission Agency Board
April 16, 2015**

The Justice Committee met April 16, 2015 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, in reference to Mission Responsibility Through Investment proxy voting recommendations **(See B.102)**:
1. Affirm the proxy voting recommendations of the Committee on Mission Responsibility Through Investment (MRTI) contained in the 2015 Shareholder Resolution Directory.
 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 2015 Shareholder Resolution Directory.
 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.
- B. That the Presbyterian Mission Agency Board approve the following amendments to an action of the General Assembly Mission Council from May, 2012 and reflect such changes in the PDA Manual of Operations: **(See B.103)**
1. The amount allocated by PDA to Mid Councils for Initial Response Grants for immediate needs in the community following a disaster will ordinarily be up to \$7,500.
 2. The amount allocated by PDA to Mid Councils for Church Damage Assistance Grants following a disaster that puts the ministry of the particular church at risk will ordinarily be \$5,000 with no more than \$25,000 ordinarily being allocated to a Mid Council in a calendar year.
 3. Exceptions to this policy will be made with the support of the PDA Advisory Committee, which shall generally be secured by conference call. Exceptions to these amounts will be reported to the Justice Committee and the Presbyterian Mission Agency Board at their next stated meeting.

III. For Information:

- A. Re-elected James R. Ephraim, Jr. as Chair and Susan Osoinach as Vice Chair for the year 2015 to 2016.
- B. Reviewed the agenda of the meeting and VOTED to adopt with amendment. [\(B. 100\)](#)
- C. Approved the Justice Committee Minutes of September 17, 2014 with amendments. [\(B. 101\)](#)
- D. Received for information:
 - 1. Jinishian Memorial Program United States Advisory Committee and Governance Commission Minutes, October 2014 [\(B. 200\)](#)
 - 2. Educate A Child, Transform the World Campaign Update [\(B. 201\)](#)
 - 3. Presbyterian Hunger Program Advisory Committee Minutes – October 8-10, 2014 [\(B. 202\)](#)
 - 4. Mission Responsibility Through Investment (MRTI) Update On Non-Fossil Fuel Environmental Issues. [\(B.203\)](#)
 - 5. Mission Responsibility Through Investment (MRTI) Update On Climate Change and Fossil Fuel Companies [\(B. 204\)](#)
 - 6. Ministry Highlights from Presbyterian Health, Education & Welfare Association (PHEWA) and the PC (USA) Disability Concerns Consultant Program. [\(B. 205\)](#)
 - 7. Presbyterian Disaster Assistance Advisory Committee Minutes – October 8-10, 2014. [\(B. 206\)](#)
 - 8. Black Lives Matter [\(B. 207\)](#)

Report C.001
Leadership Committee
Presbyterian Mission Agency Board
April 15-16, 2015

The Leadership Mission Committee met on Thursday, April 16, 2015 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 vote to discontinue base grants from the Christmas Joy Offering to Cook Native American Ministries (now The Charles H. Cook Foundation), with thanksgiving for its many years of dedicated educational ministry, as the campus has been sold, and Cook has transitioned from a racial ethnic school to a foundation; and that Cook receive its final disbursement on August 21, 2015. [\(C.102\)](#)
- B. That the Presbyterian Mission Agency Board direct its Finance Committee to facilitate conversation between representatives from the Charles H. Cook Foundation, The Presbyterian Foundation, and Racial Ethnic & Women’s Ministries staff to explore additional funding for Cook Foundation’s operations for a limited period of time.
- C. That the Presbyterian Mission Agency Board approve Recommendation I as amended, refer Recommendation II to the Special Offerings Review Task Force and approve Recommendation III as presented in the report of the Historically Presbyterian Racial Ethnic Institutions Task Force. (Attachment 1, [C.103](#); and Attachment 2, [C.300](#) Advice & Counsel):
 - I. That the Presbyterian Mission Agency Board approve these standards for other Presbyterian-related racial ethnic educational institutions (those not among the Historically Presbyterian Racial Ethnic Institutions):
 - 1. Presbyterian racial ethnic institutions primarily serve students whose ~~socioeconomic circumstances routinely inhibit their access to full educational opportunity.~~ access to full educational opportunity has been routinely inhibited by the constructed category of their race as well as by their socioeconomic circumstances.
 - 2. The institutions have a commitment to Christian education and an understanding of Christian life that reflects the Reformed tradition. The institution provides religious education classes that enable students to develop spiritually, to engage in community service opportunities and to take time to pray and worship in chapel.
 - 3. Presbyterian racial ethnic institutions provide a unique environment for a quality education and have resources and programs to prepare racial ethnic students for life and work in the world in a manner that gives them the tools to be successful while allowing them to preserve their racial ethnic identities.

4. The institutions empower students to overcome challenges in society and prepare them to successfully compete and to thrive in an increasingly intercultural world.
 5. The institutions have a stated commitment to a diverse school and faculty and demonstrate their commitment through recruitment, employment, retention and promotion.
 6. The institutions have a population that is diverse enough to influence their vision, directions and programs.
 7. The institutions' mission is in harmony with the mission of the PC(USA).
 8. The institutions must be accredited by a U.S. Department of Education accrediting agency that is in alignment with the Historic Principles of Church Order in the *Book of Order – F.3.0101*.
- II. That the Presbyterian Mission Agency Board approve and recommend that the 222nd General Assembly (2016) approve that funds from the Christmas Joy Offering continue to be disbursed to eligible Historically Presbyterian Racial Ethnic Institutions through 2024, after which time funds will be allocated for racial ethnic leadership development programs in the Presbyterian Mission Agency.
- III. That the Presbyterian Mission Agency Board encourage the 222nd General Assembly (2016) to encourage the Presbyterian Church (U.S.A.) to work in partnership with the Historically Presbyterian Racial Ethnic Institutions to develop new and creative ways to support racial ethnic education.
- D. That the Presbyterian Mission Agency Board adopt the statement regarding the venue for the 2016 Presbyterian Youth Triennium as it relates to Indiana's Religious Freedom Restoration Act.

In light of Indiana's legislative action to revise its earlier Religious Freedom Restoration Act so that it ensures adequate protection against discrimination, the Leadership Committee recommends that the PMAB reaffirm holding the 2016 Presbyterian Youth Triennium at Purdue.

We encourage leaders across the state of Indiana, and in other states, to create environments of safety and inclusion for all people. Further, we commend Purdue University for publicly assuring its unwavering commitment to non-discrimination. The state's quick action to amend this law encourages us to believe we can continue our long relationship with Purdue University while sharing Christ's love with people in the midst of struggle and change.

The Leadership Committee also wishes to commend PMA staff for its sensitivity to this politically charged issue and for working behind the scenes to ensure the youth and adults who attend Triennium have a safe and welcoming place to worship and witness to the love of Christ.

III. For Information:

- A. The Committee approved the agenda as amended. [\(C.100\)](#)
- B. The Committee elected Kevin Yoho as Chair and Nancy Ramsay as Vice Chair of the Leadership Committee for the year 2015-2016.
- C. The Committee received and approved the September 17, 2014 Leadership Mission Committee Minutes. [\(C.101\)](#)
- D. Charles Wiley introduced Michelle Bartel, the new Coordinator for Theological Education. [\(C.206\)](#)
- E. Charles Wiley introduced Jeffrey Arnold, the new Executive Director for the Association of Presbyterian Colleges and Universities (APCU). [\(C.207\)](#)
- F. The Committee heard an update on the Presbyterian Council for Chaplains and Military Personnel from Lawrence Greenslit. (Verbal)

**ITEM C.103
 FOR ACTION**

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

Subject: Historically Presbyterian Racial Ethnic Institutions Task Force

Recommendations:

That the Presbyterian Mission Agency Board receive the report of the Historically Presbyterian Racial Ethnic Institutions Task Force and approve the following recommendations:

I. That the Presbyterian Mission Agency Board approve these Standards for other Presbyterian-related Racial Ethnic Educational Institutions (those not among the Historically Presbyterian Racial Ethnic Institutions)

1. **Presbyterian racial ethnic institutions primarily serve students whose ~~socioeconomic circumstances routinely inhibit their access to full educational opportunity.~~ access to full educational opportunity has been routinely inhibited by the constructed category of their race as well as by their socioeconomic circumstances.**
2. **The institutions have a commitment to Christian education and an understanding of Christian life that reflects the Reformed tradition. The institution provides religious education classes that enable students to develop spiritually, to engage in community service opportunities and to take time to pray and worship in chapel.**
3. **Presbyterian racial ethnic institutions provide a unique environment for a quality education and have resources and programs to prepare racial ethnic students for life and work in the world in a manner that gives them the tools to be successful while allowing them to preserve their racial ethnic identities.**
4. **The institutions empower students to overcome challenges in society and prepare them to successfully compete and to thrive in an increasingly intercultural world.**
5. **The institutions have a stated commitment to a diverse school and faculty and demonstrate their commitment through recruitment, employment, retention and promotion.**
6. **The institutions have a population that is diverse enough to influence their vision, directions and programs.**
7. **The institutions' mission is in harmony with the mission of the PC(USA).**

8. The institutions must be accredited by a U.S. Department of Education accrediting agency that is in alignment with the Historic Principles of Church Order in the *Book of Order* – F.3.0101.

II. That the Presbyterian Mission Agency Board approve and recommend that the 222nd General Assembly (2016) approve that funds from the Christmas Joy Offering continue to be disbursed to eligible Historically Presbyterian Racial Ethnic Institutions through 2024, after which time funds will be allocated for racial ethnic leadership development programs in the Presbyterian Mission Agency.

III. That the Presbyterian Mission Agency Board encourage the 222nd General Assembly (2016) to encourage the Presbyterian Church (U.S.A.) to work in partnership with the Historically Presbyterian Racial Ethnic Institutions to develop new and creative ways to support racial ethnic education.

Background:

In response to its biblical and theological call, the Presbyterian Church (U.S.A.) is committed to increasing the diversity and inclusivity of the PC(USA) and building up the whole body of Christ. One of the ways that the church has historically demonstrated its commitment to diversity and inclusivity is in its support of racial ethnic education. The Presbyterian Mission Agency Board and the General Assembly have reaffirmed the Presbyterian Church (U.S.A.)'s commitment to the church's support of racial ethnic education through the Institutional Relationship Agreement between the General Assembly of the Presbyterian Church (U.S.A.) and Historically Presbyterian Racial Ethnic Institutions and through disbursements from the Christmas Joy Offering.

At the February 2014 Presbyterian Mission Agency Board meeting, a discussion regarding how educational institutions started by PC(USA) congregations (not Historically Presbyterian Racial Ethnic Institutions and those not on the list of church-related institutions approved by the General Assembly) might become related to the PC(USA) and be considered for support. The Leadership Committee of the Presbyterian Mission Agency Board recommended that the Chair of the Board appoint a task force to examine the issue. This was discussed at the 221st General Assembly (2014). Previously, the 217th General Assembly (2006) and the 220th General Assembly (2012) disapproved overtures to add Bloomfield College to the list of institutions eligible to receive funding from the Christmas Joy Offering. The General Assembly took this action based on the Historically Presbyterian Racial Ethnic Institutions' mission to educate racial ethnic students and the unique role those institutions play in developing racial ethnic leaders. After disapproving the overture in 2012, the Assembly directed the Advocacy Committee for Racial Ethnic Concerns (ACREC) to develop a brief strategy document that describes the characteristics of racial ethnic schools and colleges that produce racial ethnic leaders in today's intercultural society. ACREC determined that it did not have the expertise needed to develop this document and sent a resolution to the 221st General Assembly (2014) recommending that an additional task force consisting of representatives from the Presidents Roundtable be appointed to complete this work.

Recognizing that there would then be two separate task forces conducting similar work, the Presbyterian Mission Agency commented to the 221st General Assembly that the church could avoid duplicative efforts

by referring the work in ACREC's recommendation to the Historically Presbyterian Racial Ethnic Institutions Task Force, appointed by the Chair of the Presbyterian Mission Agency Board. The General Assembly concurred.

The Historically Presbyterian Racial Ethnic Institutions Task Force met in the Fall of 2014 and considered:

- 1) How the PC(USA) can remain true to its commitment to Historically Presbyterian Racial Ethnic Institutions while considering how other Presbyterian racial ethnic educational institutions can become related to the PC(USA) and be considered for support;
- 2) and to define and interpret the standards for racial ethnic schools related to the PC(USA) and determine the characteristics of schools that produce racial ethnic leaders in today's multiracial society.

The task force completed its work and submits these recommendations for your approval.

The Historically Presbyterian Racial Ethnic Institutions Task Force includes the following individuals:

Rev. Dr. Richard Rojas Banuchi, Pastor of Iglesia Presbiteriana de Puerto Nuevo and the Director of Colegio Presbiteriano de Puerto Nuevo, San Juan, Puerto Rico

Rev. Doug Dalglish, President of Presbyterian Pan American School in Kingsville, Texas

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

Lindsey Gilbert, President of Menaul School, Albuquerque, New Mexico, and chair of the Presidents Roundtable of the Racial Ethnic Schools and Colleges

Dr. James Matthews, President Emeritus, Presbyterian Pan American School, Dallas, Texas, member of the Presidents Roundtable of the Racial Ethnic Schools and Colleges

Dr. Peter Millet, President of Stillman College, Tuscaloosa, Alabama

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

This task force report includes the following:

1. Background and History of the Historically Presbyterian Racial Ethnic Institutions
2. The PC(USA)'s Commitment to Historically Presbyterian Racial Ethnic Institutions through the Christmas Joy Offering
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1. Background and History of Historically Presbyterian Racial Ethnic Institutions

The Presbyterian Church has a long history of support for racial ethnic education. The strong investment of the Presbyterian church in education reflects John Calvin's conviction that education should be an integral part of the church's mission. Since colonial times the American Presbyterian church has sought to develop an educated clergy and provide educational service to the community of faith and to educate for responsible citizenship and serve the public good through education. The church's commitment to education is the oldest form of mission beyond the congregation and reflects our Reformed understanding of vocation as a lifelong response to God.

Westward expansion, the Civil War and Reconstruction led to new obligations and opportunities. The church expanded its mission to provide education for those persons who were previously denied access to public classrooms and the economic and social benefits an education can provide.

The church established mission schools to serve African American, Native American and Hispanic/Latino-a students. Besides providing access to education, these schools educated in ways that reflected the culture of the population being served. At the time of reunion in 1983, the PC(USA) acknowledged that "racial ethnic educational institutions have been the primary source from which racial ethnic church leadership has been developed" (*Book of Order, Articles of Agreement*, 8.4). These leaders espoused the Christian faith and the Presbyterian tradition. Racial ethnic education has become a sacred trust for the church and an investment in youth and adults who are challenged to serve the church, the community and society as a whole.

Education has been a key element in the struggle for equality in the United States. People who could read and write automatically became leaders among those who had been denied an education as a tool of racial oppression. Education led to the establishment of institutions ranging from black churches to black businesses to political and civic groups and black colleges.

For years racial ethnic institutions have graduated a higher percentage of racial ethnic students than other institutions. For African Americans, the impact of historically black colleges and universities remains high. Such institutions educate approximately 300,000 students each year and graduate approximately 20 percent of all African American college students.

The Presbyterian Church (U.S.A.)'s commitment to this historic mission produced more than 150 educational institutions. At the time of reunion there were six Presbyterian-related colleges and two secondary schools that served racial ethnic students primarily. These are referred to as Historically Presbyterian Racial Ethnic Institutions. They include:

Barber-Scotia College in Concord, North Carolina, founded in 1867 as Scotia Seminary for Negro Women by the Reverend Luke Dorland. It merged in 1930 with Barber Memorial College of Anniston, Alabama. The name Barber-Scotia College was adopted in 1932.

Cook College and Theological School in Tempe, Arizona, founded in 1911 as Cook Christian Training School in Phoenix, Arizona, by Presbyterian missionary Charles Cook to educate and enable Native Americans to be Christian leaders. This institution is now known as Cook Native American Ministries.

Johnson C. Smith University in Charlotte, North Carolina, founded in 1867 as Biddle Memorial Institute by the Reverend S.C. Alexander and the Reverend W.L. Miller. The name was changed to Johnson C. Smith University in 1932 to honor the husband of one of its benefactors.

Sheldon Jackson College in Sitka, Alaska, founded in 1878 by the Reverend Sheldon Jackson as a training center for Tlingit Indians.

Knoxville College in Knoxville, Tennessee, founded in 1875 by missionaries of the United Presbyterian Church of North America.

Stillman College in Tuscaloosa, Alabama, founded in 1876 by the Reverend Charles Allen Stillman as a training school for black ministers.

Menaul School in Albuquerque, New Mexico, founded in 1881 as the Pueblo Training School by the Reverend Sheldon Jackson.

Presbyterian Pan American School in Kingsville, Texas, founded in 1956 through merger of the Texas-Mexican Industrial Institute founded in 1912, and the Presbyterian School for Mexican Girls, founded in 1924.

Today five of these schools are in an institutional relationship with the General Assembly of the Presbyterian Church (U.S.A.). The Institutional Relationship Agreement between the General Assembly of the Presbyterian Church (U.S.A.) and the Historically Presbyterian Racial Ethnic Institutions was approved by the 221st General Assembly in 2014 (see Appendix I).

Stillman College
Menaul School
Cook Native American Ministries
Knoxville College
Presbyterian Pan American School

2. The PC(USA)'s Commitment to Historically Presbyterian Racial Ethnic Institutions through the Christmas Joy Offering

Since reunion the Presbyterian Church (U.S.A.) has supported racial ethnic education through a churchwide appeal, currently known as the Christmas Joy Offering. Today one-half of the Christmas Joy Offering is disbursed to Presbyterian-related racial ethnic schools and colleges. The other half of the Christmas Joy Offering is used to support the Assistance Program of the Board of Pensions.

The church has recognized the continuing need for institutions whose primary focus is educating racial ethnic students. Many students at racial ethnic institutions come from a unique set of circumstances with some having lived in difficult socioeconomic conditions. As a result, many racial ethnic institutions help

provide tools for additional preparation and assistance. Racial ethnic schools and colleges provide a supportive setting and a variety of programs for women and men including college preparatory courses, work study and opportunities for students to earn early college credits. Racial ethnic students have a greater opportunity to engage in school activities and to develop leadership skills at racial ethnic schools. Private racial ethnic schools are the most successful at graduating racial ethnic students and preparing them for graduate school. Consequently, a higher percentage of racial ethnic students from racial ethnic institutions go on to earn undergraduate and graduate degrees than those from other educational institutions.

For many years the church discouraged racial ethnic schools and colleges from building endowments. The historical document from the former PC(USA) General Assembly Mission Council, *Strategy for Minority Education (1975)*, states, “Endowment funds for those institutions formerly related to the Board of National Missions of the United Presbyterian Church are virtually nil since the Board always told those institutions that the church was their living endowment.” Such an approach distinguished minority institutions from other church-related institutions, and, as a result, when church action made them independent decades ago, they had few actual reserves and faced significant challenges in developing themselves. Therefore, the leaders of these institutions have needed to devote enormous time and energy to address financial issues.

In light of these circumstances, the Christmas Joy Offering has been, at best, a supplemental source of funding, inadequate by itself to help Historically Presbyterian Racial Ethnic Institutions address all of their financial challenges. The funds from the Christmas Joy Offering are a small but important part of the funding for these institutions. The significance of the church’s support for racial ethnic education through the Christmas Joy Offering cannot be overstated.

Every four years the four churchwide Special Offerings are reviewed by the General Assembly. The last official review occurred at the 220th General Assembly in 2012 at which time no changes were made to the distribution of funds from the Christmas Joy Offering. When the Special Offerings Advisory Task Force reported to the 221st General Assembly (2014), the Assembly affirmed the current purpose and distribution of the Christmas Joy Offering and directed the Presbyterian Mission Agency to continue its relationships with eligible Historically Presbyterian Racial Ethnic Institutions and distribute funds at no more than the current percentage levels. In addition, the General Assembly directed the Presbyterian Mission Agency to allocate funds formerly committed to now ineligible institutions to Presbyterian Mission Agency racial ethnic leadership development programs.

3. Definition of Historically Presbyterian Racial Ethnic Institutions

Historically Presbyterian Racial Ethnic Institutions are institutions, which because of their racial ethnic origins, enjoyed a unique, historical, administrative and ancestral relationship to a national mission level board of predecessor denominations to the Presbyterian Church (U.S.A.). This unique relationship helped shape the past and future of the institutions. The schools were effectively agencies of the General Assembly. This relationship between the Historically Presbyterian Racial Ethnic Institutions and the Presbyterian Church was extended into reunion in 1983 and continues today.

4. Institutional Standards for Participating in the Christmas Joy Offering

In February 2014 the Presbyterian Mission Agency Board approved revised Institutional Standards for Participating in the Christmas Joy Offering. (See standards below.)

The Presbyterian Church (U.S.A.) and its predecessor mission agencies have a long history of support for racial ethnic education. That support continues through the distribution of funds collected annually through the Christmas Joy Offering, one-half of which is designated for support of Historically Presbyterian Racial Ethnic Institutions (HPREIs)¹ [See footnote]. In order to be a good steward of these funds and accountable to those who contribute to the offering, the church establishes the following formula for the dissemination of monies from the Christmas Joy Offering designated for racial ethnic education.

I. BASE GRANTS

One half of the funds distributed shall be earmarked for Base Grants to institutions that meet the following criteria:

- A. Mission.** An institution must show evidence of commitment to the stated mission of its governing board and to the mission goals of the Presbyterian Mission Agency of the PC(USA). Those goals include:
2. Transformational Leadership
 3. Compassionate and Prophetic Discipleship
 4. New Worshiping Communities
 5. Young Adults
 6. General Assembly Engagement
 7. Organizational Integrity

The evidence must demonstrate that an institution's mission is understood and supported by all of its constituent groups and must include a covenant between the institution and one or more church governing bodies and published statements in the institution's catalogue, promotional materials and other public documents.

- B. Audit.** By November 1 each year, an institution must provide to the church an independent audit by a Certified Public Accountant of the institution's financial condition during the previous fiscal year.
- C. Strategic Plan.** An institution must provide a current three- to five-year strategic plan for the institution's continued operation.
- D. Accreditation.**
1. Historically Presbyterian Racial Ethnic Institutions (HPREIs) that are degree granting institutions must be accredited by a U.S. Department of Education-approved accrediting agency, which is also approved by the Presbyterian Mission Agency. The Presbyterian Mission Agency will only approve accrediting agencies that it determines are in alignment with the Historic Principles of Church Order (*Book of*

¹ These institutions include Barber Scotia College, Cook Native American Ministries, Johnson C. Smith University, Knoxville College, Stillman College, Menaul School and Presbyterian Pan American School.

Order – F-3.0101). The Presbyterian Institutions that are not accredited will have a three-year period in which to achieve accreditation.

2. Non-degree granting institutions must have an alternative educational model that is consistent with their mission to educate racial ethnic students and has been approved by the Presbyterian Mission Agency in lieu of accreditation.
3. Institutions must demonstrate how they provide financial support for students.

E. Racial Ethnic Student Enrollment. Enrollment of racial ethnic students must be demonstrated by an institution's mission and substantiated by the demographics of its student body.

II. PERFORMANCE INDICATORS

Of funds not earmarked for Base Grants:

A. Mission Validity

Twenty percent (20%) will be available to institutions that demonstrate mission validity by meeting the following criteria. For each criteria that is met, an institution will receive one-sixth (1/6) of the total amount for which it is eligible based on mission validity.

1. Evidence of Racial Ethnic Mission

- a. An institution must demonstrate a racial ethnic composition within its student enrollment of at least fifty percent (50%).
- b. An institution must demonstrate that at least fifty percent (50%) of its students are financially disadvantaged and eligible for need-based aid.

2. Evidence of Successful Educational Program

- a. An institution must show evidence of having a qualified faculty to serve the enrolled student body.
- b. An institution must demonstrate a retention rate of students from the first to the second year for colleges or from year to year for secondary schools of within ten percent (10%) of comparable peer institutions.

3. Evidence of Achievement

- a. An institution must demonstrate a six-year persistence to graduation rate of within ten percent (10%) of comparable peer institutions.
- b. An institution must have in place a systematic outcomes assessment program.

B. Institutional Viability

Twenty percent (20%) will be available to institutions that demonstrate institutional viability by meeting the following criteria. Accreditation without sanction by the appropriate regional accrediting association is a prerequisite to receiving institutional viability funds. For each of the other criteria met, an institution shall receive one-seventh (1/7) of the amount for which it is eligible.

1. Evidence of Financial Integrity

- a. An institution must show evidence of a balanced budget within constraints approved by its governing board.
- b. An institution must be able to produce an unqualified independent audit of financial operations for the previous fiscal year.

2. Evidence of Long-Range Strength

- a. An institution must show evidence of a systematic plan for raising funds to support the institution beyond what is received through tuition and financial aid.
- b. An institution must show a debt-to-net-worth ratio within the recommended limits of the National Association of College and University Business Officers (NACUBO).

3. Strength of Governing Board

- a. An institution's governing board must broadly represent constituencies served by the institution and the public.
- b. An institution's governing board must demonstrate, through financial support, an active participation in the work of the board.
- c. An institution's governing board must demonstrate its responsibility for policy determination, oversight of the institution and respect for the boundaries of its responsibility.

C. Contingency Funds

Ten percent (10%) will be available for institutions faced with emergency costs that have no other means of covering those costs.

III. SITE VISITS

In order to ensure compliance with these standards, educational institutions that receive money from the Christmas Joy Offering will be reviewed every four years by a team that includes:

1. The president of a comparable institution
2. A person knowledgeable about the higher education evaluation process

3. A member of the Presbyterian Mission Agency
4. The Presbyterian Mission Agency Associate for Educational and Financial Support/Racial Ethnic Schools and Colleges (ex officio)

5. Recommended Standards and Characteristics for Other Presbyterian-related Racial Ethnic Educational Institutions

The Historically Presbyterian Racial Ethnic Institutions Task Force recommends approval of standards and characteristics for Presbyterian Racial Educational Institutions. These standards reflect the characteristics of racial ethnic schools that produce leaders in today's intercultural society.

1. Presbyterian racial ethnic institutions primarily serve students whose socioeconomic circumstances routinely inhibit their access to full educational opportunity.
2. The institutions have a commitment to Christian education and an understanding of Christian life that reflects the Reformed tradition. The institution provides religious education classes that enable students to develop spiritually, to engage in community service opportunities and to take time to pray and worship in chapel.
3. Presbyterian racial ethnic institutions provide a unique environment for a quality education and have resources and programs to prepare racial ethnic students for life and work in the world in a manner that gives them the tools to be successful while allowing them to preserve their racial ethnic identities.
4. The institutions empower students to overcome challenges in society and prepare them to successfully compete and to thrive in an increasingly intercultural world.
5. The institutions have a stated commitment to a diverse school and faculty and demonstrate their commitment through recruitment, employment, retention and promotion.
6. The institutions have a population that is diverse enough to influence their vision, directions and programs.
7. The institutions' mission is in harmony with the mission of the PC(USA).
8. The institutions must be accredited by a U.S. Department of Education accrediting agency that is in alignment with the Historic Principles of Church Order in the *Book of Order – F.3.0101*.

6. How Other Presbyterian Racial Ethnic Educational Institutions can be Related to the PC(USA)

Each year the General Assembly meets, it approves a list of schools, colleges and universities that have a historic relationship to the Presbyterian Church (U.S.A.). The List of Presbyterian Church (U.S.A.)-Related Schools, Colleges and Universities consists of sixty-three member institutions of the Association of Presbyterian Colleges and Universities and nine secondary schools. Cook Native American Ministries, Knoxville College, Menaul School, Stillman College and Presbyterian Pan

American School --- the five Historically Presbyterian Racial Ethnic Institutions eligible to participate in the Christmas Joy Offering -- are among the list of related schools, colleges and universities approved by the General Assembly. The Association of Presbyterian Colleges and Universities and the Historically Presbyterian Racial Ethnic Institutions have specific designations within the Presbyterian Church (U.S.A.), as they have been approved by the General Assembly. But no such designation exists for Presbyterian racial ethnic institutions, which are not among the Historically Presbyterian Racial Ethnic Institutions or among the list of church-related schools, colleges and universities.

The 221st General Assembly (2014) approved that schools, colleges or universities that can identify having an historic connection to the Presbyterian Church and can demonstrate a commitment to Reformed values through the education they provide can be considered Presbyterian-related. Among these values are a commitment to faith, truth, learning, service, community, character and the dignity and worth of each person.

Presbyterian racial ethnic educational institutions seeking to be added to the list of schools, colleges and universities approved by the General Assembly should contact the Association of Presbyterian Colleges and Universities and the Presidents Roundtable of the Historically Presbyterian Racial Ethnic Institutions. Institutions should send a letter describing their historic connection to the Presbyterian Church and how they demonstrate a commitment to Reformed values through the education they provide. The Presidents Roundtable, in collaboration with the Association of Presbyterian Colleges and Universities, will submit a recommendation to the Presbyterian Mission Agency Board regarding the institution's request to be added to the List of Presbyterian Church (U.S.A.)-Related Colleges and Universities. Such a request will need to be approved by the Presbyterian Mission Agency Board and then the General Assembly.

7. How Other Presbyterian Racial Ethnic Educational Institutions can be Considered for Support

Presbyterian racial ethnic institutions not among the Historically Presbyterian Racial Ethnic Institutions but recognized by the General Assembly as being related to the denomination may seek financial support for specific projects from the Presbyterian Mission Agency. Although the Presbyterian Mission Agency has limited funds for purposes beyond the scope of its mission, there are ministries and programs within the Mission Agency that may have grant funds available for projects related to Transformational Leadership; Compassionate, Prophetic Discipleship; New Worshiping Communities; and Young Adults. In addition, students of Presbyterian racial ethnic educational institutions may inquire about scholarship opportunities to pursue undergraduate or graduate studies by contacting the Financial Aid for Service Office or by visiting <https://www.presbyterianmission.org/ministries/financialaid/scholarships-grants-and-loans/>.

8. Future Support of Historically Presbyterian Racial Ethnic Institutions through the Christmas Joy Offering

The Historically Presbyterian Racial Ethnic Task Force understands the vital role Historically Presbyterian Racial Ethnic Institutions have in providing racial ethnic women and men with a quality education in a supportive environment while enabling them to embrace their racial ethnic identity.

The Task Force believes these institutions continue to serve as extensions of the church's witness and mission and is grateful for the institutions' participation in the Christmas Joy Offering.

The Task Force also understands the realities of changing demographics, which will impact the church and its future. Studies reveal that by the year 2040 there will be no racial ethnic majority in the United States. In contrast, the Presbyterian Church (U.S.A.) is ninety percent (90%) white. Despite official statistics that indicate a lack of racial ethnic diversity in the PC(USA), racial ethnic individuals and new immigrants are now among the fastest growing parts of the denomination. The Task Force is aware of the PC(USA)'s movement to start 1,001 new worshipping communities. Half of the more than 270 new worshipping communities started between 2012-2014 are either led by racial ethnic individuals or new immigrants or have significant participation by racial ethnic individuals or new immigrants. A number of the existing racial ethnic congregations are without full-time pastoral leadership. And a sizable percentage of the remaining racial ethnic congregations and worshipping communities are led by individuals who are nearing retirement.

These startling figures have prompted discussions across the church about the pressing need for racial ethnic and new immigrant women and men to lead existing congregations and worshipping communities and to start new ones. Many across the church believe leadership development programs that inspire, equip and connect racial ethnic individuals who have been identified as having the gifts and skills for leadership will help fill this need. These programs offered for racial ethnic and new immigrant women and men remind us of the words in Ephesians 4:11-12, "The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ..."

The Presbyterian Church (U.S.A.) has a long history of providing ministries and programs that have served racial ethnic women and men. For more than four decades the denomination's mission agency has helped make it possible for thousands of racial ethnic women and men to learn and grow from experiences at leadership development events. Individuals who have attended these events have gone on to assume leadership roles in congregations, mid councils, General Assembly agencies, theological institutions, the larger church and society. Several have served as General Assembly moderators.

The Historically Presbyterian Racial Ethnic Institutions Task Force recognizes the significance of the Presbyterian-related racial ethnic schools and colleges' relationship with the PC(USA) and has deep appreciation for the church's vision to increase the number of racial ethnic leaders.

The Task Force believes that in ten years the Historically Presbyterian Racial Ethnic Institutions will have sufficient endowments and other provisions in place that should enable them to sustain their operations without receiving funding from the Christmas Joy Offering. Therefore, the Task Force recommends that the racial ethnic schools and colleges be eligible for disbursements through 2024, after which time funds will be allocated for racial ethnic leadership programs in the Presbyterian Mission Agency. The task force also encourages the Presbyterian Church (U.S.A.) to be in partnership with the Historically Presbyterian Racial Ethnic Institutions to explore new and creative ways to support racial ethnic education, which it believes is helpful in developing racial ethnic leaders to serve the church and society.

**INSTITUTIONAL RELATIONSHIP AGREEMENT BETWEEN THE GENERAL
ASSEMBLY OF THE PRESBYTERIAN CHURCH (U.S.A.) AND HISTORICALLY
PRESBYTERIAN RACIAL ETHNIC INSTITUTIONS**

Prologue

The strong investment of the Presbyterian Church in education reflects John Calvin’s conviction that education should be an integral part of the church’s mission. Since colonial times the American Presbyterian Church, reflecting Calvin’s conviction, has sought: (1) to develop an educated clergy and provide educational service to the community of faith, and (2) to educate for responsible citizenship and to serve the public good through education. Many schools, colleges and universities in the United States owe their beginnings to this heritage and were founded for these two purposes.

Westward expansion, the Civil War and Reconstruction gave rise to new obligations and opportunities. The church expanded its mission by providing access to education for those persons previously excluded. The establishment of African-American, Native American, and Hispanic/Latino-a educational institutions became a central mission thrust of the Presbyterian Church.

Through the schools and colleges it established, the Presbyterian Church provided educational opportunities which racial ethnic people had been denied. The institutions developed racial ethnic leaders who served society at large, the church, as well as their own racial ethnic constituency. These leaders espoused the Christian faith and the Presbyterian tradition. This mission has become a sacred trust for the church and an investment in young people and adults who are challenged to serve the church, the community and society as a whole.

The Presbyterian Church’s commitment to this historic mission produced over 150 educational institutions, of which five racial ethnic educational institutions continue to relate directly to the General Assembly through an institutional relationship agreement. These Historically Presbyterian Racial Ethnic Institutions are as follows:

Schools and Colleges	Location	Year
Cook Native American Ministries	Tempe, AZ	1911
Knoxville College	Knoxville, TN	1875
Menaul School	Albuquerque, NM	1881
Presbyterian Pan American School	Kingsville, TX	1911
Stillman College	Tuscaloosa, AL	1876

1. **Purpose**

The parties of this institutional relationship agreement are the General Assembly of the Presbyterian Church (U.S.A.) through the Presbyterian Mission Agency and the Historically Presbyterian Racial Ethnic Institutions (HPREIs). The HPREIs educate and equip women and men for lives of committed leadership within society and the church. The HPREIs seek to guide and challenge individuals and to affirm them in their quest for values, knowledge and truth. And, they endeavor to provide students with the knowledge and understanding to make ethical decisions and to be responsible to family, community, church and nation. Each HPREI integrates faith and learning in a Christian environment, and each is committed to meeting special needs in order to develop the unique potential of its students.

The purpose of this institutional relationship agreement is to define, strengthen, and inform the missional relationship between the General Assembly (G.A.) through the Presbyterian Mission Agency and the HPREIs. This institutional relationship agreement expresses the partnership in mission between the G.A. and the HPREIs, a long-standing partnership based upon common history, shared beliefs, complementary visions, and a relationship of mutual respect and collaboration.

The G.A. and the HPREIs uphold education as a continuing priority of the church. The G.A. names the Presbyterian Mission Agency as its representative for program administration and ongoing relations, and recognizes the Presidents Roundtable as the association through which the relationship of the HPREIs is affected.

The parties to this institutional relationship agreement therefore mutually affirm that:

- Our involvement in education is rooted in the Bible and the Reformed tradition and grows out of our commitment to Jesus Christ as Lord.
- Our common mission is guided by the Constitution of the PC(USA), “The Great Ends of the Church,” and by this institutional relationship agreement.
- Our continuing commitment is to be involved together in service to God and society through education.
- Our continuing partnership in mission is declared in this institutional relationship agreement, setting the framework for the relationship between the G.A., through the Presbyterian Mission Agency, and the HPREIs through their association, the Presidents Roundtable.

2. **Principles of the institutional relationship**

The HPREIs seek to maintain a warm and active relationship with the church and its mid councils. Legally, the HPREIs are independent and autonomous institutions. This institutional relationship agreement describes a missional partnership, not a contract. It is based on relationships and trust with specific responsibilities for the G.A., through the Presbyterian Mission Agency, and the HPREIs, through the Presidents Roundtable. It is agreed that each entity assumes sole responsibility for its own actions and this document does not hold either party legally liable for the actions of the other.

An important purpose of the HPREIs are to provide educational experiences for people of color within institutions that are open to all. The HPREIs also nurture the relationships between Presbyterian churches and students, faculty, alumni/ae, and board members, sharing the educational mission of the institutions and providing mission interpretation of educational ministry in the church.

The missional relationship of the G.A. and the HPREIs is expressed in several documents of the Presbyterian Church (U.S.A.). Specifically, Article 8.4 of the Articles of Agreement of the Presbyterian Church (U.S.A.), the document that guided the church in the Reunion of the two streams in 1983, reads:

Racial ethnic educational institutions have been the primary source from which racial ethnic church leadership has developed. Consistent with the dire need for racial ethnic church leadership, the General Assembly Council shall propose to the General Assembly ways whereby

the General Assembly shall be able to fulfill its responsibility for education through colleges and secondary schools and for meeting the operational and developmental needs of those Presbyterian schools that historically have served Black Americans and those serving other racial ethnic groups.

The HPREIs align with the Presbyterian Church (U.S.A.)'s mission of educating and equipping young people and adults for lives of committed leadership within society and the church. Annually, the HPREIs report to the Office of Racial Ethnic Schools and Colleges in the Racial Ethnic & Women's Ministries ministry area of the Presbyterian Mission Agency. The report includes activities to support this goal.

In order for the HPREIs to use the PC(USA) name, seal, or symbol, a written license must be secured from the Stated Clerk of the General Assembly. This institutional relationship agreement does not confer the use of these.

3. Core Functions and Mutual Responsibilities

The G.A., through the Presbyterian Mission Agency, and the HPREIs agree to relate in the following manner.

The HPREIs will:

- Continue the church's commitment to education and maintain the heritage of the racial ethnic mission of each school by emphasizing quality educational experiences for people of color within institutions that are open to all. We will continue the commitment through programs that teach and model Christian values, that adhere to standards of academic freedom, that maintain high standards of education, and that emphasize individual and corporate service to humankind.
- Interpret our collective and individual missions on behalf of the Presbyterian Church (U.S.A.). Throughout the church, we will lift up this institutional relationship agreement in publications and other communications of each HPREI and will collaborate with efforts that provide interpretation of and advocacy for the HPREIs within the life of the Presbyterian Church (U.S.A.).
- Provide opportunities for the guidance and interpretation of the mission and program of each HPREI by having members of the Presbyterian Church (U.S.A.) on each school's Board of Trustees as appropriate to each HPREI.
- Demonstrate commitment to the HPREIs mission and to the Presbyterian Mission Agency's Mission Work Plan 2013-2016, especially the directional goals to inspire, equip, and connect the church to engage and join with young adults in reforming the church for Christ's mission and the compassionate and prophetic discipleship goal to make, receive and send disciples who demonstrate and proclaim God's justice, peace and love in an increasingly globalized world.
- Share the accomplishments and concerns of each HPREI in fulfillment of its mission and this agreement through an annual report to the Office of Racial Ethnic Schools and Colleges in the Racial Ethnic & Women's Ministries ministry area of the Presbyterian Mission Agency.
- Develop relationships with other entities within the Presbyterian Church (U.S.A.) for mutual support and affirmation. These relationships include but are not limited to the synods and

presbyteries within which the HPREIs are located, the Racial Ethnic & Women's Ministries ministry area of the Presbyterian Mission Agency, the Presbyterian Church (U.S.A.) Foundation, and the Board of Pensions as well as Presbyterian Women in the Presbyterian Church (U.S.A.). We will encourage them to explore avenues of mutual partnership.

- Exercise responsible stewardship of the resources provided through the Presbyterian Church (U.S.A.), via the Christmas Joy Offering and other designated funds and continue the pursuit of financial strength for ongoing fiscal operations. We will document our efforts through annual independent audits and annual program reports to the Presbyterian Mission Agency.
- Encourage use of the facilities, faculty and staff of each HPREI by various entities of the Presbyterian Church (U.S.A.).

The G.A. through the Presbyterian Mission Agency will:

- Report biennially to the G.A. and other appropriate bodies on the mission of the HPREIs and the progress made toward fulfilling its responsibility for education through the racial ethnic schools and colleges.
- Support and advocate the mission of the HPREIs within the national church. The Presbyterian Mission Agency will also encourage mid councils to establish and maintain supportive relationships with the HPREIs for continued mutual support.
- Provide information regarding opportunities for funds development and opportunities to engage in the emerging priorities of the church.
- Support and articulate the unique challenges and blessings of educating poor people and be a partner in enhancing the success of the Christmas Joy Offering.
- Provide transparent stewardship of funds intended for this mission and audit-based reports of the Christmas Joy Offering to the Presidents Roundtable on an annual basis.
- Provide avenues of interpretation of the mission of the HPREIs, both as a group and as individual institutions, throughout the church. The Presbyterian Mission Agency will also seek to utilize the expertise and facilities of the HPREIs to resource the Presbyterian Church (U.S.A.).

4. Implementation, consultation and reporting

This institutional relationship agreement will be implemented by the HPREIs through the Presidents Roundtable and by biennial reports to the G.A. The HPREIs shall also report annually to the Presbyterian Mission Agency. Reports shall include activities, programs, mission interpretation efforts and financial reports of these HPREIs. The agreement will be implemented by the G.A. through the Presbyterian Mission Agency, and in particular the Office of Racial Ethnic Schools and Colleges in the Racial Ethnic & Women's Ministries ministry area. It is the Office of Racial Ethnic Schools and Colleges that has the primary responsibility for day-to-day activity in reference to this agreement. These responsibilities include the administration and disbursement of Christmas Joy Offering and endowments for the HPREIs, administrative support to the Presidents Roundtable, and

periodic visits to the HPREIs. The Associate for Educational and Financial Support/Racial Ethnic Schools and Colleges also serves as an ex-officio member of the Board of Trustees of the HPREIs.

5. **Approval, Review and Evaluation**

This agreement shall be effective when it is approved by the Presidents Roundtable, the Boards of Trustees of the HPREIs and the G.A. The agreement shall be formally reviewed by the Presidents Roundtable and Presbyterian Mission Agency staff and elected representatives at least every four years to coincide with biennial general assemblies and with the Presbyterian Mission Agency’s mission planning cycle. The G.A. through the Office of Racial Ethnic Schools and Colleges in the Racial Ethnic & Women’s Ministries ministry area of the Presbyterian Mission Agency and the HPREIs through the President’s Roundtable shall review, and when necessary, suggest revisions of this agreement. A written agreement shall ensue with copies to the G.A. through the Presbyterian Mission Agency Board and the Boards of Trustees of the HPREIs through the Presidents Roundtable. The next renewal is expected in 2018. Either missional partner may request a review at any time.

A part of the review and renewal process shall include the reaffirmation and celebration of the benefits of this missional relationship along with the reiteration of mutual support.

Written notice of a request to alter or dissolve the agreement shall be submitted to each missional partner, providing a three-month period for both partners to discuss the request. Following that period, a formal meeting of representatives of the missional partners will create a proposal to be submitted to each partner for action.

HISTORICALLY PRESBYTERIAN RACIAL ETHNIC INSTITUTIONS

COOK NATIVE AMERICAN MINISTRIES
Mrs. Suanne Ware Diaz, Executive Director

PRESBYTERIAN PAN AMERICAN SCHOOL
Dr. Doug Dalglish, President

KNOXVILLE COLLEGE
Dr. Evelyn Hallman, President

STILLMAN COLLEGE
Dr. Peter Millet, Acting President

MENAUL SCHOOL
Mr. Lindsey Gilbert, President/Head of School

GENERAL ASSEMBLY

PRESBYTERIAN MISSION AGENCY

GENERAL ASSEMBLY
221st Moderator (2014)

Presbyterian Mission Agency Board
Chairperson

GENERAL ASSEMBLY
Rev. Dr. Gradye Parsons, Stated Clerk

Presbyterian Mission Agency
Elder Linda Valentine, Executive Director

Item C.300
ADVICE AND COUNSEL MEMORANDUM

The Advocacy Committee for Racial Ethnic Concerns offers the following advice and counsel on Item C.103 REPORT OF THE HISTORICALLY PRESBYTERIAN RACIAL ETHNIC INSTITUTIONS TASK FORCE:

1. Strikeout the last 2 lines from Recommendation 2, ending with “Historically Presbyterian Racial Ethnic Institutions.” New text would read: “That the Presbyterian Mission Agency Board approve and recommend that the 222nd General Assembly (2016) approve that funds from the Christmas Joy Offering continue to be disbursed to eligible Historically Presbyterian Racial Ethnic Institutions.”
2. Edit Recommendation 1.1 to read: “ Presbyterian racial ethnic institutions primarily serve students *whose access to full educational opportunity has been routinely inhibited by the constructed category of their race as well as by their socioeconomic circumstances.*”

The Advocacy Committee for Racial Ethnic Concerns (ACREC) acknowledges the exceptional and countless contributions of the racial ethnic schools in the United States by serving minority constituencies who are often disproportionately underprivileged. Through education, faith nurture, and leadership development, Historically Presbyterian Racial Ethnic Institutions were and remain one of the most effective intervention means by which the Presbyterian Church (USA) helps to transform society and directly affects the socioeconomic emancipation of numerous children of God and their communities. ACREC continues to lift up and support the Historically Presbyterian Racial Ethnic Institutions for their historic role that demonstrates the active and essential partnership of Presbyterians with disadvantaged communities to affect racial equality, diversity, community development, and societal change. Moreover, ACREC continues to support the mission of our Historically Presbyterian Racial Ethnic Institutions because the need for such community engagement and societal transformation for equal access to education, meaningful community development, and socioeconomic freedom are greater now than ever before despite a long, long journey towards equality, and because much unnecessary suffering, oppression, and white privilege that still prevail in our society today.

The Task Force begins with an ambiguous premise in the first paragraph: “In response to its biblical and theological call, the Presbyterian Church (U.S.A.) is committed to increasing the diversity and inclusivity of the PC (USA) and building up the whole body of Christ. One of the ways that the church has historically demonstrated its commitment to diversity and inclusivity is in its support of racial ethnic education.”

While this written commitment is important, the stated mission of the church, including PCUSA, is not simply administrative or organizational, but rather transformational in nature. Our mission is not to be self-serving and focused inwardly, but we are called to focus outwardly.

Diversity is indeed a valued theological and organizational goal of the church, but that in itself is not a mission objective. “Commitment to increasing the diversity and inclusivity of PC (USA)” needs to result in an act of confession and repentance by the 91.2% majority “White” organization which fails to reflect even the diversity within its social context. Our commitments on paper have not yet created the real and meaningful change we as a denomination have repeatedly committed to. Lofty pronouncements and declared promises must be translated in terms of practical ways to benefit the constituencies we claim to

serve, and not to benefit and enrich our own bureaucracies, programmatic and staffing structures. More importantly, given the realities of the widening gap between the rich and poor and between the “white” and “non-white” we cannot afford to seek ways to replenish our storage of institutional programs to enrich our organization and ensure the survival of church programs while starving the minority constituencies, gutting transformative entities, and further risking the viability of struggling educational missions. We simply cannot afford to divert much needed free will offering from the needs of the predominantly “non-white” disadvantaged minority in order to enrich the organizational interests of the predominantly rich majority “white”.

In the second part of the paragraph the Task Force presents a confusing stance: “The Presbyterian Mission Agency Board and the General Assembly have reaffirmed the Presbyterian Church (U.S.A.)’s commitment to the church’s support of racial ethnic education through the Institutional Relationship Agreement between the General Assembly of the Presbyterian Church (U.S.A.) and Historically Presbyterian Racial Ethnic Institutions and through disbursements from the Christmas Joy Offering.”

While it is admirable to make such a statement, how does the Task Force recommend to divert much needed funding away from this stated commitment to an internal mission agency (PMA) by 2024? How can we affirm our commitment to support racial ethnic education but end our financial commitment to Historically Presbyterian Racial Ethnic Institutions? Diverting much needed funding will only signal a continued commitment to seek the survival and self-interest of one of our mission agencies while risking the demise of our R/E Schools.

We urge PMA Board to reject this recommendation and acknowledge that it is time to double up and multiply our financial commitment and every other means of support to help transform our communities by meeting the needs of marginalized communities to break free from the vicious cycle of poverty and disenfranchisement. Diverting much needed financial support to PMA is self-serving and inwardly focused.

The main objective of the Task Force was: “develop a brief strategy document that describes the characteristics of racial ethnic schools and colleges that produce racial ethnic leaders in today’s intercultural society.”

This objective was met as described in Task Force recommendations. However, the Task Force recommendation # 2 that calls for diverting much needed funding by 2024 to PMA is counterproductive and detrimental to the Historically Presbyterian Racial Ethnic Institutions, and is not in anyway related to the main objective of the Task Force.

Recommendation 2 also is detrimental to the stated objective because this objective to “produce racial ethnic leaders in today’s intercultural society” is the primary function and objective of the Historically Presbyterian Racial Ethnic Institutions in the form of higher education. Meanwhile, other church run leadership programs, like any other PMA programs, are limited by scope, reach, and therefore by influence. PMA programs are largely designed to focus on the church programmatic needs with little room for complex and specialized needs that are met by a college or university. Church programs generally target and impact mostly the Presbyterian membership, while educational institutions reach out to all members of society irrespective of their religious, faith, or non-faith-based orientation. Hence, our Historically Presbyterian Racial Ethnic Institutions are able to influence and impact the daily societal needs and realities, which a church program will largely miss. It is a comparison between a college education/degree and a conference or seminar on Christian/Presbyterian leadership. It is the difference a college can make by offering discounted tuition or scholarship towards an education/degree versus a

discounted registration or scholarship to attend a church conference. It goes without saying that college education is more practical, foundational, and instrumental than a leadership development conference or seminar.

Again, the report highlights how Recommendation 2 contradicts with the Task Force's self stated objectives:

The Historically Presbyterian Racial Ethnic Institutions Task Force met in the fall of 2014 and considered:

- 1) How the PC(USA) can remain true to its commitment to Historically Presbyterian Racial Ethnic Institutions while considering how other Presbyterian racial ethnic educational institutions can become related to the PC(USA) and be considered for support;
- 2) and to define and interpret the standards for racial ethnic schools related to the PC (USA) and determine the characteristics of schools that produce racial ethnic leaders in today's multiracial society.

"Remaining true to its commitment" cannot be implemented by diverting a free will offering to benefit PMA. There is a clear conflict of interest in requesting PMA Board to approve such a self-serving measure while alienating racial ethnic constituencies and risking historic contributions to enrich a church leadership program. In addition, "define and interpret the standards" does not explain diverting away financial resources in the form of a popular and successful free will offering for a programmatic church function already funded by the church.

The Task Force report documents that only FIVE out of EIGHT schools are still operational. It is no secret that the THREE Historically Presbyterian Racial Ethnic Institutions Schools were closed and/or lost accreditation mostly due to lack of funding.

The Task Force report already documents that the church pursued double standards when it comes to education:

"For many years the church discouraged racial ethnic schools and colleges from building endowments. The historical document from the former PC (USA) General Assembly Mission Council, *Strategy for Minority Education (1975)*, states, "Endowment funds for those institutions formerly related to the Board of National Missions of the United Presbyterian Church are virtually nil since the Board always told those institutions that the church was their living endowment." Such an approach distinguished minority institutions from other church-related institutions, and, as a result, when church action made them independent decades ago, they had few actual reserves and faced significant challenges in developing themselves. Therefore, the leaders of these institutions have needed to devote enormous time and energy to address financial issues."

Moreover, here again it is obvious how Recommendation 2 could be viewed as disingenuous and counterproductive to the mission and future of the remaining five racial ethnic schools. Given the ethos and objectives of the Christmas Joy Offering as a free will charitable giving that is designed to supplement the mission of the church that does not benefit from other sources of church funding. If approved, the original recommendation could be interpreted as a hostile and greedy takeover by a church program agency, which despite reduction in funding remains well endowed and supported entity of the church. The Christmas Joy Offering is an opportunity for Presbyterians to give joyfully a freewill offering that affects directly specific needs, and was not designed to fund church programs that already benefit from multiple established sources of income from the church.

Report D.001
Worshiping Communities Committee
Presbyterian Mission Agency Board
April 15-16, 2015

The Worshiping Communities Committee met on Thursday, April 16, 2015, 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: No items

For Information:

- A. Approved Worshiping Communities Committee Agenda as revised. [D.100](#)
- B. Approved the Minutes from the April 24, 2014. [D.101](#)
- C. Elected David Shinn as Chair and Marsha Anson as Vice Chair for 2015-2016.
- D. Approved the Mission Development Resources Committee (MDRC) Grant Policy and Ratification of Actions in a joint session with the Finance Committee. The joint action will be presented by the PC(USA), A Corporation. Item [D.102](#)
- E. The committee was unable to appoint a liaison to the MDRC at this meeting. The committee requests that the Presbyterian Mission Agency Board Nominating Committee considers the liaison appointment to the MDRC when filling the current vacancy in the committee. [D.103](#)
- F. Chip Hardwick and Vera White presented an update on the 1001 New Worshiping Communities. [D.200](#)
- G. Jason Santos joined the meeting via Skype to give an update on Collegiate Ministries. [D.201](#)
- H. Ray Jones introduced Ann Philbrick who presented the New Beginnings Update report. [D.202](#)
- I. Magdy Girgis presented a report on the work of the Middle Eastern Ministries. [D.204](#)
- J. Héctor Rodríguez presented a report on the Portuguese-language Congregational Support office on behalf of Almir Dias. [D.205](#)
- K. David Gambrell presented an update on the Directory for Worship. [D.208](#)
- L. Raafat Zaki spoke on the Advice and Counsel memorandum from the Advocacy Committee on Racial Ethnic Concerns. [D.300](#)

Report A.001
Finance Committee
Presbyterian Mission Agency Board
April 17, 2015

The Finance Committee met on April 16, 2015, in Louisville, Kentucky 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 revised 2015 Presbyterian Mission Agency Budget in the total amount of \$76,611,903 and the revised 2016 Presbyterian Mission Agency Budget in the total amount of \$78,027,204. [\(A.102\)](#)
- B. That the Presbyterian Mission Agency Board approve that \$500,000 of the \$1 million committed in PMPF for World Mission contingency or emergency expenses be restored and returned to undesignated funds. [\(A.104\)](#)
- C. That the Presbyterian Mission Agency Board approve the development of the PILP/Foundation new green initiative Church Loan Product. [\(A.105\)](#)

III. FOR INFORMATION:

The Finance Committee:

- A. Approved the Minutes from the September 17, 2014 Finance Committee meeting and the October 29, 2014, February 25, 2015 and March 27, 2015 Finance Committee Conference Calls [\(A.101\)](#)
- B. The election of Chad Herring as Chair of the Finance Committee and Tom Fleming as Vice Chair of the Finance Committee for the 2015-2016 term to begin with the Executive Committee Retreat in July 2015.

Received for information:

- A. The preliminary Presbyterian Mission Agency Mission Management reports as of December 31, 2014 [\(A.200\)](#)
- B. The preliminary Per Capita operating reports as of December 31, 2014 [\(A.201\)](#)
- C. The preliminary Congregational Ministries Publishing - Curriculum Publishing Program Area financials as of December 31, 2014 [\(A.202\)](#)
- D. The preliminary Presbyterian Mission Program Fund reports as of December 31, 2014 [\(A.203\)](#)
- E. The Endowments and New Gifts Report for 3rd and 4th Quarters 2014 [\(A.204\)](#)
- F. Stony Point Center preliminary financials as of December 31, 2014 [\(A.205\)](#)
- G. Ghost Ranch preliminary financials as of December 31, 2014 [\(A.206\)](#)
- H. Information Technology Overview [\(A.207\)](#)
- I. The Coordinated Loan Program Report [\(A.208\)](#)
- J. The Foundation Endowment Fund Report [\(A.209\)](#)
- K. Self Insurance Fund Annual Report [\(A.210\)](#)
- L. Consolidated Financials as of December 31, 2014 [\(A.211\)](#)
- M. Stony Point Center Update [\(C.205\)](#)
- N. Ghost Ranch Update – oral report

4/17/15

EDUCATE A CHILD...



TRANSFORM THE WORLD

**The 221st General Assembly
(Detroit 2014)**

...Launches a churchwide initiative to
inspire, equip and connect

...to improve the quality of education for
1,000,000 children in the U.S. and globally
over the next 4 years.

Toward A National Initiative

- * Where does our tradition lead us?
- *What are contemporary PCUSA attitudes toward education?
- *What is our capacity?
- *What are our priorities?

A Heritage of Distinction

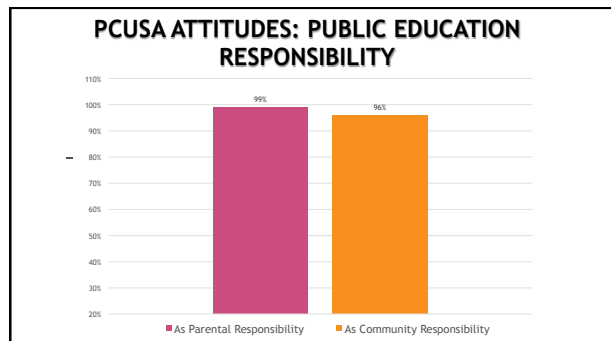
- Jesus' vision of the abundant life
- Reformed heritage—education transforms lives and systems
- Literacy essential to Bible study and citizenship
- Legacy of schools, colleges, and seminaries

Presbyterians Per Cent with a K-12 Child

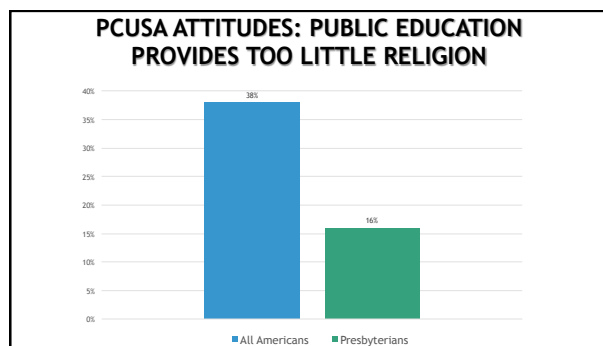
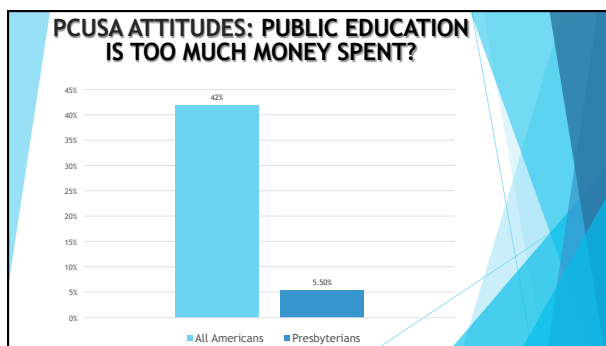
Pastors	30%
Elders	19%
Members	16%

U.S. Comparison. K-12 CHILD

Presbyterian Members	16%
All U.S. Households	36%



4/17/15



PCUSA ATTITUDES: Support Public Education as PCUSA Mission and Advocacy Priority

Pastors	83%
Elders	84%
Members	83%

Public Education Support by Region as PCUSA Priority

South	89%
Midwest	85%
Northeast	77%
West	75%

CAPACITY: CURRENT DIRECT CONGREGATIONAL ADVOCACY

Host Scouting Program	50%
Operate/House Preschool	40%
Mentoring/Tutoring Program	22%
Operate/House K-12 School	5%

CAPACITY: DIVERSITY AND INNOVATION

- * Highly adapted local responses
- * Several congregations host “Freedom Schools”
- * Models serving migrant homeless, disabled, immigrant children
- * One maintains the grounds for an impoverished school district.

CAPACITY: RESOURCES FOR CONGREGATIONS

- Association of Presbyterian Christian Educators
- Presbyterian Women
- Presbyterian Health, Education and Welfare
- Washington Office for Public Witness

A FUTURE OF PROMISE

...better for you to have a millstone hung about your neck... than to cause the little ones to stumble.

Matthew 18:6

Propose Two Priorities:

- 1) **Strengthen Early Childhood Education**
- 2) **Decrease drop out rate**

Educate a Child Transform the World will:

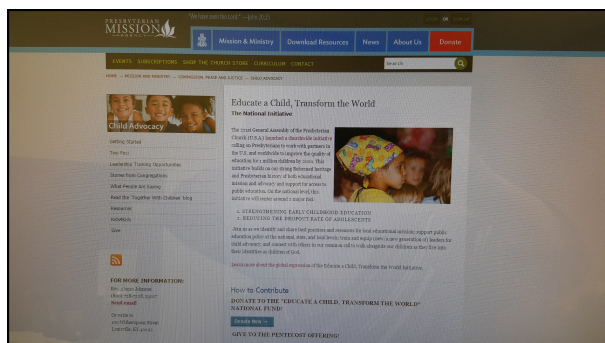
- ❖ **Network Congregations**
- ❖ **Identify Resources**
- ❖ **Provide Leadership Training Opportunities**
- ❖ **Share Best Practices**
- ❖ **Support Public Education Policy**

Educate A Child Initiative Staff Team

Rev. Alonzo Johnson, Convener
Rev. Ginna Bairby, Network Organizer
Rev. Dr. Eileen Lindner, Consultant

Wider Staff Team

Rev. Dr. J. Herbert Nelson, II
Bryce Wiebe
Rev. Rosemary Mitchell



LEADERSHIP TRAINING EVENTS

- ❑ July in conjunction with CDF's Proctor Institute
- ❑ July Big Tent - Mini-Plenary and Workshop
- ❑ APCE January Chicago - Workshop



4/17/15

Generative Questions for Educate A Child Initiative Presentation to PMAB

- Given our Reformed tradition and the promises we make to children when we baptize them, how do we understand our responsibility to all children in this nation and around the world?
- From your perspective, what are the most critical needs of children today? What factor does education play in meeting these needs?
- What role can mid-councils play in enabling and celebrating congregations as they engage in shared ministry that addresses the needs of children?

A Prayer to the God of All Children.

God of the children of Afghanistan, Pakistan and India, of Israel, Iraq, and Iran, Jerusalem and Jericho, of the Congo, Zambia and Rwanda, of Florida, Los Angeles and Newtown, Connecticut.

Help us to love and respect and act now to protect them all.

O God of black and brown and white and albino children, and those all mixed together, of children who are rich and poor and in between, of children who speak English and Russian and Hmong and Spanish and Chinese and Hebrew and Arabic, and languages our ears cannot discern,

Help us to love and respect and act now to protect them all.

O God of the child prodigy and child prostitute, of the child of rapture and the child of rape of run or thrown away children who struggle every day without parent or place or friend or future,

Help us to love and respect and act now to protect them all.

O God of children who can walk and talk and hear and see and sing and dance and jump and play, and of children who wish they could but can't, of children who are loved and unloved, wanted and unwanted,

Help us to love and respect and act now to protect them all.

O God of beggar, beaten, abused, neglected, homeless, HIV/AIDS, drugs, violence, and hunger-ravaged children, of children who are emotionally and physically and mentally fragile, and of children who rebel and ridicule, torment and taunt,

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Help us to love and respect and act now to protect them all.

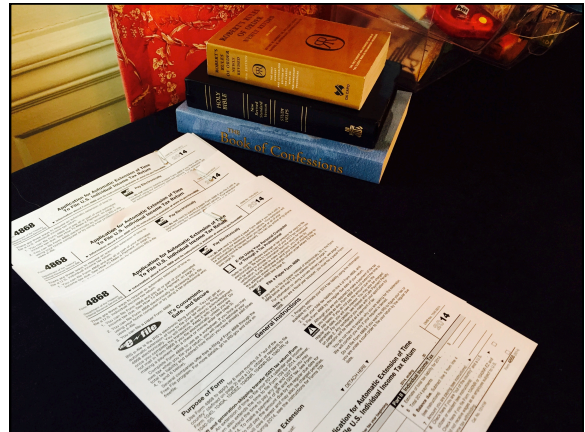
O God of children of destiny and despair, of war and peace, of disfigured, diseased and dying children, of children without hope and of children with hope to spare and share,

Help us to love and respect and act now to protect them all. O God who loves the universe, who embraces all children, who cares for them more than we can imagine, bless the young children, and all the children who are part of our lives, bless...

Please name those children you know, those children who are part of your lives:

Help us to love and respect and act now to protect them all.

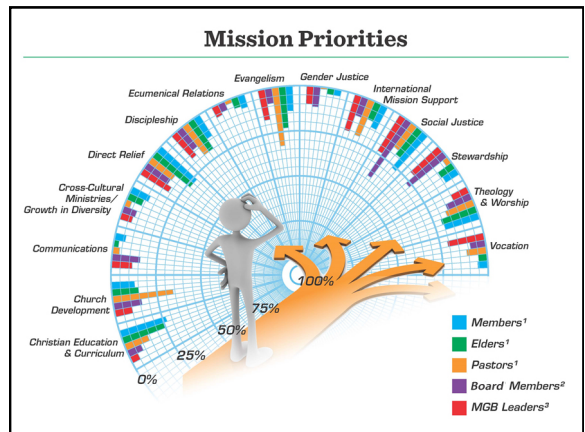
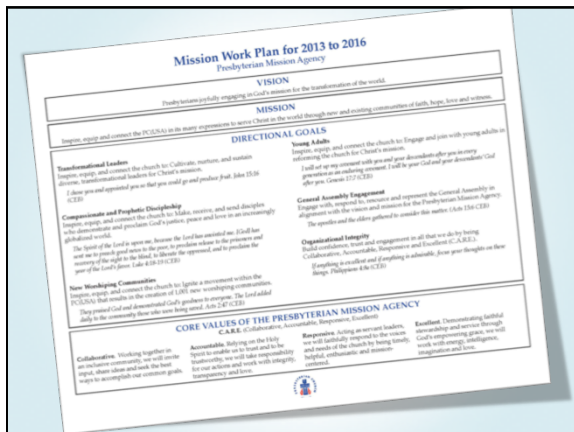
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Listen to advice and accept instruction, that you may gain wisdom for the future. The human mind may devise many plans, but it is the purpose of the Lord that will be established.


Proverbs 19:20-21

- Current and future plan
- Moderator Heath Rada
- Envisioning



2010-2012

- Inspire - Equip - Connect
- Engage in communities of mission practice
- Focus on health of congregations and other communities of faith
- Focus on leadership development
- Embrace a global perspective




2010-2012

- Inspire - Equip - Connect
- Engage in communities of mission practice
- Focus on health of congregations and other communities of faith
- Focus on leadership development
- Embrace a global perspective

Planning Objectives

- Alignment to mission and goals
- Direction for decision and resources
- Attracts engagement and support
- Sustainable
- Evaluation and innovation



2010-2012


- Inspire - Equip - Connect
- Engage in communities of mission practice
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- Focus on leadership development
- Embrace a global perspective

2013-2016

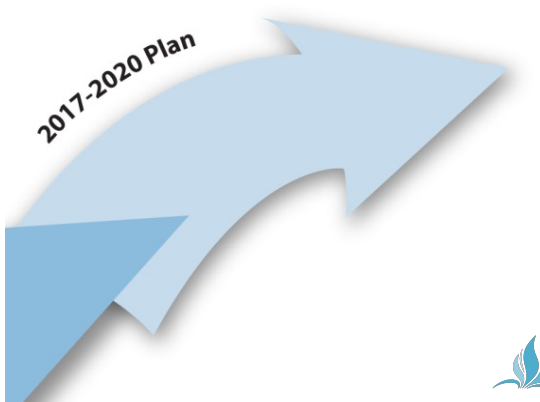

- Transformational Leaders
- Compassionate and Prophetic Discipleship
- New Worshiping Communities
- Young Adults
- General Assembly Engagement
- Organizational Integrity

Planning Objectives

- Alignment to mission and goals
- Direction for decision and resources
- Attracts engagement and support
- Sustainable
- Evaluation and innovation



2017-2020 Plan





Vision Statement: Presbyterians joyfully engaging in God's mission for the transformation of the world.

Mission Statement: 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.

Directional Goals:

- Transformational Leaders
- Compassionate and Prophetic Discipleship
- Young Adults
- New Worshiping Communities
- General Assembly Engagement
- Organizational Integrity




PRESBYTERIAN
MISSION
— AGENCY —

 INSPIRE | EQUIP | CONNECT |

What I Am Seeing and Hearing across the Church

Heath K. Rada, Moderator of the 221st General Assembly (2014) of the Presbyterian Church (U.S.A.) at the Presbyterian Mission Agency Board—April 2015

It is my pleasure to offer to you a reflection of what I have seen and heard across our church during the 10 months since I was elected moderator. First, let me begin with some of the very positive reflections.

1. We are seeing an amazing emergence of young adults coming back to the church. Whereas statistics indicate that these folks are leaving evangelical megachurches in large measures, the PC(USA) is seeing young adults returning to our membership. Let me give you three examples. My own church, Grace Covenant in Asheville, N.C., announced last year that for the first time in our history we have more members, from our 900 memberships, who are under the age of 45 than older. Myers Park Presbyterian Church in Charlotte, the fourth-largest church in our denomination, with over 5,000 members, says that their rapid growth is being impacted particularly by the 21- to 31-year-olds—the largest demographic of growth in their congregation. White Memorial Church in Raleigh, with over 4,000 members now, says that of the almost 400 new members in their congregation in the past four years, the vast majority are young parents—at least 75 percent of them. I am hearing this over and over, particularly in urban areas. And when we ask why these folks are choosing to be members of our denomination, they give two primary reasons:
 - A. We are a safe place where these young people can come and search for their faith identities. They can ask questions and seek answers and pursue deeper understandings of the faith without fear of judgment or feeling they shouldn't have questions. They say the Presbyterian Church embodies the teachings of Jesus who taught us to love one another and respect one another.
 - B. They say that we are a church without walls. Over and over, they say that we are a place where they can live out their faith. They don't have to be in church every Sunday, but they are not going to let down the feeding programs for the poor when they are scheduled to be there. They may take a hike instead of attending worship on some Sundays, but they know they will come back and be fed and then be equipped to go into the world as living servants of Jesus.
 - C. They say that we care for *all* of God's children—regardless of race, creed, or gender issues. They do *not* all agree with gay marriage, but they say that being a part of a denomination that allows for them to have different opinions models the love of Christ, which they believe is true and is not hypocritical—a trait many of them have found in other denominations.

Let me hasten to add that I see and hear about this phenomenon in urban areas. Rural areas are not having the same experience. But rural areas are also working hard to keep young adults living in their towns and communities, because they are choosing to leave in large numbers.

So my first question to us as a Presbyterian Mission Agency board and staff is, How are we going to address this new influx of dynamic Christians? How can we serve them in ways that will enhance their effectiveness and undergird their excitement as PC(USA) members?

2. We are often criticized by many outside our church as not believing in the authority of the Scriptures and not accepting Jesus as our only path to salvation. I have preached on these two matters almost every time I have occupied a pulpit. And I want to simply say two things: both of those are untrue and almost blasphemous accusations about the PC(USA). First of all, there is not a teaching or ruling elder who is ordained in our denomination who does not have to answer the question in the affirmative—Do you accept the Bible as the authoritative Word of God?—or some similarly worded statement that means the same thing. If they cannot say they do, they are not ordained. To say the PC(USA) does not believe that is a lie. It is sad that people who want to harm us have used this untruth to lead many people who are less informed about such matters to turn against us.

The other main theological question I am asked is if we believe in Jesus Christ as our sole means to salvation. Again, the answer is blatantly obvious. One cannot join a church in our denomination without answering the question in the affirmative that she or he believes in Jesus Christ as Lord and Savior. If you do not, you cannot be a member in our churches. And I have not met one single person—member or officer of our church—who does not believe that as truth. There has been a campaign of hate and divisiveness built against us. And it is not a true reflection of our particular body of Christ.

Question number two: How do we undergird the basic theological and faithful principles of our church in a way that lets the world know the truth about who we are? Nothing, absolutely nothing, is more important to members of the PC(USA) than the acceptance of and love for Jesus Christ.

3. The third area I want to mention is related to our witness to Christ around the world. Our global missions program is still extraordinary. I have had the chance to sit with and watch our mission coworkers in nine countries outside of the United States during these 10 months. Their faithfulness and love and compassion, as well as their commitment to the faith and our denomination, and particularly to the wonderful people they are serving, is remarkable. We are extraordinarily blessed with these people, and they deserve increased support and affirmation as they live and work in areas where their very lives are under fire. Our mission partners in other countries love and affirm our work in their midst. Not only are they grateful for our past service, but they are eager for us to continue to work with them to build up their churches.

So, question number three: What can we do to help, as a board, to undergird these precious, long-standing, and devoted relationships with church bodies around the world? How can we impress on our denomination the significant impact we are having in addressing issues of world peace and compassion? The Presbyterians who are breaking off from us and becoming other denominations do not have the same history of relationships and long-term bonds of love. Nor do they have the networks and relationships with both the governments and the churches that we have developed. They are losing a huge advantage in their efforts to make a difference around the world. We cannot let our partner churches down. We also must find the resources needed to enable our mission coworkers to continue. How can we do that?

4. The fourth will be brief but needs to be shared. Our church offices in New York City, with the United Nations, and in Washington, D.C., are huge factors in living out the faith by promoting worldwide peace and justice, the critical issues that Christ called us to pursue. In New York, I was told by numerous other faith communities that our UN office is the standard that they choose to emulate. Our staff and work there not only serves our denomination but is the model used by other Christian communities when it comes to being aware of, and responding to, issues around the world which impact God's children. Likewise, in D.C., when I went to the White House, I was informed by so many people from other church communities and nonprofits that we are the denomination that brings the message of Jesus into the realities of policies and projects being undertaken by our government. In fact, one person tearfully reminded me that had it not been for the PC(USA), both the original act and the extension of the Civil Rights Act would not have been legalized.

Question number four: How can we undergird the ministries of these areas across the denomination? I find that our membership at large does not realize that as Presbyterians we have a formative voice in both national and international matters—a voice that lifts up the love of Christ and upholds the human dignity of our sisters and brothers.

5. The fifth matter I wish to address is our relationship to the Jewish community in the United States. After our vote last summer on divestment, this became the number one issue on my plate, as well as the greatest topic of conversation around the church. In our effort to stand up for the humane treatment of Palestinians, we lost trust with our local and national Jewish communities. There are lots of issues related to this. It is a complex and challenging matter we have undertaken. I am not here today to debate the pros and cons of the divestment decision, as that is not the role of the moderator. But I can tell you that I have worked hard to communicate with both our Jewish friends and our Palestinian support groups, to see how we might communicate in ways that will uphold the dignity and strong anxieties which both bodies have—and I might add that I believe both groups are legitimate in their fears. Dialogue is critical. I am aware of conversations in so many communities where Presbyterian churches have come together to explore the issues and have found the conversations to be very helpful. I have had very meaningful meetings with the Israel/Palestine Mission Network and with Jewish rabbis. In fact, in a few weeks, and with the blessing of Gradye Parsons, who is our primary communicator in such matters, Rabbi Rick Jacobs, who is in many ways the titular head of the Jewish faith community in the United States, and I are inviting a group of about 30 Presbyterian ministers and Jewish rabbis from across the United States to meet together in a private conversation to discuss ways that we might continue some form of reconciliation. This matter will continue to raise its head at our General Assemblies and will likely continue to be divisive.

So my fifth question is, What should we as a board do to help bring some degree of reconciliation to the peoples with whom we relate? Obviously, we cannot control the Israeli government or the Palestinians, but what guidance might we provide our denomination so it can look at ways to move forward in directions that would be more conciliatory?

6. Number six is related to gay-marriage issues. Yes, whereas our decisions have been liberating and celebrated by some, they are painful and heartbreaking for others. But I am no longer seeing this as

the defining issue of our church. Even in many churches where they have been quite divided, I am hearing members say they are tired of the fight, they are tired of being identified as a one-issue church, and they want to move on—as members of the PC(USA). I am aware of two very significant churches in Texas that were identified by many as two of five major churches in Texas that would be leaving the denomination. They were offered support and assistance to help them in this venture. But in the past few weeks they have stated that they are no longer going to be divided over this matter, and they have called dynamic pastors to lead them in ways that might make them be more strongly aligned with the denomination. Whereas there are still some churches that are considering leaving us, more and more I am hearing of those deciding to stay because what we offer as faithful followers of Christ is far greater than some of the issues that have been dividing us.

So, question number six: Now that it appears likely that the major storm of separation and upset over gay-marriage issues may be diminishing, what do we do to bring back the harmony we need and should expect as one body? I would say that we still need to interpret what we have done. We need to undergird that in this “big tent” we call the PC(USA), there is room for us to disagree in love and not be afraid that alternative positions will be crammed down our throats. People are *not* being asked to betray their conscience. Grace has been a hallmark of the Presbyterian Church throughout our history. And grace will continue to be a huge part of our DNA.

7. My seventh issue is related to communications. It was my honor and pleasure to retreat for several days with the six communication directors of our six denominational agencies. They are talented and competent people. They recognize that our denomination is seeking a coherent message. We don't have a website that is working for us like we need. We hear from six different agencies about our work, but who is telling the story of the PC(USA)? Do we need a brand, something that could be a handle that would help to identify us in a way that shares who we are? Another way that question is being asked is: “I don't know how to tell someone in a few sentences who I am as a Presbyterian. It is complicated. Can it be put into some simple statement that could then be elaborated on?” I would propose that for the next few years we might need to put greater emphasis on communicating than any other facet of our church. Churches want to know better ways to share their successes and ask questions of one another. They want to be able to ask which other churches have faced the same issues they are now facing and how they resolved those matters. People also want to know what the denomination has to offer on various topics and issues. In many ways, people are looking to our denominational offices to be the conveyers of information and not necessarily the instigators of new ideas. In many ways, that has been identified by our staff here as their new role. But we need to find new ways to communicate in a society that is focused on communications like it has never been before.

So, question number seven: What can we do to enhance communications between and among all constituents in the PC(USA)?

8. What can we do about funding? When our Foundation is growing so well and our pension plan is financially secure (and everyone thanks God for both of those successes), why are our programmatic funds not also increasing? We have an excellent team of people raising money on many different levels. This is not a criticism of their work. But we are far short of what we need. Many people suggest to me that it is related to communication and the fact that people are not clear on what

they should, can, and actually *do* give their money to support. Are we competing with ourselves? Should we embark on even greater efforts to raise the funds needed? Are there funds that should be redirected? Are we trying to do too much? In our Presbyterian Mission Agency board, we have asked our leadership to enact major changes in our budgets, which have resulted in huge cutbacks in order to be more efficient, while seeking to minimize cuts to services that the church needs to continue. But is the overall model of current funding for our whole denomination the best one?

So, question number eight: What can we do to increase financial resources for our programs and operations, which would more effectively undergird our work?

9. And now for my last point.

There is a lot of conversation at various levels of our church about how we function as a PC(USA) organization. The basic question I am asked in different ways over and over is, Is the PC(USA) set up to function in the most effective way to meet the needs of our denomination in 2015? And most of these people say no. These people are not the general pew sitters in our churches—those folk who care mainly about what is happening in their local church and want to know how to impact their local communities more effectively in the name of Jesus.

But for those who do care, at the General Assembly level there is a growing interest and concern about the way we operate at the assembly. Many of you know that there is a movement to explore ways to redesign our process for governing the church. We are seeing overtures from Foothills Presbytery that are calling for us to look anew at how we do business. We have people expressing concern that our wonderful democratic process of government can also be a liability when it comes to making a decision. It is felt that we have to wait too long for some decisions and that our emphasis on voting becomes our identification. It is said that “to vote” means to “divide the house” and that Presbyterians spend too much time dividing themselves from one another rather than looking at ways to build the church together.

We are currently exploring the role of synods. I don’t need to expand on issues being raised concerning that level of governing body, but we do need to include it as part of a much greater concern about our overall priorities.

And what about presbyteries? Recently, I heard these statistics from Sue Krummel: We have 171 total presbyteries. Thirty-four of them have no executive presbyter and most have eliminated the position. Another 34 have interim leaders. Thirty have a person serving both the role of stated clerk and executive as a dual role. Seven have someone sitting in the seat that used to be for the executive—but the role is now quite different. That means 105 of our 171 presbyteries do not have the traditional model of stated clerk and executive, the model we have used for so many years. And the negative impact of this is multifold, not the least of which is that the traditional avenue for communications across our denomination is no longer in place. It is interesting to note that stated clerks are required, so they are everywhere. We need to realize that the current structure for this was put into place 45 years ago, and demographics were different. People had much more faith in institutions then, and now there is suspicion and much concern about all institutions—religious or otherwise—in our nation.

We hear a great deal of conversation about “Louisville”—almost as if it is an entity unto itself. Things have been tough there. We continue to expect our staff to do everything they did when we had 5 million members and one-third more staff and money. It isn’t fair, but the system needs to be changed. What can we do to help create a new system that will change the church in ways that are needed?

My personal assessment is that we must spend time in setting our priorities as the Presbyterian Mission Agency and as a denomination. Does the structure need to change? All evidence says yes. But we can’t change effectively until we know our priorities.

For us, the Presbyterian Mission Agency, we are the operation that is most criticized. In some ways that could be expected, for so much of the “work” of the church falls under our umbrella and we are the most visible. If people don’t like something about the church, often it is because of some direction our programs are going, and that is usually related to us.

I have tried to listen carefully, and I am hearing three primary streams of thought.

The first one is from what I would call “insiders”—people in the church who focus on matters of church structure and operations. I do not find these dynamics to be focused upon by most people in the pews, unless pastors or some other folks to whom I am referring as “insiders” encourage them to do so. Of the ones I have been hearing, there seems to be confusion and dissatisfaction with our board as well as with our staff.

Here are the three sets of opinions I am hearing most often concerning the Presbyterian Mission Agency, and they are not in order of priority. All are perceived as problems.

1. That Louisville staff are not handling their administrative roles as carefully as they should, resulting in unnecessary problems and concerns. There is the feeling on the part of some that we need to hold people responsible who have made poor decisions.
2. The second wave of thought is that whereas there have been some decisions made which were more harmful than helpful, that to lay the primary blame on the staff in Louisville is unfair. There is concern that our structure was formed when we had 5 million members, and that today our 1.8 million members want the same services and support which they received when our budgets were many times greater and our staff much larger. That group of people is calling for us to reexamine how we are organized beyond Presbyterian Mission Agency board operations. How might some of our functions between the six agencies work together more closely to help us achieve our priorities? Some social scientists say that in a day when all organizations are viewed with suspicion, and when people are looking for new forms of accountability, our model of working by consensus is no longer helpful—or even possible. Should there be a place where “the buck stops” and also a unified message from our church—rather than six different units sharing their own messages? They also ask, “Are we being fair to our staff by expecting them to work in impossible circumstances and criticizing them when they can’t do it all?”

3. There is also a sentiment that our board, the Presbyterian Mission Agency board, is not functioning effectively. Marilyn, I have not heard this directed to you, nor Jo, so please don't take this personally. In fact, I have heard you praised. I would have pulled you aside and shared it with you confidentially if that had not been the case. But what I have heard is that the other five boards of our organization respect confidentiality, are collegial to one another and to the staffs that work for them, but that there is dissent among the mission agency's board membership.

Some people in the church seem to know our confidential business when they shouldn't. They say that we go out and talk about our problems rather than working with each other to fix them. There is also a feeling that we have some on our board who are vying for power and position and using board membership to place themselves in positions of being appointed to major leadership roles or even in seeking paid positions.

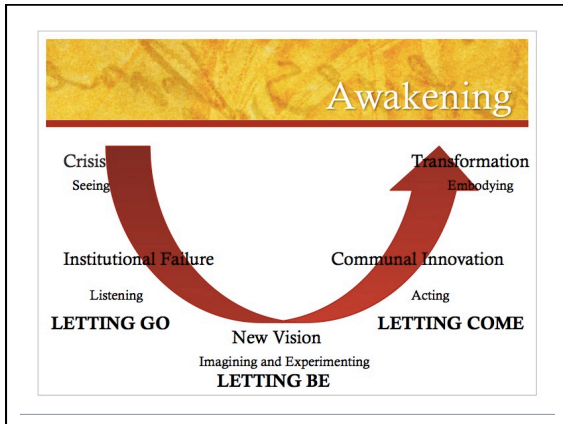
In fact, one example that I heard in Nebraska two weeks ago was that the very issue we are talking about today—namely, the report of the 1001 misuse of funds, is being debated by our board in unhealthy ways. I don't know where they got such information. Some say, quite bluntly, that Linda should have managed this better. Others who believe that may have been the case early on, say they believe that the board is the one who made the decision to have this study done, without Linda's input, and therefore the almost certain negative reaction to what will likely be extraordinary expenses should be addressed to the board—and the church should be told that we did it—not management.

So there is a lot of tongue wagging about our board and whether or not we need to reexamine how we handle our role. The saddest part of this is the rumor I have heard from New York to California to Texas—that some of us are vying for key positions in the church and are helping to spread news that casts a poor shadow on our staff in public ways which should be dealt with in confidence. I cannot speak to the truth of any of that, but I do know that is what I am being told by pastors, and middle governing execs, and even seminary staff. And for us to do the work we are called to do, we need to name and address these matters.

My friends, God has called us into the communion of fellowship known as the PC(USA). In a spirit that reflects who we are as responsible followers of Christ, let's start looking at ways to lead our denomination into our new reality. Let's find ways to make God smile.

And remember this most of all: We have every reason to believe that God loves our church, because it is in God's hands. And God also loves each one of us—so much that it's as if God had nothing else to do.

4/17/15



On the picture of the arrow, have everyone at your table put an X on the arrow indicating where they think the denomination is today.



If everyone in the group thinks the church is in the same place, talk about how that feels and how can we move on to the next section.

If people think we are in different spots on the arrow—what does that say to us about how to have these visioning conversations?

How can we discuss the future when we experience the present so differently?



Make a list of the things you're grieving for right now in your family, your congregational context, your denomination.

4/17/15

They did not find a body there.

Transformation:
Embodying the Future

Recall: "Transformation" is a period of considerable structural revision across the cultural, social, and religious spectrum.

- ❖ What cultural and social institutions are currently being restructured in life-giving, sustaining ways that resonate with your understanding of Christianity? What are some examples of such restructuring that are not life-giving or sustainable?
- ❖ What kinds of institutions might we need in the future to promote human flourishing, global community, peace, and to protect creation?
- ❖ What institutional structures no longer seem meaningful? What does that imply about the structures we need to create?
- ❖ What aspects of our current structures might only need reform? What needs to be completely re-imagined?

ITEM A.200

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 General Assembly Mission Program Receipts & Disbursement Report reflects the preliminary results of operation as of December 31, 2015.

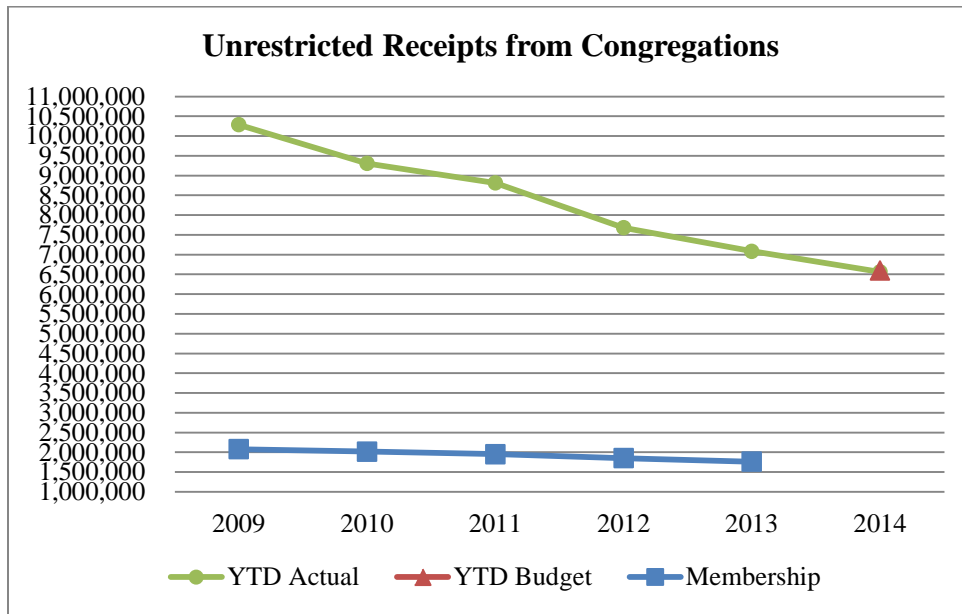


**Presbyterian Mission Agency
Budget Compared to Actual
For the Period Ended December 31, 2014**

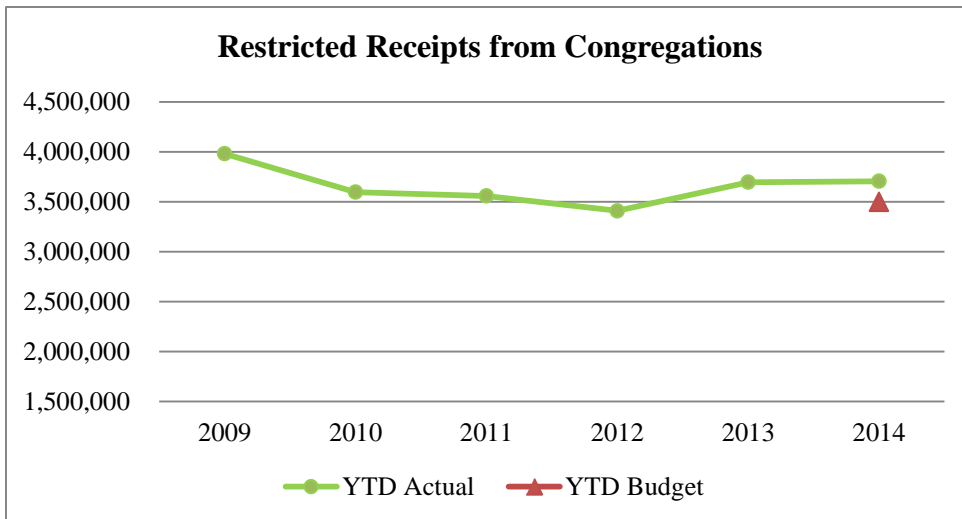
The following are highlights of activities through December 31, 2014:

RECEIPTS

Support from Congregations and Presbyteries - Unrestricted receipts were \$6,563,090 or .6% below the budget. The graph below shows actual Shared Mission Support receipts for the years 2009 through 2014 and PC(USA) membership for the years 2009 through 2013.



Restricted Receipts from Congregations (Directed Mission Support) - Restricted receipts were \$3,706,023 or 5.9% over the budget. The graph below shows actual Directed Mission Support receipts for the years 2009 through 2014.



PRESBYTERIAN MISSION AGENCY BOARD

April 15-16, 2015

Finance and Accounting

Item A.200

Appendix 13



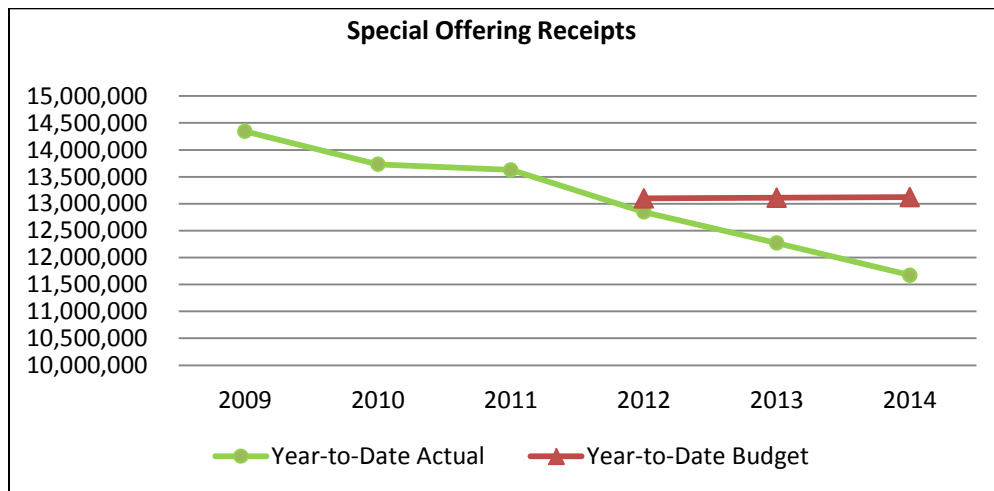
**Presbyterian Mission Agency
Budget Compared to Actual
For the Period Ended December 31, 2014**

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

RECEIPTS

Special Offerings - Receipts were \$11,671,320 or 10.91% below the budget. The following Special Offering receipts denote the percentage over/(under) the budget, and the graph below shows actual Special Offering receipts for the years 2009 through 2014.

<u>Special Offerings</u>	<u>Over/(Under)</u>	<u>Collection Date</u>
Christmas Joy	(14.19%)	December 21, 2014
One Great Hour of Sharing	(10.16%)	April 20, 2014
Peacemaking, New Peace & Global Witness Offering	4.86%	October 5, 2014
Pentecost	(17.37%)	June 8, 2014



Specific Appeals - Receipts were \$12,040,160 or 16.06% less than the budget. Emergency and Disaster Relief receipts to date include \$639,500 for Philippines Typhoon, \$365,130 for US Disasters and \$739,708 for General Relief. ECO receipts were \$1,612,054 less than the budgeted amount but 14.6% higher than the prior year amount. This budget-to-actual variance is mainly caused by the following areas being under budget: International Health (\$1,076,634), International Evangelism (\$552,500) and Mission Personnel (\$252,585). Special Missionary Support receipts were under budget due to fewer receipts from the Outreach Foundation.

Additional Forms of Giving

Bequests and Gifts – This year’s gifts and bequests were below budget by \$1.3 million and below last year’s by \$2.8 million. Last year’s amounts include restricted gift receipts of \$1,000,000 each to benefit foreign mission and domestic mission.

Grants – Grants include amounts from the American Red Cross which were awarded for Hurricane Sandy Response.

Endowments, Interest and Dividends

Income from endowment funds was higher than budget due to new gifts and bequests received that were not budgeted. Income from investments was lower than budget due to less returns on short-term investments and market conditions. Income from funds held by others was lower than budgeted due to fewer than expected receipts from outside trusts.

PRESBYTERIAN MISSION AGENCY BOARD

April 15-16, 2015

Finance and Accounting

Item A.200

Appendix 13



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

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

Total Receipts - Unrestricted receipts were \$14,382,267 or 11.9% below the 2014 budget. Restricted receipts were \$59,804,775 or 1.0% below the 2014 budget. Total receipts were \$74,187,042 or 3.3% below the 2014 budget.

EXPENDITURES

Executive Director

- Mission Resources, which includes *Presbyterians Today*, the *Planning Calendar* and the *Mission Yearbook*, received lower than anticipated revenue and were supplemented by their resource reserve account.

Mission

- Office of Deputy Executive Director - Restricted expenses were low compared to budget because program areas and Research Services underspent their budget.
- Theology, Worship, and Education – Actual receipts were lower than expected which resulted in using less restricted funds than the budgeted amount for Theological Education Funds (TEF) and paying fewer Financial Aid grants than planned.
- Evangelism and Church Growth - Unrestricted expenses were low compared to budget due to higher than expected revenues from New Beginnings. New Beginnings revenues, rather than unrestricted funding, were used to cover expenses. Restricted expenses were low compared to budget due to Mission Program and 1001 grants that were not paid in 2014.
- Compassion, Peace and Justice - Restricted expenses were low compared to budget because fewer grants were paid out than budgeted by Presbyterian Disaster Assistance (PDA). Grants unpaid in 2014 were not suspended but will be paid in the future.
- World Mission - Unrestricted expenses were low compared to budget due to program and grant underspending as a result of cost controls and use of additional amounts of available restricted funds which were used to support Mission Personnel. Restricted expenses were low compared to budget due to lower program and grant expenses in several offices, less Extra Commitment Opportunity (ECO) giving and lower than anticipated International YAV participant costs.
- Racial Ethnic and Women's Ministries - Restricted expenses were low compared to budget due to staffing transitions in the Native American and African American offices and less special event expenditures.

Shared Services

- Expenses were high compared to budget due to changes in Presbyterian Distribution Services. Effective August 1, 2014, Presbyterian Publishing Corporation began performing services for Congregational Ministries Publishing; therefore, expenses previously allocated to Congregational Ministries Publishing are no longer allocated.

Total unrestricted expenditures were \$17,446,883 or 12.3% under the 2014 budget and total restricted expenditures were \$54,572,451 or 11.5% below the 2014 budget. Total expenditures were \$72,019,334 or 11.7% below the 2014 budget.

PRESBYTERIAN MISSION AGENCY BOARD

April 15-16, 2015

Finance and Accounting

Item A.200

Appendix 13



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

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

PRIOR YEAR RESERVES

**UNRESTRICTED FUNDS
PRESBYTERIAN MISSION PROGRAM FUND (PMPF)**

Planned spending of PMPF for 2014 was \$3,570,169 but actual expenditures of prior year receipts were \$990,159. Unrestricted receipts from Ghost Ranch water rights proceeds resulted in a lower amount needed from PMPF than planned.

RESTRICTED FUNDS

Planned spending of restricted reserves for 2014 was \$1,268,950. Due to reduced expenditures, \$5,232,324 was added or retained in the restricted reserves.



PRESBYTERIAN CHURCH (USA)
Presbyterian Mission Agency
For the Period Ended December 31, 2014
Preliminary as of March 27, 2015



	2014 Unrestricted					2014 Restricted					2014 Grand Total				
	2014 YTD Budget	2014 YTD Actual	+(-)% of YTD Budget	2013 YTD Actual	+(-)% of 2013	2014 YTD Budget	2014 YTD Actual	+(-)% of YTD Budget	2013 YTD Actual	+(-)% of 2013	2014 YTD Budget	2014 YTD Actual	+(-)% of YTD Budget	2013 YTD Actual	+(-)% of 2013
Support from Congregations and Presbyteries															
Congregations	\$ 6,600,000	\$ 6,563,090	(0.6%)	7,086,556	(7.4%)	\$ 3,500,000	\$ 3,706,023	5.9%	3,696,240	0.3%	\$ 10,100,000	\$ 10,269,113	1.7%	10,782,796	(4.8%)
Special offerings															
Christmas Joy	-	-	-	-	-	4,200,000	3,604,041	(14.2%)	3,921,296	(8.1%)	4,200,000	3,604,041	(14.2%)	3,921,296	(8.1%)
One Great Hour of Sharing	-	-	-	-	-	7,100,000	6,378,418	(10.2%)	6,519,016	(2.2%)	7,100,000	6,378,418	(10.2%)	6,519,016	(2.2%)
Peacemaking	-	-	-	-	-	900,000	429,198	(52.3%)	1,003,139	(57.2%)	900,000	429,198	(52.3%)	1,003,139	(57.2%)
New Peace and Global Witness	-	-	-	-	-	-	514,516	-	-	-	-	514,516	-	-	-
Pentecost	-	-	-	-	-	900,000	743,712	(17.4%)	824,323	(9.8%)	900,000	743,712	(17.4%)	824,323	(9.8%)
Witness	-	-	-	-	-	-	1,435	-	1,723	(16.7%)	-	1,435	-	1,723	(16.7%)
Specific appeals															
Emergency and Disaster Relief	-	-	-	-	-	2,500,000	2,644,563	5.8%	5,812,763	(54.5%)	2,500,000	2,644,563	5.8%	5,812,763	(54.5%)
Extra Commitment	-	-	-	-	-	9,100,000	7,487,946	(17.7%)	6,536,422	14.6%	9,100,000	7,487,946	(17.7%)	6,536,422	14.6%
Mission Initiative	-	-	-	-	-	464,775	89,154	(80.8%)	384,253	(76.8%)	464,775	89,154	(80.8%)	384,253	(76.8%)
Special Missionary Support	-	-	-	-	-	379,101	181,123	(52.2%)	283,188	(36.0%)	379,101	181,123	(52.2%)	283,188	(36.0%)
Hunger	-	-	-	-	-	600,000	586,625	(2.2%)	366,895	59.9%	600,000	586,625	(2.2%)	366,895	59.9%
Theological Education Fund	-	-	-	-	-	1,300,000	1,050,749	(19.2%)	1,062,849	(1.1%)	1,300,000	1,050,749	(19.2%)	1,062,849	(1.1%)
Additional Forms of Giving															
Presbyterian Women	155,000	-	(100.0%)	-	-	405,915	400,810	(1.3%)	420,834	(4.8%)	560,915	400,810	(28.5%)	420,834	(4.8%)
Gifts and bequests	2,000,000	740,684	(63.0%)	674,883	9.7%	150,000	93,596	(37.6%)	2,947,272	(96.8%)	2,150,000	834,280	(61.2%)	3,622,155	(77.0%)
Grants	-	-	-	-	-	475,000	127,254	(73.2%)	756,124	(83.2%)	475,000	127,254	(73.2%)	756,124	(83.2%)
Total Contributions	8,755,000	7,303,774	(16.6%)	7,761,439	(5.9%)	31,974,791	28,039,163	(12.3%)	34,536,337	(18.8%)	40,729,791	35,342,937	(13.2%)	42,297,776	(16.4%)
Endowments, Interest and Dividends															
Income from endowment funds held by the Foundation	5,482,823	5,561,587	1.4%	5,918,280	(6.0%)	7,703,313	10,672,176	38.5%	9,724,803	9.7%	13,186,136	16,233,763	23.1%	15,643,083	3.8%
Income from investments	609,000	620,919	2.0%	617,633	0.5%	1,243,156	913,694	(26.5%)	261,296	249.7%	1,852,156	1,534,613	(17.1%)	878,929	74.6%
Income from funds held by others	1,400,000	814,482	(41.8%)	1,415,190	(42.4%)	120,000	80,000	(33.3%)	96,000	(16.7%)	1,520,000	894,482	(41.2%)	1,511,190	(40.8%)
Other															
Hubbard Press	75,000	75,000	-	15,000	-	154,565	154,565	0.0%	149,571	3.3%	229,565	229,565	0.0%	164,571	39.5%
Sales of resources and services	-	6,505	-	8,004	(19%)	19,115,374	19,911,844	4.2%	20,920,883	(4.8%)	19,115,374	19,918,349	4.2%	20,928,887	(4.8%)
Other	-	-	-	-	-	86,389	33,333	(61.4%)	-	-	86,389	33,333	(61.4%)	-	-
Total Endowments, Int. Div. & Other	7,566,823	7,078,493	(6.5%)	7,974,107	(11.2%)	28,422,797	31,765,612	11.8%	31,152,553	2.0%	35,989,620	38,844,105	7.9%	39,126,660	(0.7%)
Total Receipts	16,321,823	14,382,267	(11.9%)	15,735,546	(8.6%)	60,397,588	59,804,775	(1.0%)	65,688,890	(9.0%)	76,719,411	74,187,042	(3.3%)	81,424,436	(8.9%)
Expenses															
Policy Administration & Board Support	727,373	695,668	(4.4%)	434,455	60.1%	1,190,213	1,632,346	37.1%	1,135,319	43.8%	1,917,586	2,328,014	21.4%	1,569,774	48.3%
Mission Resources	222,641	214,015	(3.9%)	134,938	58.6%	1,844,744	1,648,295	(10.6%)	1,699,048	(3.0%)	2,067,385	1,862,310	(9.9%)	1,833,986	1.5%
Office of the Deputy Executive Director	741,908	706,786	(4.7%)	699,161	1.1%	621,790	470,910	(24.3%)	549,510	(14.3%)	1,363,698	1,177,696	(13.6%)	1,248,671	(5.7%)
Theology Worship and Education	2,771,882	2,588,311	(6.6%)	2,204,414	17.4%	6,204,631	5,072,740	(18.2%)	5,544,243	(8.5%)	8,976,513	7,661,051	(14.7%)	7,748,657	(1.1%)
Evangelism and Church Growth	2,008,344	1,729,724	(13.9%)	2,176,079	(20.5%)	7,483,824	5,462,735	(27.0%)	6,468,878	(15.6%)	9,492,168	7,192,459	(24.2%)	8,644,957	(16.8%)
Compassion, Peace and Justice	2,620,633	2,537,557	(3.2%)	1,753,210	44.7%	14,853,950	12,312,855	(17.1%)	16,296,497	(24.4%)	17,474,583	14,850,412	(15.0%)	18,049,707	(17.7%)
World Mission	7,994,258	6,330,455	(20.8%)	5,311,247	19.2%	20,174,999	19,384,083	(3.9%)	18,051,674	7.4%	28,169,257	25,714,538	(8.7%)	23,362,921	10.1%
Racial Ethnic and Women's Ministries	2,677,575	2,462,967	(8.0%)	2,054,878	19.9%	3,554,530	2,807,119	(21.0%)	2,788,359	0.7%	6,232,105	5,270,086	(15.4%)	4,843,237	8.8%
Shared Services	-	50,657	-	-	-	2,208,245	2,291,213	3.8%	2,254,278	1.6%	2,208,245	2,341,870	6.1%	2,254,278	3.9%
Other	127,378	130,743	2.6%	2,119,511	(93.8%)	3,529,612	3,490,155	(1.1%)	4,829,312	(27.7%)	3,656,990	3,620,898	(1.0%)	6,948,823	(47.9%)
Total Expenses	19,891,992	17,446,883	(12.3%)	16,887,893	3.3%	61,666,538	54,572,451	(11.5%)	59,617,118	(8.5%)	81,558,530	72,019,334	(11.7%)	76,505,011	(5.9%)
Change in net assets	\$ (3,570,169)	\$ (3,064,616)	(14.2%)	(1,152,347)	165.9%	\$ (1,268,950)	\$ 5,232,324	(512.3%)	6,071,772	(13.8%)	\$ (4,839,119)	\$ 2,167,708	(144.8%)	4,919,425	(55.9%)
Ghost Ranch - Eminent Domain Proceeds	\$ -	\$ 2,074,457									\$ -	2,074,457			
Revised Change in net assets	\$ (3,570,169)	\$ (990,159)	(72.3%)	\$ (1,152,347)	(14.1%)	\$ (1,268,950)	\$ 5,232,324	(512.3%)	\$ 6,071,772	(13.8%)	\$ (4,839,119)	\$ 4,242,165	(187.7%)	(4,919,425)	(186.2%)

**ITEM A.201
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 preliminary results of operation as of December 31, 2014.

PRESBYTERIAN MISSION AGENCY BOARD

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Finance and Accounting

Presbyterian Church (U.S.A.)

Per Capita

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Appendix 13

COMBINED STATEMENTS OF FINANCIAL POSITION

December 31, 2014 and 2013

PRELIMINARY - SUBJECT TO AUDIT

Assets	Per Capita	Dept. of History	Total 12/31/2014	Total 12/31/2013
Cash and cash equivalents	\$ 164,207	\$ 16,562	\$ 180,769	\$ 63,498
Short term investments	1,264,349	364,786	1,629,135	2,487,649
OGA Foundation	878,405	-	878,405	830,296
Per Capita Investments	4,043,871	-	4,043,871	3,864,690
Long term investments	-	3,745,427	3,745,427	3,735,889
Endowment investments	654,664	83,917	738,580	732,487
Investments PILP	376,977	-	376,977	372,678
Apportionment receivable--current year	2,454,905	-	2,454,905	2,728,335
Apportionment receivable--prior year	-	-	-	-
Allowance for Uncollectible Apportionments	(1,072,535)	-	(1,072,535)	(1,363,942)
Receivable - Big Tent	36,673	-	36,673	390
Other receivables	(130,677)	165,000	34,323	33,816
Receivable - PMA	-	-	-	-
Prepaid-Other	16,925	-	16,925	19,439
Land, Building and Fixed Assets	18,668	3,436,317	3,454,984	3,235,050
Accumulated depreciation	(16,801)	(2,296,534)	(2,313,335)	(2,118,413)
Total Assets	\$ 8,689,632	\$ 5,515,475	\$ 14,205,107	\$ 14,621,860
Liabilities and Net Assets				
<u>Liabilities:</u>				
Accounts Payable-PMA	\$ 225,013	\$ 16,724	\$ 241,737	\$ 249,403
Accounts Payable	9,788	-	9,788	9,410
Receipts in Process/ Other	2,519	-	2,519	776
Total liabilities	\$ 237,320	\$ 16,724	\$ 254,045	\$ 259,589
Net assets:				
Unrestricted:				
Undesignated	\$ 5,814,400	\$ -	\$ 5,814,400	5,945,821
Designated	2,281,372	2,462,010	4,743,382	5,046,268
Plant Fund	5,600	1,264,083	1,269,683	1,269,683
Temporarily Restricted	261,370	1,077,597	1,338,967	1,315,868
Permanently Restricted	89,569	695,061	784,630	784,630
Total net assets	\$ 8,452,311	\$ 5,498,751	\$ 13,951,062	\$ 14,362,270
Total Liabilities and Net Assets	\$ 8,689,631	\$ 5,515,475	\$ 14,205,106	\$ 14,621,858

PRESBYTERIAN MISSION AGENCY BOARD

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Finance and Accounting

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Appendix 13

Presbyterian Church (U.S.A.)

PER CAPITA

STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS

For The Period Ending December 31, 2014

PRELIMINARY - SUBJECT TO AUDIT

	UNDESIGNATED			DESIGNATED		TEMPRARILY RESTRICTED		PERM. RESTR.	GRAND TOTAL		
	2014	YTD	Variance	2014	YTD	2014	YTD	YTD	2014	YTD	YTD
	Budget	Actual		Budget	Actual	Budget	Actual	Actual	Budget	Actual	Variance
Revenue, gains and other support											
1 Apportionment	\$ 12,983,462	\$ 12,741,384	\$ 242,078	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 12,983,462	\$ 12,741,384	\$ 242,078
2 Income on investments	213,000	161,684	51,316	-	-	-	-	-	213,000	161,684	51,316
3 Realized and unrealized gain on investments	-	92,330	(92,330)	-	-	-	-	-	-	92,330	(92,330)
4 Sale of resources and services/ Other		-	-	1,967,445	1,183,955	-	-	-	1,967,445	1,183,955	783,490
5 Miscellaneous	2,000	-	2,000	-	-	-	-	-	2,000	-	2,000
Total revenue, gains and other support	\$ 13,198,462	\$ 12,995,398	\$ 203,064	\$ 1,967,445	\$ 1,183,955	\$ -	\$ -	\$ -	\$ 15,165,907	\$ 14,179,354	\$ 986,553
Expenditures											
Programs:											
1 Church Wide Ministries	\$ 5,548,041	\$ 5,124,764	\$ 423,277	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,548,041	\$ 5,124,764	\$ 423,277
2 Ecclesial & Ecumenical Ministries	2,708,546	2,681,558	26,988	-	-	-	-	-	2,708,546	2,681,558	26,988
3 Mid Council Ministries	1,593,719	1,260,112	333,607	-	-	-	-	-	1,593,719	1,260,112	333,607
Total Schedules 1,2, & 3	\$ 9,850,306	\$ 9,066,433	\$ 783,873	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 9,850,306	\$ 9,066,433	\$ 783,873
4 Presbyterian Mission Agency/Board	1,805,968	1,620,560	185,408	2,059,774	1,031,141	-	-	-	3,865,742	2,651,700	1,214,042
5 Other PMA Supervised Work	1,424,078	1,399,631	24,447	-	-	-	-	-	1,424,078	1,399,631	24,447
Total Schedules 4, & 5	\$ 3,230,046	\$ 3,020,190	\$ 209,856	\$ 2,059,774	\$ 1,031,141	\$ -	\$ -	\$ -	\$ 5,289,820	\$ 4,051,331	\$ 1,238,489
6 Other Expenses	180,000	75,390	104,610	-	-	-	-	-	180,000	75,390	104,610
7 Uncollectible Apportionments	1,000,000	896,237	103,763	-	-	-	-	-	1,000,000	896,237	103,763
8 Staff Severance Costs	-	-	-	-	-	-	-	-	-	-	-
Total expenses	\$ 14,260,352	\$ 13,058,251	\$ 1,202,101	\$ 2,059,774	\$ 1,031,141	\$ -	\$ -	\$ -	\$ 16,320,126	\$ 14,089,391	\$ 2,230,735
Uncollectible Apportionments											
Funds Allocated for Subsequent GA	1,354,306	-	1,354,306	(1,354,306)	-	-	-	-	-	-	-
Estimated Under-Expenditure	-	-	-	-	-	-	-	-	-	-	-
Change in Net Assets	\$ 292,416	\$ (62,852)	\$ 355,268	\$ (1,446,635)	\$ 152,815	\$ -	\$ -	\$ -	\$ (1,154,219)	\$ 89,963	\$ (1,244,182)
Net Assets at December 31, 2013		5,951,421			2,128,557		261,370	89,569		8,430,917	
Net Assets at December 31, 2014		\$ 5,888,569			\$ 2,281,372		\$ 261,370	\$ 89,569		\$ 8,520,880	

221st General Assembly

Revenue \$350,623

Expenditures (\$2,552,162)

Gain(Loss) (\$2,201,539)

ITEM A.202

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 preliminary activity through December 31, 2014.

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

December 31, 2014 and 2013

Preliminary and Subject to Audit

	<u>2014</u>	<u>2013</u>
Assets		
Accounts Receivables	21,809	352,297
Prepays	-	646
Inventory PDS	110,363	184,842
Inventory - Work in Process Inventory	60,557	63,666
Total Assets	<u>192,729</u>	<u>601,451</u>
Liabilities and Net Assets		
Liabilities		
Accounts Payable	138,348	6,549
Accounts Payable - General Missions	546,542	954,621
Total Liabilities	<u>684,890</u>	<u>961,170</u>
Net Assets	(492,161)	(359,719)
Total Liabilities and Net Assets	<u>192,729</u>	<u>601,451</u>

Presbyterian Church (U.S.A.)
 Congregational Ministries Publishing
 Statements of Activities
 For The Periods Ending December 31, 2014 and 2013
 Preliminary and Subject to Audit

	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
Curriculum Sources of Funding						
Sale of Resources						
Gross Sales-Resources	\$ 1,860,366	\$ 1,545,452	\$ (314,914)	\$ 1,719,104	83.07%	83.07%
Discounts-Resources	-	(18,750)	(18,750)	(21,206)	0.01%	0.01%
Net Sales-Resources	1,860,366	1,526,702	(333,664)	1,697,898	82.06%	82.06%
Cost of Goods Sold and Misc Prod Exp	406,283	435,044	(28,761)	388,809	107.08%	107.08%
		-				
Curriculum Sale of Resources Gross Margin	1,454,083	1,091,658	(362,425)	1,309,089	75.08%	35.37%
Other Sources of Funding						
Funding From Endowments and ECOs	299,819	252,168	(47,651)	225,171	84.11%	84.11%
Total Other Sources of Funding	299,819	252,168	(47,651)	225,171	84.11%	84.11%
Total Gross Margin - Resources Sales and Other Funding	1,753,902	1,343,826	(410,076)	1,534,260	76.62%	76.62%
Expenses						
Executive Editor's Office	360,550	347,833	12,717	318,756	96.47%	96.47%
General Editor's Office	326,363	315,584	10,779	309,220	96.70%	96.70%
Marketing	397,483	309,461	88,022	306,842	77.86%	77.86%
Point/Resource Center	154,370	109,462	44,908	110,576	70.91%	70.91%
Managing Editor's Office	159,105	157,071	2,034	151,050	98.72%	98.72%
Total Expenses	1,397,871	1,239,411	158,460	1,196,444	88.66%	88.66%
Net Surplus/(Shortfall) From Operations	356,031	104,415	(251,616)	337,816	29.33%	29.33%
Support Services	(446,488)	(307,939)	138,549	(413,051)	68.97%	68.97%
Net Surplus/(Shortfall)	(90,457)	(203,524)	(113,067)	(75,235)	225.00%	225.00%
Support From PMPF - Prior Year		75,235				
Change in Net Assets - 2014		(128,289)				
For Information Purposes						
Common Cost Allocations	721,872	553,305	168,567	723,126	76.65%	76.65%
Unrestricted Cost Allocations	242,074	226,097	15,977	197,112	93.40%	93.40%
Restricted Cost Allocations	479,798	327,208	152,590	526,014	68.20%	68.20%

Presbyterian Church (U.S.A.)
 Congregational Ministries Publishing
 Statements of Activities
 For The Periods Ending December 31, 2014 and 2013
 Preliminary and Subject to Audit

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	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
Language Resources Sources of Funding						
Sale of Resources						
Gross Sales-Resources	\$ 118,000	\$ 127,515	\$ 9,515	\$ 128,924	108.06%	108.06%
Discounts-Resources	-	-	-	-	0.00%	0.00%
Net Sales-Resources	118,000	127,515	9,515	128,924	108.06%	108.06%
Cost of Goods Sold and Misc Prod Exp	54,144	65,797	(11,653)	68,402	121.52%	121.52%
Curriculum Sale of Resources Gross Margin	63,856	61,718	(2,138)	60,522	96.65%	96.65%
Other Sources of Funding						
Funding From ECOs and Endowments	18,500	11,840	(6,660)	13,397	64.00%	64.00%
Total Other Sources of Funding	18,500	11,840	(6,660)	13,397	64.00%	64.00%
Total Gross Margin - Resources Sales and Other Funding	82,356	73,558	(8,798)	73,919	89.32%	89.32%
Expenses						
Korean Development	194,453	182,277	12,176	174,289	93.74%	93.74%
Spanish Development	176,069	154,521	21,548	153,173	87.76%	87.76%
Total Expenses	370,522	336,798	33,724	327,462	90.90%	90.90%
Net Surplus/(Shortfall) From Operations	(288,166)	(263,240)	24,926	(253,543)	91.35%	91.35%
Support Services	(28,320)	(25,398)	2,922	(30,942)	89.68%	89.69%
Net Surplus/(Shortfall)	(316,486)	(288,638)	27,848	(284,485)	91.20%	91.20%
Support From PMPF - Prior Year		284,485				
Change in Net Assets - 2014		(4,153)				
For Information Purposes						
Common Cost Allocations	108,621	91,710	16,911	108,578	84.43%	84.43%
Unrestricted Cost Allocations	48,137	44,202	3,935	38,695	91.83%	91.83%
Restricted Cost Allocations	60,484	47,508	12,976	69,883	78.55%	78.55%

**ITEM A.203
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 preliminary activity through December 31, 2014.

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Presbyterian Church (U.S.A.)
 Presbyterian Mission Program Fund
 as of December 31, 2014
 (Preliminary - Subject to Audit)



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	122,797			122,797
Ghost Ranch - proceeds from Eminent Domain	2,074,457			2,074,457
Net increase (decrease) in loans/receivables	408,079		(408,079)	-
2014 Allocation	(12,520,426)	12,520,426		-
Use of allocations		(968,240)		(968,240)
Unused allocations restored	2,583,400	(2,583,400)		-
Increase (Decrease) YTD	(7,331,693)	8,968,786	(408,079)	1,229,014
Subtotal	6,621,323	14,853,413	546,542	22,021,278
Excess unrestricted revenues/(expenditures) from PMA Budget		(3,064,616)		(3,064,616)
Balance as of December 31, 2014	\$ 6,621,323	\$ 11,788,797	\$ 546,542	\$ 18,956,662
Reserve Requirement				
Unrestricted Receipts	16,456,724			
Directed Mission Support Receipts	3,706,023			
Total	<u>20,162,747</u>			
30% Reserve Requirement	<u>6,048,824</u>			
Amount Over Required Reserve		572,499.23		

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

(Preliminary - Subject to Audit)



Board Actions	Original Designation	Balance 1/1/14	Designated	Payments	Restored	Balance 12/31/14
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 a. 2014	116,574	86,637		(18,614)		68,023
2 Sales of Resources		295,571		(162,366)		133,206
3 Transfer from Plant Fund to Black Pipe SD Property	34,859	7,852		(7,852)		0
4 Allocation (5/12) to balance the 2013 Mission Budget (9/12), (4/13), (3/14)	2,117,865	662,759			(662,759)	-
5 Allocation (5/12) to balance the 2014 Mission Budget (9/12), (4/13), (4/14), (9/14)	4,014,845	3,878,809	1,612,000	(3,064,616)	(1,920,641)	505,552
6 2013-2014 New Initiatives Allocation (4/13)	1,000,000	952,999		(779,409)		173,590
7 DREAM Fund (4/14) (Replaces Mission Partnerships for Synods)*			500,000			500,000
8 Allocation (4/14) to balance the 2015 Mission Budget, (9/14)			3,971,994			3,971,994
9 Allocation (4/14) to balance the 2016 Mission Budget, (9/14)			3,936,432			3,936,432
10 World Mission - Contingency Expenses (4/14)			1,000,000			1,000,000
11 Ghost Ranch Capital Expenditures (9/14)			1,500,000			1,500,000
12 TOTAL		5,884,627	12,520,426	(4,032,856)	(2,583,400)	11,788,797

* \$75,000 - Awarded Grants January 2015

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Presbyterian Church (U.S.A.)

**Sales of Resources
as of December 31, 2014**

(Preliminary - Subject to Audit)



	Balance 1/1/14	Additions	(Payments)	Budgeted	Balance 12/31/14
Senior Director Funds Development					
Funds Development	3,968				3,968
Total	3,968	-	-	-	3,968
Senior Director Communications					
Mission Resources	195,816		(171,655)		24,161
	195,816	-	(171,655)	-	24,161
Deputy Executive Director - Mission					
Mission	82,172	26,654	(8,674)		100,152
Social Witness Policy	13,616		(8,691)		4,925
Research Services	-		-		-
Total	95,788	26,654	(17,365)	-	105,077
TOTAL	295,571	26,654	(189,019)	-	133,206

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**Presbyterian Church (U.S.A.)
Programmatic Loan Fund
as of December 31, 2014
(Preliminary - Subject to Audit)**



RECEIVABLE	Balance 1/1/14	Increase (Decrease)	Balance 12/31/14
Receivable from Congregational Ministries Publishing	954,621	(408,079)	546,542
TOTAL PRESBYTERIAN MISSION PROGRAM FUND	954,621	(408,079)	546,542

OTHER RECEIVABLES

Ghost Ranch Conference Center (Abiquiu and Santa Fe)	2,660,481	194,581	2,855,062
Stony Point Center	1,680,698	253,243	1,933,941
TOTAL OTHER RECEIVABLES	4,341,179	447,823	4,789,002

Operating Income (Loss) - December 31, 2014	
Curriculum - English	(203,524)
Curriculum - Language	(288,638)
Stony Point	(84,324)
Ghost Ranch	(486,719)

PRESBYTERIAN MISSION AGENCY BOARD

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**Presbyterian Church (U.S.A.)
Self Insurance Fund
as of December 31, 2014
(Preliminary - Subject to Audit)**



Balance as of 1/1/14		6,010,024
Revenues:		
Income from investments	58,666	
Unrealized gain (loss)	<u>328,959</u>	
Total revenues		387,625
Expenditures:		
Foundation investment fees	(222)	
Shared Services management fees	(10,000)	
Risk Management recoveries	(70,536)	
Insurance claims paid	<u>(97,308)</u>	
Total expenditures		<u>(178,066)</u>
Funds available 12/31/14		<u><u>6,219,583</u></u>

ITEM A.204

INFORMATION

Endowments and Gifts Report

Third and Fourth-Quarter 2014 Additions and New Funds Received

The attached report is for receipts by the Foundation of terminated deferred giving arrangements, bequests or living gifts.

The allocation and classification of additions and new funds received for the third and fourth quarter of the year as set forth in the report is for information to the Finance Committee and the Presbyterian Mission Agency Board.

PRESBYTERIAN MISSION AGENCY BOARD

April 15-16, 2015

Finance and Accounting

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Appendix 13

Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds

	Established				Assigned		New Fund/
	Fund				Program		Addition/
	Reference	Amount	Class	Type	Area/Entity	Restriction	Termination
1.	059012	\$ 150	C		Compassion, Peace & Justice	PC(USA) - Income to be used for provision and/or distribution of clean water at Presbyterian or Presbyterian partnership mission sites such as, but not limited to, well drilling equipment, water treatment, or water storage	A
2.	094021	781	C		World Mission	PC(USA) - Income to General Assembly for work of Global Education and International Leadership Development of Worldwide Ministries Division, or its successor for its international educational mission efforts in Ethiopia, with preferences	A
3.	201557	400	C		Compassion, Peace & Justice	PC(USA) - One Great Hour of Sharing Offering	A
4.	054800	19,012	D		World Mission	PC(USA) - Solely for foreign medical missionary work	A
5.	057533	385	D		Deputy Executive Director for Mission	PC(USA) NY BCE - To Board of Christian Education of the PC in the U.S.A., to be used in Western and Southwestern parts of U.S.A. and Alaska for following purposes: be used instead by the General Assembly Mission Council or its successor to create resources for use by churches to assist in providing Christian education, preferably to unchurched persons, and to assist churches in promoting such Christian education work [per 6/21/11 cy pres order]; I hereby order and direct that no portion of this legacy shall be used for work among Negroes	A
6.	057534	385	D		Evangelism & Church Growth	PC(USA) BNM - For benefit of poor white population of mountain regions of states of West Virginia, Tennessee and Kentucky	A
7.	057697	6,929	D		World Mission	PC(USA) - For overseas work of Commission on Ecumenical Mission and Relations	A
8.	057726	15,791	D		World Mission	PC(USA) COEMAR - Exclusively in aid of charitable medical or surgical work in foreign missions	A
9.	057727	200	D		World Mission	PC(USA) - \$200 annually for support of native workers in foreign fields, where in judgment of board, money is most needed	A
10.	057809	345	D		Theology, Worship & Education	PC(USA) BCE - To be used and applied to assistance of needy students preparing for Christian ministry	A

**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
11.	061302	2,320	D		Racial Ethnic & Women's Ministries	PC(USA) - Developing and training persons for leadership in negro race in the United States; if, in discretion of BNM of the PC, purpose is not feasible or is unnecessary, income so paid to it shall be used by Board for such educational and charitable purposes as it shall deem best, having regard particularly to its most urgent needs; decision of said Board shall be final and binding upon all persons in interest	A
12.	061303	2,319	D		Racial Ethnic & Women's Ministries	PC(USA) - Developing and training persons for leadership among American Indians; if, in opinion of BNM of the PC, purpose is not feasible or is unnecessary, income paid to it shall be used by Board for such educational and charitable purposes as it deems best; having regard particularly to its most urgent needs; decision of said Board final and binding upon all persons in interest	A
13.	061304	8,750	D		Theology, Worship & Education	PC(USA) BNM - I request (but do not direct) that BNM shall apply \$2,000 annually for maintenance, repair and operation of Drs. Home at Embudo Hospital, Embudo, NM, so long as (i) hospital shall be owned and operated by BNM of the United PC(USA), and (ii) Board in its discretion considers work of Hospital is furthering Board's general missionary purposes; further request (but do not direct) that portion of share as is not applied for Drs. Home at Embudo Presby Hospital shall be applied by Board for Warren H. Wilson Jr. College, a NC corp. located at Swannanoa, NC, so long as (i) College shall continue an affiliation with Board and (ii) Board in its discretion considers work of College is furthering Board's general missionary purposes (see copy of will for restriction in its entirety)	A
14.	061309	54,000	D		Evangelism & Church Growth	PC(USA), A Corp, Home Missions - It is my intention and desire that mission churches and schools established as hereinabove [Board of Church Erection Fund of the General Assembly of the Presbyterian Church in the USA] provided for shall be known and designated as "The Charles K. Smith Chain of Mission Churches and Schools," and that preference shall be given in the use of said income by said organizations to the USA and the colonial possessions thereof, and to the Republic of Mexico, if in the judgment of the Trustees of the General Assembly [Presbyterian Foundation] it is desirable to do so (see copy of will for restriction in its entirety)	A

**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established				Assigned		New Fund/
	Fund				Program		Addition/
	Reference	Amount	Class	Type	Area/Entity	Restriction	Termination
15.	063184	12,000	D		Racial Ethnic & Women's Ministries/Theology, Worship & Education	PC(USA), A Corp - Christian Education - For purchase and distribution of Bibles, tracts, hymn books and for purchase in whole or in part of libraries for missionaries	A
16.	070969	79,121	D		Theology, Worship & Education	PC(USA) - For educational, benevolent and charitable programs of church as directed by General Assembly	A
17.	094046	1,465	D		Theology, Worship & Education	PC(USA) - Council on Theological Seminaries	A
18.	102301	10,000	D		Racial Ethnic & Women's Ministries	PC(USA) - To be used as Board [Women's General Missionary Society of United Presby Church of North America] may direct	A
19.	200441	897	D		Racial Ethnic & Women's Ministries	PC(USA) - For purposes of Board of Home Missions of United Presbyterian Church of North America	A
20.	200442	448	D		Racial Ethnic & Women's Ministries	PC(USA) - For purposes of Board of Freedmen's Missions of United Presbyterian Church of North America	A
21.	200443	897	D		Evangelism & Church Growth	PC(USA) - For purposes of Board of Church Extension of the United Presbyterian Church of North America	A
22.	200444	896	D		Racial Ethnic & Women's Ministries	PC(USA) - For purposes of Women's General Missionary Society of United Presbyterian Church of North America	A
23.	061951	54,000	L		Church Loans	PC(USA) BNM - Church Erection Fund - It is my intention and desire that mission churches and schools established as hereinabove [Board of Church Erection Fund of the General Assembly of the Presbyterian Church in the USA] provided for shall be known and designated as "The Charles K. Smith Chain of Mission Churches and Schools," and that preference shall be given in the use of said income by said organizations to the USA and the colonial possessions thereof, and to the Republic of Mexico, if in the judgment of the Trustees of the General Assembly [Presbyterian Foundation] it is desirable to do so (see copy of will for restriction in its entirety)	A
24.	RPOGA	6,184	F		GA Unrestricted	PC(USA) - Unrestricted	T
25.	102373	70,087	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A

**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
26.	102299	1,995	OTGA		GA Unrestricted	PC(USA) BNM - Unrestricted	A
27.	102312	4,488	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
28.	200276	444	OTGA		GA Unrestricted	PC(USA) - 1/3 BNM - Unrestricted	A
29.	200277	444	OTGA		GA Unrestricted	PC(USA) COEMAR - 1/3 BFM - Unrestricted	A
30.	200440	4,482	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
31.	057275	5,862	C		World Mission	PC(USA) COEMAR - Request, but do not direct, that Commission use income from endowment fund created by Article Eleventh hereof for maintenance of a free dispensary and free clinic, and, as far as available income allows, with staff of nurses and devoted men of high character, to visit Armenian families, especially those having any sick members, to help... see document, restrictions continue for 3 pages	A
32.	058647	100	C		World Mission	To Worldwide Ministries Division of PC(USA) for foreign medical missions	A
33.	094021	206	C		World Mission	PC(USA) - Income to General Assembly for work of Global Education and International Leadership Development of Worldwide Ministries Division, or its successor for its international educational mission efforts in Ethiopia, with preferences	A
34.	202940	11,547	C		Deputy Executive Director for Mission	PC(USA) - For missionary activity outside the U.S.	A
35.	202949	16,302	C		Compassion, Peace & Justice	PC(USA) - To be paid annually to One Great Hour of Sharing Fund of PC(USA); if the OGHS Fund is discontinued, income shall go to another Special Offering of same purpose of General Assembly of PC(USA) as determined by PC(USA) Foundation	A
36.	057726	15,791	D		World Mission	PC(USA) COEMAR - Exclusively in aid of charitable medical or surgical work in foreign missions	A
37.	057730	438	D		Theology, Worship & Education	PC(USA) NY - For general purposes of Board as shall be determined by Board, but Grantor calls Board's attention to needs of students from Buffalo-Niagara Presbytery (now Pby Western New York) who are preparing for ministry	A

**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
38.	057968	1,204	D		Compassion, Peace & Justice	PC(USA) - Principal and income to General Assembly of the PC(USA) for Presbyterian Hunger Program	A
39.	062228	157	D		World Mission	PC(USA) - Foreign missions of United Presbyterian Church of America	A
40.	070969	58,473	D		Theology, Worship & Education	PC(USA) - For educational, benevolent and charitable programs of church as directed by General Assembly	A
41.	203006	12,513	F		Deputy Executive Director for Mission	PC(USA) - To be used for Christian world mission work	A
42.	RPO	3,899	F		GA Unrestricted	PC(USA) - Unrestricted	T
43.	RPO	23,022	F		GA Unrestricted	PC(USA) - COEMAR - Unrestricted	T
44.	-	186,543	F		GA Unrestricted	PC(USA) - Unrestricted	T
45.	102373	62,696	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
46.	102298	22,847	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
47.	102300	274	OTGA		GA Unrestricted	PC(USA) COEMAR - Unrestricted	A
48.	102302	93	OTGA		GA Unrestricted	PC(USA) COEMAR - Unrestricted	A
49.	102304	1,699	OTGA		GA Unrestricted	PC(USA) BHM - Unrestricted	A
50.	200248	788	OTGA		GA Unrestricted	PC(USA) COEMAR - Income to general foreign missions of PC(USA) - Unrestricted	A
51.	200249	788	OTGA		GA Unrestricted	PC(USA) BHM - Income to general Board of Home Missions - Unrestricted	A
52.	200258	482	OTGA		GA Unrestricted	PC(USA) - 23.5% income to COEMAR - Unrestricted	A
53.	200259	482	OTGA		GA Unrestricted	PC(USA) - 23.5% income to BNM - Unrestricted	A
54.	200263	334	OTGA		GA Unrestricted	PC(USA) - 50% BNM - Northern Church IRG - Unrestricted	A

**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
55.	200264	334	OTGA		GA Unrestricted	PC(USA) COEMAR - 50% income to COEMAR - Unrestricted	A
56.	200270	810	OTGA		GA Unrestricted	PC(USA) - .0860388 of net to BNM for memorial fund of Frederick D. Secor Family - Unrestricted	A
57.	200271	753	OTGA		GA Unrestricted	PC(USA) - .0799732 of net to BCE for memorial fund of Frederick D. Secor Family - Unrestricted	A
58.	200272	314	OTGA		GA Unrestricted	PC(USA) COEMAR - 1/4 net income to BFM - Unrestricted	A
59.	200273	157	OTGA		GA Unrestricted	PC(USA) BHM - 1/8 net income to BHM - Unrestricted	A
60.	200283	2,738	OTGA		GA Unrestricted	PC(USA) COEMAR - 1/2 BFM - Unrestricted	A
61.	200284	2,738	OTGA		GA Unrestricted	BHM PC(USA) - 1/2 BHM - Unrestricted	A
62.	062107	10,000	C		World Mission	PC(USA) - For overseas educational mission work of the Church with first preference to work in Oaxaca, Mexico and Colombia	A
63.	094021	156	C		World Mission	PC(USA) - Income to General Assembly for work of Global Education and International Leadership Development of Worldwide Ministries Division, or its successor for its international educational mission efforts in Ethiopia, with preferences	A
64.	202006	10,000	C		World Mission	PC(USA) - For DMS D504680 (Alice Winters) as long as service continues, then to Leadership Training in Colombia if possible, then for Worldwide Mission of PC(USA)	A
65.	202988	38,750	C		Compassion, Peace & Justice	PC(USA) - For Presbyterian Disaster Assistance	A
66.	203007	270,347	C		Deputy Executive Director for Mission	To be used for hunger and health care assistance in United States, preferably for ongoing programs (i.e. not limited to disaster relief); if funds are not needed for such programs in United States, consideration can be given to disbursement for hunger and health care assistance in other countries	N

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**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
67.	059065	100	C(P)	A	World Mission	PC(USA) - Income paid to Worldwide Ministries Division, PC(USA) for immediate transfer to Near East School of Theology, Beirut, Lebanon, for fulfilling Board Action B 2000-6; should School cease to exist, income from endowment to be used for theological education and church leadership development as determined by Board of Managers of the Near East School of Theology, or its successor, in consultation with Worldwide Ministries Division or its successor, of PC(USA), or its successor	A
68.	201557	400	C		Compassion, Peace & Justice	PC(USA) - One Great Hour of Sharing Offering	A
69.	054800	18,390	D		World Mission	PC(USA) - Solely for foreign medical missionary work	A
70.	057696	3,671	D		World Mission	PC(USA) - "EIGHTH...[establishes a \$100,000 trust for St. Paul Presby Church, Philadelphia, PA]; in the event said Church shall go out of existence, I give said net income unto the Board of Foreign Missions for missionary work of PC(USA) or its successors"	A
71.	057717	5,625	D		Deputy Executive Director for Mission	PC(USA) BHM - [Per 6/21/2011 cy pres order] Modified so that income may be used instead by General Assembly Mission Council or its successor to create resources for use by churches to assist in providing Christian education, preferably to unchurched persons, and to assist churches in promoting such Christian education work	A
72.	057723	3,344	D		World Mission	PC(USA) – Until termination of trust Trustee shall divide net income equally between SECOND PRESBYTERIAN CHURCH OF BUTLER, Butler, PA, and BOARD OF FOREIGN MISSIONS OF THE PC(USA) New York, NY; income to which BOARD OF FOREIGN MISSIONS OF THE PC(USA) is entitled shall be used by board in such manner as it shall elect, but it is Donor's desire that income be applied toward preparation of Christian students born outside the USA desiring to enter Christian missionary work (see trust for restriction in its entirety)	A
73.	057726	15,791	D		World Mission	PC(USA) COEMAR - Exclusively in aid of charitable medical or surgical work in foreign missions	A

**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established				Assigned		New Fund/
	Fund				Program		Addition/
	Reference	Amount	Class	Type	Area/Entity	Restriction	Termination
74.	061301	5,381	D		World Mission	PC(USA) - Income to be paid to the Home Missionary Board for Sabbath School work in the PC(USA), or its successor, to be expended by said Board for the following purposes (see copy of will for restriction in its entirety)	A
75.	061302	25,000	D		Racial Ethnic & Women's Ministries	PC(USA) - Developing and training persons for leadership in negro race in the United States; if, in discretion of BNM of the PC, purpose is not feasible or is unnecessary, income so paid to it shall be feasible or is unnecessary, income so paid to it shall be used by Board for such educational and charitable purposes as it shall deem best, having regard particularly to its most urgent needs; decision of said Board shall be final and binding upon all persons in interest	A
76.	061303	25,000	D		Racial Ethnic & Women's Ministries	PC(USA) - Developing and training persons for leadership among American Indians; if, in opinion of BNM of the PC, purpose is not feasible or is unnecessary, income paid to it shall be used by Board for such educational and charitable purposes as it deems best; having regard particularly to its most urgent needs; decision of said Board final and binding upon all persons in interest	A
77.	063182	5,762	D		Theology, Worship & Education	PC(USA) BCE - Scholarship aid to needy students attending Princeton Seminary at Princeton, NJ, and such other seminaries as Board may from time to time designate	A
78.	070969	46,003	D		Theology, Worship & Education	PC(USA) - For educational, benevolent and charitable programs of church as directed by General Assembly	A
79.	094046	1,465	D		Theology, Worship & Education	PC(USA) - Council on Theological Seminaries	A
80.	200224	12,594	D		Evangelism & Church Growth	PC(USA) - For purpose of publication and extension of Gospel of Jesus Christ on continent of North America by employment and support of ministers and missionaries, erection of church edifices, establishing and supporting of schools for secular and religious training	A
81.	200226	202	D		Racial Ethnic & Women's Ministries	PC(USA) - To be used for purposes of Board of Home Missions of United Presbyterian Church of North America	A
82.	061300	7,435	L		Church Loans	PC(USA), A Corporation - For construction of a Sunday School Building	A
83.	Non-GA RPO	1,484	F		GA Unrestricted	PC(USA) - Unrestricted	T

**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
84.	Non-GA RPO	430	F		GA Unrestricted	PC(USA) - Unrestricted in equal shares for the Board of National Missions and the Board of World Missions	T
85.	102373	19,714	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
86.	200223	4,198	OTGA		GA Unrestricted	PC(USA) BFM - Unrestricted	A
87.	200285	894	OTGA		GA Unrestricted	PC(USA) COEMAR - 1/4 BFM - Unrestricted	A
88.	102285	143	OTGA		GA Unrestricted	PC(USA) BNM - Unrestricted	A
89.	102288	9,693	OTGA		GA Unrestricted	PC(USA) BNM - Unrestricted	A
90.	102289	7,918	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
91.	102291	1,422	OTGA		GA Unrestricted	PC(USA) BNM - Unrestricted	A
92.	102317	8,138	OTGA		GA Unrestricted	PC(USA) BNM - Unrestricted	A
93.	200225	1,007	OTGA		GA Unrestricted	BFM PC(USA) - Unrestricted	A
94.	200252	1,525	OTGA		GA Unrestricted	PC(USA) COEMAR - 2.5%	A
95.	200253	1,525	OTGA		GA Unrestricted	PC(USA) BNM, PA - 2.5%	A
96.	200260	14,603	OTGA		GA Unrestricted	PC(USA) - 2/5 BHM - Unrestricted	A
97.	200261	7,301	OTGA		GA Unrestricted	PC(USA) - 1/5 COEMAR - Unrestricted	A
98.	200262	7,301	OTGA		GA Unrestricted	PC(USA) - 1/5 BCE - Unrestricted	A
99.	200286	894	OTGA		GA Unrestricted	PC(USA) BHM - 1/4 - Unrestricted	A
100.	200288	5,625	OTGA		GA Unrestricted	PC(USA) COEMAR - 1/4 net income BFM - Unrestricted	A
101.	200289	5,625	OTGA		GA Unrestricted	PC(USA) BHM - 1/4 net income BHM - Unrestricted	A

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**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
102.	057275	42	C		World Mission	PC(USA) COEMAR - Request, but do not direct, that Commission use income from endowment fund created by Article Eleventh hereof for maintenance of a free dispensary and free clinic, and, as far as available income allows, with staff of nurses and devoted men of high character, to visit Armenian families, especially those having any sick members, to help... see document, restrictions continue for 3 pages	A
103.	058734	35	C		World Mission	PC(USA) - Income for use by Board of Presbyterian Men to promote worldwide mission	A
104.	061214	32,045	C		Evangelism & Church Growth	PC(USA) - For new church development within U.S. through General Assembly agency of United Presbyterian Church in the U.S.A., which is responsible for that work; income from gift considered to be outside the budget and shall not be equalized	A
105.	094021	1,363	C		World Mission	PC(USA) - Income to General Assembly for work of Global Education and International Leadership Development of Worldwide Ministries Division, or its successor for its international educational mission efforts in Ethiopia, with preferences	A
106.	202002	100	C		Evangelism & Church Growth	PC(USA) - To be used to facilitate advocacy, coordination, management, networking, and promotion of fiscal responsibility, among camping and conference ministries of the PC(USA); specifically, (1) to extent feasible, funds shall support a staff position to promote, support and strengthen camp and conference center ministries throughout the denomination and coordinate programmatic efforts between all Presbyterian camps and conference centers, or (2) to provide grants to support collaborative programs, excellence in leadership, and coordination among members of the Presbyterian Church Camp and Conference Association (PCCCA)	A
107.	057533	385	D		Deputy Executive Director for Mission	PC(USA) NY BCE - To Board of Christian Education of the PC in the U.S.A., to be used in Western and Southwestern parts of U.S.A. and Alaska for following purposes: be used instead by the General Assembly Mission Council or its successor to create resources for use by churches to assist in providing Christian education, preferably to unchurched persons, and to assist churches in promoting such Christian education work [per 6/21/11 cy pres order]; I hereby order and direct that no portion of this legacy shall be used for work among Negroes	A

**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
108.	057534	385	D		Evangelism & Church Growth	PC(USA) BNM - For benefit of poor white population of mountain regions of states of West Virginia, Tennessee and Kentucky	A
109.	057697	4,000	D		World Mission	PC(USA) - For overseas work of Commission on Ecumenical Mission and Relations	A
110.	057726	15,791	D		World Mission	PC(USA) COEMAR - Exclusively in aid of charitable medical or surgical work in foreign missions	A
111.	057809	13,968	D		Theology, Worship & Education	PC(USA) BCE - To be used and applied to assistance of needy students preparing for Christian ministry	A
112.	058207	357	D		World Mission	PC(USA) – Foreign missions	A
113.	058281	1,914	D		World Mission	PC(USA) - For foreign mission work	A
114.	058282	115	D		World Mission	PC(USA) - For foreign missions	A
115.	058465	280	D		Compassion, Peace & Justice	PC(USA) - For benefit of destitute and starving people, particularly in distressed areas of the world	A
116.	061302	9,041	D		Racial Ethnic & Women's Ministries	PC(USA) - Developing and training persons for leadership in negro race in the United States; if, in discretion of BNM of the PC, purpose is not feasible or is unnecessary, income so paid to it shall be feasible or is unnecessary, income so paid to it shall be used by Board for such educational and charitable purposes as it shall deem best, having regard particularly to its most urgent needs; decision of said Board shall be final and binding upon all persons in interest	A
117.	061303	9,041	D		Racial Ethnic & Women's Ministries	PC(USA) - Developing and training persons for leadership among American Indians; if, in opinion of BNM of the PC, purpose is not feasible or is unnecessary, income paid to it shall be used by Board for such educational and charitable purposes as it deems best; having regard particularly to its most urgent needs; decision of said Board final and binding upon all persons in interest	A

**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
118.	061304	8,750	D		Theology, Worship & Education	PC(USA) BNM - I request (but do not direct) that BNM shall apply \$2,000 annually for maintenance, repair and operation of Drs. Home at Embudo Hospital, Embudo, NM, so long as (i) hospital shall be owned and operated by BNM of the United PC(USA), and (ii) Board in its discretion considers work of Hospital is furthering Board's general missionary purposes; further request (but do not direct) that portion of share as is not applied for Drs. Home at Embudo Presby Hospital shall be applied by Board for Warren H. Wilson Jr. College, a NC corp. located at Swannanoa, NC, so long as (i) College shall continue an affiliation with Board and (ii) Board in its discretion considers work of College is furthering Board's general missionary purposes (see copy of will for restriction in its entirety)	A
119.	061309	54,000	D		Evangelism & Church Growth	PC(USA), A Corp, Home Missions - It is my intention and desire that mission churches and schools established as hereinabove [Board of Church Erection Fund of the General Assembly of the Presbyterian Church in the USA] provided for shall be known and designated as "The Charles K. Smith Chain of Mission Churches and Schools," and that preference shall be given in the use of said income by said organizations to the USA and the colonial possessions thereof, and to the Republic of Mexico, if in the judgment of the Trustees of the General Assembly [Presbyterian Foundation] it is desirable to do so (see copy of will for restriction in its entirety)	A
120.	063184	12,000	D		Racial Ethnic & Women's Ministries/Theology, Worship & Education	PC(USA), A Corp - Christian Education - For purchase and distribution of Bibles, tracts, hymn books and for purchase in whole or in part of libraries for missionaries	A
121.	070969	34,860	D		Theology, Worship & Education	PC(USA) - For educational, benevolent and charitable programs of church as directed by General Assembly	A
122.	102301	10,000	D		Racial Ethnic & Women's Ministries	PC(USA) - To be used as Board [Women's General Missionary Society of United Presby Church of North America] may direct	A
123.	200441	897	D		Racial Ethnic & Women's Ministries	PC(USA) - For purposes of Board of Home Missions of United Presbyterian Church of North America	A
124.	200442	448	D		Racial Ethnic & Women's Ministries	PC(USA) - For purposes of Board of Freedmen's Missions of United Presbyterian Church of North America	A

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	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
125.	200443	897	D		Evangelism & Church Growth	PC(USA) - For purposes of Board of Church Extension of the United Presbyterian Church of North America	A
126.	200444	896	D		Racial Ethnic & Women's Ministries	PC(USA) - For purposes of Women's General Missionary Society of United Presbyterian Church of North America	A
127.	061951	54,000	L		Church Loans	PC(USA) BNM - Church Erection Fund - It is my intention and desire that mission churches and schools established as hereinabove [Board of Church Erection Fund of the General Assembly of the Presbyterian Church in the USA] provided for shall be known and designated as "The Charles K. Smith Chain of Mission Churches and Schools," and that preference shall be given in the use of said income by said organizations to the USA and the colonial possessions thereof, and to the Republic of Mexico, if in the judgment of the Trustees of the General Assembly [Presbyterian Foundation] it is desirable to do so (see copy of will for restriction in its entirety)	A
128.	RPOGA	1,184	F		GA Unrestricted	PC(USA) - Unrestricted	T
129.	RPOGA	1,806	F		GA Unrestricted	PC(USA) - To be used for mission of National and Worldwide Ministry Division of the General Assembly as determined by the General Assembly Council	T
130.	RPOGA	1,078	F		GA Unrestricted	PC(USA) - Unrestricted	T
131.	RPOGA	5,646	F		GA Unrestricted	PC(USA) - Donor prefers gift to be used for education ministry in Democratic Republic of the Congo, if impractical prefer use elsewhere in Africa for same ministry	T
132.	102376	10,000	F		GA Unrestricted	PC(USA) - Unrestricted	A
133.	102373	47,542	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
134.	102298	35,120	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
135.	102299	2,088	OTGA		GA Unrestricted	PC(USA) BNM - Unrestricted	A
136.	102327	142	OTGA		GA Unrestricted	PC(USA) - Unrestricted Undesignated	A
137.	200276	444	OTGA		GA Unrestricted	PC(USA) - 1/3 BNM - Unrestricted	A

**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
138.	200277	444	OTGA		GA Unrestricted	PC(USA) COEMAR - 1/3 BFM - Unrestricted	A
139.	200290	6,520	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
140.	200291	6,520	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
141.	200292	6,520	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
142.	200440	4,482	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
143.	057275	5,862	C		World Mission	PC(USA) COEMAR - Request, but do not direct, that Commission use income from endowment fund created by Article Eleventh hereof for maintenance of a free dispensary and free clinic, and, as far as available income allows, with staff of nurses and devoted men of high character, to visit Armenian families, especially those having any sick members, to help... see document, restrictions continue for 3 pages	A
144.	057196	500	C		Theology, Worship & Education	PC(USA) - Income to support Presbyterian theological institutions recognized by PC(USA)	A
145.	057227	250	C		World Mission	PC(USA) - Income to the Global Mission Ministry Unit, or its successor	A
146.	057528	100	C		Compassion, Peace & Justice	PC(USA) - Training people preparing for medical or educational work in foreign missions	A
147.	094021	2,806	C		World Mission	PC(USA) - Income to General Assembly for work of Global Education and International Leadership Development of Worldwide Ministries Division, or its successor for its international educational mission efforts in Ethiopia, with preferences	A
148.	202002	100	C		Evangelism & Church Growth	PC(USA) - To be used to facilitate advocacy, coordination, management, networking, and promotion of fiscal responsibility, among camping and conference ministries of the PC(USA); specifically, (1) to extent feasible, funds shall support a staff position to promote, support and strengthen camp and conference center ministries throughout the denomination and coordinate programmatic efforts between all Presbyterian camps and conference centers, or (2) to provide grants to support collaborative programs, excellence in leadership, and coordination among members of the Presbyterian Church Camp and Conference Association (PCCCA)	A

**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established				Assigned		New Fund/
	Fund				Program		Addition/
	Reference	Amount	Class	Type	Area/Entity	Restriction	Termination
149.	058400	25	C(P)	A	World Mission	PC(USA) - Foundation shall pay net income quarterly after expiration of each calendar quarter (or at any other regular time interval as established by Board of Trustees of Foundation from time to time); income used to further work of PC(USA) in educating Chinese women (preferably baptized Christians) for possible church vocation, and more particularly, to provide annual scholarship for such a student specializing in study of English language at Fujian Hwa Nan Women's College (see additional restrictions regarding selection of student); determination of recipient of scholarship shall be made by the Hwa Nan Alumnae, Incorporated	A
150.	059065	150	C(P)	A	World Mission	PC(USA) - Income paid to Worldwide Ministries Division, PC(USA) for immediate transfer to Near East School of Theology, Beirut, Lebanon, for fulfilling Board Action B 2000-6; should School cease to exist, income from endowment to be used for theological education and church leadership development as determined by Board of Managers of the Near East School of Theology, or its successor, in consultation with Worldwide Ministries Division or its successor, of PC(USA), or its successor	A
151.	094701	5,900	C(P)	A	World Mission	PC(USA) - To be used by Worldwide Ministries Division (or its successor) for cooperative work in support of theological education in Cuba, with preferences	A
152.	057726	15,791	D		World Mission	PC(USA) COEMAR - Exclusively in aid of charitable medical or surgical work in foreign missions	A
153.	057730	1,118	D		Theology, Worship & Education	PC(USA) NY - For general purposes of Board as shall be determined by Board, but Grantor calls Board's attention to needs of students from Buffalo-Niagara Presbytery (now Pby Western New York) who are preparing for ministry	A
154.	057968	1,135	D		Compassion, Peace & Justice	PC(USA) - Principal and income to General Assembly of the PC(USA) for Presbyterian Hunger Program	A
155.	070969	52,803	D		Theology, Worship & Education	PC(USA) - For educational, benevolent and charitable programs of church as directed by General Assembly	A

**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established				Assigned		New Fund/
	Fund				Program		Addition/
	Reference	Amount	Class	Type	Area/Entity	Restriction	Termination
156.	203013	5,720	D		Deputy Executive Director for Mission	PC(USA) - To be used for its program in support of Gujranwala Theological Seminary, Gujranwala, Pakistan with first preference being its investment in the Endowment Fund of said Gujranwala Theological Seminary; such payment of principal from gift shall be considered to be an "outside the budget" distribution and shall not be equalized with other monies going to this institution	T
157.	203014	5,720	D		Deputy Executive Director for Mission	PC(USA) - To be used for overseas mission work with first preference to meet basic human needs such as hunger	T
158.	203015	5,722	D		Deputy Executive Director for Mission	PC(USA) - To be used for support of your work in higher education in minority institutions related to PC(USA)	T
159.	203019	150,897	D		Deputy Executive Director for Mission	PC(USA) - To be used exclusively for the benefit of Worldwide Ministries Division	N
160.	102373	56,495	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
161.	102298	22,847	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
162.	200248	1,087	OTGA		GA Unrestricted	PC(USA) COEMAR - Income to general foreign missions of PC(USA) - Unrestricted	A
163.	200249	1,087	OTGA		GA Unrestricted	PC(USA) BHM - Income to general Board of Home Missions - Unrestricted	A
164.	200254	1,801	OTGA		GA Unrestricted	PC(USA) COEMAR - 1/4 BFM income - Unrestricted	A
165.	200255	1,801	OTGA		GA Unrestricted	PC(USA) - 1/4 BNM income - Unrestricted	A
166.	200258	482	OTGA		GA Unrestricted	PC(USA) - 23.5% income to COEMAR - Unrestricted	A
167.	200259	482	OTGA		GA Unrestricted	PC(USA) - 23.5% income to BNM - Unrestricted	A
168.	200263	334	OTGA		GA Unrestricted	PC(USA) - 50% BNM - Northern Church IRG - Unrestricted	A
169.	200264	334	OTGA		GA Unrestricted	PC(USA) COEMAR - 50% income to COEMAR - Unrestricted	A
170.	200270	810	OTGA		GA Unrestricted	PC(USA) - .0860388 of net to BNM for memorial fund of Frederick D. Secor Family - Unrestricted	A

**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
171.	200271	753	OTGA		GA Unrestricted	PC(USA) - .0799732 of net to BCE for memorial fund of Frederick D. Secor Family - Unrestricted	A
172.	200283	21,624	OTGA		GA Unrestricted	PC(USA) COEMAR - 1/2 BFM - Unrestricted	A
173.	200284	21,624	OTGA		GA Unrestricted	BHM PC(USA) - 1/2 BHM - Unrestricted	A
174.	203016	44,456	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
175.	057528	200	C		Compassion, Peace & Justice	PC(USA) - Training people preparing for medical or educational work in foreign missions	A
176.	057626	1,000	C		Compassion, Peace & Justice	PC(USA) - Income for environmental justice/stewardship of natural resources; used for such purposes as, but not limited to, promoting sustainable agriculture, water quality, protection of wild life and wild lands, reduce and manage waste, overcome atmospheric instability	A
177.	057760	25	C		Racial Ethnic & Women's Ministries	PC(USA) - Reinvest until principal equals \$100,000; then 90% to Racial Ethnic Unit, or its successors, of the PCUSA	A
178.	058529	2,000	C		RFOC	PC(USA) - Income to provide for any educational opportunities which support work/ministries of individuals involved in ministry that benefits those who have mental retardation or are mentally or physically disabled; income also used to support ministry which specifically benefits those who have mental retardation or other mentally or physically disabling condition	A
179.	058734	30	C		World Mission	PC(USA) - Income for use by Board of Presbyterian Men to promote worldwide mission	A
180.	058965	482	C		Compassion, Peace & Justice	PC(USA) Presbyterian Disaster Assistance - The Disaster Response Endowment Fund ensures a continued witness of the PC(USA) and its partners worldwide to the healing love of Christ as it provides human, financial, and material resources to disaster survivors	A
181.	059012	400	C		Compassion, Peace & Justice	PC(USA) - Income to be used for provision and/or distribution of clean water at Presbyterian or Presbyterian partnership mission sites such as, but not limited to, well drilling equipment, water treatment, or water storage	A

**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
182.	059070	50	C		World Mission	PC(USA) - For Global Education Office of Worldwide Ministries Division; income for scholarships for economically needy Aboriginal Christians in Taiwan studying for Christian service in Presbyterian Church of Taiwan	A
183.	059103	1,000	C		Compassion, Peace & Justice	PC(USA) - Income to PCUSA for General Assembly Hunger programs	A
184.	059205	200	C		World Mission	PC(USA) - Income for worldwide missions, youth education focused on campus ministry, and work toward reconciliation of church	A
185.	059324	200	C		World Mission	PC(USA) - Income to be used to support missionary personnel wherever the need is greatest	A
186.	094021	5,056	C		World Mission	PC(USA) - Income to General Assembly for work of Global Education and International Leadership Development of Worldwide Ministries Division, or its successor for its international educational mission efforts in Ethiopia, with preferences	A
187.	100687	300	C		Compassion, Peace & Justice	PC(USA) - Reinvest income into principal until principal reaches \$10,000; once fund reaches \$10,000 Foundation shall pay net income quarterly according to following schedule: principal market value charitable beneficiaries \$10,000-\$19,999, 100% to GA of PCUSA for Disaster and Emergency Services; \$20,000-\$29,999, 50% to GA of PCUSA for Disaster and Emergency Services, 50% to Univ. of Missouri, Columbia, MO, for its scholarship fund; \$30,000-\$39,999, 34% to GA of PCUSA for Disaster Emergency Services, 33% to Univ. of Missouri for its scholarship fund, 33% to GA of PCUSA for Racial Ethnic Advocacy	A
188.	200830	6,200	C		Deputy Executive Director for Mission	PC(USA) - Shall be used for the mission programs of the General Assembly, Synod of the Rocky Mountains and the Presbytery of Wyoming in the ratio as determined by annual agreement between these judicatories; [This portion (1/3) is for General Assembly of the Presbyterian Church (U.S.A.)]	A

**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
189.	202002	600	C		Evangelism & Church Growth	PC(USA) - To be used to facilitate advocacy, coordination, management, networking, and promotion of fiscal responsibility, among camping and conference ministries of the PC(USA); specifically, (1) to extent feasible, funds shall support a staff position to promote, support and strengthen camp and conference center ministries throughout the denomination and coordinate programmatic efforts between all Presbyterian camps and conference centers, or (2) to provide grants to support collaborative programs, excellence in leadership, and coordination among members of the Presbyterian Church Camp and Conference Association (PCCCA)	A
190.	202500	1,050	C		Deputy Executive Director for Mission	PC(USA) - To be designated to a Christian Education use	A
191.	058400	300	C(P)	A	World Mission	PC(USA) - Foundation shall pay net income quarterly after expiration of each calendar quarter (or at any other regular time interval as established by Board of Trustees of Foundation from time to time); income used to further work of PC(USA) in educating Chinese women (preferably baptized Christians) for possible church vocation, and more particularly, to provide annual scholarship for such a student specializing in study of English language at Fujian Hwa Nan Women's College (see additional restrictions regarding selection of student); determination of recipient of scholarship shall be made by the Hwa Nan Alumnae, Incorporated	A
192.	059065	250	C(P)	A	World Mission	PC(USA) - Income paid to Worldwide Ministries Division, PC(USA) for immediate transfer to Near East School of Theology, Beirut, Lebanon, for fulfilling Board Action B 2000-6; should School cease to exist, income from endowment to be used for theological education and church leadership development as determined by Board of Managers of the Near East School of Theology, or its successor, in consultation with Worldwide Ministries Division or its successor, of PC(USA), or its successor	A
193.	059076	5,400	C(P)	A	World Mission	PC(USA) - Income to provide support for life & mission of Presbyterian Reformed Church in Cuba	A
194.	059420	3,232	C(P)	A	World Mission	PC(USA) - Income preference to support development of pastoral leadership in Presbyterian Community of the Church of Christ in the Congo through scholarships and training (including continuing education) of evangelists/pastors for Village Evangelism	A

**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
195.	058409	200	C		Racial Ethnic & Women's Ministries	PC(USA) - Foundation shall reinvest net income so that net income becomes principal until principal reaches one million dollars (\$1,000,000.00); thereafter FDN shall continue to reinvest ten percent (10%) of net income into principal and perpetuity so that net income becomes principal and FDN shall pay ninety percent (90%) of net income there from (hereinafter "Net Income") after expiration of each calendar quarter (or at any regular time interval as established by Board of trustees of the Foundation from time to time) to GA of PC(USA) to be used for Racial Justice Program area, or its successor	A
196.	054800	18,390	D		World Mission	PC(USA) - Solely for foreign medical missionary work	A
197.	057527	728	D		World Mission	PC(USA) - To Board of World Mission of the Presbyterian Church in the United States, or their successors [n.k.a. - GAMB], and in this connection I [Isabelle Arrowood] request, but not specifically require, the said Board of World Missions, of the Presbyterian Church of the United States, or its successors, in its use of the funds and assets received from my estate, give special consideration to foreign missions work in Korea	A
198.	057696	3,671	D		World Mission	PC(USA) - "EIGHTH...[establishes a \$100,000 trust for St. Paul Presby Church, Philadelphia, PA]; in the event said Church shall go out of existence, I give said net income unto the Board of Foreign Missions for missionary work of PC(USA) or its successors"	A
199.	057697	4,000	D		World Mission	PC(USA) - For overseas work of Commission on Ecumenical Mission and Relations	A
200.	057698	28,048	D		World Mission	PCUSA - for foreign missions	A
201.	057717	5,187	D		Deputy Executive Director for Mission	PC(USA) BHM - [Per 6/21/2011 cy pres order] Modified so that income may be used instead by General Assembly Mission Council or its successor to create resources for use by churches to assist in providing Christian education, preferably to unchurched persons, and to assist churches in promoting such Christian education work	A

PRESBYTERIAN MISSION AGENCY BOARD

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Appendix 13

**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
202.	057722	60,000	D		World Mission	PCUSA - Twenty (20%) percent of annual net income of trust estate shall be paid by Trustees to Board of World Missions of the Presbyterian Church of the United States, to be used by said Board for world missions, or such other religious work as it may see fit	A
203.	057723	3,344	D		World Mission	PC(USA) – Until termination of trust Trustee shall divide net income equally between SECOND PRESBYTERIAN CHURCH OF BUTLER, Butler, PA, and BOARD OF FOREIGN MISSIONS OF THE PC(USA) New York, NY; income to which BOARD OF FOREIGN MISSIONS OF THE PC(USA) is entitled shall be used by board in such manner as it shall elect, but it is Donor's desire that income be applied toward preparation of Christian students born outside the USA desiring to enter Christian missionary work (see trust for restriction in its entirety)	A
204.	057726	15,791	D		World Mission	PC(USA) - COEMAR - Exclusively in aid of charitable medical or surgical work in foreign missions	A
205.	057753	5,054	D		World Mission	PCUSA - Board of World Missions	A
206.	061301	5,381	D		World Mission	PC(USA) - Income to be paid to the Home Missionary Board for Sabbath School work in the PC(USA), or its successor, to be expended by said Board for the following purposes (see copy of will for restriction in its entirety)	A
207.	063182	5,762	D		Theology, Worship & Education	PC(USA) BCE - Scholarship aid to needy students attending Princeton Seminary at Princeton, NJ, and such other seminaries as Board may from time to time designate	A
208.	070969	102,449	D		Theology, Worship & Education	PC(USA) - For educational, benevolent and charitable programs of church as directed by General Assembly	A
209.	094046	1,465	D		Theology, Worship & Education	PC(USA) - Council on Theological Seminaries	A
210.	200224	293,624	D		Evangelism & Church Growth	PC(USA) - For purpose of publication and extension of Gospel of Jesus Christ on continent of North America by employment and support of ministers and missionaries, erection of church edifices, establishing and supporting of schools for secular and religious training	A
211.	200226	202	D		Racial Ethnic & Women's Ministries	PC(USA) - To be used for purposes of Board of Home Missions of United Presbyterian Church of North America	A

**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established				Assigned		New Fund/
	Fund				Program		Addition/
	Reference	Amount	Class	Type	Area/Entity	Restriction	Termination
212.	061300	7,435	L		Church Loans	PC(USA), A Corporation - For construction of a Sunday School Building	A
213.	102373	55,782	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
214.	102285	132	OTGA		GA Unrestricted	PC(USA) BNM - Unrestricted	A
215.	102288	9,693	OTGA		GA Unrestricted	PC(USA) BNM - Unrestricted	A
216.	102289	16,043	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
217.	102291	1,422	OTGA		GA Unrestricted	PC(USA) BNM - Unrestricted	A
218.	102315	3,434	OTGA		GA Unrestricted	PC(USA) - To Board of Home Missions of the Presbyterian Church of the United States of America incorporated April 19, 1872, by act of Legislature of the State of New York	A
219.	102316	7,426	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
220.	102317	7,792	OTGA		GA Unrestricted	PC(USA) BNM- Unrestricted	A
221.	102326	813	OTGA		GA Unrestricted	PC(USA) COEMAR - Presbyterian Board of Foreign Missions - Unrestricted	A
222.	200223	97,875	OTGA		GA Unrestricted	PC(USA) BFM - Unrestricted	A
223.	200225	1,007	OTGA		GA Unrestricted	PC(USA) BFM - Unrestricted	A
224.	200248	14,300	OTGA		GA Unrestricted	PC(USA) COEMAR - Income to general foreign missions of PC(USA) - Unrestricted	A
225.	200249	14,300	OTGA		GA Unrestricted	PC(USA) BHM - Income to general Board of Home Missions - Unrestricted	A
226.	200260	14,603	OTGA		GA Unrestricted	PC(USA) - 2/5 BHM - Unrestricted	A
227.	200261	7,301	OTGA		GA Unrestricted	PC(USA) - 1/5 COEMAR - Unrestricted	A
228.	200262	7,301	OTGA		GA Unrestricted	PC(USA) - 1/5 BCE - Unrestricted	A

**Endowments and Gifts Report
Third and Fourth-Quarter Additions and New Funds**

	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
229.	200263	55	OTGA		GA Unrestricted	PC(USA) - 50% BNM - Northern Church IRG - Unrestricted	A
230.	200264	55	OTGA		GA Unrestricted	PC(USA) COEMAR - 50% income to COEMAR - Unrestricted	A
231.	200274	819	OTGA		GA Unrestricted	PC(USA) BNM - 1/3 - Unrestricted	A
232.	200275	819	OTGA		GA Unrestricted	PC(USA) BFM - 1/3 - Unrestricted	A
233.	200276	444	OTGA		GA Unrestricted	PC(USA) BNM - 1/3 - Unrestricted	A
234.	200277	444	OTGA		GA Unrestricted	PC(USA) COEMAR - 1/3 BFM - Unrestricted	A
235.	200285	894	OTGA		GA Unrestricted	PC(USA) COEMAR - 1/4 BFM - Unrestricted	A
236.	200286	894	OTGA		GA Unrestricted	PC(USA) - 1/4 BHM - Unrestricted	A
237.	200288	5,187	OTGA		GA Unrestricted	PC(USA) COEMAR - 1/4 net income BFM - Unrestricted	A
238.	200289	5,187	OTGA		GA Unrestricted	PC(USA) BHM - 1/4 net income BHM - Unrestricted	A
Total		\$ 3,087,331					

**Endowments and Gifts Report
Third and Fourth-Quarter 2014 Additions and New Funds Received**

Class	Presbyterian Mission	Overseas Entities	Other Entities	Total Amount
A	0	0	0	0
C	427,198	0	0	427,198
C(P)	0	14,532	825	15,357
D	1,430,471	0	0	1,430,471
D(P)	0	0	0	0
F	253,790	0	0	253,790
L	122,871	0	0	122,871
Z	0	0	0	0
OTGA	837,644	0	0	837,644
	<u>\$ 3,071,973</u>	<u>\$ 14,532</u>	<u>\$ 825</u>	<u>\$ 3,087,331</u>

**Endowments and Gifts Report
Third and Fourth-Quarter 2014 Additions and New Funds Received**

Class

A	General Endowment - Permanent fund; income available for general use; income is part of the Unrestricted budget
C	Specific Endowment - Permanent fund; income is part of the budget; donor restrictions limit or prefer the use of the income to specific purposes
C(P)	Specific Endowment Pass-Through - Permanent fund; income is not budgeted, but is earned and paid out; donor restrictions limit use of the income to specific non-GA entities
D	Restricted Expendable - Entire fund balance can be used; is part of the budget; donor restrictions limit use to specific purposes
D(P)	Restricted Expendable Pass-Through - Expendable fund. Entire fund balance can be used. Is not budgeted; is ultimately paid out in full; donor restrictions limit use to specific non-GA entities
F	Unrestricted Undesignated - No donor restrictions limiting use of fund; gifts are placed in Unrestricted income account
L	Loan Fund - Fund balance and/or income can be used for student or church loans as designated by the donor
Z	"Z" Fund - Shared per GAC/FDN agreement
CLP	Church Loan Program
DMF	Designated Memorial Fund - A permanent fund which benefits an entity or governing body other than the General Assembly
OTGA	Outside Trust, General Assembly
RRPOG	Restricted Received and Paid Out General Assembly
T	Termination (new gift as a result of a Gift Annuity Agreement)
URPOG	Unrestricted Received and Paid Out General Assembly

Pass-Through Type

A	Determination required and/or overseas; to be paid by ministry division
B	No determination required; to be paid by Foundation
C	Foundation D(P) Pass-through type C paid by Foundation

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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 preliminary activity through December 31, 2014.

PRESBYTERIAN MISSION AGENCY BOARD

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Appendix 13

PRESBYTERIAN CHURCH USA
 STONY POINT CONFERENCE CENTER
 STATEMENT OF FINANCIAL POSITION
 December 31, 2014 and 2013
 Preliminary and Subject to Audit

	<u>2014</u>	<u>2013</u>
ASSETS		
CURRENT ASSETS		
Operating Cash	\$ 243,040	\$ 80,272
Temporarily Restricted Cash	\$ 106,837	\$ 131,029
Total Cash	<u>\$ 349,877</u>	<u>\$ 211,301</u>
Investments	\$ 0	\$ 0
Other Assets		
Accounts Receivable	\$ 179,356	\$ 140,733
Less: Provision for Uncollectable Amounts	(3,232)	(10,000)
Prepaid	30,781	10,651
Inventory	31,119	30,263
Total Other Assets	<u>\$ 238,024</u>	<u>\$ 171,647</u>
Fixed Assets	<u>\$ 1,438,818</u>	<u>\$ 1,454,033</u>
TOTAL ASSETS	<u><u>\$ 2,026,718</u></u>	<u><u>\$ 1,836,981</u></u>
LIABILITIES		
Accounts Payable	1,995,736	\$ 1,680,698
Security Deposits Held	1,500	1,500
Amounts Held for Special Projects	0	0
Deferred Revenue	64,343	74,901
Other Liabilities	13,734	-
TOTAL LIABILITIES	<u>\$ 2,075,313</u>	<u>\$ 1,757,099</u>
NET ASSETS		
Unrestricted Net Assets	\$ (1,347,000)	\$ (1,262,676)
Plant Fund	1,191,569	1,206,784
Temporarily Restricted	106,837	135,773
TOTAL NET ASSETS	<u>\$ (48,594)</u>	<u>\$ 79,882</u>
TOTAL LIABILITIES and NET ASSETS	<u><u>\$ 2,026,718</u></u>	<u><u>\$ 1,836,981</u></u>

PRESBYTERIAN MISSION AGENCY BOARD

April 15-16, 2015

Finance and Accounting

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Appendix 13

Stony Point
 Monthly Snapshot
 At 12/31/2014
 Preliminary and Subject to Audit

		YTD				Prior Year	YoY
		Actual	Budget	Variance	% Budget	YTD	% Chg.
Revenue							
Campus Use	Campus Revenue	1,474,456	1,757,000	(282,544)	0.8	1,678,807	(12.2)
Contributions	Contributions	238,474	190,000	48,474	125.5	144,848	64.6
Other	Other Revenue	183,461	227,120	(43,659)	80.8	211,625	(13.3)
Total Income		1,896,391	2,174,120	(277,729)	87.2	2,035,280	(6.8)
Expense							
Campus Use	Housekeeping	(279,001)	(320,486)	41,485	87.1	(274,074)	(1.8)
Food Service	Food Service	(454,073)	(582,161)	128,088	78.0	(559,986)	18.9
Program	Program	(33,737)	(38,500)	4,763	87.6	(12,387)	(172.4)
Transportation	Transportation	(57,350)	(68,500)	11,150	83.7	(69,617)	17.6
Readers Service	Readers' Service	(4,015)	(3,000)	(1,015)	133.8	(3,732)	(7.6)
Shop at the Point	Shop at the Point	(34,077)	(41,000)	6,923	83.1	(57,269)	40.5
Building and Grounds	Building and Grounds	(424,800)	(412,407)	(12,393)	103.0	(415,862)	(2.1)
Administration	Administration	(642,857)	(624,089)	(18,768)	103.0	(694,259)	7.4
Gilmor Sloane	Gilmor Sloane	(24,588)	(21,200)	(3,388)	116.0	(26,812)	8.3
Allison Estate	Allison	(12,556)	(10,800)	(1,756)	116.3	(12,188)	(3.0)
Miscellaneous Expense	Misc Expense	(0)	-	(0)	-	-	-
Community of Traditions Living	Community of Traditions Living	(13,661)	(15,700)	2,039	-	(21,479)	36.4
Total Expense		(1,980,714)	(2,137,843)	157,129	92.7	(2,147,663)	7.8
Operating Income (loss)		(84,324)	36,277	(120,601)		(112,383)	25.0
Non-Operating/Non-Recurring							
CapX	Capital Expenditures	-	-	-	-	-	-
Prior/Write Off	Prior Period Adjustments/Write-off	-	-	-	-	-	-
Net Income (loss)		(84,324)	36,277	(120,601)		(112,383)	
Separate Expense Breakdown							
Utilities	Utilities	196,479	182,169	(14,309)	107.9	186,797	(5.2)
Sal & Bene	Salaries and Benefits	1,144,448	1,152,249	7,801	99.3	1,157,286	1.1
Volunteer	Volunteer costs	12,119	40,179	28,061	30.2	40,179	69.8
	Other	627,669	763,245	135,576	82.2	763,400	17.8
		1,980,714	2,137,843	157,129	92.7	2,147,663	7.8
Balance Sheet							
		-					
		<u>12/31/14</u>	<u>12/31/13</u>				
Assets							
Cash	Cash	349,877	211,301				
Accounts Receivable	Accounts Receivable	179,356	140,733				
Less: Provision for Uncollectable /	Less: Prov. for Uncollectable	(3,232)	(10,000)				
Fixed Assets	Fixed Assets	1,438,818	1,454,033				
	Other	61,900	40,914				
		2,026,718	1,836,981				
Liabilities							
Deferred Revenue	Deferred Revenue	64,343	74,901				
Accounts Payable (GAMC)	Accounts Payable - PMA	1,995,736	1,680,698				
	Other	15,234	1,500				
		2,075,313	1,757,099				
Equity		(48,594)	79,882				

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Appendix 13

PRESBYTERIAN CHURCH USA

STONY POINT CONFERENCE CENTER

PROGRESSION OF TEMPORARILY RESTRICTED NET ASSETS

For the Period Ended December 31, 2014

Preliminary and Subject to Audit

		1/1/2014			12/31/2014
		<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	(532)	-	0
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	29,929	(5,000)	27,596
SPC12	Spirituality and Justice Prog	2,692	(2,692)	-	0
SPC14	Scholarships	14,519	5,504	(3,690)	16,334
SPC15	Margaret Flory Msn Lctr	1,415	(1,415)	-	(0)
SPC17	Quimby Home	2,300	-	(454)	1,846
SPC20	Alzheimers Dev	4,598	-	-	4,598
SPC28	SPC Capital Campaign	158	(158)	-	(0)
SPC31	Gilmor Sloane House	(8,317)	-	8,317	(0)
SPC32	Community of Living Traditions	(2,544)	2,692	(400)	(252)
SPC34	Margaret Flory Memorial Fund	3,855	(585)	(52)	3,217
SPC35	Association for Global Volunteer Service	(0)	-	-	(0)
SPC36	LGBTQ Program-Hostetter	361	-	-	361
SPC37	Build On The Rock	8,920	92,536	(117,533)	(16,077)
SPC38	Cordee Hamilton Memorial Fund	10,212	485	-	10,697
SPC40	Presbyterian Church Hunger Grant Food Justi	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	2,500	(3,000)	2,696
SPC44	Spring Project	12,851	-	(12,851)	-
SPC45	Hamada Initiative of Fouad's	-	380	-	380
	Other	(6,211)	-	(8,554)	(14,765)
	Total	<u>\$ 135,773</u>	<u>\$ 114,280</u>	<u>\$ (143,217)</u>	<u>\$ 106,837</u>

**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 preliminary activity through December 31, 2014.

Presbyterian Church (U.S.A.)
 Ghost Ranch Conference Center
 Statements of Financial Position
 Preliminary and Subject to Audit

	<u>Dec. 31, 2014</u>	<u>Dec. 31, 2013</u>
ASSETS		
Cash		
Cash & Money Market Funds	\$ 125,671	\$ 260,712
Cash in Process	146,096	90,787
Petty Cash	3,921	4,484
Total Cash	<u>\$ 275,689</u>	<u>\$ 355,983</u>
Investments		
Long-term Investments at the Foundation	455,470	467,358
Other Assets		
Accounts Receivable	\$ 64,406	\$ 86,121
Prepaid Expenses	89,497	99,838
Inventory	133,087	139,444
Total Other Assets	<u>\$ 286,990</u>	<u>\$ 325,404</u>
Fixed Assets	<u>5,833,426</u>	<u>5,812,459</u>
TOTAL ASSETS	<u>\$ 6,851,575</u>	<u>\$ 6,961,203</u>
LIABILITIES		
Interfund	\$ 2,881,146	\$ 2,660,481
Accounts Payable - Accruals	57,912	33,434
Amounts Held for Others	12,215	12,566
Notes Payable	1,451	7,098
Deferred Revenue	208,563	221,081
Total Liabilities	<u>\$ 3,161,288</u>	<u>\$ 2,934,660</u>
NET ASSETS		
Unrestricted Net Assets	\$ (2,638,280)	\$ (2,151,561)
Temporarily Restricted	192,884	104,852
Temporarily Restricted-La Bruzza	(77,180)	(65,292)
Permanently Restricted-La Bruzza	532,650	532,650
Plant Fund	5,680,213	5,605,894
Total Net Assets	<u>\$ 3,690,287</u>	<u>\$ 4,026,543</u>
TOTAL LIABILITIES & NET ASSETS	<u>\$ 6,851,575</u>	<u>\$ 6,961,203</u>

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

<u>Plant Fund</u>	
Plant Fund at January 1, 2014	\$ 5,605,894
Temporarily Restricted Capitalized Assets	340,000
Depreciation	(265,681)
Plant Fund at December 31, 2014	<u>\$ 5,680,213</u>

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

Statements of Activities

For the Periods Ending December 31, 2014 and 2013

Preliminary and Subject to Audit

	YTD 2014			12/13 YTD Actual	YoY % Chg.
	Actual	Budget	Variance		
Revenue					
Operating Revenues					
Program	\$ 1,816,753	\$ 1,804,000	\$ 12,753	\$ 1,568,214	15.8
Groups & Meetings	850,050	1,150,000	(299,950)	952,633	(10.8)
Overnight Stays	244,382	243,000	1,382	222,578	9.8
Day Activities	362,285	295,700	66,585	257,188	40.9
Retail Operations	485,433	483,000	2,433	467,649	3.8
Museums	26,568	37,200	(10,632)	11,953	122.3
Ranchland Revenue (Movies, Water, Grazing)	164,026	145,000	19,026	252,918	(35.1)
Other Miscellaneous	101,263	64,300	36,963	68,593	47.6
Total Operating	<u>\$ 4,050,760</u>	<u>\$ 4,222,200</u>	<u>\$ (171,440)</u>	<u>\$ 3,801,724</u>	6.6
Non-Operating Support					
Annual Fund	\$ 506,321	\$ 550,000	\$ (43,679)	\$ 481,847	5.1
NGRF Support	148,790	150,000	(1,210)	132,918	11.9
Total Non-Operating Support	<u>\$ 655,111</u>	<u>\$ 700,000</u>	<u>\$ (44,889)</u>	<u>\$ 614,765</u>	6.6
Santa Fe Revenue	\$ (249)	\$ -	\$ (249)	\$ 2,277	(111.0)
Total Revenue	<u>\$ 4,705,622</u>	<u>\$ 4,922,200</u>	<u>\$ (216,578)</u>	<u>\$ 4,418,766</u>	6.5
Expenditures					
Ranch Operations					
Facilities, Operations & Guest Services	\$ 1,564,604	\$ 1,518,485	\$ (46,119)	\$ 1,168,735	33.9
Food Service & Housekeeping	1,105,474	1,094,422	(11,052)	1,011,155	9.3
Education	917,225	898,330	(18,895)	1,010,157	(9.2)
Total Ranch Operations	<u>\$ 3,587,303</u>	<u>\$ 3,511,238</u>	<u>\$ (76,065)</u>	<u>\$ 3,190,047</u>	12.5
Marketing & Admin. Expenses					
Director's Office & Board	\$ 133,253	\$ 109,898	(23,355)	\$ 212,113	(37.2)
Finance	213,807	212,095	(1,713)	218,138	(2.0)
Marketing	321,063	323,061	1,997	302,784	6.0
HR & IT	134,966	141,590	6,625	191,589	(29.6)
Funds Development	206,934	263,734	56,800	200,969	3.0
	<u>\$ 1,010,023</u>	<u>\$ 1,050,377</u>	<u>\$ 40,354</u>	<u>\$ 1,125,593</u>	(10.3)
Other Operating Expenses					
Retail Operations	\$ 408,239	\$ 421,085	12,846	\$ 275,376	48.2
Museums	135,931	137,424	1,493	258,212	(47.4)
Piedra Lumbre	-	-	-	823	(100.0)
	<u>\$ 544,170</u>	<u>\$ 558,509</u>	<u>\$ 14,339</u>	<u>\$ 534,411</u>	1.8
Santa Fe Expenses	50,846	32,077	(18,769)	51,992	(2.2)
Total Expenditures	<u>\$ 5,192,341</u>	<u>\$ 5,152,200</u>	<u>\$ (40,141)</u>	<u>\$ 4,902,042</u>	5.9
Net Income (Loss)	<u>\$ (486,719)</u>	<u>\$ (230,000)</u>	<u>\$ (256,719)</u>	<u>\$ (483,276)</u>	0.7
Other Adjustment					
Net Change in Net Assets	<u>\$ (486,719)</u>				
Unrestricted Net Assets at January 1, 2014	<u>(2,151,561)</u>				
Unrestricted Net Assets at December 31, 2014	<u>\$ (2,638,280)</u>				

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Appendix 13

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

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

		1/1/2014 Beginning <u>Balance</u>	<u>Revenue</u>	<u>Expense</u>	12/31/2014 Ending <u>Balance</u>
GRATR5	Museum	25,375	19,522	(2,224)	42,673
GRATR9	Scholarships	7,003	9,723	-	16,726
GRATR13	Archival	800	-	-	800
GRATR14	Community	-	14	-	14
GRATR15	Accessibility	3,663	-	-	3,663
GRATR18	Capital Campaign - Housing	14,990	-	-	14,990
GRATR27	Casa del Sol Facilities	133	5,803	(386)	5,551
GRATR30	Campground Summit	10,792	2,000	(10,132)	2,660
GRATR34	Scholarships - Casa del Sol	14,614	-	(2,258)	12,357
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	-	(468)	336
GRATR49	Peace Garden	(293)	-	293	(0)
GRATR50	Trail Restoration	(1,862)	5,486	1,862	5,486
GRATR51	College Staff Fund	-	-	-	-
GRATR52	Other Miscellaneous Projects	11,992	63,732	(356)	75,367
GRATR53	Hospitality Consulting / Review	2,927	-	-	2,927
GRATR54	McCune Institute for Youth Grant	-	-	-	-
GRATR55	Service Corps	3,139	1,095	-	4,234
GRSTR1	Meeting Ground	(332)	-	332	(0)
	All Other	-	-	(6,006)	(6,006)
	Total Temporarily Restricted Net Assets	104,852	107,375	(19,343)	192,884

**ITEM A.207
INFORMATION**

Information Technology Update

ONGOING WORK:

Database Server Upgrades

The IT department has migrated approximately 70% of the PC(USA) application databases to the new Cisco database server, including primary systems such as Financial Edge and Raiser's Edge. The remaining system databases will be migrated by the end of third quarter 2015.

Office 365 Implementation

The IT department is in the process of migrating to the Office 365 hosted business collaboration platform. The first stage of this is underway and involves migrating the on premises e-mail system to the Microsoft hosted version of Exchange e-mail. Approximately 15% of the users have been migrated and the remainder will be migrated by the end of April 2015. Office 365 will provide many other benefits such as unlimited cloud storage for all employees, their own individual video/audio conferencing account, the ability to load the full version of Office on up to five PC's or Macs and robust online document collaboration tools.

PC(USA) Center Wi-Fi Enhancements

The IT department is in the process of enhancing the PC(USA) Center Wi-Fi Infrastructure. This includes replacing 11 network switches in network closets throughout the building, the installation of 10 additional Wi-Fi access points in areas of poor Wi-Fi coverage and the addition of a fiber optic network connection from the individual floors back to the main Wi-Fi 2nd floor data center switch.

Fiber Cable Network Replacement

The IT department has partnered with an external vendor to replace the fiber optic network cable throughout the building. This involves running new fiber optic cable from 11 network closets located on various floors in the building back to the 2nd floor data center. This work is necessary to prepare the building for any new potential leasing opportunities and will provide much faster network experience for all building users.

Data Migration from Windows 2003 servers to the EMC NAS

All PC(USA) employee data currently resides on two Windows 2003 servers. Microsoft will no longer be supporting Windows 2003 after July 15. IT will be migrating all user data to the existing EMC Network Attached Storage (NAS) storage arrays. This project has begun and is scheduled to be completed at the end of June.

Windows 2003 Replacements/Upgrades

As mentioned above, support for Windows 2003 will be going end of life in July 2015. The IT department is currently migrating and upgrading these servers to Windows 2008 and 2012.

Performance Management System

Modifications have been made to this system, which was written for the Human Resources Department to support the new Collective Goal Groupings. This application is used by the entire PMA staff to record goals, progress, and actions completed to achieve those goals.

Presbyterian Disaster Assistance

Created a new website that posts Stories of Hope, Currently Responding Disasters, and One Great Hour of Sharing gifts at work.

Young Adult Catalyst

Created a new website that equips young adults for the journey of faith. Includes Service Opportunities, Finding a Community and Scholarships.

GA Nominations

Building a new website to allow online applications for General Assembly Committees. Collects skillsets, educational qualifications, references and other pertinent documents.

Upgrade Infrastructure for the Event Registration System

The Event Registration System is used by all Agencies for registration of Conferences, Meetings and Events including General Assembly, Big Tent and Presbyterian Women's Gathering. The upgrade includes installing the latest version of the infrastructure software and moving all the applications to a new server.

New PMA Website

Provide technical assistance to the Communications Ministry area for the new PMA website that will provide a streamlined process, fewer website pages and a simple intuitive design.

OGA Development and Programming

APAX Software was the successful bidder in response to the February 18, 2015 Request for Proposal to provide database and other programming services. The transition will occur in 2015. IT will continue to provide network and desktop services.

ITEM A.208
FOR INFORMATION

Subject: REPORT OF THE COORDINATED LOAN PROGRAM

Presbyterian Church (U.S.A.) Investment & Loan Program, Inc.
Margaret Jorgensen, Chair of the Board
James G. Rissler, 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 total loan portfolio of \$163 million.

After an extended slowdown in loan demand (largely due to the financial crises) we began seeing renewed interest in the third quarter of 2013. These were mostly smaller projects as congregations remained hesitant to take on much debt with the ill effects of the financial crisis still too fresh. Even the few large projects we saw were mostly requiring only small loan amounts. Congregations preferred raising the majority of funds prior to starting projects to keep their debt exposure low. Although still below pre-2008 volumes, the larger projects began returning in the last half of 2014. Due to the long life cycle of church building projects, it takes a while for this increase to work its way through the loan numbers. However, the increase can begin to be seen in our loan pipeline of \$15.3 million in Closed Loans Pending Disbursal and Commitments Pending Close, a nice increase from the \$7.6 million of one year ago.

Coordinated Loan Program Loan Portfolio							
	12/31/10	12/31/11	12/31/12	12/31/13	12/31/14	02/28/15	Year to Date Change
Disbursed Loan Portfolio	\$184,312,088	\$182,021,102	\$176,878,647	\$165,173,162	\$150,706,405	\$147,749,849	-2.0%
Closed Loans Pending Disbursal	\$6,756,291	\$6,878,883	\$7,607,601	\$3,935,775	\$4,248,066	\$4,274,375	0.6%
Commitments Pending Close	\$9,437,870	\$11,643,889	\$6,989,925	\$11,644,000	\$6,558,645	\$11,071,615	68.8%
Total	\$200,506,249	\$200,543,874	\$191,476,173	\$180,752,937	\$161,513,116	\$163,095,839	1.0%

In both 2013 and 2014 we experienced large declines in our Disbursed Loan Portfolio directly related to denominational issues. Our deliverance from the General Assembly allows lending only within our denomination. As some of our congregations requested dismissal from our denomination it was required that they pay off their loans with us. Combined with the slow new loan activity, this took a toll on the Disbursed Loan Portfolio. Although we anticipate more such repercussions linked to the controversial GA actions, it appears to be slowing while our new loan activity is picking up. The Disbursed Loan Portfolio has continued to decline during this first part of 2015 but we believe this will flatten out during this year as we begin getting some of these new loans disbursed.

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Presbyterian Investment & Loan Program, Inc.

Appendix 13

As we started coming out of the period of extremely low loan demand the Church Loan Program (“CLP”) (funded by endowment funds) benefited first. The smaller loans can often be fully funded by CLP, not requiring any investor funds from the Investment and Loan Program (“ILP”). However, with an increase in the larger loans, ILP has now begun to see the benefits. The Disbursed Loan Portfolio for investor funds was relatively flat – new disbursements almost offsetting loan pay downs. We remain in talks on several loans that alone have the potential of keeping this upward trend going for the next two quarters. Loans disbursing now are primarily construction loans whereas most of the prospective loans we are working on are refinance loans. Overall loan demand remains soft but improved over 2014. The larger average size of the refinance loans is helping to offset the low number of applications we are receiving.

Investment and Loan Program Loan Portfolio							
	12/31/10	12/31/11	12/31/12	12/31/13	12/31/14	02/28/15	Year to Date Change
Disbursed Loan Portfolio	\$81,052,683	\$79,800,275	\$83,253,191	\$75,871,494	\$67,981,250	\$67,830,873	-00.2%
Closed Loans Pending Disbursal	\$1,906,565	\$4,254,048	\$4,483,795	\$1,870,716	\$3,017,428	\$3,202,117	6.1%
Commitments Pending Close	\$4,806,960	\$7,878,039	\$3,642,000	\$7,063,440	\$4,418,383	\$8,209,470	85.8%
Total	\$87,766,208	\$91,932,362	\$91,378,985	\$84,805,650	\$75,417,061	\$79,242,460	5.07%

The base interest rate for investor funds remains at 4.25%. This rate remains competitive. Our loan portfolio overall remains in good standing with only one 30-day or longer delinquency in the investor portfolio as of February 28, 2015.

The Church Loan Program (“CLP”) loan portfolio has continued to see increased activity but the portfolio has not yet improved. Although the pipeline also increased, from \$3.4 M to \$3.9M, it was a much more modest increase than the ILP improvement. Also, the disbursements of just \$428 K during the first two months of 2015 were not enough to offset the pay downs/payoffs during the period. The principal pay downs continued to exceed those of the investor funded portfolio with CLP hitting \$3.2 M vs. the ILP’s \$1.4 M. This is due to the average age of the different portfolios. The Church Loan Program is much older than the Investment and Loan Program. As a consequence, the CLP loans are further into their amortization schedules causing larger monthly principal payments.

Church Loan Program Loan Portfolio							
	12/31/10	12/31/11	12/31/12	12/31/13	12/31/14	02/28/15	Year to Date Change
Disbursed Loan Portfolio	\$103,259,405	\$102,220,827	\$93,625,457	\$89,301,668	\$82,725,155	\$79,918,976	-3.4%
Closed Loans Pending Disbursal	\$4,849,726	\$2,624,835	\$3,123,806	\$2,065,059	\$1,230,638	\$1,072,258	-12.9%
Commitments Pending Close	\$4,630,910	\$3,765,850	\$3,347,925	\$4,580,560	\$2,140,262	\$2,862,145	33.7%
Total	\$112,740,041	\$108,611,512	\$100,097,188	\$95,947,287	\$86,096,055	\$83,853,379	-2.6%

The base interest rate for loans to existing congregations from the Church Loan Program is 3.5%. Rates can be further reduced for congregations with strong mission giving to the Presbyterian Church (U.S.A.).

PRESBYTERIAN MISSION AGENCY BOARD

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Presbyterian Investment & Loan Program, Inc. Appendix 13

The following history of loans disbursed from investor funds and endowment funds shows an about face of the two funds during this first period of 2015 with the ILP funding improving (on a relative basis) as the CLP funding has slowed.

History of New Loans Disbursed Coordinated Loan Program				
Year	Investor Funds	Participations	Endowment	Total Funds
2004	\$5,284,805	\$2,617,825	\$4,389,269	\$12,291,899
2005	\$10,579,630	\$621,510	\$16,776,967	\$27,978,107
2006	\$10,587,617	0	\$13,609,195	\$24,196,812
2007	\$7,149,100	0	\$12,781,823	\$19,930,923
2008	\$9,058,971	0	\$16,342,796	\$25,404,767
2009	\$15,739,211	0	\$16,513,870	\$32,253,081
2010	\$12,361,815	0	\$11,623,644	\$23,985,459
2011	\$7,249,596	0	\$11,782,729	\$19,032,325
2012	\$13,540,426	0	\$6,967,114	\$20,507,540
2013	\$9,361,438	0	\$11,315,085	\$20,676,523
2014	\$3,291,212	0	\$7,983,020	\$11,274,232
02/28/15 YTD	\$1,222,421	0	\$428,379	\$1,650,800

We have been able to maintain sufficient investment sales to keep investments in the \$92 to \$94 million range. Significant in these sales are the new accounts totaling over \$2.5 million we have received from the Church Development Corporation as we continue the transfer of mission with that organization that began in late 2012.

Investment & Loan Program							
Investments in Term Notes and Denominational Accounts							
	12/31/10	12/31/11	12/31/12	12/31/13	12/31/14	02/28/15	Year to Date Change
Notes	\$51,740,639	\$56,819,730	\$58,480,002	\$59,494,768	\$56,573,317	\$56,337,202	-0.4%
Denominational Accounts	\$39,173,469	\$38,121,633	\$36,549,946	\$35,988,862	\$35,843,416	\$35,827,858	0.0%
Total	\$90,914,108	\$94,941,363	\$95,029,948	\$95,483,630	\$92,416,733	\$92,165,060	-0.3%

The decrease in our investments has slowed from the 2014 level of \$250 K per month (for an annual drop of \$3.1 M) to \$125 K per month this year. With the excess liquidity we are still in a strong position. However, we do want to keep an eye on this to avoid having our investor base erode or allow our balance sheet to drop much below the \$100 M. Having renewed our five-year agreements to 2019, we still have the commitments to invest up to \$10 million from the Presbyterian Foundation and up to \$5 million from PC (U.S.A.), A Corp. These investments are appreciated and essential to our ongoing ministry.

Item A.209
Information

Presbyterian Mission Agency

Investment Review & Discussion

April 15 - 17, 2015

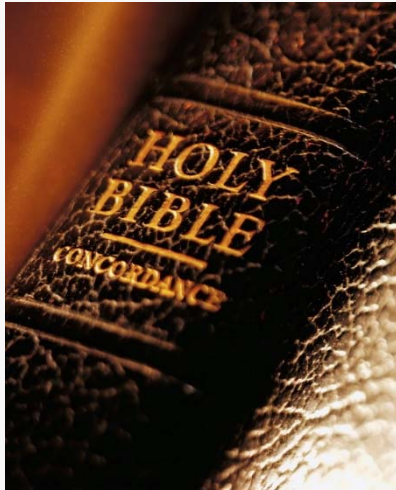
*You will be enriched in every
way for your great generosity,
which will produce
thanksgiving to God.*

2 Corinthians 9:11

Anita Clemons, CFP
Vice President, Investments
1-800-858-6127 ext 5912
Anita.Clemons@PresbyterianFoundation.org

Presbyterian Foundation

Assets Under Management \$1.7 Billion



Serving the Presbyterian Church

Founded 1799

1821 - 1st Endowment Established
Provides Funds for Mission Today



Permanent Endowment Funds
Donor Advised Funds



Funds with a Mission



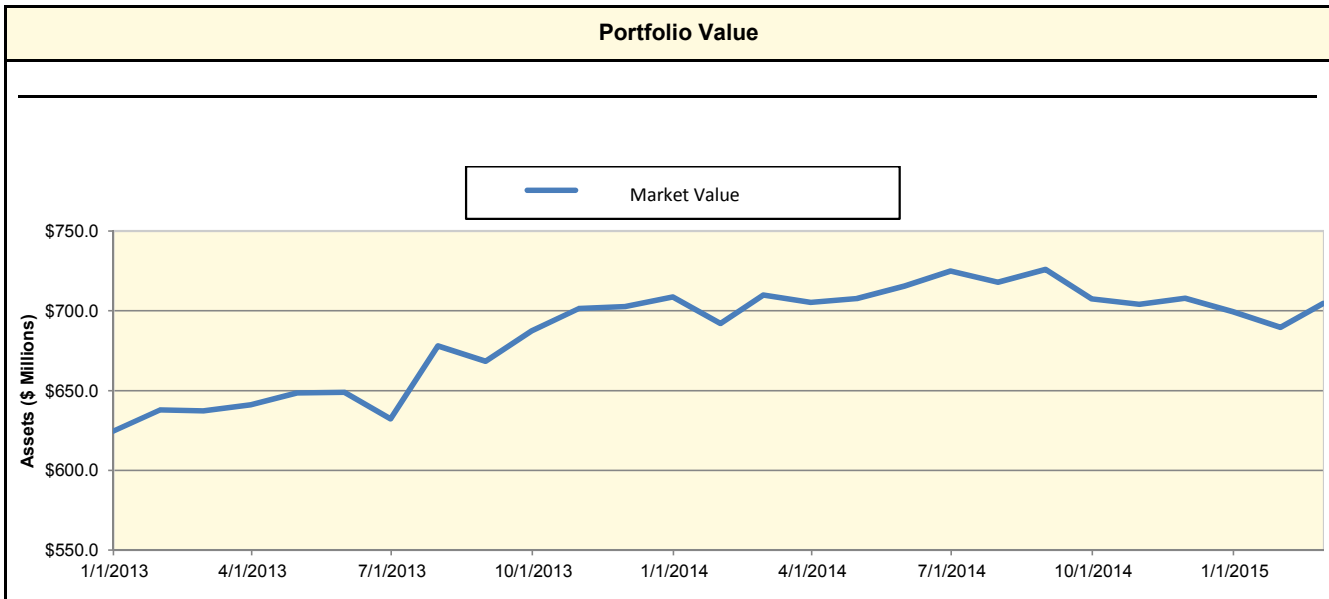
NEW COVENANT TRUST COMPANY

Endowment Investment Management
Charitable Remainder Trusts

Summary of Accounts for Presbyterian Mission Agency		
	<u>New Covenant Funds</u>	<u>Permanent Funds</u>
Market Value as of 12/31/14	\$149,966,157	\$326,973,532
Asset Classes	US & International Equity, US Fixed Income	US & International Equity and Fixed Income, Hedge Funds, Private Equity Real Assets, Alternative Assets
Investment Advisor	SEI	Cambridge Associates
Investment Objective	Growth, Income	Endowment Model: Provide stream of stable and constant earnings to support annual spending and preserve/enhance real purchasing power of the fund.
Asset Allocation	Balanced Moderate Allocation 62% Equity/38% Fixed Income	Stocks 44%, Bonds 20%, Private Equity 7% Hedge Funds 24%, Real Assets 5%
Mission Responsibility Through Investment	Yes	Yes
# of Investment Managers	6	40
Title	Investor Holds Title	Presbyterian Foundation Holds Title Beneficiary Holds Income Interest
Spending Formula	Withdrawals at Investor's Discretion and Timing	4.25% of 20 Quarter Rolling Average
Investment Authority	Self Directed	Cambridge Associates has Sole Discretion
Rebalancing	Self Directed	Rebalanced to Policy Benchmark
Performance Monitoring	Monthly	Monthly
Valuation	Daily Priced/Daily Liquid	Quarterly Valuation/Restricted Liquidity
Statements On-	Quarterly	Quarterly
Line Viewing	Yes	Yes

Permanent Endowment Funds

Presbyterian Church Foundation – Presbyterian Endowment Fund (PEF)
Portfolio Review (net of fees) as of February 28, 2015



Cash Flows through 02/28/15

	Latest Month 01/31/15 - 02/28/15	FYTD 03/31/14 - 02/28/15	Cumulative Trailing 1 Year	Annualized Since CJA Oversight
Opening Balance	\$ 689,585,934	\$ 705,170,478	\$ 709,784,525	\$ 624,356,034
Net Contributions	\$ (867,634)	\$ 513,091	\$ (304,874)	\$ 37,979,025
Beneficiary Payments	\$ (2,298,395)	\$ (26,432,730)	\$ (28,826,058)	\$ (63,653,210)
Change in Value	\$ 14,986,742	\$ (597,802)	\$ (5,211,850)	\$ 80,216,641
Closing Balance	\$ 704,572,675	\$ 704,572,675	\$ 704,572,675	\$ 704,572,675

**Sourced from Northern Trust*

Performance as of 02/28/15

Composite (Inception Date)	Latest Month 01/31/15 - 02/28/15	FYTD 03/31/14 - 02/28/15	Cumulative Trailing 1 Year	Annualized Since CJA Oversight
CA Managed PEF (12/31/10)	3.2	3.0	2.8	8.0
Policy Benchmark (12/31/10)	3.0	3.6	3.8	8.6
Value Added	0.2	-0.7	-1.0	-0.6

Note: CJA Oversight began as of 12/31/12. Portfolio Value graph begins at commencement of CJA Oversight. See Endnotes for benchmark compositions.



PEF Performance Summary (As of December 31, 2014)

Portfolio	Total Assets (\$ mm)	Total Return (%)				Standard Deviation (%)*	
		4Q 2014	Cumulative Trailing 1 Year	Annualized Trailing 3 Years	Annualized Trailing 5 Years	Annualized Trailing 3 Years	Annualized Trailing 5 Years
CA Managed PEF¹	\$695.2	-0.3	2.2	9.2	7.5	6.4	9.2
Policy Benchmark ²		-0.3	3.3	9.1		6.5	
<i>Value Added</i>		<i>0.0</i>	<i>-1.1</i>	<i>0.1</i>			
Market Indices							
MSCI All Country World Index		0.5	4.7	14.7	9.7	10.0	15.2
S&P 500 Index		4.9	13.7	20.4	15.5	9.3	14.4
Russell 2000® Index		9.7	4.9	19.2	15.5	12.6	19.0
MSCI EAFE Index		-3.6	-4.9	11.1	5.3	12.4	16.9
MSCI Emerging Markets Index		-4.4	-1.8	4.4	2.1	13.9	17.9
Bloomberg Commodity Index Total Return		-12.1	-17.0	-9.4	-5.5	13.9	15.8
Barclays U.S. TIPS Index		0.0	3.6	0.4	4.1	5.8	5.4
Barclays Government/Credit Bond Index		1.8	6.0	2.8	4.7	2.8	3.6

¹ Represents CA Managed PEF from 12/31/2010 to present. Data prior to 12/31/2010 represents returns of all PEF assets, including MRI Fixed Income.

² Policy Benchmark reflects the long-term asset allocation policy targets of PEF.

* Standard Deviation is measured using quarterly data.

Presbyterian Endowment Fund

2014 Performance Commentary

There were several drivers of underperformance versus the Policy Benchmark during 2014.

- First, we have a more defensive posture and hold more cash than the Policy Benchmark. Our view is that equity valuations (and bond valuations) are extended. This defensive view is primarily implemented through our US equity managers given stretched valuations. Our US equity managers did not keep pace with the narrow rally in US stocks last year.
- Second, we are value investors. We look to own assets that are cheap that will outperform over a market cycle. As an example, we are currently overweight emerging market stocks and underweight US stocks given relative valuations. But while valuations are good predictors of long-term performance, they are not strong predictors of near-term performance. 2014 was a good example of value strategies generally being out of favor.
- Third, 2014 was a difficult year for active managers to add alpha. This has been well publicized by the press. These conditions are typically cyclical, and we expect material alpha in the long run. Continued money printing from global central banks tend to drive all risk assets up. As managers rely on dispersion between stocks and bonds, easy money from central banks should continue to be a headwind to active managers in the near-term.
- Finally, the diversified investment strategy we pursue did not pay in 2014. This is unrelated to PEF's underperformance versus the Policy Benchmark, which itself is diversified. But it is important to note that as part of our diversified strategy we hold material exposure to assets other than US stocks and bonds, the two top performers last year.

As of December 31, 2014

Performance

For calendar year 2014, CA Managed PEF returned +2.2% compared to +3.3% for the Policy Benchmark and +4.7% for global public equities (MSCI All Country World Index). Versus Policy, manager selection (-0.5%) and tactical asset allocation tilts (-0.4%) each modestly detracted as U.S. stocks meaningfully outperformed emerging market stocks and the narrow rally in U.S. stocks made it difficult for the active managers to keep up.

Investment Manager Hires/Terminations Since Last Meeting

Since the last meeting, we adjusted the implementation of our natural resource equity exposure by terminating an active manager and reinvesting the capital in a basket of two passive natural resource equity strategies. We terminated the active manager due to a change in conviction based on recent performance and overall strategy.

We terminated one hedge fund manager due to a change in conviction in the sector-fund approach as well as concern about investor concentration with year-end liquidity following lackluster performance. We hired one additional hedge fund manager (global long/short equity) as a replacement and upgrade for a fully redeemed hedge fund manager. (global long/short equity).

We committed capital to one private investment manager.

Current Portfolio Positioning

We continue to maintain equity exposure in-line with the Policy Benchmark, coupled with a short duration bias within fixed income. Within public equities, we continue to modestly favor emerging market versus U.S. equities given relative valuations. Finally, we rebalanced the portfolio during the quarter to take advantage of market volatility.

The most recent private investment commitment shows continued progress in adding high conviction opportunities that will enhance the Fund's returns.

PEF Purpose, Characteristics and Investment Objective

Definition of Presbyterian Foundation “PEF Assets”:

- ◆ Multiple beneficiaries including: churches, the General Assembly, the Foundation and other Presbyterian related entities

Spending Policy:

- ◆ 4.25% of 5-year moving average of quarterly valuations on 18 month lag
- ◆ Distributions made monthly

Financial Objective:

- ◆ Provide a stream of relatively stable and constant earnings in support of annual payout
- ◆ Preserve and enhance the real (inflation adjusted) purchasing power of the fund

Unique Considerations:

- ◆ All assets must be invested in compliance with MRI policy
- ◆ All assets must be valued quarterly within specific time period to determine payout to beneficiaries

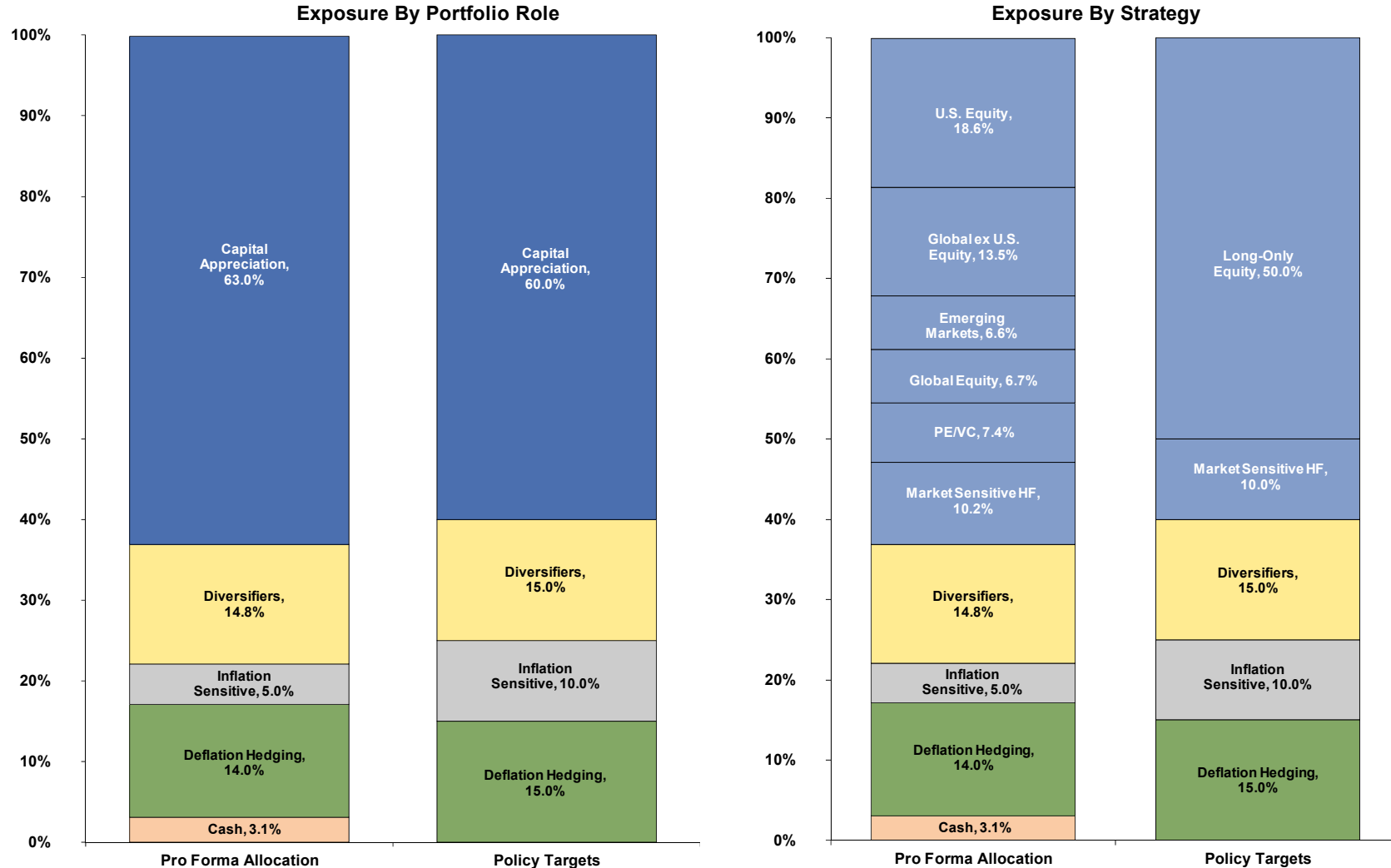
Investment Objective:

- ◆ Primary: Real annualized return of at least 5% net of investment and administrative expenses, on average, over a market cycle
- ◆ Secondary: (1) Outperform the Policy Benchmark; (2) Outperform the median return of a pool of endowment funds with broadly similar investment objectives and policies



Current PEF Portfolio Exposures

Close to policy targets with modest tactical tilts. As of 12/31/14, CA Managed PEF stood at \$695mm.



Estimated Beta (to MSCI ACWI)¹	0.7	0.7	0.7	0.7
Weighted Portfolio Duration (Yrs.)²	0.5	0.9	0.5	0.9

Note: Allocations may not sum to 100% due to rounding. Allocation has been updated to incorporate the inception of Hitchwood.

¹ Estimated beta calculated based on 24 months of history exponentially weighted.

² Estimated weighted portfolio duration assumes 12/31 manager and benchmark durations.

Current Portfolio Tilts (Deviations from Policy Benchmark)

Portfolio tilts are tactical, valuation driven, and medium in time horizon

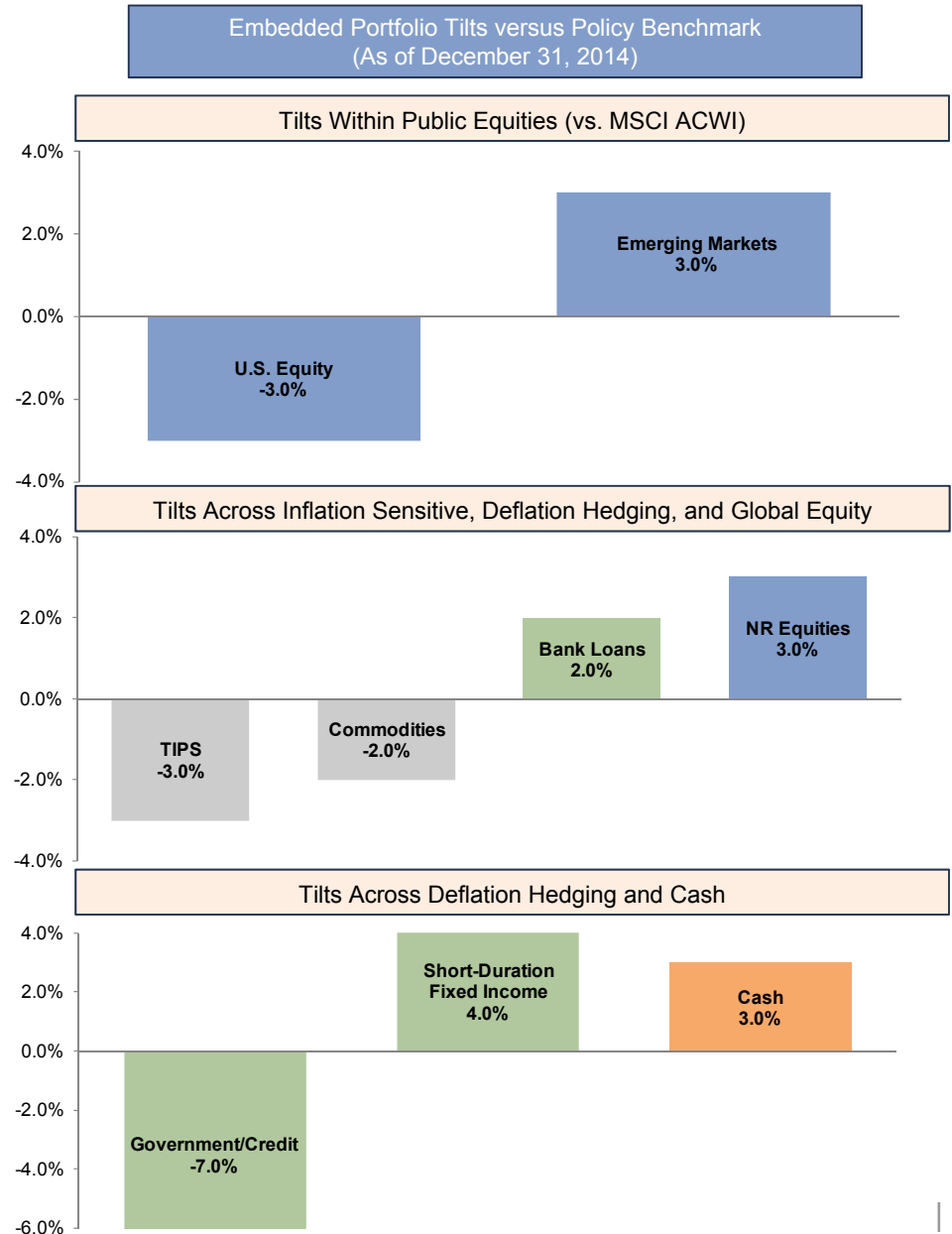
- Within public equities, tilted towards Emerging Markets given relative valuations and strategic bias.



- Underweight TIPS given rich valuations. Underweight held in natural resource equity and bank loans.
- Underweight commodities given low returns on cash collateral and negative roll yield for commodities contracts. Underweight held in natural resource equities.



- Fixed income underweight held in uncorrelated strategies (e.g. loans/mortgages) and cash to reduce interest rate risk.

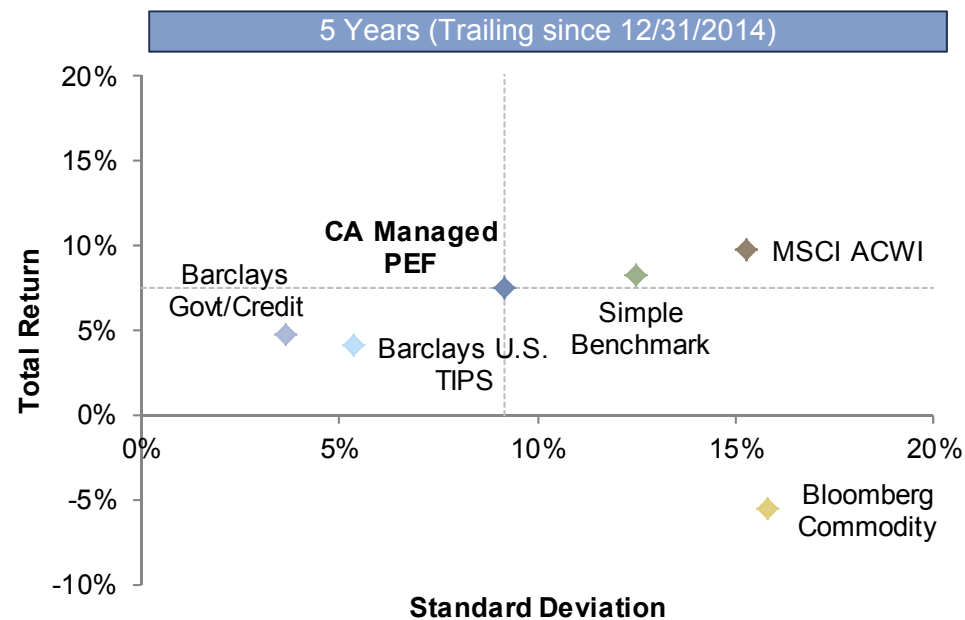
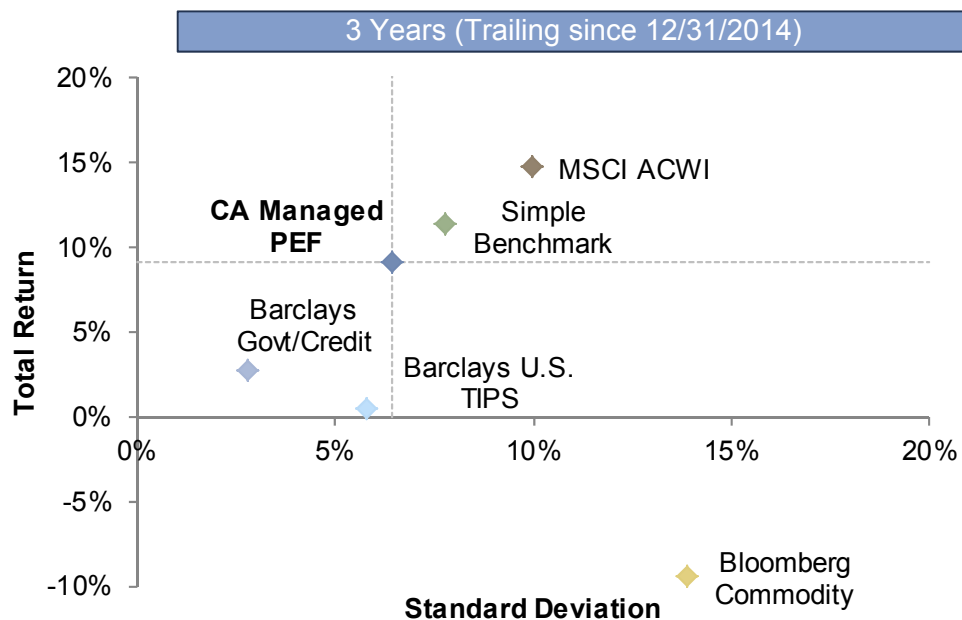


Note: Impact of Overlay is approximate. Frictional under/overweight positions may result from market movements. For Policy Benchmark composition, refer to endnotes of the performance report.



PEF Comparative Risk and Return Profiles (As of December 31, 2014)

PEF exhibits slightly lower risk/return profile than simple benchmark



	Annualized Total Return	Standard Deviation*	Sharpe Ratio*	Beta vs. MSCI ACWI*	Annualized Total Return	Standard Deviation*	Sharpe Ratio*	Beta vs. MSCI ACWI*
CA Managed PEF¹	9.2%	6.4%	1.4	0.6	7.5%	9.2%	0.8	0.6
Simple Benchmark ²	11.4%	7.7%	1.4	0.8	8.2%	12.5%	0.7	0.8
Market Indices								
MSCI All Country World Index	14.7%	10.0%	1.4	-	9.7%	15.2%	0.7	-
Bloomberg Commodity Index Total Return	-9.4%	13.9%	-0.6	-	-5.5%	15.8%	-0.3	-
Barclays U.S. TIPS Index	0.4%	5.8%	0.1	-	4.1%	5.4%	0.8	-
Barclays Government/Credit Bond Index	2.8%	2.8%	1.0	-	4.7%	3.6%	1.3	-

Notes:

¹ Represents CA Managed PEF from 12/31/2010 to present. Data prior to 12/31/2010 represents returns of all PEF assets, including MRI Fixed Income.

² Simple Benchmark consists of 85% MSCI ACWI / 15% Barclays Government/Credit Index through 1/31/13 and 60% MSCI ACWI / 40% Barclays Government/Credit Index thereafter.

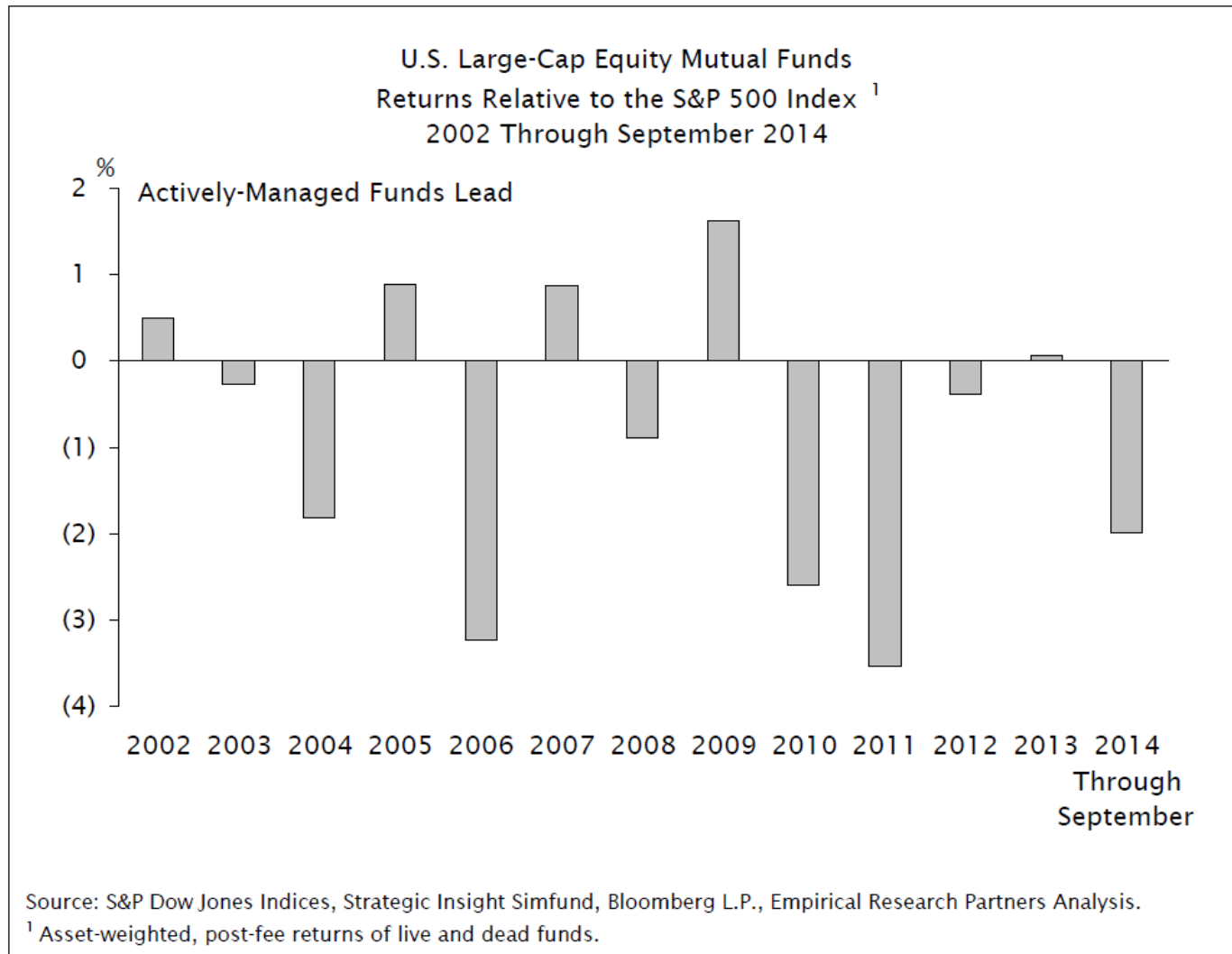
* Standard Deviation, Sharpe Ratio, and Beta are measured using quarterly data.

Overview

- ❖ The past few years have been tough for active equity managers in general.
- ❖ History suggests that typical active U. S. stock managers perform better vs. the index around periods of market and economic dislocation.
- ❖ Drawing on work done by Empirical Research Partners (ERP), exposure to cash and non-U.S. stocks have hurt active U. S. mutual fund performance since the Global Financial Crisis. Under-performance has been about 1.5% per annum.
- ❖ Market dislocations lead to higher dispersion among returns of individual stocks within an index, which benefits active managers in general.
- ❖ Easy money policy and mutual fund flows into passive strategies (ETF's in particular) may extend the trend, but...
- ❖ The combination of manager selection skill and the aging of the current credit cycle support continuing with active management.

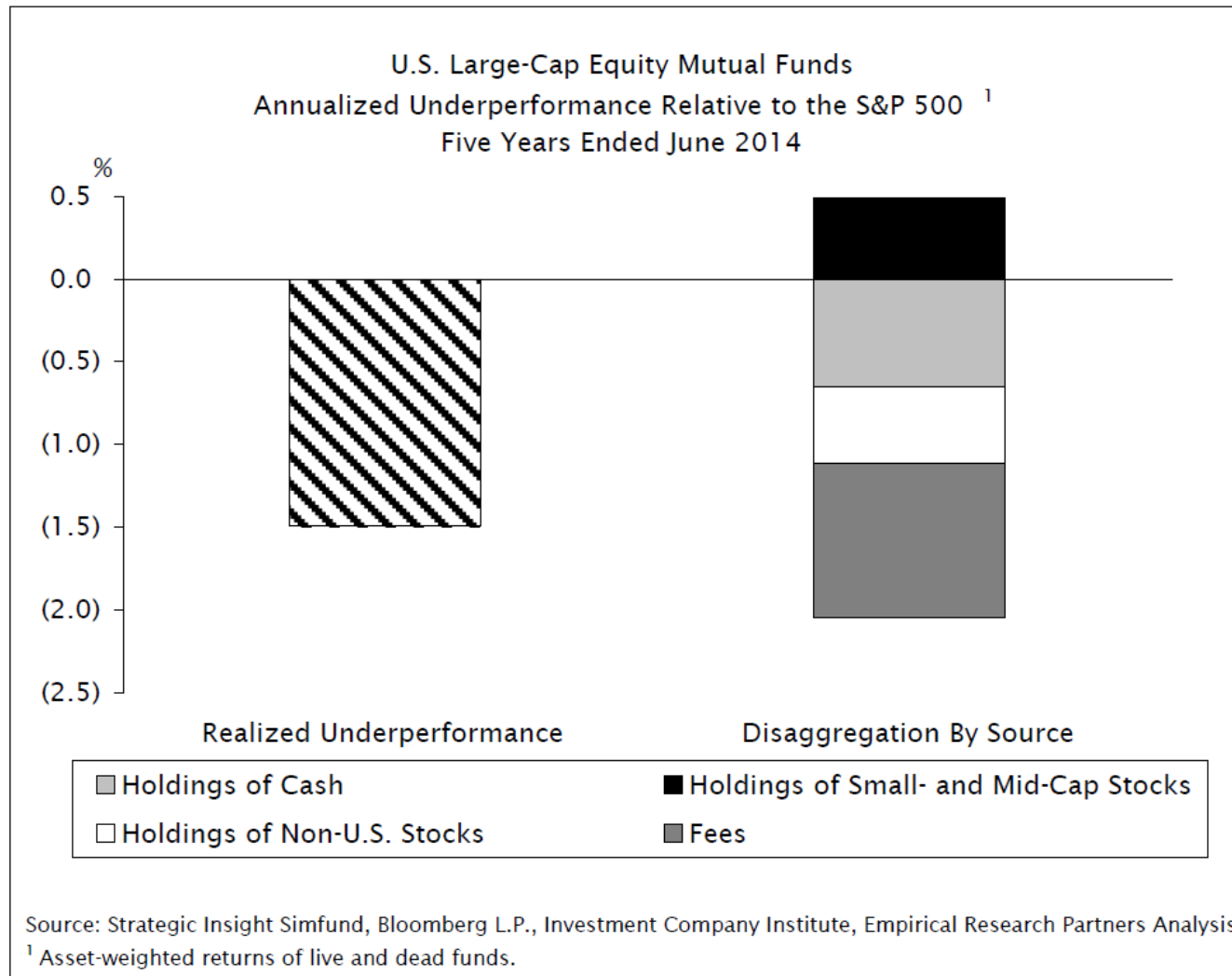
Active vs. Passive Management

◆ It has been a tough period for active managers



Active vs. Passive Management

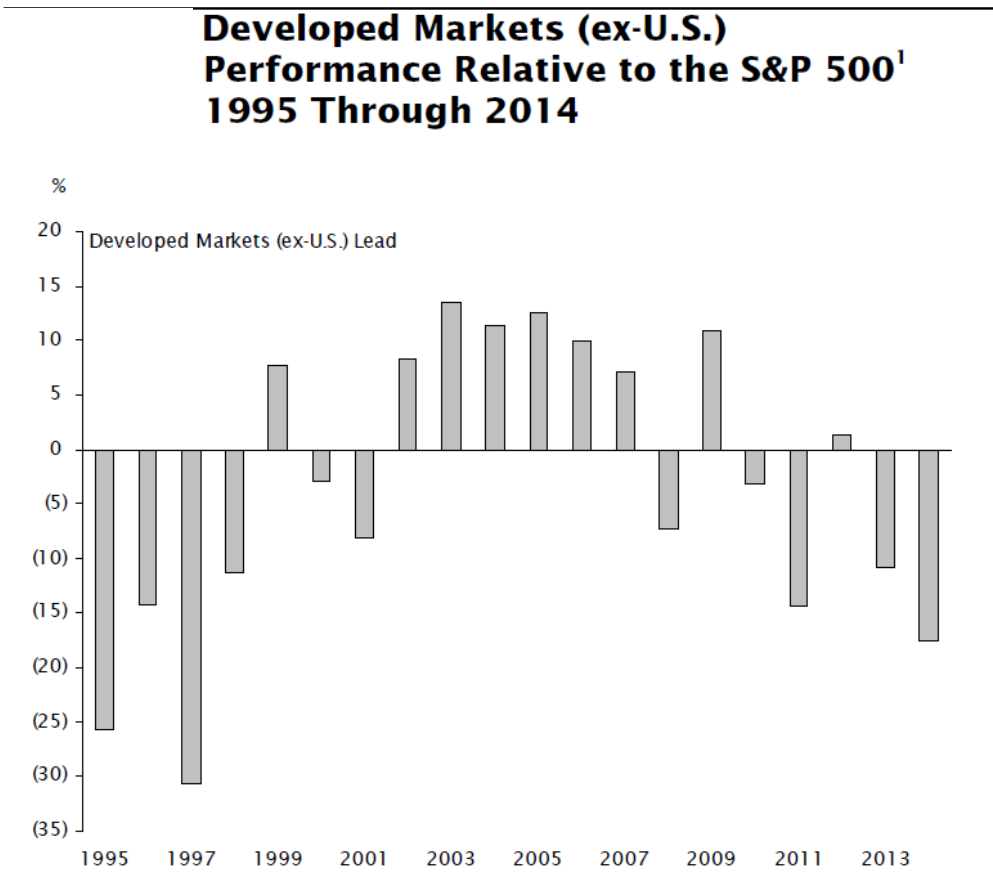
- Foreign stocks and cash holdings have hurt active managers, while smaller cap allocations have helped





Active vs. Passive Management

◆ Foreign stocks held by active managers, currently about 8%, has hurt....

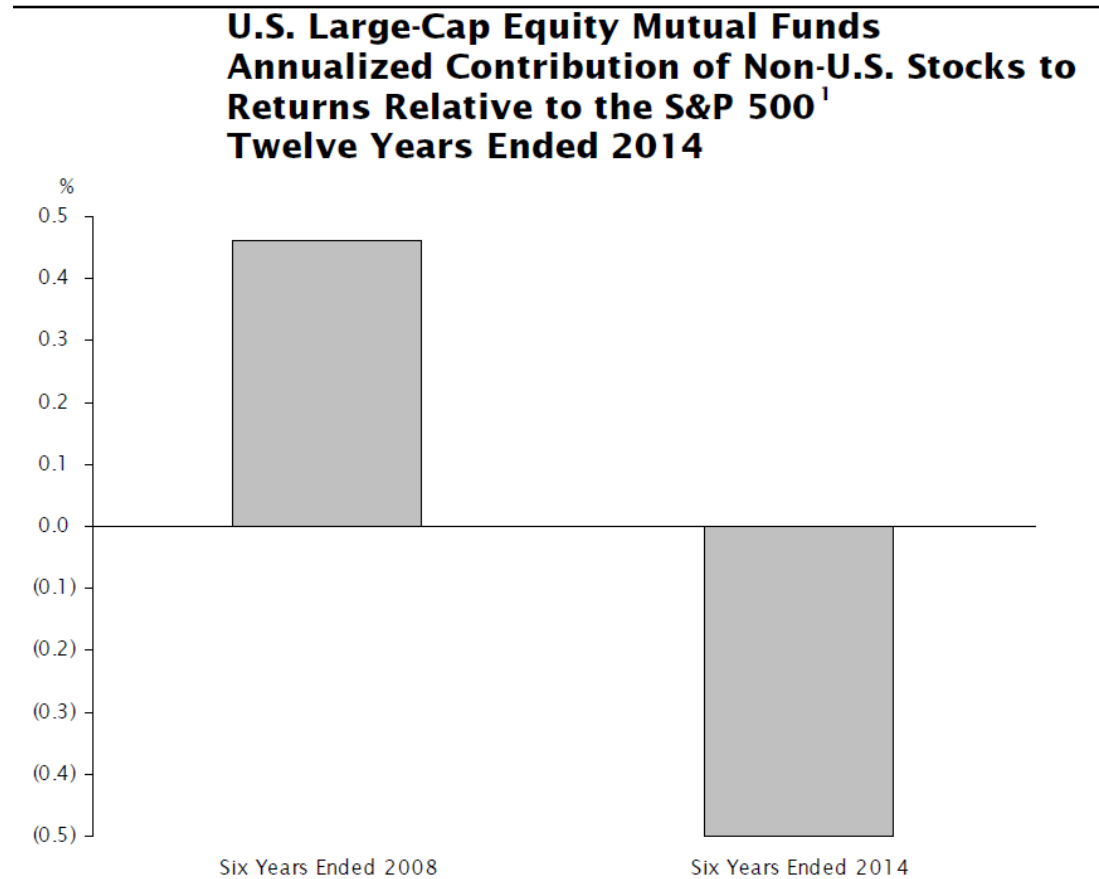


Source: Bloomberg L.P., Empirical Research Partners Analysis.

¹USD-based total returns.

Active vs. Passive Management

- ◇ But helped during the six years before the Global Financial Crisis



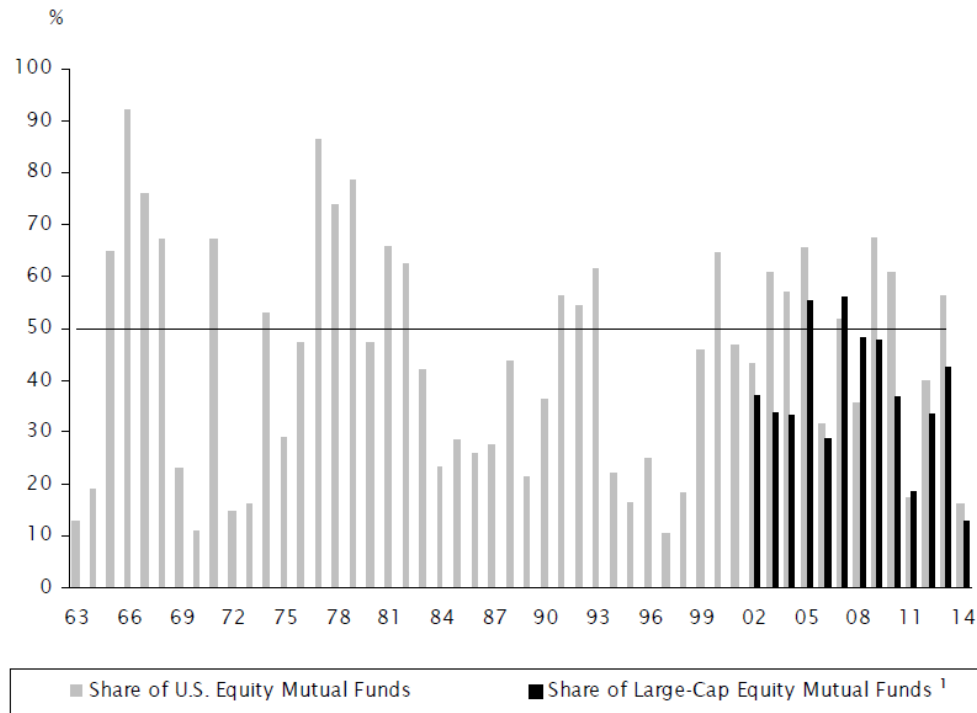
Source: Strategic Insight Simfund, Bloomberg L.P., Empirical Research Partners Analysis.

¹Asset-weighted returns.

Active vs. Passive Management

- ◆ Active managers in aggregate have tougher times adding excess returns during early to middle parts of credit cycles

Share of U.S. Equity Mutual Funds Outperforming the S&P 500 1963 Through October 2014



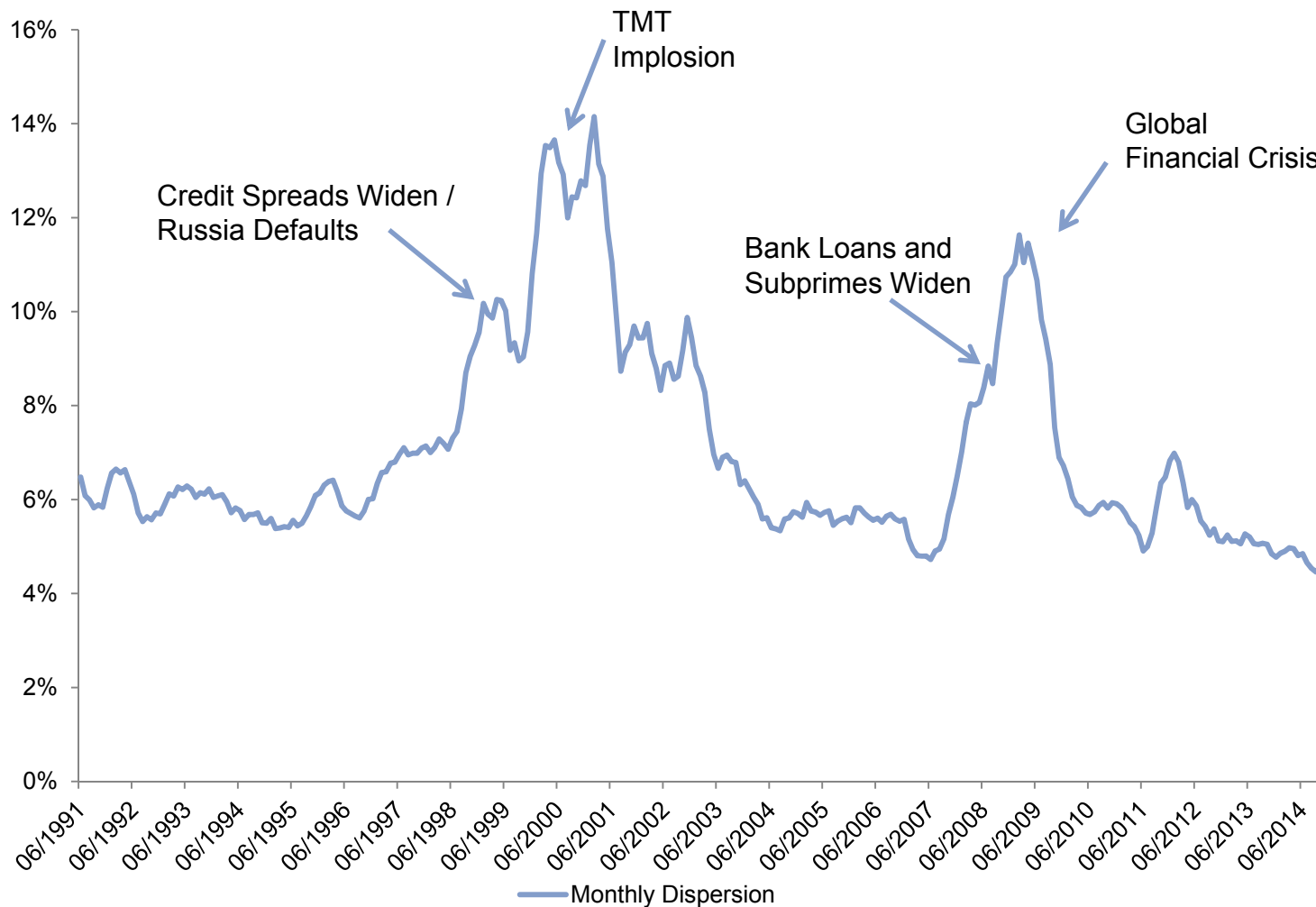
Source: The Vanguard Group, Morningstar Inc., S&P Dow Jones Indices, Strategic Insight Simfund, Bloomberg L.P., Empirical Research Partners Analysis.

¹Through the first nine months of 2014.

Active vs. Passive Management

Stock dispersion increases around periods of market distress

S&P 500 Dispersion



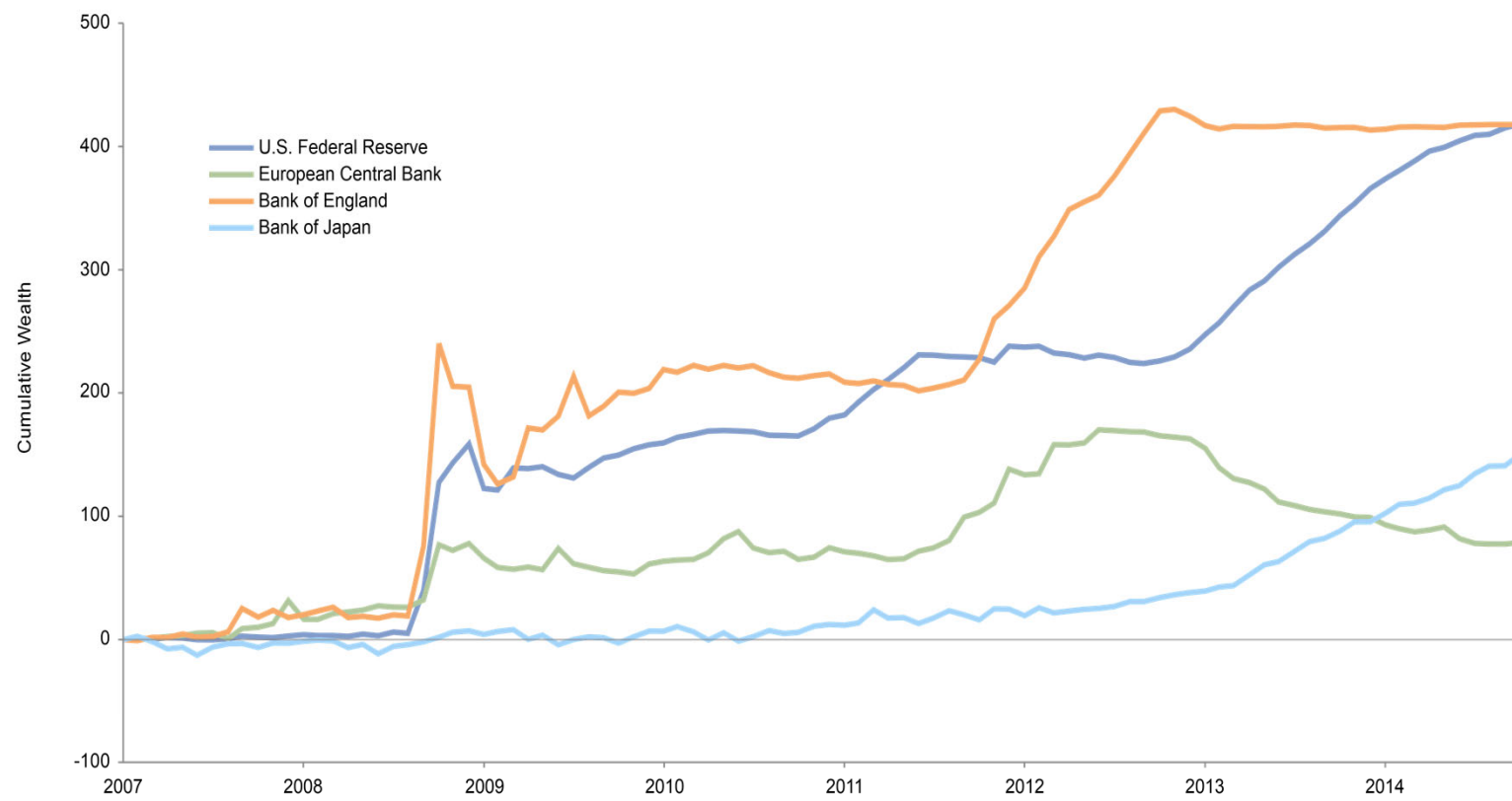
Note: Data from Standard & Poors. Monthly Dispersion represents a six-month moving average.



Active vs. Passive Management

◆ Unprecedented easy monetary policy has extended the credit cycle

Central Bank Balance Sheet Expansion
 December 31, 2006 – October 31, 2014 • Local Currency



	Balance Sheet Total			
	Federal Reserve	European Central Bank	Bank of England	Bank of Japan
In US\$ Billions	\$4,487	\$2,571	\$648	\$2,559
In LC Billions	\$4,487	€2,052	£405	¥286,838

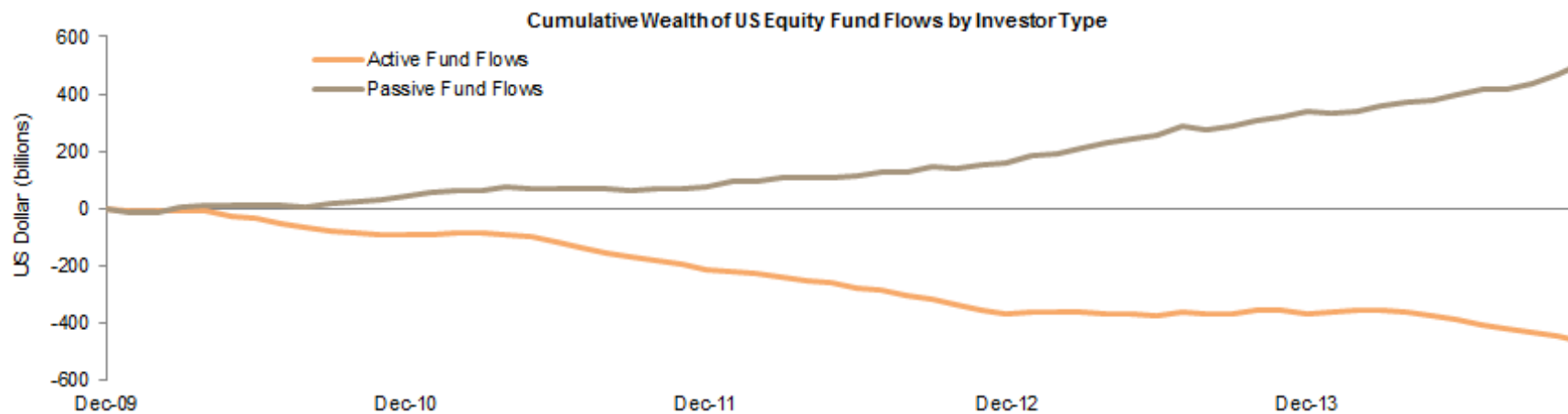
Source: Thomson Reuters Datastream.
 Note: Bank of England data is as of August 2014.

Active vs. Passive Management

- ◆ Investors perpetuate these cycles through fund flows, which have been oriented from active to passive since the Global Financial Crisis

Changes in Fund Flows

January 1, 2010 – November 30, 2014 • December 31, 2009 = \$0.0



Source: EPFR Global.

Will a low dispersion environment continue?

- ◆ We do not think so as:
 - ◆ We are getting later into the current credit cycle, and...
 - ◆ Higher US cash yields are likely in 2015 creating some possible divergence within global monetary policy.
 - ◆ The active managers within the PEF portfolio have performed much better than ‘typical.’ Manager selection skill matters.

New Covenant Funds

New Covenant Funds

Investment Options

Total Number of Options
3

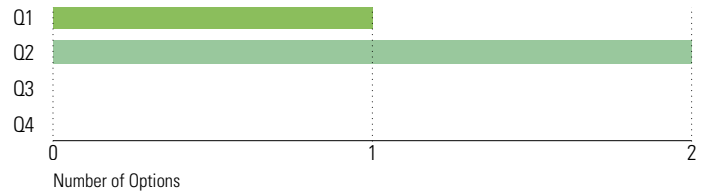
Style Count

0	0	1	Large Mid Small
0	0	0	
0	0	0	
Value	Blend	Growth	

0	0	0	High Med Low
0	0	0	
0	0	0	
Ltd	Mod	Ext	

Performance Quartiles 12-31-2014

Quartile Rank (Trailing 1 Yr)



Equity Style Options: 1

* Does not include 1 hybrid funds.

* Style Count data is not available for 1 holdings.

Fixed-Income Options: 0

Fund Performance 12-31-2014

	Type	Eq Style	Fl Style	Tot Ret % YTD	Tot Ret % 3 Mo	Tot Ret % 1 Yr	Tot Ret % 3 Yr	Tot Ret % 5 Yr	Tot Ret % 10 Yr	Tot Ret % Since Incep	% Rank Cat 1 Yr	% Rank Cat 3 Yr	% Rank Cat 5 Yr	Std Dev 3 Yr
Large Growth(MF, USD)	Avg	■	—	10.00	4.42	10.00	19.41	14.09	7.68	—	—	—	—	10.92
New Covenant Growth (USD)	MF	■	—	10.36	3.54	10.36	18.58	13.03	6.39	3.85	48(1710)	67(1528)	73(1324)	10.03
Short-Term Bond(MF, USD)	Avg	■	■	1.07	-0.05	1.07	1.70	2.31	2.94	—	—	—	—	1.26
New Covenant Income (USD)	MF	—	—	3.62	0.84	3.62	1.98	3.50	2.51	3.85	3(524)	36(435)	17(378)	1.93
Moderate Allocation(MF, USD)	Avg	■	■	6.21	1.87	6.21	11.72	9.43	5.93	—	—	—	—	6.71
New Covenant Balanced Growth (USD)	MF	■	—	7.72	2.63	7.72	11.47	9.08	4.91	4.05	32(866)	56(740)	60(652)	6.25

Standard Benchmarks 12-31-2014

	Type	Eq Style	Fl Style	Tot Ret % YTD	Tot Ret % 3 Mo	Tot Ret % 1 Yr	Tot Ret % 3 Yr	Tot Ret % 5 Yr	Tot Ret % 10 Yr	Tot Ret % Since Incep	% Rank Cat 1 Yr	% Rank Cat 3 Yr	% Rank Cat 5 Yr	Std Dev 3 Yr
S&P 500 TR USD	Idx	■	—	13.69	4.93	13.69	20.41	15.45	7.67	—	—	—	—	9.10
Barclays US Agg Bond TR USD	Idx	—	—	5.97	1.79	5.97	2.66	4.45	4.71	—	—	—	—	2.67
MSCI EAFE NR USD	Idx	■	—	-4.90	-3.57	-4.90	11.06	5.33	4.43	—	—	—	—	13.21
USTREAS T-Bill Auction Ave 3 Mon	Idx	—	—	0.03	0.01	0.03	0.06	0.08	1.50	—	—	—	—	0.01

Performance Disclosure

The performance data quoted represents past performance and does not guarantee future results. Then investment return and principal value of an investment will fluctuate; thus an investor's shares, when redeemed, may be worth more or less than their original cost. Current performance may be lower or higher than return data quoted herein. For performance data current to the most recent month-end, please visit <http://advisor.morningstar.com/familyinfo.asp>. An investment in a mutual fund is not insured or guaranteed by the FDIC or any other government agency. Although money market seeks to preserve the value of your investment at \$1.00 per share, it is possible to lose money by investing in the fund.



Funds' Summary Performance Trend Report

New Covenant

Fund	Inception	Performance Cumulative Total Return as of 02/28/2015			Performance Annualized Total Return as of 12/31/2014					Since Incept	Performance Calendar Year Return as of 12/31				
		1 Mo	3 Mo	Ytd	Qtr	1 Yr	3 Yr	5 Yr	10 Yr		2014	2013	2012	2011	2010
		New Covenant Growth*	7/1/1999	6.80	2.40	2.92	3.54	10.36	18.12		12.77	6.26	3.77	10.36	27.55
<i>Russell 1000 Index (USD)</i>		5.78	2.63	2.87	4.88	13.24	20.59	15.56	7.72	4.63	13.24	33.11	16.40	2.11	15.06
<i>Contractual Expenses (%) = 1.15</i>															
<i>Actual Expenses (%) = 1.02</i>															
New Covenant Income	7/1/1999	-0.39	0.73	0.94	0.84	3.62	1.97	3.50	2.50	3.85	3.62	-1.63	4.04	5.32	6.37
<i>Barclays Intermediate US Aggregate Bond Index (USD)</i>		-0.52	0.71	0.86	1.20	4.12	2.19	3.72	4.34	5.19	4.12	-1.02	3.56	5.97	6.15
<i>Contractual Expenses (%) = 0.98</i>															
<i>Actual Expenses (%) = 0.8</i>															
New Covenant Balanced Growth	7/1/1999	3.89	1.74	2.12	2.63	7.72	11.45	9.07	4.90	4.05	7.72	15.00	11.80	0.28	11.18
<i>New Covenant Balanced Growth Benchmark</i>		3.26	1.93	2.13	3.40	9.58	13.00	10.92	6.64	5.17	9.58	18.42	11.24	3.93	11.94
<i>Contractual Expenses (%) = 1.2</i>															
<i>Actual Expenses (%) = 1.07</i>															
New Covenant Balanced Income	7/1/1999	2.10	1.29	1.61	1.90	5.87	7.43	6.64	3.88	3.97	5.87	7.74	8.70	2.04	9.02
<i>New Covenant Balanced Income Benchmark</i>		1.69	1.44	1.63	2.48	7.30	8.41	7.95	5.78	5.29	7.30	9.95	8.02	4.88	9.68
<i>Contractual Expenses (%) = 1.13</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 877-835-4531.

*From February 1997 to February 2015, the New Covenant Growth Fund had international equity exposure ranging from 10% to 20% of the portfolios assets.



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 877-835-4531. Please read it carefully before investing.

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

For those New Covenant 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).

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).

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.

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.

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

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

Blended Russell 1000® Index/MSCI ACWI ex U.S. Index/Barclays 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 U.S. Intermediate Aggregate Bond Index (Balanced Growth Fund).

Blended S&P 500® Index/MSCI ACWI ex U.S. Index/Barclays 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 U.S. Intermediate Aggregate Bond Index (Balanced Growth Fund).

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

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

Blended Russell 1000® Index/MSCI ACWI ex U.S. Index /Barclays 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 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 U.S. Intermediate Aggregate Bond Index (Balanced Income Fund).

Growth Fund

Investment Strategy

The Fund invests primarily in common stocks and other equity securities of companies of all sizes, domestic and foreign, that are believed to have long-term growth potential. Investment decisions are consistent with the social-witness principles of the General Assembly of the Presbyterian Church (U.S.A.).

Investment Philosophy and Process

The Fund uses a multi-manager approach to portfolio construction that seeks to generate excess returns (i.e., returns in excess of benchmark) and at the same time provide diversification by avoiding over-concentration in a single investment style, sector or market trend. Asset allocation to a given manager is based on the manager's skill set, the current macroeconomic environment and the risks inherent in each manager's strategy.

Fund Details

Total Net Assets	\$402.7 Million
Share Class	Class A
Ticker	NCGFX
CUSIP	643642101
Inception Date	7/1/1999
Expense Before Waivers	1.15%
Expense After Waivers*	1.02%

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

Manager Allocations



- BlackRock Investment Mgmt, LLC - 31%
- Brandywine Global Inv't Mgmt, LLC - 33%
- Parametric Portfolio Associates LLC - 5%
- Waddell & Reed Investment Mgmt Co. - 31%

Manager Details

Manager	Start Date	Key Attributes
■ BlackRock Investment Management, LLC	Jul 14, 2014	Multi-faceted growth portfolio
■ Brandywine Global Investment Management, LLC	Oct 22, 2013	Encompasses varying value sub-styles, providing flexibility to adapt
■ Parametric Portfolio Associates LLC	Apr 11, 2012	Consolidates trades across all managers in the portfolio to reduce trading costs
■ Waddell & Reed Investment Management Company	Apr 11, 2012	Differentiated research culture coupled with macro thematic exposure

Performance Review

Period	Cumulative (%) as of 1/31/15			Annualized (%) as of 12/31/14				
	1 Month	3 Month	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception
Growth Fund	-3.63	-2.09	-3.63	10.36	18.12	12.77	6.26	3.77

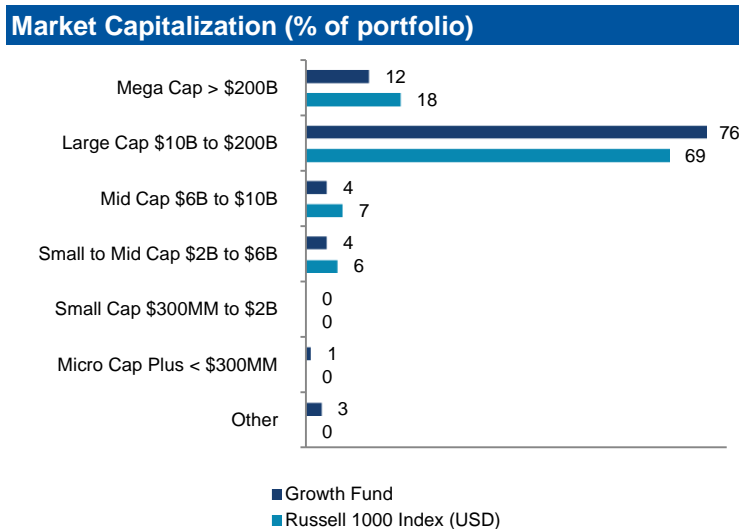
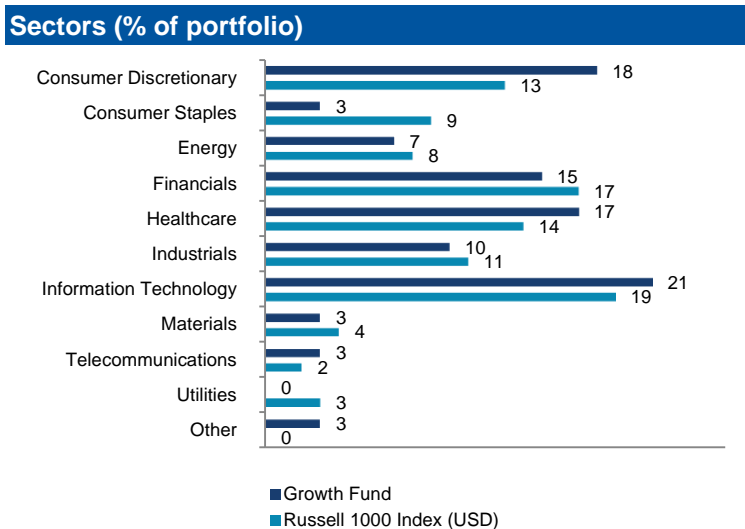
Calendar Year Returns (%)	2014	2013	2012	2011	2010	2009	2008	2007
Growth Fund	10.36	27.55	17.14	-3.02	14.08	27.77	-38.93	5.02

Performance data quoted is historical and past performance does not guarantee future results. Current performance may be higher or lower. Performance current to the most recent month end can be obtained by calling 1-877-835-4531. The principal value and investment return of an investment will fluctuate so that shares, when redeemed, may be worth more or less than their original value.

To determine if the Fund(s) are an appropriate investment for you, carefully consider the investment objectives, risk factors and charges and expenses before investing. This and other information can be found in the Fund's prospectus, which can be obtained by calling 1-877-835-4531. Read the prospectus carefully before investing.

Portfolio Characteristics	Fund	Index
WEIGHTED CAPITALIZATION (\$ MIL)	\$88,742	\$114,716
NUMBER OF HOLDINGS	271	1,040
PRICE-TO-BOOK RATIO	4.12	3.92
MEDIAN FORWARD PRICE-TO-EARNINGS RATIO	17.66	17.16
BETA	1.13	1.00
TRACKING ERROR (3 YEAR)	2.40%	n/a
STANDARD DEVIATION (3 YEAR)	9.92%	9.38%

Top Ten Securities	% of Net Assets
CITIGROUP INC	2.48
TOYOTA MOTOR CORPORATION	1.95
APPLIED MATERIALS INC	1.78
APPLE INC	1.75
CISCO SYSTEMS INC	1.44
FACEBOOK INC	1.35
GENERAL ELECTRIC CO	1.27
METLIFE INC	1.25
DOLLAR GENERAL CORPORATION	1.23
ACTAVIS PLC	1.20



Glossary and Disclosures

Beta: Quantitative measure of the Fund's volatility relative to the benchmark used. A beta above 1 indicates the fund is more volatile than the overall market, while a beta below 1 indicates the fund is less volatile.

Median Forward Price to Earnings Ratio: Forecasted value (using median range of values – the middle set of values in a distribution range) of the market capitalization divided by the after-tax earnings for the prior 12-month period. The higher the P/E ratio, the more the market is willing to pay for each dollar of annual earnings. (Source: Russell)

Price to Book Ratio: Stock's capitalization divided by its book value, where book value is the value of an asset as it appears on a balance sheet, equal to cost minus accumulated depreciation. The value is the same whether the calculation is done for the whole company or on a per-share basis.

Standard Deviation (Absolute): Used to describe historical volatility, a statistical measure of the distance a quantity is likely to lie from its average value. It is applied to the annual rate of return of an investment, to measure the investment's volatility (risk). Standard Deviation is synonymous with volatility, in that the greater the standard deviation the more volatile an investment's return will be. A standard deviation of zero would mean an investment has a return rate that never varies.

Tracking Error: The measure of the risk of the portfolio relative to the benchmark.

Weighted Capitalization: The market price of an entire company, calculated by multiplying the number of shares outstanding by the price per share.

For those New Covenant Funds which employ the "manager of managers" structure, New Covenant Investments Management Corporation (New Covenant) has ultimate responsibility for the investment performance of the Funds due to its responsibility to oversee the sub-advisers and recommend their hiring, termination and replacement. New Covenant is the adviser to the New Covenant Funds, which are distributed by New Covenant Investments Distribution Co. (SIDCO). New Covenant and SIDCO are wholly owned subsidiaries of New Covenant Investments Company.

Current and future portfolio holdings are subject to risks. In addition to the normal risks associated with equity investing, international investments may involve risk of capital loss from unfavorable fluctuation in currency values, from difference in generally accepted accounting principles or from economic or political instability in other nations. Narrowly focused investments and smaller companies typically exhibit higher volatility.

The Russell 1000 Index includes 1000 of the largest U.S. equity securities based on market cap and current index membership; it is used to measure the activity of the U.S. large-cap equity market.

• Not FDIC Insured • No Bank Guarantee • May Lose Value

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Income Fund

Investment Strategy

The Fund invests primarily in corporate bonds and government bonds issued or guaranteed by the U.S. government or one of its agencies, and mortgage-backed and asset backed securities of varying maturities. Investment decisions are consistent with the social-witness principles of the General Assembly of the Presbyterian Church (U.S.A.).

Investment Philosophy and Process

The Fund uses a multi-manager approach to portfolio construction that seeks to generate excess returns (i.e., returns in excess of benchmark) and at the same time provide diversification by avoiding over-concentration in a single investment style, sector or market trend. Asset allocation to a given manager is based on the manager's skill set, the current macroeconomic environment and the risks inherent in each manager's strategy.

Fund Details

Total Net Assets	\$305.9 Million
Share Class	Class A
Ticker	NCICX
CUSIP	643642200
Inception Date	7/1/1999
Expense Before Waivers	0.98%
Expense After Waivers*	0.80%

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

Manager Allocations



- J.P. Morgan Investment Mgmt Inc. - 50%
- Western Asset Management Company - 50%

Manager Details

	Start Date	Key Attributes
■ J.P. Morgan Investment Management Inc.	Apr 30, 2012	Fundamental research at the individual security level
■ Western Asset Management Company	Apr 30, 2012	Successful implementation of macro-driven investment process

Performance Review

Period	Cumulative (%) as of 1/31/15			Annualized (%) as of 12/31/14				
	1 Month	3 Month	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception
Income Fund	1.34	1.52	1.34	3.62	1.97	3.50	2.50	3.85

Calendar Year Returns (%)	2014	2013	2012	2011	2010	2009	2008	2007
Income Fund	3.62	-1.63	4.04	5.32	6.37	12.81	-14.63	5.65

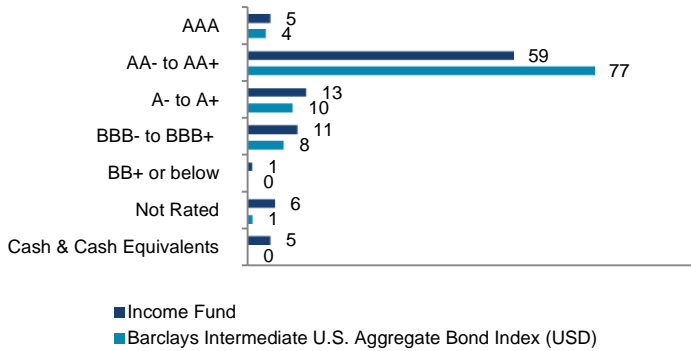
Performance data quoted is historical and past performance does not guarantee future results. Current performance may be higher or lower. Performance current to the most recent month end can be obtained by calling 1-877-835-4531. The principal value and investment return of an investment will fluctuate so that shares, when redeemed, may be worth more or less than their original value.

To determine if the Fund(s) are an appropriate investment for you, carefully consider the investment objectives, risk factors and charges and expenses before investing. This and other information can be found in the Fund's prospectus, which can be obtained by calling 1-877-835-4531. Read the prospectus carefully before investing.

Portfolio Characteristics	Fund	Index
EFFECTIVE DURATION (YEARS)	3.39	3.46
WEIGHTED AVERAGE LIFE (YEARS)	4.85	4.21
30-DAY SEC YIELD	1.46	n/a
UNSUBSIDIZED 30-DAY SEC YIELD	1.28	n/a
NUMBER OF HOLDINGS	1,006	7,050

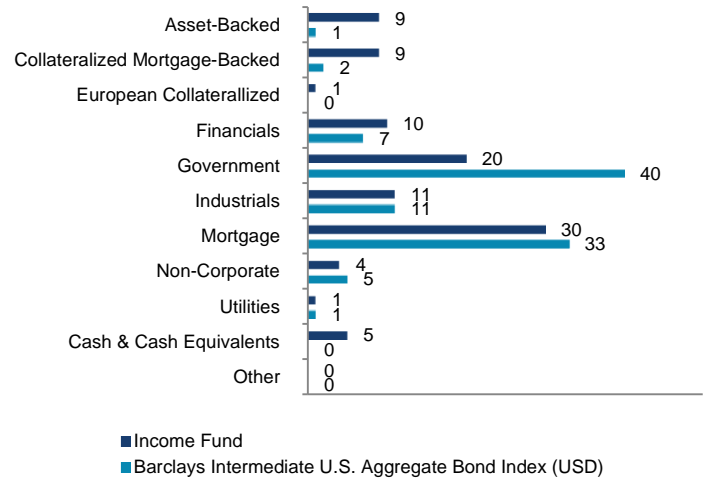
Top Ten Securities	% of Net Assets
REPO DEUTSCHE BANK SEC RP	3.56
REPO BARCLAYS CAPITAL INC RP	2.94
FNMA 30YR 2012 PRODUCTION 4.00% 04/01/2042	1.70
UNITED STATES TREASURY 1.88% 06/30/2020	1.12
UNITED STATES TREASURY 1.38% 05/31/2020	1.03
FNMA 30YR 2014 PRODUCTION 4.50% 08/01/2044	0.86
UNITED STATES TREASURY 0.00% 02/15/2022	0.80
GNMA2 30YR 2010 PRODUCTION 5.00% 07/20/2040	0.79
FNMA 15YR TBA(REG B) 3.00% 02/18/2015	0.79
FNMA 10YR BALLOON MULTI 5.56% 06/01/2017	0.73

Credit Quality (% of portfolio)



The credit quality of a fund's holdings is derived using Standard & Poor's as the ratings source. The purpose of the ratings is to provide investors with a simple system of gradation by which relative creditworthiness of a fund's securities may be noted. Ratings are measured on a scale that generally ranges from AAA (highest) to D (lowest).

Sectors (% of portfolio)



Glossary and Disclosures

Effective Duration: Duration is a measure of a security's price sensitivity to changes in interest rates. Specifically, duration measures the potential change in value of a bond that would result from a 1% change in interest rates. The shorter the duration of a bond, the less its price will potentially change as interest rates go up or down; conversely, the longer the duration of a bond, the more its price will potentially change.

Weighted Average Life: The average number of years for which each dollar of unpaid principal on a loan or mortgage remains outstanding.

This material represents an assessment of the market environment at a specific point in time and is not intended to be a forecast of future events, or a guarantee of future results. This information should not be relied upon by the reader as research or investment advice regarding the Funds or any stock in particular, nor should it be construed as a recommendation to purchase or sell a security, including futures contracts. There is no assurance as of the date of this material that the securities mentioned remain in or out of the New Covenant Funds.

For those New Covenant Funds which employ the "manager of managers" structure, New Covenant Investments Management Corporation (New Covenant) has ultimate responsibility for the investment performance of the Funds due to its responsibility to oversee the sub-advisers and recommend their hiring, termination and replacement. New Covenant is the adviser to the New Covenant Funds, which are distributed by New Covenant Investments Distribution Co. (SIDCO). New Covenant and SIDCO are wholly owned subsidiaries of New Covenant Investments Company.

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. There is no assurance the goals of the strategies discussed will be met. International investments may involve risk of capital loss from unfavorable fluctuation in currency values, from difference in generally accepted accounting principles or from economic or political instability in other nations. Emerging markets involve heightened risks related to the same factors as well as increased volatility and lower trading volume.

The Barclays Intermediate Aggregate U.S. Bond Index is an unmanaged index generally representative of intermediate investment grade government and corporate debt securities with maturities of 10 years or less.

- Not FDIC Insured • No Bank Guarantee • May Lose Value

Thank you!

We value our relationship with you. It is our top priority to stay on the cutting edge so our clients receive the most up-to-date financial and investment services available. If you have any questions regarding your Investment Management Accounts, please do not hesitate to contact us. We are happy to answer the questions you may have regarding your Investment Management Accounts.

We appreciate the opportunity to be of service to you.

ITEM A.210 FOR INFORMATION

2014 Risk Management Self Insurance Fund (SIF) Annual Report

What is the Self Insurance Fund?

The church's five 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 2014.

The Self-Insurance Fund ending balance as of December 31, 2014 was \$6,219,582 (preliminary, subject to audit). This is an increase in the fund from the December 31, 2013 ending balance of \$6,010,023 due to the market. There were no entity contributions in 2014 to the Self Insurance Fund. Total claims paid as of December 31, 2014 is \$97,308. This is an increase of \$73,468.

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**

Category	2014***	2013	2012	2011	2010
SIF Beginning Balance	6,010,023.63	5,337,533.20	4,925,783.67	5,212,977.28	4,944,106.26
SIF Contributions					
SIF Net Earnings*	306,867.14	696,329.40	425,715.52	(175,838.76)	378,769.95
Auto Claims	(3,891.09)	(4,780.41)	(350.93)	(29,359.94)	(2,001.05)
Directors & Officers, General Liability Claims	(59,187.41)	(10,010.13)	14,606.92	(77,185.37)	(75,915.50)
Mission Personal Medical Claims		(453.04)		(10.04)	(511.38)
Mission Personal Prop. Claims	(32,180.46)	(5,279.00)	(290.00)	(1,280.00)	(18,140.00)
Property Claims	(2,049.18)	(3,316.40)		(3,519.50)	(13,331.00)
Total Annual Claims**	(97,308.14)	(23,838.98)	13,965.99	(111,354.85)	(109,898.93)
SIF Year End Balance	6,219,582.63	6,010,023.63	5,337,533.20	4,925,783.67	5,212,977.28

***Preliminary -Subject to Audit

*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
20010 - 2014 Claims by Entity**

Year	2014						Claim %
Claim Type	Medical	Miss. Per. Pty	Auto	Property	Legal	Total	
Presbyterian Church		32,180.46	3,891.09	2,049.18	48,486.52	86,607.25	89%
Board of Pensions					10,700.89	10,700.89	11%
Foundation							
PPC							
PILP							
Annual Totals		32,180.46	3,891.09	2,049.18	59,187.41	97,308.14	100%

Year	2013						Claim %
Claim Type	Medical	Miss. Per. Pty	Auto	Property	Legal	Total	
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							
Annual Totals	453.04	5,279.00	4,780.41	3,316.40	10,011.13	23,839.98	100%

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

Year	2011						Claim %
Claim Type	Medical	Miss. Per. Pty	Auto	Property	Legal	Total	
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							
Annual Totals	10.04	1,280.00	29,359.94	3,519.50	77,185.37	111,354.85	100%

Year	2010						Claim %
Claim Type	Medical	Miss. Per. Pty	Auto	Property	Legal	Total	
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%
Annual Totals	511.38	18,140.00	2,001.05	13,331.00	75,915.50	109,898.93	100%

Total All Claims							Claim %
Claim Type	Medical	Miss. Per. Pty	Auto	Property	Legal	Total	
Presbyterian Church	974.46	57,169.46	38,780.15	20,519.08	114,261.11	231,704.26	71%
Board of Pensions			608.50	1,697.00	93,432.08	95,737.58	28%
Foundation							
PPC			994.77			994.77	1%
PILP							
Annual Totals	974.46	57,169.46	40,383.42	22,216.08	207,693.19	328,436.61	100%

**Self Insurance Fund by Entity
Chart of Five Year Loss Percentages
January 1, 2010-December 31, 2014**

Organization	% of Losses
PC (U.S.A.), A Corporation	71
PC (U.S.A.) Board of Pensions	28
PC (U.S.A.) Foundation	0
Presbyterian Publishing Corporation	1
Presbyterian Church (U.S.A.) Investment and Loan Program	0
Total	100

**ITEM A.211
INFORMATION**

Consolidated Financial Statements - Presbyterian Church (USA), A Corp.

The Consolidated Financial statements are prepared, analyzed and provided to the Finance Committee and to the Audit Committee for accountability, transparency and planning.

The attached Presbyterian Church (USA), A Corp. Statement of Financial Position, Statement of Activities, and Statement of Cash Flows are as of December 31, 2014.

**Presbyterian Church (U.S.A.), A Corporation
Unaudited Financial Snapshot
Year Ended December 31, 2014**

ASSETS

Cash and cash equivalents	\$ 5,131,614
Beneficial interest in pooled investments held by the Foundation- short term	57,999,714
Other investments and accrued income	56,058,851
Contributions receivable from congregations	3,257,551
Receivables from related entities, net	4,083,150
Due from the Foundation FMS	1,844,846
Other accounts receivable	83,880
Mortgages and loans on churches and manses, including accrued interest - net	1,566,316
Inventories, prepaid expenses and other assets	1,012,645
Property and equipment, net of accumulated depreciation	16,275,976
Beneficial interest in pooled investments held by the Foundation - long-term	336,457,258
Other investments held by the Foundation	6,209,789
Beneficial interest in perpetual trusts	69,670,791
Total assets	\$ 559,652,381

LIABILITIES AND NET ASSETS

Liabilities:	
Accounts payable and accrued expenses	\$ 8,030,536
Amounts received from congregations and designated for others	487,446
Amounts held for missionaries and committed for projects	2,647,173
Amounts due to other agencies	5,935,628
Due to the Foundation - church loans	2,220,890
Deferred revenues	587,128
Other	739,907
Total liabilities	\$ 20,648,708

Net Assets:	
Unrestricted	
Undesignated	\$ 9,437,200
Designated	46,135,095
Total unrestricted	\$ 55,572,295

Temporarily restricted	\$ 209,241,457
Permanently restricted	274,189,921
Total net assets	\$ 539,003,673

Total liabilities and net assets	\$ 559,652,381
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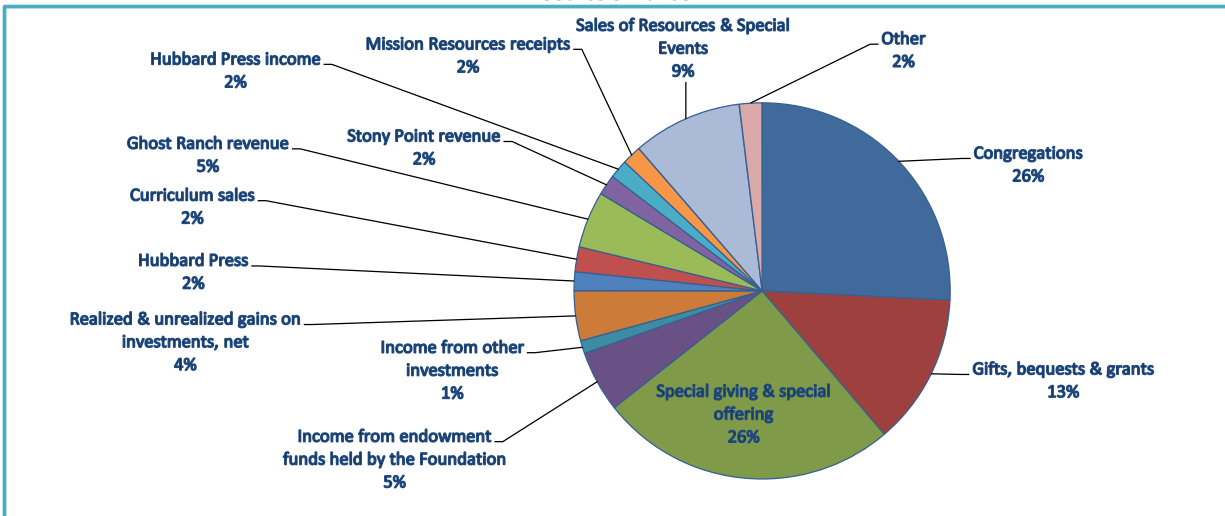
REVENUES AND EXPENSES

Revenues, Gains, and Other Support:	
Contributions	
Congregations	\$ 23,010,497
Presbyterian Women	-
Gifts, bequests and grants	11,604,257
Special giving and special offering	22,836,897
Total contributions	\$ 57,451,651
Investment income	
Income from endowment funds held by the Foundation	4,688,902
Income from other investments	990,519
Realized and unrealized gains on investments, net	3,838,009
Change in value of beneficial interest in perpetual trusts	303,425
Total investment return	\$ 9,820,855
Interest income from loans	158,058
The Hubbard Press	1,432,051
Sales of resources and services	19,122,995
Other	1,279,754
Total revenues, gains, and other support	\$ 89,265,364

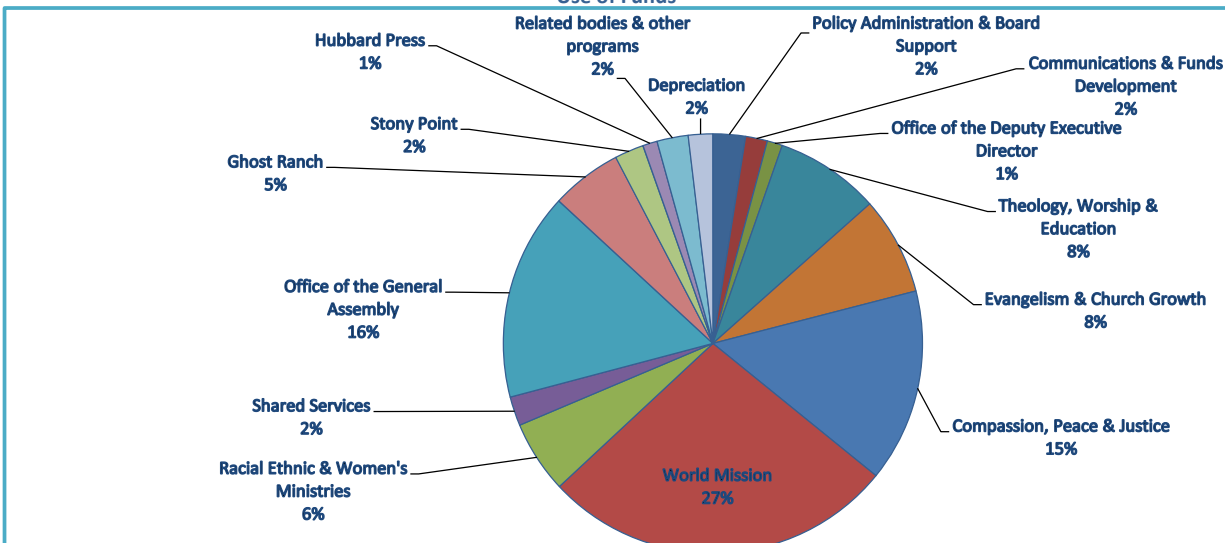
Expenses:	
Policy Administration and Board Support	\$ 2,306,014
Communications and Funds Development	1,556,310
Office of the Deputy Executive Director	1,087,946
Theology, Worship and Education	7,441,051
Evangelism and Church Growth	6,966,459
Compassion, Peace and Justice	13,723,987
World Mission	25,106,538
Racial Ethnic and Women's Ministries	5,128,086
Shared Services	2,071,543
Office of the General Assembly	9,829,474
Presbyterian Mission Agency	4,047,597
Presbyterian Historical Society, Inc.	891,425
Conference Center - Ghost Ranch	5,047,520
Conference Center - Stony Point	2,069,805
The Hubbard Press	1,024,829
Related Bodies and Other Programs	10,244
Shared	1,636,928
Depreciation	1,737,973
Other	581,518
Total expenses	\$ 92,265,247

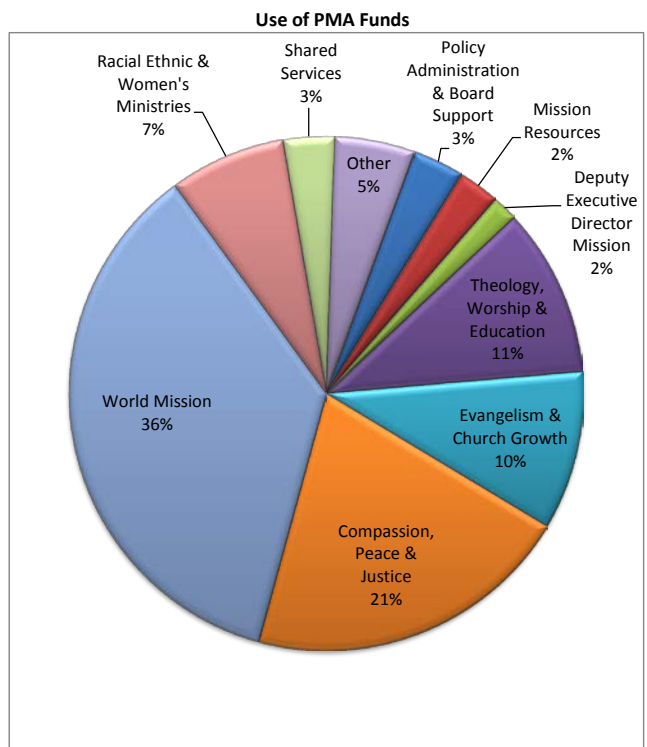
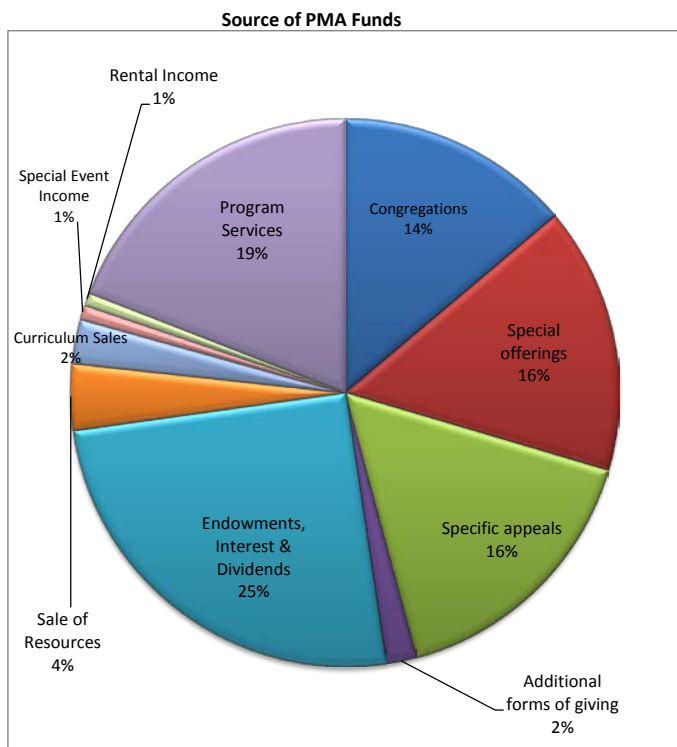
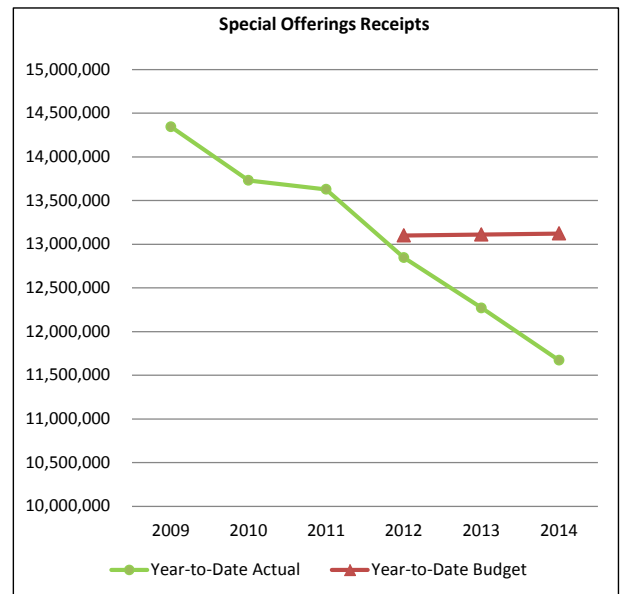
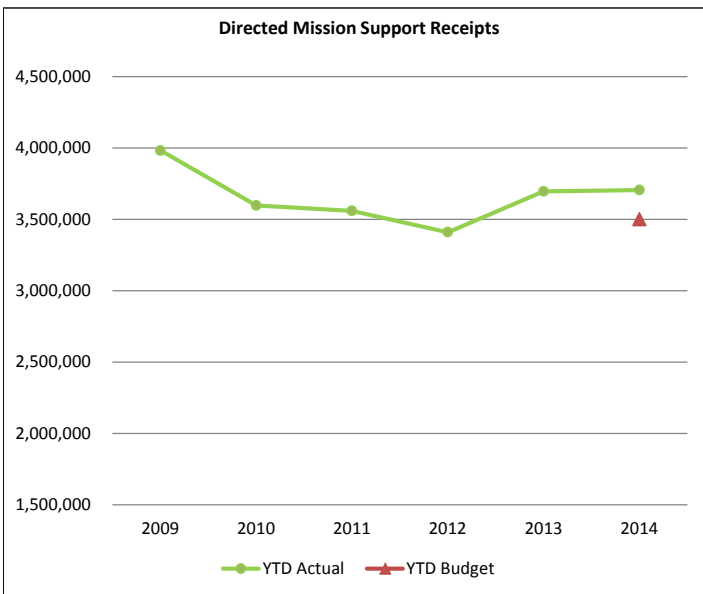
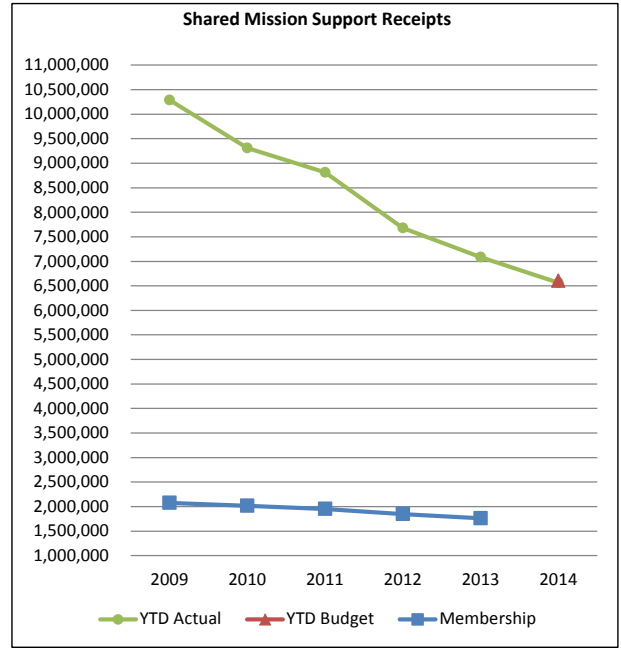
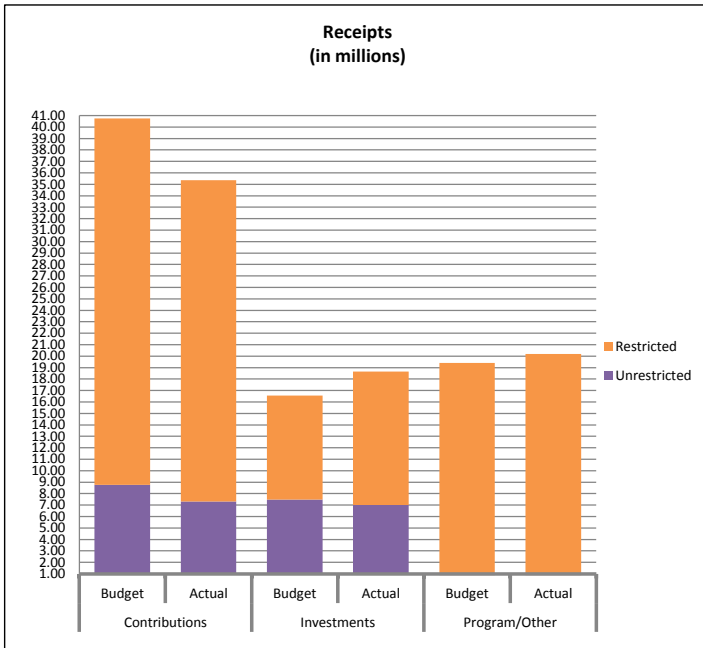
Change in net assets	\$ (2,999,883)
-----------------------------	-----------------------

Source of Funds



Use of Funds





Statement of Functional Expenses (PMA Only)						
Functional Expenses Allocation	2012 PC(USA)		2013 PC(USA)		Peer Median	Peer Average
Program Service Expenses	\$73,163,019	94.49%	\$71,765,187	93.80%	88.35%	87.18%
Management and General Expenses	\$1,098,366	1.42%	\$1,257,626	1.64%	5.67%	5.27%
Fundraising Expenses	\$3,166,495	4.09%	\$3,482,198	4.55%	5.98%	7.55%
Total	\$77,427,880	100.00%	\$76,505,011	100.00%	100.00%	100.00%

The functional expense ratio reflects the percentage of an organization's total expenses spent toward its program services, management and general and fundraising expenses. It allows stakeholders to identify whether the majority of an organization's annual expenses are program-related or whether expenses are more heavily weighted in overhead or fundraising activities. This benchmark is a comparison of the Presbyterian Church (U.S.A.) to six other not-for-profit organizations as follows: Church World Services, Inc. - 2011, Everywhere (Care USA), Inc. - 2011, World Vision, Inc. - 2011, Heifer Project International - 2012, Opportunity International U.S. - 2012, and Save the Children Federation, Inc. - 2012.

Presbyterian Church (U.S.A.), A Corporation
Consolidated Statements of Financial Position
December 31, 2014 and December 31, 2013

Assets	<u>2014</u>	<u>2013</u>
Cash and cash equivalents	\$ 5,131,614	\$ 3,983,386
Beneficial interest in pooled investments held by the Foundation - short-term	57,999,714	52,389,914
Other investments and accrued income	56,058,851	60,022,462
Contributions receivable from congregations	3,257,551	4,679,396
Mortgages and loans on churches and manses, including accrued interest, net	1,566,316	2,146,986
Receivables from related entities, net	4,083,150	4,301,022
Due from/(to) other funds	-	-
Due from the Foundation	1,844,846	1,100,864
Other accounts receivable	83,880	659,296
Inventories, prepaid expenses and other assets	1,012,645	1,118,109
Property and equipment, net of accumulated depreciation	16,275,976	17,000,051
Beneficial interest in pooled investments held by the Foundation - long-term	336,457,258	337,819,087
Other investments held by Foundation	6,209,789	6,242,362
Beneficial interest in perpetual trusts	<u>69,670,791</u>	<u>68,575,320</u>
 Total assets	 <u><u>559,652,381</u></u>	 <u><u>560,038,255</u></u>
 Liabilities and Net Assets 		
Liabilities:		
Accounts payable and accrued expenses	8,030,534	7,789,288
Amounts received from congregations and designated for others	487,446	520,594
Amounts held for missionaries and committed for projects	2,647,174	2,774,891
Amount due to other agencies	5,935,628	5,927,434
Due to the Foundation	2,220,891	-
Deferred revenue	587,128	983,741
Other	739,907	38,751
Total liabilities	<u>20,648,708</u>	<u>18,034,699</u>
Net assets:		
Unrestricted		
Undesignated	8,710,971	17,201,545
Designated	<u>46,135,095</u>	<u>39,326,017</u>
Total unrestricted	<u>54,846,066</u>	<u>56,527,562</u>
Temporarily restricted	209,967,686	214,190,120
Permanently restricted	<u>274,189,921</u>	<u>271,285,874</u>
Total net assets	<u>539,003,673</u>	<u>542,003,556</u>
 Total liabilities and net assets	 <u><u>\$ 559,652,381</u></u>	 <u><u>\$ 560,038,255</u></u>

Presbyterian Church (U.S.A.), A Corporation
Consolidated Statement of Financial Position
December 31, 2014

Appendix 13

	General Mission	Curriculum	Presbyterian Center Louisville/ Property and Equipment	Hubbard Press	Youth Triennium	Jinishian	Presbyterian Disaster Assistance	Self Development of People	Presbyterian Hunger Program	Ghost Ranch	Stony Point	Specific Property	Self Insurance	Student Loans	Church Loans	Per Capita	Historical Society	Reclass/ Elimination	Total
Assets																			
Cash and cash equivalents	4,323,743			1,536						275,689	349,877					164,207	16,562	-	5,131,614
Beneficial interest in pooled investments held by the Foundation - short-term	30,470,659		1,109,254			110,334				455,470		787,152	6,396,697	1,717,524	8,056,466	5,220,951	3,675,207		57,999,714
Other investments and accrued income	32,318,427			1,589,868		186,674	13,600,231	1,052,284	1,328,489						3,976,765	1,641,327	364,786		56,058,851
Contributions receivable from congregations	3,374,636															(117,085)			3,257,551
Mortgages and loans on churches and manses, including accrued interest, net								285							1,566,031				1,566,316
Receivables from related entities, net	1,194,322	21,809		114,971				2,083	338	49,134	172,025	28,334		1,511,396		1,405,452	165,000	(581,714)	4,083,150
Due from/(to) other funds	(34,180)	34,777	1,583,955	(18,140)	3,627	346,826	(222,701)	(232,618)	(257,487)	(2,881,146)	(1,995,736)	(21,172)	(177,114)	1,297,383	2,811,638	(225,013)	(12,899)		-
Due from the Foundation	1,844,846																		1,844,846
Other accounts receivable	64,096			413						15,272	4,099								83,880
Inventories, prepaid expenses and other assets	192,526	170,918		227,131			2,122	1,788	116,752	222,584	61,899					16,925			1,012,645
Property and equipment, net of accumulated depreciation			7,629,179	232,903						5,833,426	1,438,818					1,867	1,139,783		16,275,976
Beneficial interest in pooled investments held by the Foundation - long-term	300,946,775					31,701,798								3,298,559		355,989	154,137		336,457,258
Other investments held by Foundation	6,209,789																		6,209,789
Beneficial interest in perpetual trusts	69,670,791																		69,670,791
Total assets	450,576,430	227,504	10,322,388	2,148,682	3,627	32,345,632	13,379,652	823,822	1,188,092	3,970,429	30,982	794,314	6,219,583	7,824,862	16,410,900	8,464,620	5,502,576	(581,714)	559,652,381
Liabilities and Net Assets																			
Liabilities:																			
Accounts payable and accrued expenses	7,805,663	720,061		5,035			55			57,912	13,734					9,788		(581,714)	8,030,534
Amounts received from congregations and designated for others	487,446																		487,446
Amounts held for missionaries and committed for projects	2,095,971					77,308		395,837		12,215	65,843							-	2,647,174
Amount due to other agencies	5,935,628																		5,935,628
Due to the Foundation	2,220,891																		2,220,891
Deferred revenue	378,565									208,563									587,128
Other	735,696			241						1,451						2,519		-	739,907
Total liabilities	19,659,860	720,061	-	5,276	-	77,308	55	395,837	-	280,141	79,577	-	-	-	-	12,307	-	(581,714)	20,648,708
Net assets:																			
Unrestricted																			
Undesignated	2,823,603																		5,887,368
Designated	17,049,683	(492,557)	10,322,388	2,143,406	3,627					3,041,936	(155,430)	794,314	6,219,583		1,264,221	2,214,006	3,729,918	-	46,135,095
Total unrestricted	19,873,286	(492,557)	10,322,388	2,143,406	3,627	-	-	-	-	3,041,936	(155,430)	794,314	6,219,583	-	1,264,221	8,101,374	3,729,918	-	54,846,066
Temporarily restricted																			
Temporarily restricted	168,346,012					22,198,738	13,379,597	427,985	1,188,092	115,702	106,835			2,865,757		261,370	1,077,598		209,967,686
Permanently restricted																			
Permanently restricted	242,697,272					10,069,586				532,650				4,959,105	15,146,679	89,569	695,060		274,189,921
Total net assets	430,916,570	(492,557)	10,322,388	2,143,406	3,627	32,268,324	13,379,597	427,985	1,188,092	3,690,288	(48,595)	794,314	6,219,583	7,824,862	16,410,900	8,452,313	5,502,576	-	539,003,673
Total liabilities and net assets	450,576,430	227,504	10,322,388	2,148,682	3,627	32,345,632	13,379,652	823,822	1,188,092	3,970,429	30,982	794,314	6,219,583	7,824,862	16,410,900	8,464,620	5,502,576	(581,714)	559,652,381

Presbyterian Church (U.S.A.), A Corporation
Consolidated Statements of Activities and Changes in Net Assets
For the Year Ended December 31, 2014 and 2013

Preliminary - Subject to Audit

	2014	2013
Revenues, Gains, and Other Support		
Contributions		
Congregations	\$ 23,010,497	\$ 23,981,715
Presbyterian Women	0	11,815
Gifts, bequests and grants	11,604,257	6,928,637
Special giving and special offering	22,836,897	28,963,878
Total contributions	57,451,651	59,886,045
Investment return		
Income from endowments held by Foundation	4,688,902	4,542,592
Income on investments	990,519	1,368,066
Realized and unrealized net gain/loss	3,838,009	36,173,861
Changes in value of beneficial interest	303,425	1,878,919
Total investment return	9,820,855	43,963,438
Interest income from loans	158,058	198,941
Hubbard Press	1,432,051	1,527,413
Sales of resources and services	19,122,995	17,547,874
Other	1,279,754	845,424
Cost Recovery	0	0
Total revenues, gains and other support	89,265,364	123,969,135
Expenses:		
Cost of Sales	1,752,382	1,670,656
Salaries and Benefits	48,223,760	47,154,037
Travel	4,147,334	2,198,323
Meetings	1,331,341	1,286,528
Administration	14,024,171	11,310,605
Program	9,260,337	13,210,020
Resource Development	232,984	324,023
Grants	13,292,938	19,961,940
Total Expenses	92,265,247	97,116,132
Change in net assets before transfers	(2,999,883)	26,853,003
Transfers	0	0
Change in net assets after transfers	(2,999,883)	26,853,003
Beginning Net Assets	542,003,556	515,150,553
Net Surplus/(Deficit)	(2,999,883)	26,853,003
Ending Net Assets	\$ 539,003,673	\$ 542,003,556

Presbyterian Church (U.S.A.), A Corporation
Consolidated Statements of Activities and Changes in Net Assets
For the Year Ended December 31, 2014
Preliminary - Subject to Audit

PRESBYTERIAN MISSION AGENCY BOARD
April 15-16, 2015
Finance and Accounting
Item A.211

Appendix 13

	General Mission	Curriculum	Presbyterian Center Louisville/Property and Equipment	Hubbard Press	Youth Triennium	Jinishian	Presbyterian Disaster Assistance	Self Development of People	Presbyterian Hunger Program	Ghost Ranch	Stony Point	Specific Property	Self Insurance	Student Loans	Church Loans	Per Capita	Historical Society	Reclass/ Elimination	Total
Revenues, Gains, and Other Support																			
Contributions																			
Congregations	10,269,112															12,741,385		-	23,010,497
Presbyterian Women																			0
Gifts, bequests and grants	10,107,012					28,945				811,306	363,120					16,539	352,335	(75,000)	11,604,257
Special giving and special offering	14,690,523						4,329,337	1,529,882	2,287,155										22,836,897
Total contributions	35,066,647	0	0	0	0	28,945	4,329,337	1,529,882	2,287,155	811,306	363,120	0	0	0	0	12,757,924	352,335	(75,000)	57,451,651
Investment return																			
Income from endowments held by Foundation	3,859,457		10,485			326,068				18,862	1,665	9,620	58,666	15,719	25,743	134,388	228,229	-	4,688,902
Income on investments	732,896			8,032		1,956	144,335	12,339	16,152		112				40,639	27,296	6,762	-	990,519
Realized and unrealized net gain/loss	3,150,438		54,150			178,407	(56,113)	(2,869)	(6,021)	(30,708)		25,034	328,959	95,464	165,460	92,330	(156,522)	-	3,838,009
Changes in value of beneficial interest	303,425																	-	303,425
Total investment return	8,046,216	0	64,635	8,032	0	506,431	88,222	9,470	10,131	(11,846)	1,777	34,654	387,625	111,183	231,842	254,014	78,469	0	9,820,855
Interest income from loans																			
Hubbard Press				1,432,051									1,417	71,394	85,247			-	1,432,051
Sales of resources and services	12,151,711	1,654,217	9,621				2,914		10,034	4,341,575	1,559,702					236,885	82,351	(926,015)	19,122,995
Other	712,542	289,995	1,969,722	(3,266)	558,224	(109,076)	(594,372)	(44,524)	(73,500)	75	161,227	(23,050)	(80,536)	(314,367)	(157,681)	847,662	140,679	(2,000,000)	1,279,754
Cost Recovery																		-	0
Total revenues, gains and other support	55,977,116	1,944,212	2,043,978	1,436,817	558,224	426,300	3,826,101	1,494,828	2,233,820	5,141,110	2,085,826	13,021	307,089	(131,790)	159,408	14,096,485	653,834	(3,001,015)	89,265,364
Expenses:																			
Cost of Sales	774,669	500,764		239,671					3,704	233,178						396			1,752,382
Salaries and Benefits	33,645,047	1,147,366		695,996		149,239	1,159,836	588,389	734,676	2,820,769	1,144,448					5,526,531	611,463		48,223,760
Travel	1,672,196	58,815		298		19,823	241,333	51,091	73,618	16,119	12,298					1,997,520	4,223		4,147,334
Meetings	441,652	9,784				10,217	19,409	174,856	19,128	6,928	805					648,562			1,331,341
Administration	7,459,747	228,694	1,147,934	372,587		20,073	104,710	18,457	27,199	1,310,851	837,716	8,537	97,530			2,013,599	376,537		14,024,171
Program	6,145,667	131,628		14,711	(3,627)	2,147	654,515	11,144	19,624	1,089,520	219,037					3,886,596	90,390	(3,001,015)	9,260,337
Resource Development	144,547					2,188	69,394		16,855										232,984
Grants	8,038,494					1,022,000	1,765,721	918,697	1,546,140							1,886		0	13,292,938
Total Expenses	58,322,019	2,077,051	1,147,934	1,323,263	(3,627)	1,225,687	4,014,918	1,762,634	2,440,944	5,477,365	2,214,304	8,537	97,530	0	0	14,075,090	1,082,613	(3,001,015)	92,265,247
Change in net assets before transfers	(2,344,903)	(132,839)	896,044	113,554	561,851	(799,387)	(188,817)	(267,806)	(207,124)	(336,255)	(128,478)	4,484	209,559	(131,790)	159,408	21,395	(428,779)	0	(2,999,883)
Transfers																			
Change in net assets after transfers	(2,344,903)	(132,839)	896,044	113,554	561,851	(799,387)	(188,817)	(267,806)	(207,124)	(336,255)	(128,478)	4,484	209,559	(131,790)	159,408	21,395	(428,779)	0	(2,999,883)
Beginning Net Assets	433,261,473	(359,718)	9,426,344	2,029,852	(558,224)	33,067,711	13,568,414	695,791	1,395,216	4,026,543	79,883	789,830	6,010,024	7,956,652	16,251,492	8,430,918	5,931,355		542,003,556
Net Surplus/(Deficit)	(2,344,903)	(132,839)	896,044	113,554	561,851	(799,387)	(188,817)	(267,806)	(207,124)	(336,255)	(128,478)	4,484	209,559	(131,790)	159,408	21,395	(428,779)	0	(2,999,883)
Ending Net Assets	430,916,570	(492,557)	10,322,388	2,143,406	3,627	32,268,324	13,379,597	427,985	1,188,092	3,690,288	(48,595)	794,314	6,219,583	7,824,862	16,410,900	8,452,313	5,502,576	0	539,003,673

PRESBYTERIAN MISSION AGENCY BOARD

April 15-16, 2015

Finance and Accounting

Item A.211

Appendix 13

Presbyterian Church (U.S.A.), A Corporation

Consolidated Statement of Cash Flows

Month Ended December 31, 2014 and Year Ended December 31, 2013

	<u>2014</u>	<u>2013</u>
Cash flows from operating activities		
Change in net assets	\$ (2,999,883)	\$ 26,853,003
Adjustments to reconcile change in net assets to net cash from operating activities:		
Depreciation	1,737,973	2,011,824
Net recoveries of losses on church loans	-	(600)
Contributions and revolving loan fund investment earnings restricted for long-term investment	(1,645,803)	(2,753,734)
Realized and unrealized gains on investments, net	(3,838,009)	(36,173,862)
Change in fair value of annuity and life income funds	(303,425)	(1,878,919)
Change in fair value of beneficial interest in perpetual trusts	(3,566,599)	(4,256,305)
Changes in operating assets and liabilities:		
Receivables from congregations	1,421,845	644,262
Due to/from Foundation	1,476,909	(6,299,093)
Other accounts receivable	575,416	(437,482)
Inventories, prepaid expenses and other assets	105,464	198,691
Accounts payable and accrued expenses	241,246	(1,626,196)
Amounts received from congregations and other liabilities	540,291	(432,633)
Amounts due to other agencies	8,194	(631,558)
Deferred revenue	(396,613)	239,848
Net cash used in operating activities	<u>(6,642,994)</u>	<u>(24,542,754)</u>
Cash flows from investing activities		
Purchases of investments	(41,760,776)	(88,730,352)
Sales of investments	46,349,874	103,384,387
Payments received on church loans	580,670	687,069
Change in accrued interest receivable on church loans	(911)	(2,934)
Net change in receivables from related entities, mortgages and loans	217,872	931,338
Acquisition of property and equipment	724,075	(555,129)
Maturities of annuity and life income funds	34,615	514,369
Net cash from investing activities	<u>6,145,419</u>	<u>16,228,748</u>
Cash flows from financing activities		
Contributions and revolving loan fund investment earnings restricted for long-term investment	<u>1,645,803</u>	<u>2,753,734</u>
Net cash from financing activities	<u>1,645,803</u>	<u>2,753,734</u>
Net increase/(decrease) in cash and cash equivalents	1,148,228	(5,560,272)
Cash and cash equivalents at beginning of year	<u>3,983,386</u>	<u>9,543,658</u>
Cash and cash equivalents at end of period	<u>\$ 5,131,614</u>	<u>\$ 3,983,386</u>

**ITEM B.200
FOR INFORMATION**

**JINISHIAN MEMORIAL PROGRAM UNITED STATES ADVISORY COMMITTEE AND
GOVERNANCE COMMISSION MINUTES, OCTOBER 2014**

Draft – Not Yet Approved (until Approved)

Minutes of the Jinishian Memorial Program
United States Advisory Committee and Governance Commission of the
Presbyterian Mission Agency Board
of the Presbyterian Church (U.S.A.)
Howard High School, Wilmington, DE
October 30-31, 2014

CALL TO ORDER AND
PRAYER

The fall 2014 Stated Meeting of the Jinishian Memorial Program (JMP) Governance Commission (GC) of the Presbyterian Mission Agency Board was held together with the meeting of the United States Advisory Committee for the JMP (USAC). Martin Lifer, Chair, called the GC Stated Meeting to order on October 30, 2014, at 10:15 a.m. – confirming the presence of a quorum and opening the meeting in prayer. Vicki Gehrt called the USAC meeting to order.

ATTENDANCE

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

Members of both the
United States Advisory
Commission (USAC) and
Governance Commission
(GC)

Vicki Chopourian Gehrt– Chair

Michael Haratunian—arrived at 10:37 am

Mark Momjian

Amgad Beblawi—Area Coordinator, Middle East, Europe, and
Central Asia (World Mission)

Additional Members of the
GC Only

Rev. Martin Lifer—Governance Commission Chair, present Thursday only

Rev. Jack Hodges

Staff

Eliza Minasyan—Coordinator/Executive Director (JMP)

Cara Taylor—Administrative Assistant (JMP), Recorder

EXCUSED

Greg Allen-Pickett—General Manager (World Mission)

MINUTES – May 15-16,
2014

Upon a motion seconded, the Governance Commission (GC) voted to approve the Minutes of the GC Stated Meeting of May 15-16, 2014. Jack

PRESBYTERIAN MISSION AGENCY BOARD

April 15-17, 2015

World Mission Ministry Area

Appendix 13

ACTIONS	<p>Hodges voted against (due to formatting not content).</p> <p>Upon a motion seconded, the United States Advisory Committee (USAC) voted unanimously to approve the Minutes of the USAC Stated Meeting of May 15-16, 2014.</p> <p>Discussion considered the possibility of writing one set of minutes in the future.</p>
JMP EXECUTIVE DIRECTOR PROGRESS REPORT INFORMATION	<p>Eliza Minasyan gave overall program progress report. Members of the committee discussed positive opportunities already unfolding with JMP office move to New Jersey/New York, including mutual support with the Karageusian office and many networking opportunities. Louisville office was completely archived, primarily electronically. Eliza thanked Jack and Diane Hodges for their visit to Armenian projects.</p>
COUNTRY REPORTS INFORMATION	<p>Eliza Minasyan presented JMP Armenia Country report by Director Armen Hakobyan, Syria Country Report by Talin Topalakian, and Lebanon Country Report by Pauline Sagherian. Eliza highly valued the work done in the field.</p>
ACTION	<p>Mr. Rafi Habibian (Catholic), was nominated to the Lebanon Advisory Committee. Upon a motion made and seconded, the Governance Commission (GC) and USAC voted unanimously to approve Mr. Habibian.</p>
JMP FINANCIAL REPORT INFORMATION	<p>Eliza Minasyan presented financial reports. Discussion was deeply concerned with inconsistencies in cost allocation and budget changes from the Presbyterian Mission Agency Finance and Accounting Office. Eliza Minasyan mentioned that there will be budget shortage in 2015, since the 2015 budget was developed on different, much bigger total amount provided by Finance and Accounting at the beginning of the year. Country programs already planned for the next year based on the budget provided, and Eliza did not find it appropriate to cut the country budgets now. Board proposed that JMP cost allocation more realistically reflect actual services used and requested that costs be fixed (rather than a percentage) to reflect the JMP office move from Louisville to New York. Motion was seconded and approved to draft letter from Vicki Gehrt, Michael Haratunian, and Mark Momjian. The letter would request a meeting with Linda Valentine before the end of the fiscal year with Vicki Gehrt and Mark Momjian.</p>
ARMENIAN GENOCIDE COMMEMORATION INFORMATION	<p>Extended conversation brainstormed ideas to provide for congregational resources according to the 221st General Assembly action (11-07) to officially recognize the Armenian genocide. April 26 was designated for observance of the 100th Anniversary of the Armenian Genocide in Presbyterian churches, with accompanying educational and cultural forms of remembrance, and JMP will need to prepare materials for the congregations to use. Eliza also receives requests from all over the US for speakers on the Armenian genocide, and we need to set up a list. Special thanks to Mark Momjian for offering his help in Philadelphia. Amgad Belawi proposed centennial seminar trip to Syria (Latakia), Lebanon, and Armenia in 2016.</p>

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RECESS The GC and the USAC recessed at 4:00 p.m. on Thursday. By general consent, Jack Hodges was designated as acting chair of the Governance Commission for final business and adjournment on Friday.

RECONVENE The GC and the USAC reconvened with an opening prayer by Jack Hodges at 9:30 a.m. on Friday.

PRESBYTERIAN FOUNDATION REPORT INFORMATION Conference call was conducted with Anita Clemons of the Presbyterian Church Foundation (PCF) and Cambridge Associates Chief investment officer, Max Senter, who serves as lead on investment team of six who advise the endowment fund at the Presbyterian Foundation. Members of the committee expressed concern for apparent underperformance of the Jinishian Fund. Members of the committee asked about the possibility of creating an independent portfolio for the Jinishian Fund within the PCF. Anita will send a copy of the original agreement regarding PCF responsibility to manage the fund and consult with Greg Rousos and Angela Duffy, legal counsel, with response to the committee in three weeks. Payout is projected to drop in 2015 but rise in 2016 if the formula does not change. PCF wants to payout the most possible while keeping the principal up with inflation. The USAC and GC voted unanimously to go into executive session. USAC and GC came out of executive session.

DEVELOPMENT PROPOSAL INFORMATION Jack Hodges distributed report and calendar for Development initiative in southern California. Event will be at Occidental College Saturday, March 14. Mark Momjian will attempt to procure use of Orphan rug from 1890's belonging to Lee Jundanian.

NEXT MEETING The next stated meeting of the Jinishian Memorial Program Governance Commission and United States Advisory Committee was set for Sunday, March 15-16, 2015 in southern California.

ADJOURN WITH APPRECIATION AND PRAYERS By general consent, the Governance Commission and the USAC respectively agreed to adjourn their respective meetings together with prayer. Vicki Gehrt thanked JMP staff and each member of the GC and USAC for their service to JMP. Jack Hodges, on behalf of Chair Martin Lifer, thanked USAC Chair Vicki Gehrt and the staff and students at Howard High School for their hospitality. Amgad Beblawi offered a closing prayer.

Respectfully Submitted,

Vicki Gehrt
JMP United States Advisory Committee Chair

Martin Lifer
JMP Governance Commission Chair

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Eliza Minasyan
Jinishian Memorial Program Coordinator/Executive Director

Cara Taylor
Recorder

ITEM B.201 **FOR INFORMATION**

EDUCATE A CHILD, TRANSFORM THE WORLD CAMPAIGN UPDATE

Educate a Child National Initiative:

The Educate a Child Initiative Domestic Staff Team has met several times to date. Staff members include Alonzo Johnson (point person), Sara Lisherness, Ginna Bairby, Bryce Wiebe and consultant, Eileen Lindner. Thus far, the team has strategized ways to excite and engage churches within our denomination to be faithful, creative, and diligent in acknowledging and responding to the current crises in U.S. education, many of which are given further analysis in *Loving our Neighbors: Equity and Quality in Public Education (219th General Assembly, 2010)*. Our emphasis and support of public education recognizes not only current social witness policy, but also the value and importance of education in the entire Reformed heritage of the Presbyterian Church (U.S.A.).

Staff agreed that the domestic component of the *Educate a Child, Transform the World* initiative would center around two major foci: (1) strengthening early childhood education, and (2) working to reduce the dropout rate of adolescents. Central to this discussion is Jesus' mandate to care for all children. The Staff Team explored Luke 17:2 as an appropriate entryway into theologically addressing the issue of education. The scripture reads: "*It would be better for you if a millstone were hung around your neck and you were thrown into the sea than for you to cause one of these little ones to stumble (NRSV).*" This text instrumentally reminds us of the church's responsibility to attend to the educational needs of all children, through advocacy and action, so that they may live lives of self-determination. The goals for the Educate A Child National Initiative are as follows:

- In concert with the global expression of this initiative, reach one million children at home and abroad, with practical strategies for the improvement of their educational opportunities, focusing especially on children who are poor. We will give witness to a coherent and effective Christian mission response to contemporary educational needs in ways that maximize the unique capacities of individuals, congregations, and the Presbyterian Mission Agency. Using the metric of one million children, we will assess in four years the extent to which this initiative has enabled children to live the lives for which they were created.
- Recover a sense of advocacy for children as a central example of Christian life and witness within the PC (U.S.A.). This advocacy will consist of two main foci: to strengthen early childhood education, and to work to reduce the dropout rate of adolescents. As such, we will seek:
 - a. To elevate the quantity and quality of early childhood programs offered in and by Presbyterian congregations.
 - b. To develop highly replicable strategies for the retention of the maximum number of young people in secondary education through effective engagement with the multiple and complex reasons for a high national dropout rate.
- To identify, elevate, celebrate, and encourage the replication of the best congregationally-based strategies. Via electronic and social media, animate a vigorous national conversation and fellowship

among Presbyterians regarding how best to live out this mission to children as a demonstration of the hope of the Gospel.

- Discover, call, engage, and train leaders of all ages and regions as advocates for the education of children and enable their engagement with other such networks, both secular and religious.
- Give voice, born of concrete community experience, to national public policy debates around educational issues and funding and facilitate engagement in state and local reform efforts in public education.
- Support congregations as they collect the Pentecost offering, seeking to foster a deeper sense of stewardship of the 40% of the offering that remains with congregations, using it to train and equip leaders in their midst for the mission of education and to invest in the education of those children most at need in their local communities.

The Staff Team continues to witness great interest, energy, and potential in animating this initiative. Today, 64% of out-of-home childcare in our country takes place in church-owned facilities. Church analytics show that our denomination's pastors, elders, and members view education as a denominational priority (second only to evangelism). We interpret this to mean that alongside great need in America's children, there is great interest, receptivity, and passion in our church, which is ready to be called to advocacy and action. Therefore, we are set to launch this initiative, which led us to take the following steps:

- Staff Team met with several leaders from across the denomination to engage them and assess buy-in and foster invaluable contacts with key constituencies in the PC(USA). Our conversations included members of Presbyterian Women, the Association of Presbyterian Christian Educators (APCE), and an urban ministry/education innovator. The initiative was incredibly well-received; conversation participants were excited and expressed great interest and willingness to support and promote this work. A PowerPoint presentation by consultant Rev. Eileen Lindner was valuable in underscoring the high favorability of the issue of education in our denomination. Encouraged by these initial conversations, the Staff Team is also developing strategies to reach out to other key constituencies within the church including YAVs and alumni/ae, colleges, racial ethnic populations, PHEWA etc.
- The Staff Team has met with PMA communication strategists (March 9) to beginning developing a communication plan that will create engaging and exciting widespread media awareness of the *Educate a Child* Initiative. There is a possibility that a short video will be created for presentation purposes. The video will highlight the initiative and lift up congregations or ministries that are already engaged in the work of education.
- A website is being developed that promotes the initiative by providing helpful resources and opportunities for networking, leadership/congregational training tools, and "best practice" information that will equip and resource congregations, ministry leaders, groups, and individuals interested in education. The website will also lift up existing ministries within our denomination that are already doing work in the field.
- The Staff Team entered an *Educate a Child* themed workshop for the next APCE national gathering to be held in Chicago 2016.
- In partnership with World Mission, the Staff Team has developed a plenary session for this year's Big Tent Conference that will emphasize the great value and transformative character of this initiative while highlighting both the global and domestic dimensions of the initiative. Rev. Janet Wolfe of the

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Children's Defense Fund has been chosen and confirmed as the speaker for the domestic component. Rev. Wolfe is a longtime child advocate and can speak authoritatively and prophetically to the issues of poverty, inequity, and incarceration as they relate to education. In the same plenary session, World Mission members will likewise offer a speaker to address the international component. Moderator Heath Rada and Former Moderator Rick Ufford-Chase will also help lead and facilitate the plenary. The Domestic Staff Team is also developing a workshop that will specifically address the domestic initiative and offer hands-on and practical opportunities for people to engage this initiative.

- The Educate a Child Initiative Staff is working on a summer training event (projected for July).
- Rev. Lindner is working closely with Special Offerings to highlight and uplift the Educate a Child Initiative, which will assist congregations in using the funds they retain locally to be involved in education in their own communities.

Further Reading, from the PC (U.S.A.)'s online social witness journal *Unbound* (justiceUNBOUND.org):

- Eileen Lindner - <http://justiceunbound.org/carousel/into-the-words-recalling-our-history>
- Raymond Roberts - <http://justiceunbound.org/carousel/our-theology-of-public-education/>
- Duncan S. Ferguson - <http://justiceunbound.org/carousel/the-centrality-of-education-in-the-reformed-tradition/>
- Marian Wright Edelman - <http://justiceunbound.org/carousel/the-cradle-to-prison-pipeline-americas-new-apartheid/>
- *Other relevant articles can be found at <http://justiceunbound.org/journal/pedagogy-for-the-distressed/>*

Educate a Child Global Initiative:

Following the launch of the Education Campaign at the 221st General Assembly in Detroit in June 2014, education-related projects of Global Partners have been promoted and aligned with interests of U.S. individuals, congregations, presbyteries and mission networks.

Presentations on the Global Education Campaign have been made at/to:

- the New Wilmington Missions Conference, PA
- the Congo Mission Network meeting, the Guatemala Mission Network meeting, the Malawi Mission Network meeting, the Sudan mission network meeting, the Zambia, Zimbabwe Mission Network meeting.
- to mission co-workers in Latin America and the Caribbean, El Salvador
- Presbyterian churches in Sacramento, CA; Louisville, KY; Bloomington, IN; Bloomsburg PA; and Charlotte, NC
- Baltimore, National Capital, New Castle Presbyteries, Northumberland and Huntingdon Presbytery, Pacific and Sacramento Presbyteries

A facebook page has been developed for “PCUSA World Mission: Addressing the Root Causes of Global Poverty” with a focus on education issues. A “Global Poverty Blog” has also been initiated to stimulate discussion.

Following the General Assembly announcement of support to the South Sudan Education and Peacebuilding Project (SSEPP), by Westminster Presbyterian Church, Minneapolis (lead donor), 19 additional gifts were received during 2014, totaling \$530,600. Activities in that project have included:

- Strengthening the management capacity of the education department of the Presbyterian Church of South Sudan (PCOSS)
- In-service teacher training sponsorship at the Yei Teacher Training College
- School assessments and collaboration with communities and government departments
- Mobile teacher training and mentoring
- Support for mission co-workers: Leisa Wagstaff, Lynn and Sharon Kandel and Nancy and Shelvis Smith-Mather

Activities of the WM Poverty Alleviation office planned for the coming months include:

- Formalization of an Global Education Advisory Committee
- Presentation to the Ethiopia Mission Network

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- Visits to PCUSA Global Partner education programs in the Democratic Republic of Congo and Malawi (with further development of campaign activities in both countries)
- Presentation at the Christian Connections for International Health (CCIH) Conference on Ending Extreme Poverty
- Presentation at National Black Caucus annual meeting
- A webinar on African Presbyterian Partner education projects
- Presentation at the PW Church-wide Gathering in Minneapolis
- Presentation on WM Education campaign at the PMA Big Tent event
- Attendance/presentation at Egypt Partnership Network & Malawi Mission Network

In addition, education-related, project proposals are being developed together with World Mission Area Coordinators and several Global Partners in each region of the world.

**ITEM B.202
FOR INFORMATION**

**PRESBYTERIAN HUNGER PROGRAM ADVISORY COMMITTEE MINUTES
OCTOBER 8-10, 2014**

**MINUTES OF THE
PRESBYTERIAN HUNGER PROGRAM ADVISORY COMMITTEE MEETING (PHPAC)
OCTOBER 8-10, 2014**

Present: Committee Members: Eric Dillenbeck, Betty Griffin, Lucy Janjigian, Jeff Kackley (Chairperson), Peter Mann, Abby Mohaupt, Alex Peterson, Diane Waddell.

Excused: Committee Members: Sung Yeon Choi-Morrow

PHP Staff: Rebecca Barnes, Andrew Kang Bartlett, Jennifer Evans, Ruth Farrell, Trey Hammond, Jessica Maudlin, Valery Nodem, Eileen Schuhmann, Bryce Wiebe.

Other Staff: Toni Carver-Smith, Directors Office; Sam Locke, Director of Special Offerings; Sally Wright, Special Offerings

Guests: Cynthia White, Self-Development of People (SDOP); Laurie Krauss, Presbyterian Disaster Assistance (PDA) and the PDA Advisory Committee.

Jeff Kackley called the meeting to order at **8:55 AM** and welcomed the new committee members and led an ice breaker – how do you feel when you get hungry? Trey Hammond led devotion on Thursday; the Committee visited New Roots – Fresh Stop (a local grant partner); the committee also had dinner with the Presbyterian Disaster Assistance Committee. Rebecca Barnes led devotion on Friday.

Approval of Minutes: Prior minutes of 4/1/2014, 5/15/2014, 7/31/2014 were **APPROVED** and reports were **received** on Faith Based Food Initiative grants, the VISTA matching grant, Scholarships, and Stipends for Internships and Funds for Campaign Activities.

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

The Committee **received** the 2014 Staff Report which included the 2014 Financial Report through September and 2015 projected budget.

The Committee **received** 2015 meeting dates: March 12 – 14, 2015 (Joint One Great Hour of Sharing Meeting) and October 7 – 9, 2015 (Fall PHPAC).

International Grants: The Committee reviewed **53** Grants. The Committee **APPROVED 41** Grants and **5** grants with stipulations for a total of **\$688,579.56** (\$511,609.56 from 2014 budget & \$176,971 from 2015 budget) and **DECLINED 7** Proposals as indicated on the attached spreadsheet. **Attachment 2**

Adjustments to the 2014 International Grants: The Committee **APPROVED** the following adjustment to **Rescind \$20,000** grant to NGO NAGARTA in Niger for “Water for Life Rouga-Ifara Zinder” awarded in October 2013 (\$20,000 will now be available in IRD funds).

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National Grants: The Committee reviewed **80** Grants. The Committee **APPROVED 74** Grants and **1** grant with a stipulation totaling **\$540,000** (2014 Budget) and **DECLINED 5** proposals as indicated in the attached spreadsheet. **Attachment 3**

Hunger Action Enabler Grants: The Committee **APPROVED 30** Hunger Action Covenants (**26** grants and **2** grants with stipulations) totaling up to **\$109,900** as indicated in the spreadsheet (\$106,750 to be paid from 2014 Constituency Education for 2015 work and \$3,150 to be paid from 2015 Constituency Education for 2015 work). **Attachment 4**

Congregation Based Community Organizing (CBCO) Grants: The Committee **APPROVED 21** Projects totaling **\$105,000** (2014 budget) and **9** Training Grants totaling **\$49,000** (2014 budget) and **DECLINED 1** Proposal as indicated on the attached spreadsheet. **Attachment 5**

Hunger Action Enabler Training Grant: The Committee **APPROVED** up to **\$20,000** for training for HAEs in 2015. (Paid from 2015 Constituency Education). Report required in October 2015.

Scholarships: The Committee **APPROVED** up to **\$15,000** (2015 Constituency Education) in scholarship funds to be awarded as needed by staff team. Report required in October 2015.

Stipends for Internships and Funds for Campaign Activities: The Committee **APPROVED** up to **\$36,000** (2015 Constituency Education) for stipends and campaign activities to be awarded by staff team. Report required in October 2015.

Faith-Based Food Initiatives: The Committee **APPROVED** up to **\$15,000** in 2015 (up to \$1,000 per initiative). (Paid from 2015 National Relief and Development). Report required in October 2015.

The Committee concluded the meeting with a Sending Forth from Bryce Wiebe.

PHP Advisory Committee Meeting

October 8th -10th

Arrivals Check-in at Hampton Inn, 101 East Jefferson Street, TEL: 1-502-585-2200
Breakfast at hotel

Wednesday, October 08 – Conf. Rm. B

8:30am Walk over to Presbyterian Center, 100 Witherspoon St.
8:45am Prayer/Welcome - Jeff & Diane
9:00 am Getting to know each other - Jeff & Diane
10:00am Break
10:15am Approval of Minutes
 Adopting the Agenda
 Review 2014 Report
 2014 and 2015 Budgets
 Approval of Papers
 Joint AC Spring Meeting – March 12 -14, 2015
 PHP AC Fall Meeting – October 7 – 9, 2015
11:00am PHP Report, questions, comments and clarifications
11:30am International - What are we accomplishing?
12:00pm Prayer/Lunch
1:00pm International & Joining Hands Discussion & Funding
3:00pm Break
3:15pm International & Joining Hands Discussion & Funding
4:00pm CBCO Presentation and Funding
5:00pm Global Disciples – E4E what are we accomplishing?
6:00pm Dinner – Conf. Rm. A

Thursday, October 9 – (Conf. Rm. B)

Breakfast at hotel

8:30am Opening Devotional – Trey
8:50am Icebreaker – Jeff & Diane
9:00am HAE Presentation and Funding
9:30am Environmental Ministries – what are we accomplishing?
10:00am Congregational Engagement w/Hunger –Stop Hunger Now discussion
 - Andrew, Jessica & Bryce
10:30am Break
10:45am National Discussion – What are we accomplishing?
11:15am National Funding
12:00pm Lunch

(continued on the back)

1:00 pm	Cont. - National Funding
3:00pm	Financials – Toni Carver-Smith & Cynthia Embry
3:30pm	Break
3:45pm	Approve National Funding and Papers
4:00pm	Joint Work w/PDA & SDOP – update on New Orleans (Andrew & AC)
4:30pm	Fresh Stop - Redeemer Lutheran Church 3640 River Park Drive, Louisville, KY 40211
6:30pm	Dinner with PDA – Saffron’s 131 W Market St, Louisville, KY 40202

Friday, October 10 – Conf. Rm. B

Breakfast at Hotel, check out & store luggage at hotel

8:30am	Opening Devotional – Rebecca
8:45am	Icebreaker – Jeff & Diane
9:00am	Equipping for Interpretation – Sallie Wright (<i>Special Offerings</i>)
9:30am	Special offerings – Sam Locke (<i>Special Offerings</i>)
10:00am	Break
10:15am	Feedback & Take aways
11:15am	Connections with PHP work – Leslie Woods & Catherine Gordon (<i>Office of Public Witness</i>)
11:45am	Sending Forth – Bryce
12:00pm	Lunch ☺

Organization	Project	Country	Request	PHPAC Decision	Attachment 2		
					Grant	2014 Budget	2015 Budget
Agricultural Missions, Inc.	West Africa Initiative	Liberia, Sierra Leone	40,000	Fund	30,000	30,000	
Agricultural Missions, Inc.	International Rural Network, Food Sovereignty And	Worldwide	51,000	Fund	22,500	22,500	
AI-CRISWOV	Providing Sustainable livelihoods for disadvantaged pe	Cameroon	15,539	Fund	8,000	8,000	
Atfaluna Society for Deaf Children	School Lunch Program for Deaf Children in Gaza	Palestine	11,476.56	Fund	11,476.56	11,476.56	
ASMUDES	Apoyo al mejoramiento de producción, deshidratación	Bolivia	18,985	Fund	7,000	7,000	
ARCOM	"Fortalecimiento de la producción agroecológica para	Guatemala	12,642	Fund	10,000	10,000	
Asociacion Fenix	Mujeres rurales producen alimentos sanos mejorando	Nicaragua	17,250	Fund	7,000	7,000	
Asociacion San Lucas	Fortalecimiento de capacidades para mejorar la calida	Peru	18,403	Fund	10,000	10,000	
Bantay Kita	Improving Governance in Coal Mining Operations and	Philippines	19,957	Fund	13,000	13,000	
Bega kwa Bega Uganda Orphans	Sustainable Agriculture and Environmental Education	Uganda	12,000	Decline	0	0	
CCAP Zambia	Village Savings and Loan Association (VSLA) in Lundazi	Zambia	10,364	Fund	5,000	5,000	
Centro para el Desarrollo Regional	Project for Child Miners of the 'Rich Hill'	Bolivia	19,000	Decline	0	0	
Chethana (JH India)	Promotion of sustainable agriculture through regener	India	45,000	Fund	45,000	22,500	22,500
Church World Service	For Land and Food: Support and Accompaniment to In	Argentina, Bolivia, Par	20,000	Fund	18,000	18,000	
CISP	"Give them skills"	Kenya	20,000	Decline	0	0	
Diocesan Charitable Trust	Amala Graham	India	6,813	Fund	5,500	5,500	
Caritas-Developpement/Kongolo	Support and project assistance for food security 850 w	DR Congo	20,000	Decline	0	0	
ECHO Asia	Seeds of Hope: Connecting Seeds, Livelihoods, and Po	Cambodia	19,700	Fund	10,000	10,000	
Ecologic Development Fund	Building Capacity for Improved Food Production and R	Guatemala	15,000	Fund	8,000	8,000	
Ecumenical Development Foundation	Equip for Ex-convict Women	Zambia	20,000	Fund	5,000	5,000	
EECMY-EGBS	Ukona Agricultural Production and Training Project	Ethiopia	20,000	Fund	10,000	10,000	
Food for the Hungry (FH) Nicaragua	Miel Por La Vida - "Honey for Life"	Nicaragua	20,005	Fund	5,000	5,000	
FOCCAD	Green Communities- Youth Led Sustainable and Conse	Malawi	19,941	Fund	5,000	5,000	
FONDAMA (JH Haiti)	Integral Agrarian Reform	Haiti	45,000	Stipulation	45,000	22,500	22,500
Global Vision Foundation	Food Security through Conservation Farming Project	Uganda	19,950	Decline	0	0	
Grassroots International	Building the Next Generation of Food Sovereignty Lea	Nicaragua	20,000	Fund	8,000	8,000	
ICENECDEV	Assistant Project for Juveniles	Cameroon	6,831	Decline	0	0	
Improvement & Development for Communities Center	Safeguarding Food Supply through Boosted Agricultur	Palestine	20,000	Fund	12,000	12,000	
International Institute of Rural Reconstruction	Improving Food Security to Poor Households and Chilc	South Sudan	20,000	Fund	12,000	12,000	
JSAPMDD	Education Materials and Policy Briefs on Food and Clir	Philippines	5,000	Fund	5,000	5,000	
Kalikasan Peoples Network for the Environment*	National People's Environmental Conference	Philippines	15,761	Fund	7,500	7,500	
La Via Campesina South Asia	Agroecology Network	India	17,515	Fund	9,500	9,500	
Lambi Fund of Haiti	ACHVRO	Haiti	18,333	Fund	5,000	5,000	
NALCOI	Promotion of household food security and increased i	Uganda	18,500	Fund	7,000	7,000	
Nanakor-Joku Women Cooperation Rice farmers Society	Introduction of New Technologies and Skills Training f	Ghana	10,000	Stipulation	5,000	5,000	
One Africa Research Development And Extension Programme	Gender Issues on Water and Sanitation. (Provision of	Ghana	8,000	Stipulation	6,000	6,000	
PARWD Trust	Generating Micro Entrepreneurship Development Pro	India	6,435	Decline	0	0	
Philippine Movement for Climate Justice*	Developing the Peoples' Agenda on Climate Change, F	Philippines	19,059	Fund	9,500	9,500	
POM (JH DR Congo)	Monitoring of social and environmental obligations of	DR Congo	54,750	Fund	35,000	17,500	17,500
Praja Abhilasha (JH Sri Lanka)	Reclaiming Land rights through a people- based advoc	Sri Lanka	32,926	Fund	32,926	17,455	15,471
Programme d'Appui à la Lutte Contre la Misère	Multiplication et distribution des semences de qualité	DR Congo	9,854	Fund	6,000	6,000	
Red Uniendo Manos Peru (JH Peru)	No Greater Rights for Foreign Investors	Peru	48,000	Fund	45,000	22,500	22,500
RELUFA (JH Cameroon)	Social Justice for all	Cameroon	45,000	Fund	45,000	22,500	22,500
RUMES (JH El Salvador)	Semillas Nativas Son Semillas de Vida (Native Seeds ar	El Salvador	30,000	Stipulation	30,000	15,000	15,000
SAF/FJKM	Mahatsinjo Water Supply and Sanitation Project	Madagascar	20,663	Fund	12,000	12,000	
Semilla Nueva	Building Sustainable Agriculture and Food Security thr	Guatemala	13,225	Fund	5,000	5,000	
Send a Cow Uganda	Uganda Free of poverty and Malnutrition	Uganda	14,377	Fund	5,000	5,000	
Smallholders Foundation	Ihitte-Okwe Community Women Aquaculture and Pin	Nigeria	7,000	Fund	5,000	5,000	
Southern Cape Land Committee	Agro-Ecological Food Production Towards Food Sover	South Africa	8,000	Fund	8,000	8,000	
Sustainable Investments and Development Initiatives	Sustainable Intergrated Fish Farming for Food Security	Tanzania	7,377	Fund	7,377	7,377	
Symbiose	Seed Storage Facility in Niore	Senegal	11,953	Fund	7,300	7,300	
Together for Family Development (JH Egypt)	Participate in Changing Policies	Egypt	38,000	Fund	38,000	19,000	19,000
UMAVIDA (JH Bolivia)	Freshwater is Worth More Than Gold	Bolivia	40,000	Stipulation	40,000	20,000	20,000
			1,104,585		688,579.56	511,608.56	176,971

* PDA will match these grants

Stipulations: 1. FONDAMA submit more concrete and measurable goals for their campaign work; staff + Eric will review; 2. NANAKOR-Joku submits a budget which corresponds to proposal; 3. One Africa- ensure proper sighting of well locations and ensure that they will reach the water table; 4. RUMES - submit a new proposal; staff + Alex will review; 5. UMAVIDA will submit a new proposal and staff + Abby will review

		REVENUE ACCOUNTS							COST CENTERS			
Organization	AC Approved Amount	OGHS	H999999	H000107	F or E account	F or E \$	H Misc	H Misc \$	893711	893712	893713	893715
Agricultural Missions Natl	22,500	339			F200949	5,612			22500			
					F201048	14,549						
					F61244	2,000						
Americas Program	5,000	5,000								5000		
Angelic Organics Learning Center	4,000	4,000							4000			
Bread for the World	8,000	4,820			E865703	3092	H000076	88			8000	
California Council of Churches Impact	5,000	5,000									5000	
Campaign for Migrant Worker Justice	7,000	7,000								7000		
Coalition for Economic Justice	15,000	15,000							15000			
Community of the Beloved	10,000			10000					10000			
Creation Justice Ministries	5,000		5000							5000		
Dakota Resource Council	4,000	4,000							4000			
Dakota Rural Action	8,000		8000						8000			
Divine Redeemer PC	1,000	1,000							1000			
Ecumenical Advocacy Alliance	5,000	5,000									5000	
Ecumenical Advocacy Days	5,000	5,000									5000	
Ecumenical Ministries of Oregon	8,000	8,000							8000			
Ecumenical Poverty Initiative	3,000			3000							3000	
Farmworker Association of Florida, Inc	14,000		14000						14000			
First Presbyterian Church - Batesville, AR	1,000	1,000							1000			

First Presbyterian Church - Caledonia, NY	1,000	1,000							1000			
First Presbyterian Church - Washington, NC	1,000	1,000							1000			
First Presbyterian Church of Othello	1,000	1,000							1000			
FOCUS Churches of Albany	6,000	5,798					H000143	202.40			6000	
Food AND Medicine	8,000	8,000							8000			
Food Chain Workers Alliance	13,000		13000							13000		
Heifer International - pass through	12,977.76				F58613	2842	H000041	7795.76				12,977.76
					F71044	2340						
Hunger Action Network of New York State	8,000	8,000									8000	
Idaho Community Action ICAN	12,000		12000						12000			
Interfaith Action of Southwest FL	11,000		11000							11000		
Interfaith Sustainable Food Collaborative	4,000	4,000								4000		
Interfaith Worker Justice	9,000	9,000								9000		
International Labor Rights Forum	12,000		12000								12000	
Ionia Inc	9,000	9,000							9000			
Iowa Citizens for Community Improvement	8,000		8000						8000			
John Knox Presbyterian Church - Community Kitchen	1,000	1,000							1000			
Jubilee USA Network	10,000		10000							10000		
Just Harvest USA	10,000	10,000								10000		
Kennebec Valley Organization, Inc.	7,000	7,000							7000			

Koreatown Immigrant Workers Alliance - KIWA	11,000		11000						11000			
Lexington Presbyterian Church	1,000	1,000							1000			
Long Island Jobs with Justice	7,000	7,000								7000		
Media Mobilizing Project	9,000	9,000							9000			
Missouri Rural Crisis Center	13,000		13000						13000			
National Coalition for the Homeless	6,000	6,000									6000	
National Family Farm Coalition	11,000		11000								11000	
National Farm School Network	5,000	5,000							5000			
National Farm Worker Ministry	8,000	5,307					H000118	2,693			8000	
National Sustainable Agriculture Coalition	5,000	5,000									5000	
Nauraushaun Presbyterian Church	1,000	1,000							1000			
New Roots, Inc	10,000		10000						10000			
Oakland Institute	10,000	10,000									10000	
Other Worlds	8,000	8,000								8000		
Plumsted PC	1,000	1,000							1000			
Poverty Initiative	5,000	5,000							5000			
Presbyterians for Earth Care	6,000	6,000									6000	
Presbytery of Boston - YAV Food Justice Program	9,000	9,000							9000			
RAFI-USA	10,000	10,000									10000	
Real Food Media Project - Corp Acct.	12,000		12000							12000		
Recirculating Farms Coalition	10,000		10000						10000			
Restaurant Opportunities Centers United	5,000	5,000									5000	

Rural & Migrant Ministry, Inc	12,000			12000							12000	
Rural Coalition	7,500	307			F200702	1156					7500	
					F57064	2488						
					F58145	6						
					F61115	3543						
Rural Development Leadership Network	5,000	5,000							5000			
Rural Resources, Inc	5,000	4,525					H000038	475	5000			
SAFSF	1,000	1,000							1000			
SEED Inc	4,000	4,000							4000			
Souper Bowl - pass through	3,255.30						H000213	3255.30				3255.30
Stony Point	15,000	15,000							15000			
Student Action w/Farmworkers	13,000	13,000							13000			
Tennessee Immigrant & Refugee Rights Coalition	5,000	4,705					H400302	295.43	5000			
United Workers Association	12,000		12000						12000			
US Food Sovereignty Alliance - WhyHunger	12,000	12,000							12000			
Virginia Interfaith Center for Public Policy	3,500	3,500									3500	
WHEAT	5,000	5,000								5000		
Worker's Dignity Project	8,000		8000						8000			
World Hunger Relief, Inc	7,500		7500						7500			
Total	556,233.06	291,300	187,500	25,000		37,628		14,804.89	298,000	106,000	136,000	16,233.06
Available + Pass Throughs	540,000											
National Outcome	556,233.06											
Doublecheck Revenue	556,233.06						OGHS	293,994				

Doublecheck Cost Centers	556,233.06
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				Other Rev	264,933				
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Synod	Presbytery	HAE	2015 Request	Presby Support	Approved	Comments
Mid-Atlantic	Western North Carolina	Anita Bernhardt	5,000	60,290	5,000	
Covenant	Detroit	Artheillia Thompson	6,300	27,000	6,300	Fund up to 6,300 with stipulation that HAE expectations be met fully, with letter to EP addressing issues. Initial installment of \$3150 and six month assessment. Remaining 3150 to come from 2015 budget.
South Atlantic	Central Florida	Barbara Sayles	2,000	6,000	2,000	
Living Waters	Middle Tennessee	Barbara Howell	3,500	8,643	3,500	
Mid-Atlantic	Salem	Bryan McFarland	5,000	25,800	5,000	
Trinity	West Virginia	Claire Butler	6,300	22,372	6,300	
Living Waters	Sheppards & Lapsley	Linda Burrowes	4,000	4,000	4,000	
Mid-Atlantic	Peaks	Denise Pillow	3,500	8,500	3,500	
Alaska/Northwest	North Puget Sound	Dick Gibson*	0	0	0	
Pacific	Cascades	Don Shaw	3,000	16,000	3,000	
Mid-Atlantic	Shenandoah	Doug Sensabaugh	3,000	5,024	3,000	
Living Waters	Mid Kentucky	Evelyn Vaughn*	0	0	0	
Trinity	Donegal	Frederick G. Schmidt	2,000	2,000	2,000	
Mid-Atlantic	Baltimore	Greg Seltzer**	0	0	0	
So. Cal & Hawaii	Pacific	Heidi Worthen Gamble	6,000	14,000	6,000	
South Atlantic	Florida	Joy Gilbert	3,000	3,000	3,000	

Trinity	Washington	Jeanne Clapp	2,000	2,500	2,000	ATTACHMENT 4
Mid-Atlantic	Eastern Virginia	Jessica Fitzgerald	4,000	4,000	4,000	Appendix 13
Sun	South Louisiana	<i>Hannah Mills</i>	6,000	6,500	4,000	
Lincoln Trails	Chicago	<i>Bob Reynolds</i>	4,000	3,000	4,000	This grant is contingent upon a new person being named who can fulfill the HAE role. Up to 4000 if they can find matching funds.
Covenant	Western Reserve	Laura Van Dale	5,000	8,000	5,000	
Trinity	Hudson River Presbytery	Lori Hylton	7,000	7,000	6,000	
Pacific	Sacramento	Nancy Clegg	3,300	13,000	3,300	
Pacific	Stockton	<i>Clover Bailey</i>	2,000	6,500	2,000	
Lakes & Prairies	Des Moines	Nancy Lister-Settle	3,000	16,160	3,000	
Mid-America	Giddings-Lovejoy	Pat Cleeland	6,000	6,000	5,500	
Pacific	San Jose	**	0	0	0	
Pacific	Redwoods	Patty Sanders	4,000	4,000	4,000	
Mid-Atlantic	Abingdon	Phyllis Canter	2,500	2,500	2,500	
Northeast	Monmouth	Phyllis Zoon	4,500	4,700	4,500	
Southwest	Grand Canyon (& De Cristo	Tamera Zivic	3,000	1,500	3,000	
So. Cal & Hawaii	San Fernando & San	Wendy Gist	4,500	9,270	4,500	
		TOTALS	113,400		109,900	
		# of HAEs receiving grant in 2015	28			
		Average award			\$3,925.00	

*We have italicized the new HAEs. * =Volunter **= Did not submit*

**PHP COMMUNITY DEVELOPMENT GRANT – FALL 2014
STAFF RECOMMENDATIONS**

	Organization/Location	Fund	Network	2013	Yr	2014 Req.	2014 Rec.
1.)	ACT/Ft. Worth, TX	H	IAF	\$6,000	4	\$10,000	\$5,000
2.)	BAOC/Marin County,CA	H	IAF	\$5,000	2	\$10,000	\$5,000
3.)	Blue Ridge/Ashville, NC	SU	PICO	0	1	\$10,000.00	\$5,000
4.)	BREAD/Columbus, OH	H	DART	\$6,000	4	\$10,000	\$5,000
5.)	CAISC/Charleston, SC	SU	DART	\$6,000	3	\$7,500	\$5,000
6.)	DuPage Sponsors/Glen Ellyn, IL	SU	IAF	0	1	\$10,000	\$5,000
7.)	Faith in New York/Corona, NY	H	PICO	\$6,000	3	\$7,500	\$5,000
8.)	FVO/Glen Ellyn, IL	SU	IAF	\$5,000	3	\$10,000	\$5,000
9.)	HOPE/Lexington, NC	SU	IAF	0	3	\$10,000	\$5,000
10.)	IPL/Omaha, NE	H	IAF	0	1	\$6,500	\$5,000
11.)	Lawrence Justice/Lawrence, KS	SU	DART	0	1	\$7,500	\$5,000
12.)	LICAN/Elmont, NY	H	IAF	0	5	\$10,000	\$5,000
13.)	MICAH/Homer, NY	H	PICO	0	2	\$7,500	\$5,000
14.)	NCLI/Monroe, LA	H	IAF	\$6,000	3	\$7,500	\$5,000
15.)	ONENorthside/Chicago.IL	H	IAF	\$6,000	4	\$7,500	\$5,000
16.)	PCIC/ Tucson, AZ	SU	IAF	\$5,000	3	\$7,500	\$5,000
17.)	SVOC/ Sacramento,CA	H	IAF	\$5,000	2	\$10,000	\$5,000
18.)	Southern Wisconsin/Milwaukee,WI	H	IAF	0	1	\$7,500	\$5,000
19.)	Sweaty Sheep/Louisville, KY	SU	NA	0	1	\$6,500	\$0
20.)	Topeka JUMP/Topeka, KS	SU	DART	0	2	\$7,500	\$5,000
21.)	VOICE/ Arlington, VA	H	IAF	\$6,000	2	\$10,000	\$5,000
22.)	Westchester United/White Pl, NY	SU	DART	0	2	\$7,500	\$5,000

SUB-TOTAL**\$105,000**

*(SU – Start-up, H – Housing)

2014 Fall Cycle Totals by Grant Type/New			Totals by Networks/Start-ups and Housing		
Housing Grants	13	\$65,000	IAF	Grants (4 SU, 10H)	\$70,000
Start-up Grants	8	\$40,000	DART	Grants (3 SU, 1H)	\$20,000
			PICO	Grants (1 SU, 2H)	\$15,000
Total		\$105,000	Total		\$105,000

TOTAL (21 Grants)**Average grant = \$5,000**

**PHP COMMUNITY DEVELOPMENT GRANT – FALL 2014
STAFF RECOMMENDATIONS**

Training Grants		Amount
	DART Network	\$7,500
	DART Organizer/Clergy	\$4,000
	Blue Ridge Organizing Training	\$2,000
	IAF Network Training	\$5,000
	Interfaith Funders	\$7,500
	Alliance Schools/IAF	\$7,500
	CBCO Network PC(USA)	\$7,500
	Inter Valley Project	\$4,000
	Individual Training Grants	\$4,000
Total		\$49,000

**ITEM B.203
FOR INFORMATION**

**MISSION RESPONSIBILITY THROUGH INVESTMENT (MRTI) UPDATE ON NON-FOSSIL
FUEL ENVIRONMENTAL ISSUES**

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 refiled 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.

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 2013 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 met with Wells Fargo on January 16, 2014. In addition, a shareholder resolution regarding direct deposit 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 also met with Wells Fargo in October 2014 on its environmental lending program. With J.P. Morgan Chase, MRTI has supported efforts by VOICE, a faith-based community organization in the DC-Baltimore area to engage banks regarding the need to rebuild communities in the aftermath of the mortgage crisis.

MRTI Work Plan Area: Global Corporate Accountability and Human Rights

Caterpillar- Attended 2013 and 2014 annual meetings to present shareholder resolution requesting a review of the company's worldwide code of conduct with amendments where applicable. Both years the resolutions received over 25% of proxy vote. During both meetings, the CEO made it clear that the company would not change any of its policies or practices.

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 refiled, 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. That resolution only received 4.3%, but it is enough to requalify for 2015.

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. The company will be attending the ICCR Annual Meeting in Seattle in June 2014 to discuss human rights policy.

Motorola Solutions- A human rights policy review resolution has been filed with the company. Motorola Solutions has reached out about a possible dialogue. However, 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. Attended the 2014 annual meeting where the resolution received 6.34%.

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. Unfortunately, the SEC ruled that the resolution was too similar to one from the previous year, so it was not included in the proxy statement.

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.

Western Sahara: MRTI has written to two companies identified through research as involved in resource extraction in Western Sahara which is occupied by Morocco. The companies are Kosmos Energy and Potash Corporation.

2014 General Assembly: The General Assembly approved MRTI's recommendation to add Caterpillar, HP and Motorola Solutions to the GA Divestment List due to involvement in human rights violations in Israel-Palestine.

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 also participates in the Access to Health Care issue group at ICCR. The focus for the coming year will be to encourage the health insurance companies to participate in the insurance exchanges.

MRTI Work Plan Area- For-Profit Prisons

Verified previous research that identifies only two publicly traded prison companies. MRTI's recommendation to the General Assembly that the category of private prison companies be added to the GA Proscription List was approved. 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. The engagement now is focusing on getting the airline to train its employees on how to implement the policy.

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**

**MISSION RESPONSIBILITY THROUGH INVESTMENT (MRTI) UPDATE ON CLIMATE
CHANGE AND FOSSIL FUEL COMPANIES**

2014 General Assembly

The Committee on Immigration and Environment considered an overture to divest over the next five years from the top 200 fossil fuel companies in terms of their oil, gas or coal reserves. The Committee narrowly rejected the overture and voted instead to recommend that the issue of investment in fossil fuels be referred to MRTI with instruction that MRTI report back to the 2016 General Assembly. The General Assembly approved the recommendation by a vote of 469 to 110.

MRTI Meetings in October 2014 and February 2015

MRTI met in Boston on October 8 and 9, 2014. Boston was chosen as the location for the meeting in part because the fossil fuel divestment overture was first passed by Presbytery of Boston. The Committee wanted to begin gathering information concerning fossil fuel divestment and wanted to give members of the Presbytery an opportunity to be heard on the topic. The Committee spent the first day of its meeting listening to and talking with people with a wide variety of expertise and varying viewpoints on the issue of fossil fuel divestment. It heard from divestment advocates including Rev. Rob Mark from Church of the Covenant in Boston; Dan Terpstra, Coordinator of the Fossil Free PCUSA; Rev. Jim Antal, President of the UCC Massachusetts Conference; and Rev. Bob Massie, formerly with the New Economy Coalition and Ceres. It also had conversations with Mindy Lubber, the Executive Director of Ceres, and a number of members of the Ceres staff including Chris Davis, Director of Investor Programs; Andrew Logan, Director of Oil & Gas and Insurance Programs; Dan Bakal, Director of the Electric Power Program; and Rob Berridge, Director, Investor Engagement. Corporate engagement advocates Tim Brennan, Treasurer of the Unitarian Universalist Association; Tim Smith, Walden Asset Management and Trustee of the United Methodist Pension Fund; and Steven Heim, Boston Common Asset Management, also met with the Committee.

MRTI formed a subcommittee to continue work on the fossil fuel divestment issues between meetings of the full committee. The subcommittee is composed of Joseph Kinnard from the Board of Pensions, Susan Osoinach from the PMAB, John Hougen from the Board of Pensions and Bill Levering, an At-Large Member.

MRTI also met on February 12-13, 2015, in New York City. During the meeting, MRTI met with Hess Corporation to discuss the company's oil and gas exploration and production, as well as other environmental issues. Hess issues a comprehensive corporate responsibility report. MRTI also heard from Dan Terpstra of Fossil Free PCUSA, and from Mike Cole representing a Task Force from the Synod of the Sun on climate change and fossil fuel companies.

Shareholder Engagement

MRTI is also participating with many faith-based and values-based investors to engage fossil fuel companies on climate change issues. For MRTI, these engagements have included dialogue meetings and filing shareholder resolutions with ExxonMobil, Chevron, Marathon Oil, Marathon Petroleum, Noble

PRESBYTERIAN MISSION AGENCY BOARD

April 15- 17, 2017

Compassion, Peace and Justice Ministry Area

Appendix 13

Energy, Ultra Petroleum, Phillips 66 and ConocoPhillips. MRTI is the lead contact with Noble Energy, Phillips 66 and Ultra Petroleum.

MRTI also has joined in correspondence with over 45 oil, gas, coal and electric utility companies about carbon asset risk, and with companies belonging to the Western States Petroleum Association regarding public policy lobbying against climate change legislation. MRTI staff also attended the UN Climate Change negotiations in December 2014.

Next Immediate Steps

MRTI will continue to educate itself on climate change issues including the latest science, various strategies for reducing greenhouse gas emissions, and receiving input from mid-councils, congregations and PCUSA members. MRTI has developed an outline of the narrative portion of its report to the 2016 General Assembly, and will review a draft narrative at its May 2015 meeting.

**ITEM B.205
FOR INFORMATION**

**MINISTRY HIGHLIGHTS FROM THE PRESBYTERIAN HEALTH, EDUCATION &
WELFARE ASSOCIATION (PHEWA)
AND THE PC(USA) DISABILITY CONCERNS CONSULTANTS PROGRAM**

Gail Tyree, leader in PHEWA's Presbyterian Criminal Justice Network (PCJN) will be one of the keynote speakers at Compassion, Peace & Justice (CPJ) Training Day on April 17 in Washington, DC, themed "*Breaking the Chains: Mass Incarceration and Systems of Exploitation*". Gail will also co-lead a workshop there with Bob Brashear from PHEWA's Presbyterian Association for Community Transformation (PACT) network on *Grassroots Responses to the Mass Incarceration Crisis*.

George Kerr, Co-moderator of PHEWA's Presbyterian AIDS Network (PAN), will co-lead a CPJ Training Day workshop on *How to Become a Welcoming Church to Returning Citizens*. George was also the featured guest on a February 17th radio program/webinar, interviewed by Dr. Sanjeev K. Sriram, host of "Dr. America" on We Act Radio, discussing HIV and AIDS prevention today, George's harm reduction work through START at Westminster Presbyterian Church in Washington, DC, and what is still much needed from the faith community concerning HIV and AIDS ministry:

<https://www.youtube.com/watch?v=9l-35bRpWfQ>

At the request of the Synod of the Trinity, and through funding by them, PCJN is planning an August 2015 regional organizational gathering to assist them in building a Synod-wide network to inspire, equip, and engage local Presbyterians around the issues of criminal justice and ministries with currently and formerly incarcerated citizens.

Leaders from PHEWA's Presbyterian Health Network (PHN) developed resources to assist in observing Health Awareness Sunday and Day of Prayer for Healing and Wholeness, Feb. 15, 2015 on the Presbyterian Planning Calendar, themed "*Fear Not. . . Sorting Truth from Fiction in Healthcare*," tips for seeking out credible health-related information on the internet and increasing one's Health Literacy: <http://www.pcusa.org/phewa/phn>

At the request of Board of Pensions staff person Peter Simes, a leader from PHEWA's Presbyterian Health Network (PHN) has agreed to attend and provide faith community nursing (formerly parish nursing) skills and leadership for two of the Board of Pensions eight day CREDO conferences in 2015. CREDO conferences "help PC(USA) teaching elders cultivate their spiritual, vocational, health, and financial well-being, as well as their leadership potential."

On Feb. 4, 2015, eight promising persons, representing five different congregations engaged in ministry around serious mental illness, came together via a GoToMeeting webinar with PHEWA staff persons to vision toward a rebirth of PHEWA's Presbyterian Serious Mental Illness Network (PSMIN). We are seeking funds to facilitate a face-to-face meeting of this group to facilitate the training and team building that will enable them to effectively resource the substantial number of inquiries coming to PHEWA from congregations needing to respond to ministry needs in their worshiping communities.

Leaders from PHEWA's Presbyterians for Disability Concerns (PDC) network, working with the four PC(USA) Disability Concerns Consultants, completed the writing of their 52 page disability awareness and inclusion training resource, "*Better Together: Transformed by God's Variety of*

PRESBYTERIAN MISSION AGENCY BOARD

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Compassion, Peace and Justice Ministry Area

Appendix 13

Gifts,” toward implementing Item 21-02 from the 220th General Assembly (2012). The resource has been submitted to OGA staff persons for input. The final version will be used by PDC as an aid for observing Disability Inclusion Sunday, June 14, 2015 on the Presbyterian Planning Calendar, as well as ensuring broad distribution to mid council entities, per action of the G.A.

PDC Co-Moderator Cindy Merten will represent the PC(USA) in March and June seminars sponsored by the National Collaborative on Faith and Disability. The March 30th webinar is on “Congregational Strategies for Reaching Out to Agencies and Working With Them to Identify and Honor Spiritual Supports and Enable Inclusion and Ongoing Participation.” Registration is free at: <http://vkc.mc.vanderbilt.edu/events/4485>

The Rev. Rick Roderick, PC(USA) Disability Concerns Consultant for Visual Disabilities has agreed to serve on a newly created *Presbyterians Today* magazine Creative Team, to serve as point person, working with others to deepen the magazine’s accessibility for people with disabilities.

Leaders of PHEWA’s Presbyterians Against Domestic Violence Network (PADVN) are developing materials around the theme of the role that men need to play (and in some cases, are playing) in preventing domestic violence for Domestic Violence Awareness month in October. This work is meant to complement the October emphasis of the PMA World Mission’s Reconciliation Initiative: End violence against women and children.

So far this year, PADVN leaders have developed and resourced three training events in the Synod of the Southwest, with focus on the intersection of human trafficking and domestic violence, on elder abuse, and on Native American values, the role of men in the congregation in reducing abuse, and the effects of domestic violence on children. PADVN also led trainings on dating violence awareness and prevention for the New Visions Health Care Class at Fulton-Montgomery Community College in Johnstown, NY and for seniors at two high schools in the bounds of Albany Presbytery.

Leaders from PHEWA’s Presbyterian Association for Specialized Pastoral Ministries (PASPM) network continue to provide valuable expertise in addressing questions and difficulties that prospective chaplains and other specialized ministers have in obtaining endorsement from their presbyteries. Most of these questions are addressed once the candidate has learned how to navigate the system and advocate for themselves with their COM’s and CPM’s. On occasion, PASPM members have been called upon to intervene with a executive presbyter or the appropriate committee chair on the candidate’s behalf.

PASPM leaders have taken on fundraising responsibilities, trying to continue the historic PC(USA) Breakfast gatherings at the annual conferences of the Association of Professional Chaplains (APC) and the Association of Clinical Pastoral Education (ACPE). For decades, this modest cost was supported by the denomination’s national offices to enable these important networking opportunities.

Leaders from PHEWA’s Presbyterians Affirming Reproductive Options (PARO) network continue to offer their expertise in resourcing questions from Presbyterians who do not understand the PC(USA)’s policy on women’s reproductive health, as well as supplying appropriate resources to those doing this interpretation in their congregations and presbyteries.

**ITEM B.206
FOR INFORMATION**

**PRESBYTERIAN DISASTER ASSISTANCE ADVISORY COMMITTEE MINUTES
OCTOBER 8-10, 2014**

**Minutes of the
Presbyterian Disaster Assistance (PDA) Advisory Committee Meeting
October 8-10, 2014**

The Advisory Committee and staff of Presbyterian Disaster Assistance (PDA) participated in the annual October meeting on Wednesday evening, Oct. 8, Thursday, Oct. 9 and Friday morning, Oct. 10 in Louisville, KY.

Members attending: Stephanie Fritts, John Buchanan, Sally Campbell-Evans, Jeff Holland, Kathy Fay Lee (via Skype), and Adrian Washington. Zandra Maffett excused. Staff; Laurie Kraus, John Robinson, Rick Turner, Beth Snyder, Pamela Burdine, Luke Asikoye, Suzanne Case, Jenny Oldham, Kathleen Kelly, and Laura Stricklen.

On Wednesday Chair Stephanie Fritts opened the meeting with a charge to “Rally Around the Challenge to Alleviate Fear,” and a poem “Let us be People who Love”. Laurie requested that we add Stephanie’s poem/theme to our website, as words from our Advisory Committee.

Coordinator, Laurie Kraus led our discussion of the efforts to reorganize Compassion Peace Justice (CPJ), to improve the structure from the configuration of 2009. The current work in progress is designed to make CPJ more intentional about its collective impact with an integrated model of three Collectives based on – Compassionate Engagement, Equipping Disciples, and Prophetic Witness.

On Thursday, Adrian Washington presented the work of a non-profit group, Sight Unseen, with the assistance of Robert Hites, (via Skype). The group has developed eyeglasses for 30-60 days use during disaster recovery, in the U.S. first, in International legalities later (due to prescription regulations). The product is being distributed through missionaries currently, for 3rd world children without glasses available. If PDA were to support, would likely be part of an international response, rather than national.

Videos developed by David Barnhart were shown and suggested to be useful to the church with shorter pieces, combined with communication events.

Fort Hood – discussed with Suzanne Malloy, Licensed Professional Counselor/ Nation Response Team (NRT) working in Post Traumatic Shock Disorder (PTSD) - developed into a larger story. For military base families, trust & safety are key. The trauma of Human Caused Disaster on base is very dramatic. PDA’s mission was to help them to find their way back to a new normal.

David is working on a follow up on one Tsunami story tied into Resilience and Recovery in Indonesia.

Website has been in the works outside the Presbyterian Church (U.S.A.)(PCUSA) structure, as a three year process. Sara Otoum helped PDA work with a local programmer who only works on faith based projects. Users can locate vimeos through the Resources area, contains a wide variety of video and paper resources.

Access is through PCUSA, as opposed to Presbyterian Mission Agency (PMA). Donations can be done by cell phone. Special Appeals we organize can be put as a banner ad on the Presbyterian Mission Agency (PMA) home page. We work with Funds Development and World Mission. PDA pulls the trigger on Special Appeals, in consultation with others, permission in 24 hours; taking 10 days total to communicate through channels to the churches.

PDA controls our own website contact. PMA is tweaking their site also. A quiet page is in the works on the website for modification of NRT documents & grant forms to be made available to mid councils.

Site adapts to cell phone use. Disaster Responses area has US map with current disaster response we are hosting. Some reports can be connected with Twitter; PDA works through PMA Twitter.

Kathy Fay Lee and Sally Campbell Evans are working on a devotional guide for deployment – on website “on the job training” by Bobbie Uptegraff.

National Work John Buchanan and Rick Turner discussed the upcoming October 28th meeting of the New Orleans project, which Rick will attend. Joseph Johnson with Self Development of People (SDOP) is working on a project organically through Detroit, with Presbyterian Hunger Program (PHP) & SDOP.

John Robinson presented the need to work up a research model to determine the cost to rebuild a home. Stephanie asked if we track the contribution per hour that our volunteers provide; the cost to recovery? Rick responded that National Voluntary Organizations Active in Disaster (VOAD) tracks this at @ \$22 per hour, depending on the type of work being performed.

John Robinson and Rick Turner are working with our NRT to write curriculum in San Antonio on Congregational Disaster Preparation, Long-Term Recovery and a new product in Long-Term Recovery Orientation with community leaders to create cooperation during recovery.

Border Crisis conference calls led to a consultation with affected Presbyteries in the Southwest met in Tucson to discuss the changing dynamics of the asylum process.

John and Susan Krehbiel have been working on the Border Crisis; a conference call led to a consultation of affected Southwestern presbyteries in Tucson. Several of the group met at the Lutheran Refugee and Immigration Service (LIRS) conference following the PDA meeting to form responses, including NRT Harvey Howell, whose First Presbyterian Church (FPC), San Antonio is across the parking lot from where the bus drops off Unaccompanied Children (UAC). Kids are likely to live in foster/group homes for 2-5 years waiting for their hearing. Susan may co-lead learning trips with World Mission in late Jan.

PDA is sending portable indoor showers to FPC Yuma to help with influx of UAC. Susan is forming a strong coalition among the border presbyteries to share best practices to handle the border crisis.

Two years ago, National Preparedness was developed in a meeting that Susan & John Robinson attended on how the government and other groups should respond this type of crisis. None of the Directive has been followed in the current situation – leading to frustration and the leader of Immigration and Customs Enforcement (ICE) is furious.

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Care for Caregiving (C4CG) sent a team to High River, Alberta, CANADA following flooding in 2013, major damage/destruction of home with mold issues. Team had an excellent response. Planning other follow-up training.

Operation Dragonfire – John Robinson serves on a Center for Disease Control (CDC) committee – developing response data to utilize Facebook or social media to communicate with people during disaster re: availability of gasoline or electricity.

John is working on Ebola concerns with an Emergency Planning Committee to determine when we step in to respond, writing protocols on how we respond. John will copy documents and send to the Advisory Committee.

International Work – Liberia’s methods of handling **Ebola** are being exaggerated to create fear in U.S. ACT Alliance, Presbyterian Hunger Program (PHP) and others involved in joint response in Ebola areas in Liberia. Protective kits are needed; farmers unable to work without these \$50 kits.

Ebola has not reached a place in the U.S. where presbyteries have requested PDA to become involved; the community hasn’t maxed out its ability to cope with Ebola. We work with our partners, asking what they need. Communities cannot quarantine Ebola areas, because it shuts down the economies of those communities.

We must work with the churches. East Africa has a lot of Presbyterian influence, but West Africa does not. Nigeria was very aggressive about quarantine those affected. Communal activities, public schools closed; people are frustrated with isolation, want immediate improvements. People are hoping the “dry season” will slow down the spread of the disease. They feel God is punishing them. The government is bringing in ex-patriates to treat people. However, care is being provided to caregivers, rather than citizens.

Liberian Council of Churches is being left out. Food and transportation costs are high. Please keep them in your prayers, the situation is very stressful – they’re sending desperate pleas.

U.S. needs to prepare before Ebola takes hold and it becomes too late. PDA’s response is related to ACT. Deb Braaksma, in World Mission has reached out to revitalize a Presbyterian response.

Luke Asikoye discussed **Philippines** work, advocacy response, and developing a recovery plan related to HAYIAN disaster.

Working with Food Resource Bank (FRB), to implement an exit strategy in **Malawi**, after a ten year response. Local farmers are being connected to more global resources.

Presbyterians have strong influence in **Sudan, Africa**, where soldiers have gone into churches to kill people; Presbyterian ministers have been killed. PDA is continuing efforts for Compassion Fatigue support.

We are working with partners, dealing with difficulties in **Syria**, due to the Presbyterian Church not having a strong base there. PDA/PCUSA is much more ecumenical than other denominations. Medical disaster/Home based cares are being emphasized, rather than assist people in the best way. The Syrian Council of Churches is asking for assistance to help people appropriately. Life in the camps is so difficult that many groups are leaving and returning to their own countries, despite wars, Christian persecution.

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As a marketing strategy, what should Presbyterian pastors say PCUSA is doing? We are working with Act Alliance, which was created after **Rwanda** and local partners. Local agencies get marginalized when the International partners, with greater resources, come in to help.

In **Iraq**, where we have church partners, we are sending blankets to Iraq this fall. Church partners in Syria and Iraq have very fractioned contributions to their areas, orthodox to orthodox, etc.

We've proposed to decentralize offices from Geneva, putting directors into regional sections to address issues.

We are proud of our partners. Through our contribution to the ActAlliance appeal, a **sand dam** was built in Kitui. The dam brought increased drought resiliency for 2,000 people by providing a well, the ability to dig in the sand for drinking water that is purified by the sand/gravel and irrigation to crops with fertile soil and limited rainfall.

The concept was created by the Chinese. The dam was built across dry rivers, to trap the water in an underground aquifer. Local people are proud of their ability to build a school and a church, with solar power (because they are five years away from being on an electrical grid). The church serves as a community center for activities. Upon viewing the pictures of the Sand Dam, John Buchanan suggested adding an Instagram account to website and Facebook.

Adrian Washington requested International Humanitarian Standards to be sent to him by Laura Stricklen.

American Red Cross (ARC) grant & PDA Call Center Accomplishments were indicated in graphics presented by Kathleen Kelly. Webinar development is another growth area in PDA's work. The first webinar to be presented is being designed to train NRT on responding to domestic violence following disaster.

Thru ARC, we are funding 2-3 Young Adult Volunteers (YAVS) to go to Jamaica Queens, NY to do PDA work with diverse communities running volunteer work sites.

Financial Report Toni Carver-Smith delivered news on budget. Grant making processes and contracts are being reviewed; a new database for grant records is in development— about three years out. Cost allocation expenses have been reduced from 15% to 12%.

Rick indicated that Equipment Reduction has taken place, except for shower trailers; moving toward portable showers.

We are tracking the costs to support 2014 – 2015 Training workshops.

PDA Expansion is implementing a “train the trainer” program with **Presbyterian Women (PW)** to teach disaster preparation to congregations and mid councils. This provides an opportunity to recruit younger presbyterian women to do this training as mission work. PW will supplement our disaster response work, where we don't have enough NRT or funds to provide training to all the churches or to mid councils who request training.

Advisory Committee members were asked what PDA should do about NRT who are in churches that are splitting with PCUSA to Fellowship of Presbyterians (FOP)/ A Covenant Order of Evangelical Presbyterians (ECO) churches. Take it to Justice Committee to establish an MOU process with FOP/ECO churches, to provide services collaboratively with their funding. In Orlando, in Jan 2012 the

FOP/ECO was formed. We are not asking for funding, but reimbursement from FOP/ECO. We have ecumenical mission work teams, to receive designated gifts.

Colorado Springs was the first presbytery to ask to include FOP/ECO in a joint area. Laurie Kraus has permission to have contact with FOP/ECO, but needs permission make this automatic. PMA and General Assembly (GA) are still working through the breakup.

Jeff Holland will draft a proposal to open PDA invitation to work with other reformed traditions to have permission to deploy people from other denominations work with PDA & reimburse PDA. Presbyterian Church in America (PCA) has its own Disaster Response. PDA does not play church politics in the community; can work with any other denominations.

Online deployment tools were presented by Suzanne Case. In conjunction with Rick Turner, the organization of PDA's work is improving by the development of:

- Online NRT directory, accessible by cell phone with contact listing, picture, training/expertise of NRT members
- Mid council Disaster Contact Data
- The NRT Availability Chart in Google Docs has been expanded to contain ordained NRT, City, State, Cell Phone and Email contact information for each member.
- A Deployment Cost report is in development to determine the Average Cost per Person, per Day for a variety of deployment to help control costs.

Compassion Fatigue Video was shown and discussed.

Self-Development of People (SDOP) Coordinator Cynthia White brought greetings from SDOP, continuing to look for ways to work with PDA on common projects, currently a project in Detroit. SDOP works with indigenous populations, Mayan women in Belize. SDOP hosts three meetings per year in different major cities, to make grants to assist the poor communities.

SDOP has provided a half-million dollars during in 2014 to communities. There are younger voices on SDOP committees (60 and under!). They have committee members preach on Sundays in the local community where they host their three annual meetings. Committee members on the ground in these major cities do a lot of the groundwork to make connections to local projects related to each meeting. SDOP will be meeting together with PDA, likely in Portland, OR in March 2015.

A favorite project was three years ago, LaHinte Crew, helped teenagers to get out of the gang life by removing tattoos. Participants have told SDOP that the project saved their lives.

On Friday, the Tapestry video was viewed and discussed as best for congregation or presbytery events. David Barnhart suggests NRT panels attend screenings in their area to engage congregations and the wider public. Trigger is more open to the wider public

Our meeting relocated to meet with Presbyterian Hunger Program (PHP) for a presentation from **Special Offerings**. Sam Locke, Director, Special Offerings/Appeals and Sally Wright, Associate for Special Offerings Ambassador gave the One Great Hour of Sharing (OGHS) preliminary report and planned advertising campaign and Giving Catalogue. There were questions and opposition to areas of the campaign and catalogue.

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Administration Beth Snyder reported on Presbyterian Investment and Loan Program (PILP) and investments reports – PDA has not spent these funds, can spend the interest? Can we seek higher returns? John Buchanan responded that it depends on what you want to risk. Adrian Washington 4.5% returns within the Presbyterian Foundation are available – why don't we research that? John Buchanan will look at the risks/options for PDA & email recommendations to us about what to invest and where.

Proposal was made to support FLAPDAN for \$38,000 – sent to legal – delayed and questioned. PDA has supported Florida Presbyterian Disaster Assistance Network (FLAPDAN) since 2007.

Grant reports & financial statements – we have received refunds from the Presbytery grants. International grant refunds have been easier to receive.

Laurie Kraus explained Special Appeals and the results go direct to PDA vs. Special Offerings desire to go general funding. A joint grant with PHP & SDOP collaboration with donor intent to Hyaian relief. PHP asked for PDA's support on two grants - \$18K Philippine movement for climate justice, a community level of response.

Advisory Committee Action List:

- Provide names to Sally Wright for the Special Offerings Ambassador Program
- Promote Tapestry and the Gift Catalog within your church
- Adrien to attend Natural Hazards Conference in Broomfield, CO
- Rick to consider organizing an Advisory Committee trip to the Northeast to visit Sandy Sites

ITEM B.207
FOR INFORMATION

BLACK LIVES MATTER

In the wake of the deaths of Michel Brown and Eric Garner, “Black Lives Matter” became a rallying cry for millions of people who used the streets and social media to speak against violence in African American communities and affirm to the nation that “Black Lives Matter.”

In the Presbyterian Church (U.S.A.), we believe that all lives matter to God, as “God created the world good and makes everyone equally in God’s image, male and female, of every race and people, to live as one community” (10.3, A Brief Statement of Faith, *Book of Confessions*). The “Black Lives Matter” movement aims to communicate the forms of racial injustice that mostly targets and deprives African American communities of basic human rights and dignity.

Presbyterians across the nation have engaged in protests and demonstrations following the Michael Brown verdict and other recent racial justice cases. Two Princeton Theological Seminary student groups held a march to protest the failure of grand juries to return indictments in the deaths of Michael Brown and Eric Garner. Craig Barnes, President of Princeton Theological Seminary, joined the march with students from the Association of Black Seminarians and the Community Action Network. Barnes said, “The recent events in Ferguson, Missouri, and elsewhere have brought great pain, sorrow, and frustration to our community, and many of our students are seeking a constructive way to make their voices heard. I want to show my solidarity with [these students] as they advocate for the changes in our society that are necessary to prevent these tragedies on our streets.”

Presidents of Presbyterian Church (U.S.A.) seminaries, wrote a response affirming the call “to arise from the embers of silence and speak up and speak out as the prophet of old, ‘let justice run down as waters, and righteousness as a mighty stream’ (Amos 5:24).”

This was in response to more than thirty African American deans and presidents of theological schools who signed the letter regarding racial justice issues. Several Chicago churches, including Fourth Presbyterian Church of Chicago, led protests after a Sunday morning worship service, following the grand jury decisions in New York and Ferguson. Chicago mayoral candidate Chuy Garcia announced that he would join in the peaceful protests with Fourth Presbyterian Church, St. James Episcopal Cathedral, Chicago Sinai Congregation, Holy Name Cathedral and Shambhala Center. The five churches and religious centers joined together for a walk for justice.

<http://www.nbcchicago.com/news/local/Chicago-Churches-Plan-Protests-After-Sunday-Services-285012851.html>

Statements were also released by the Advocacy Committee for Racial Ethnic Concerns and the National Hispanic/Latino Presbyterian Caucus and posted by the Presbyterian Outlook.

<http://pres-outlook.org/2014/11/statement-advocacy-committee-racial-ethnic-concerns>

<http://pres-outlook.org/2014/12/letter-hispaniclatino-national-presbyterian-caucus-re-michael-brown-eric-garner-advent>

Gradye Parsons, Stated Clerk of the General Assembly said, "This decision calls the whole church to reflect seriously about the communities and the racial climate we have created in this country. We need a society where everyone is treated with dignity and valued, where there is no fear of walking down the

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street. We and the places where we live have fallen short of that. This decision calls the whole church to reflect seriously about the communities and the racial climate we have created in this country."

<https://www.pcusa.org/news/2014/11/24/pcusa-stated-clerk-responds-ferguson-grand-jury>

In Racial Ethnic & Women's Ministries in the Presbyterian Mission Agency our goal is to create an environment where racial ethnic persons, new immigrants, and women can serve fully in ministry and leadership in the church and in society. This includes offering cultural competency trainings to eliminate institutional racism and gender bias, so that there are opportunities for women, racial ethnic persons, and new immigrants, opening doors for individuals and groups. We will walk with racial ethnic persons, new immigrants, and women and share with the church that we believe that the light of Christ is in these Presbyterians. We are people who believe that the well-being of racial ethnic persons, new immigrants, women and all of God's people is connected with our own.

May our participation in valuing the lives of our African American sisters and brothers, dismantling racism and increasing cultural competency help the PC(USA) live into its calling as the beloved community of God.

**ITEM B.208
FOR INFORMATION**

**PRESBYTERIAN COMMITTEE ON THE
SELF-DEVELOPMENT OF PEOPLE
SEPTEMBER 17-20, 2014
LOS ANGELES, CA
MINUTES**

Wednesday September 17, 2014 Reginald Ragland – Former National SDOP member, Brian Symonds – Pacific Presbytery SDOP Committee, Blanca Rivera – T.R.U.S.T. South LA, Margaret Mwale, Mary Lewis and Mary McAdory (staff) the Planning Committee for the Community Partnership Day Los Angeles met to finalize the agenda for Saturday September 20, 2014 Self-Development of People Community Partnership Day Los Angeles.

Excused absences were Linda Shaw, Sandra McNeil and Ann Hayman.

Thursday September 18, 2014 the Self-Development of People National meeting convened at 3:30 p.m.

Selma Jackson opened the meeting with prayer.

The following Committee members were present:

John Etheredge	Lawrence Low
Jonas Georges	Shavon Starling-Louis
Oscar Heyward	Johnnie Monroe
Bernadette Hightower-Hughes	Sarah Jane Moore
Jimeka Holloway	Joe Love Nelson
Selma Jackson, Chairperson	John (Pat) Osoinach
Joseph Johnson	Rebecca Reyes
Laura Krauss	Cathryn Surgenor
Lisa Leverette	Sharon L. Ware

The following staff members were present:

Teresa Bidart Wayne Gnatuk Troy Glover Mary Lewis
Mary McAdory Margaret Mwale Clara Nunez Cynthia White

The new Committee members Mark Down, Jimeka Holloway and John (Pat) Osoinach were welcomed.

Excused Absence:

Cynthia Hayes. Westley Woo, also a new Committee member could not be at this meeting due to prior commitment.

The following guests were present for portions of the meeting:

Matthias Peterson-Brandt, Director of Community Ministries Immanuel Presbyterian Church
Ann Hyman, Pacific Presbytery SDOP Committee
Michael Fagans, photographer / filmmaker / storyteller creative / - Former National SDOP Committee
Susan Freed-Held, Former National SDOP Committee and George Held
Pamela Johnson, spouse

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Gerri Monroe, spouse
Sara Lisherness, Director of Compassion, Peace and Justice
Reginald Ragland, Former National SDOP Committee
Brian Symonds – Pacific Presbytery SDOP Committee Chairperson
Baxter Talbert, Knox Presbyterian Church Sound Engineer
Sally S. Wright, Associate of Special Offerings Ambassador Program

Young Adult Volunteers:

Jordan Akin, Lanita Ames, Heather Glady, Christian Huisman, Stephanie Moore, Matthew Scit, Sara Selg and Jennifer Udeochu

The Committee **VOTED TO APPROVE** the Proposed Agenda.

The Committee **VOTED TO APPROVE** the National Committee May 15-18, 2014 minutes.

The Committee **VOTED TO RECEIVE** the Staff report presented by Cynthia White. Cynthia White shared sadly that Dr. St. Paul Epps, the first Self-Development of People Director died September 16, 2014 at the age of 98. The National Committee took up a love offering in lieu of flowers. Johnnie Monroe wrote a special prayer to the family on behalf of SDOP.

Cynthia reported that Carline Seide-Murphy has resigned for personal and work related issues.

Cynthia reported that Troy Glover will resign as SDOP Young Adult Community Liaison in December of 2014 to continue his education.

The Committee **VOTED TO RECEIVE** the Steering Committee report presented by Selma Jackson with the following corrections:

Oscar Heyward and Joe Love Nelson were present at the July 17-18, 2014 Steering Committee meeting. The Committee **VOTED TO APPROVE** the Steering Committee report with corrections.

Reginald Ragland, Pastor of Knox Presbyterian Church and staff was commended for its hard work and hospitality as host for the September Self-Development of People National Committee meeting.

The National Committee dates proposed for 2015 meetings:

January 22-15, 2015 in Houston, TX
May 12-17, 2015 in Seine Bight, BZ
May 19-24, 2015 in Chicago, IL Alternative date and city
September 17-20, 2015 in Pittsburgh, PA

The Steering Committee dates proposed for 2015 meetings:

March 12-14, 2015 in New Orleans, LA
July 16-17, 2015 in Des Moines, IA
December 10-11, 2015 in Portland, OR
The Committee **VOTED TO APPROVE**

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The next meeting is scheduled December 11-12, 2014, in Orlando, FL

The plenary adjourned at 4:30 p.m. and recessed into Standing Committees and Task Force meetings.

4:30 – 5:30 p.m. Community Relations Committee
 Church-wide Relations Committee

 International Task Force

Thursday September 18, 2014 at 6:00 p.m. Selma Jackson welcomed our guests and began our time together with prayer by Johnnie Monroe. Dinner followed immediately. Following dinner members of the Self Development of People Community Relations, Church-wide Relations and staff engaged in conversation with Young Adults (Jordan Akin, Lanita Ames, Heather Gladly, Christian Huisman, Stephanie Moore, Matthew Scit, Sara Selg and Jennifer Udeochu) and Church Leaders (Ann Hayman, Susan Freed-Held and George Held and Reginald Ragland).

Friday, September 19, 2014, the Self-Development of People National meeting reconvened at 8:30 a.m.

Brian Symonds, Pacific Presbytery SDOP Committee Chairperson opened the meeting with prayer and led us in bible study.

Following bible study the Self-Development of People Committee, guest and staff welcomed and joined The Reverend Eric Law of the The Kaleidoscope Institute in a Sensitivity and Cultural Awareness Training.

Friday September 19 the Standing Committees reconvened and the Task Forces convened:

11:15 -11:45 a.m. Committee Relation
 Finance Committee

11:45 a.m. -1:00 p.m. Domestic Task Forces
 Midwest
 Northeast
 South
 West

The Committee recessed for lunch at 1:00 p.m.

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

The National Committee, guest and staff welcomed Xiomara Corpeno of CHIRLA (Coalition for Humane Rights of Los Angeles) with a presentation and dialogue on Immigration. Xiomara shared about undocumented workers and youth and how they are advocating for their rights.

Selma Jackson welcomed Sara Lisherness, Director of Compassion Peace and Justice. Sara talked about the collection of Social Justice Ministries that are part of One Great Hour Sharing which include Self-Development of People, Presbyterian Disaster Assistance, Presbyterian Hunger Program, Peacemaking and United Nations.

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Sally Wright, Associate for Special Offering Ambassador Funds Development indicated she wants to hear our story so that she can share with congregations.

Sally shared that the Ambassador Program purpose is to connect Presbyterians to the four Special Offerings.

The Committee **VOTED TO RECEIVE** the Financial report presented by Oscar Heyward for the period ending August 31, 2014.

The Committee **VOTED TO RECEIVE** the Midwest Task Force report.

No précis was presented for validation and funding.

The Midwest Task Force welcomed their new member Jimeka Holloway. Sharon Ware reported that five new applications were reviewed. Two were rejected and three were assigned site visits hopefully to be completed by their next meeting.

The Committee **VOTED TO APPROVE**

The next Midwest Task Force meeting is a conference call scheduled on November 12, 2014.

The Committee **VOTED TO RECEIVE** the Northeast Task Force report.

Two précis were presented for validation and funding and three projects were presented for validation and funding for additional funds.

Community Financial Literacy, Portland, ME

Validation/Funding: \$15,000

Payment Schedule: Quarterly

The Committee **VOTED TO APPROVE**

Direct Action for Rights and Equality (DARE), Providence, RI

Validation/Funding: \$15,000

Payment Schedule: Quarterly

The Committee **VOTED TO APPROVE**

Systems-Change Advocacy, Hudson, NY

Validation/Funding: \$5,000

Payment Schedule: One Time Payment

The Committee **VOTED TO APPROVE**

Pratt Towers, Inc., Brooklyn, NY

Validation/Funding: \$15,000

Payment Schedule: Quarterly

The Committee **VOTED TO APPROVE**

Bridging the Gap Organization, Baltimore, MD

Validation/Funding: \$15,000

Payment Schedule: Quarterly

The Committee **VOTED TO APPROVE**

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The next Northeast Task Force meeting is a conference call scheduled on November 6, 2014.

The Committee **VOTED TO RECEIVE** the South Task Force report.

Two précis were presented for validation and funding.

We Are Ready To Work, Clarkston, GA
Validation/Funding: \$18,255
Payment Schedule: Quarterly
The Committee **VOTED TO APPROVE**

VOTE (Voice of the Ex-convicts), New Orleans, LA
Validation/Funding: \$15,000
Payment Schedule: One payment
The Committee **VOTED TO APPROVE**

The Task Force approved closing the following files because of final reports never received in the office:

WISE (Women Initiating Seeds of empowerment) Group, Irvington, AL
Shuqualak Community Action Group, Inc., Shuqualak, MS
Darlington Group, Hartsville, SC

The next South Task Force meeting is November 14-16, 2014 in Orlando, FL

The Committee **VOTE TO RECEIVE** the West Task Force report.

Four précis were presented for validation/funding.

Multicultural Alliance for a Safe Environment (MASE), Albuquerque, NM
Validation/Funding: \$15,000
Payment Schedule: Quarterly
The Committee **VOTED TO APPROVE**

Financial Opportunity Project, Los Angeles, CA
Validation/Funding: \$15,000
Payment Schedule: Quarterly
The Committee **VOTED TO APPROVE**

South Hayward Parish, Hayward, CA
Validation/Funding: \$10,000
Payment Schedule: Quarterly
The Committee **VOTED TO APPROVE**
Kake Tribal Heritage Foundation, Kake, Alaska
Validation/Funding: \$10,000
Payment Schedule: Quarterly
The Committee **VOTED TO APPROVE**

The next meeting is November 7-8, 2014 in Albuquerque, NM.

The Committee **VOTED TO RECEIVE** the International Task Force report.

Lisa Leverette shared that the Task Force reviewed the West Africa Initiative additional funds request and approved of \$8,740 for administrative cost in Liberia only.

The Task Force approved to release the funds requested by the General Secretary of CCSL for continued membership in ACT (Alliance of Churches Together), a major ecumenical entity working in West Africa.

Placencia Tour Guide Cooperative, Placencia Belize

Validation/Funding: \$3,500 for technical assistance (Contingent on questions being answered)

Payment Schedule: Lump Sum

The Committee **VOTED TO APPROVE**

The International Task Force asked the staff to send the criteria for selecting a country for focussed funding.

The next meeting to Belize will be completed by Lisa Leverette and Cathy Surgenor in October or November. The dates will be approved by them. The International Task Force will have a conference call upon their return.

The Committee **VOTED TO APPROVE**

The Committee **VOTED TO RECEIVE** the Church-wide Relations Committee report.

Sarah Jane Moore, Chairperson for Church-wide Relations Committee welcomed new members Mark Downs and Pat Osoinach.

Sarah Jane reported the following:

Congregational Outreach Project (COP) will complete visits to congregations and email information to Wayne Gnatuk by Thanksgiving. The National Committee was invited to do the same and report to Wayne so that the effectiveness of COP on the One Great Hour of Sharing can be tracked.

Seminary Outreach Project (SOP) connections are Larry Low – San Francisco Seminary; Johnnie Monroe – Pittsburgh Seminary; Pat Osoinach -Austin Seminary and Chicago McCormick Stuart Barnes Jameson.

Minute for Mission (MFM) Larry Low will be going to the Covenant, Selma Jackson at Knox Presbyterian; Johnnie Monroe preaching at Redeem Presbyterian Church, and Sarah Jane will be going to St. Paul with Reverend Ann Hayman.

Mark Downs will be the contact person in Houston, TX; he will be able to set up at least five or six Minute for Mission.

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Sarah Jane shared that the Young Adult (YA) listening session with eight young adults was very moving and that all of whom responded well to the follow-up form and they would like us (SDOP) on Face Book. Also the YAs expressed an interest to attend a local SDOP meeting and go on a site visit.

The next Committee Relations Committee meeting is January 25, 2015 in Houston, TX.

The Committee **VOTED TO RECEIVE** the Community Relations Committee report.

John Etheredge, Interim Chairperson welcomed new members Shavon Starling-Louis and Wesley Woo.

John shared that the following was tabled for a later discussion:

- Sending out mass emails to identified groups at this time, as discussed during a previous meeting.
- Creating a network with young adults.

The Community Relations Committee discussed the need for a Northeast Task Force member and shared the discussion with the Steering Committee.

John shared that former SDOP funded groups will be contacted to a.) check on their project's progress, b.) ask them if they know of other groups that could partner with SDOP and c.) offer to conduct workshops.

The meeting adjourned at 6:15 p.m.

The Committee Relations convened at the The LINE Hotel at 7:30 p.m.

The Self-Development of People staff met with Committee Relations (Rebecca Reyes and Bernadette Hightower-Hughes) to discuss the working of the SDOP.

The meeting ended at 9:00 p.m.

Saturday September 20, 2014

The National Committee and staff met at Immanuel Presbyterian Church at 8:00 a.m.

The Partnership Day convened with a continental breakfast and registration of SDOP Community Partners and the setting up of Exhibit Booths.

SDOP Partners that participated:

Wilmington Community Garden, Unveil Sickle Cell, Community Preparatory School, Winning Economic Justice for Women, Butterfly Network, Los Angeles Community Action Network, T.R.U.S.T. South LA, Central American Resource Center (CARECEN), Preschool Without Walls, DOOR (Discovering Opportunities for Outreach and Reflection) Hollywood.

Brian Symonds, Chairperson of Pacific Presbytery SDOP Committee introduced and thanked the SDOP participating partners.

Linda Culbertson, Executive Presbytery of Pacific Presbytery opened the Partnership Day with prayer and remarks.

Welcome was extended by Elizabeth Zehnder, Pastor of Immanuel Presbyterian Church and Selma Jackson, Chair of National Self-Development of People Committee

Additional remarks by Cynthia White, Coordinator of National Self-Development of People Committee

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Margaret Mwale introduced the Planning Team - Ann Hayman, Sandra McNeil, Reginald Ragland, Linda Shaw, Brian Symonds, Blanca Rivera and Mary Lewis.

The event continued with an SDOP Community Partners Panel Discussion with Butterfly Network, Central American Resource Center (CARECEN), Community Preparatory School and Los Angeles Community Action Network.

Followed by these Workshops: Collaborative Partnerships in Your Community; Applying for a Grant/Telling Your Story; Complicating the Single Stories with DOOR Hollywood; Doing Mission Locally and Self-Development of People Global Engagement.

Lunch and wrap up was 12:00 noon

The SDOP National Committee, guest and staff departed from Immanuel Presbyterian Church for the learning experience that was a visit to South Central LA. Facilitated by SDOP Partner T.R.U.S.T. South LA.

Debriefing of Partnership Day

Discussion centered around the following:

What was good about Partnership Day:

The Partnership program being excellent for building, sharing experiences and contacts. They hope the Partnership continues.

The Panel discussion was a great offering of information

Great representation from Pacific Presbytery.

The diversity of the exhibitors.

What could be done to enhance Partnership Day:

To have foundations from the cities

Bilingual presentations

Give a guideline for 'how to do Partnership Day'

What the happening news is in that city/state should dictate the workshops

Ask local chairpersons to publish a summary of events in their Newsletter

Follow-up before and after

Have one of our partners present the workshop

Debriefing of the National Committee meeting

Allow more time to conduct the work of the Task Forces and Committee Relations

Continue the continuing education will like to have Sensitivity and Cultural Awareness Training with Eric Law continued.

Excellent presentation but not with the business meeting

Bridging of generations

Finance meeting explanations to go forward with reviewing applications

Be time conscience

Sensitivity to the different cultures or cultural make-up of the SDOP Committee

Identify and define the use and purpose of the SDOP Alumni's

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The National Committee thanks Selma for conducting the National meeting and Cynthia for bringing staff and the staffs' interactions.

Compliments to Reginald Ragland for his preparations and involvement for this National meeting.

A special thanks to Troy Glover, SDOP Young Adult Community Liaison in New Orleans, LA for his dedication to.

Johnnie Monroe closed the Debriefing with prayer and invitation for dinner with Troy.

Meeting adjourned at 4:00 p.m.

Respectfully submitted,

Mary L McAdory
Senior Administrative Assistant

**ITEM C.200
FOR INFORMATION**

RACIAL ETHNIC SCHOOLS AND COLLEGES UPDATE

The racial ethnic schools and colleges of the Presbyterian Church (U.S.A.) have provided quality education to students, who, in turn, have contributed significantly to the church at large, and to the world. Students are educated for the professions of their choice in an environment which supports and nurtures racial and ethnic heritage. Many of these college students may be marginalized, are the first in their family to attend college, and come from low-to-moderate income families. The secondary schools receive students earlier than typical schools and prepare them for acceptance at institutions of higher learning. Tutoring and special courses in math, science, and English encourage continued success as the students advance in their studies.

These Historically Presbyterian Racial Ethnic Institutions (HPREIs) have a relationship agreement with the General Assembly through the Presbyterian Mission Agency, and the relationship is guided by the Articles of Agreement (8.3 and 8.4) of the PC(USA), which were adopted at the time of reunion in 1983.

<u>School</u>	<u>Christmas Joy Offering 2015 Grant Amount</u>
Cook Native American Ministries, Tempe, AZ	\$137,154
*Johnson C. Smith University, Charlotte, NC	\$ - 0 -
Menaul School, Albuquerque, NM	\$326,143
Presbyterian Pan American School, Kingsville, TX	\$339,404
Stillman College, Tuscaloosa, AL	\$265,335
<i>*JCSU has chosen not to be a recipient of the Christmas Joy Offering</i>	

Unaccredited Schools:

Knoxville College, Knoxville, TN	\$ - 0 -
Barber-Scotia College, Concord, NC	\$ - 0 -

Cook Native American Ministries, Tempe, AZ: Cook Native American Ministries sold its property on July 23, 2014. Proceeds from the sale were transferred to an endowment fund, managed by the Presbyterian Foundation. On January 9, 2015, the board of trustees of Cook Native American Ministries approved and adopted an amended bylaw renaming the organization the Charles H. Cook Foundation. The foundation will provide grants to Native American educational and community ministries. Cook continues to offer the Commissioned Ruling Elder Program. While the organization continues to facilitate this program, it is in the process of developing a memorandum of understanding for the transition of the program to the presbyteries of De Cristo and Grand Canyon. Isaac Curley was recently named as the Executive Director of the Charles H. Cook Foundation (formerly Cook Native American Ministries). Cook was founded in 1911, by Rev. Charles H. Cook to educate and empower Native Americans to be church leaders.

Johnson C. Smith University, Charlotte, NC: Johnson C. Smith University decided early on that it did not wish to be a recipient of the Christmas Joy Offering of the PC(USA). JCSU is accredited by the Southern Association of Colleges and Schools, National Council for the Accreditation of Teacher Education (NCATE), Association of Collegiate Business Schools and Programs (ACBSP), and Council on Social Work Accreditation (CSWE). It is ranked in the 2015 edition of U.S. News as one of the Best

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Liberal Arts Colleges. The school awards Bachelor of Science, Bachelor of Arts and Bachelor of Social Work degrees to its graduates. The school also presents many internship opportunities for its students. JCSU was established on April 7, 1867, as the Biddle Memorial Institute at a meeting of the Catawba Presbytery in the old Charlotte Presbyterian Church. Two ministers, Samuel C. Alexander and Willis L. Miller, saw the need for a school in the south and after the birth of the school they were elected as some of the first teachers.

Menaul School, Albuquerque, NM: The student body of Menaul School is currently Hispanic/Latino-a, Native American, European-American and African American. It serves students from diverse cultures and socioeconomic backgrounds. Menaul has expanded its programs by increasing its international boarding program. The school has also begun two dual diploma programs in China, and it has engaged in two fundraising initiatives, Menaul School American Indian Fund and a project to remodel the science lab. The school is in a covenant relationship with the Presbytery of Santa Fe. Founded in 1881 by Presbyterian mission co-workers as a school for Native Americans, more than 90% of Menaul graduates have gone on to higher education.

Presbyterian Pan American School, Kingsville, TX: Pan Am is an accredited secondary boarding school serving primarily Hispanic/Latino-a students who live south of the U.S. border. Nearly 100% of all graduates are accepted into a college or university either in their native country or the United States. It ended its fiscal year in the black and is at capacity in student enrollment. In May 2014, Pan Am graduated its largest class in the history of the school. And, the school completed its re-accreditation through the Southern Association of Colleges and Schools. Founded in 1912 by the Presbyterian Church in the United States (PCUS) under the name Texas-Mexican Institute and amended in 1956 to Presbyterian Pan American School, the school prepares young people to be leaders in their native countries and in a society that is increasingly becoming intercultural and multilingual.

Stillman College, Tuscaloosa, AL: In 2014, Stillman College named Dr. Peter Millet as its 6th President. The college has an enrollment of approximately 890 students. Hoping to assist in boosting enrollment, tuition was recently reduced. In 2015, Stillman College is scheduled to provide the Southern Association of Colleges and Schools (SACS) its five-year interim report, in preparation for SACS Commission on Colleges, which is scheduled for 2020. Founded in 1876 by a group of Presbyterians led by Rev. Charles Allen Stillman, who submitted an overture to the G.A. of the Presbyterian Church in the United States (PCUS), the school was established as a training school for African American ministers. It has evolved into a co-educational college that serves primarily African American students. Historically, the church had an annual offering entitled Stillman College Sunday and all proceeds were used to support the college.

Unaccredited Schools:

Knoxville College, Knoxville, TN: Knoxville College is not a recipient of the Christmas Joy Offering. It lost its accreditation in 1997. The institution is seeking to regain accreditation with the Accrediting Council of Independent Colleges and Schools (ACICS). Founded in 1875 by the Board of Mission to the Freedmen of the United Presbyterian Church in North American, its purpose was to educate African American students.

Barber-Scotia College, Concord, NC: Barber-Scotia College lost its accreditation in 2004. Its financial debt was a major obstacle for regaining accreditation through the Southern Association of Colleges and Schools. The college has sought to regain accreditation through the Transnational Association of Christian Colleges and Schools (TRACS). Founded in 1867 as Scotia Seminary for Negro women by

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Rev. Luke Dorland, it merged in 1930 with Barber Memorial College of Anniston, AL, and was renamed Barber-Scotia College in 1932. Its mission is to educate primarily African American students.

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“ONE BODY, ONE SPIRIT”
PRESBYTERIAN WOMEN TRIENNIAL GATHERING
JUNE 18-21, 2015
MINNEAPOLIS, MINNESOTA
I CORINTHIANS 12:12-27

The Churchwide Gathering of Presbyterian Women (PW) is a time to make and renew friendships, enrich our minds and souls and engage in new ways to live out our PW Purpose through mission opportunities, advocacy work, and Bible study.

The Gathering will be an opportunity to renew ourselves as an important body within the Church—one body with many members. It will be a time to celebrate the one Spirit that lives and works through all of us. We will recognize the gifts of the Spirit that have graced each of us and lift up the shared mission and ministry that is accomplished when we work and worship together as a single body.

Plenary speakers including Neddy Astudilla, Teresa Chavez Saucedo, Melissa Bane Sevier, Anita Gutschick, Judy Yates Siker and Robina Marie Winbush will present on the themes: “Oneness in the Community of Faith,” “Celebrate Community,” “Oneness in Creation,” “Oneness in the Community of Women” and “Oneness in the Global Community.”

Forty workshops will be offered on Friday and Saturday. Some will be offered in Spanish and Korean. Local mission tours will help participants learn about and celebrate ministries in the Twin Cities area. Global partners will be present throughout the whole Gathering to share their stories, so that we might listen and learn from them. Participants will experience community through book clubs, get-togethers, the Spirituality Center, exercise classes, and a full exhibit hall.

Participants will have an opportunity to collect \$10 prepaid Target gift cards from their home communities to support the American Indian Family Center (AIFC) in St. Paul. This activity is a great way to include home community members in the Gathering community.

All are welcome! Please consider joining us at the Hyatt Regency Minneapolis to be part of the “One Body, One Spirit” we will celebrate there. Bring your friends and family so that you can celebrate and share your gifts with the whole community.

Registration booklets are available online at www.presbyterianwomen.org/gathering.

ITEM C.202
FOR INFORMATION

CELEBRATE THE GIFTS OF WOMEN SUNDAY
CELEBRATING THE BOND BETWEEN YOUNG AND SENIOR WOMEN
MARCH 8, 2015

On Celebrate the Gifts of Women Sunday, March 8, 2015, we honor women who contribute their gifts to the church and community, lift up issues of women's rights, and focus on the role of women in our communities and world. Your congregation or women's groups may use this resource on March 8, 2015, or on any date that you choose to celebrate the bond between young and senior women in God's household. This year's resource is written by Rev. Dr. Rhashell Hunter, Director of Racial Ethnic & Women's Ministries. The Celebrate the Gifts of Women resource is available in the November/December 2014 issue of *Horizons* magazine, or as a free download. Click on the links below to download the resource.

In the story of Ruth and Naomi, we see a spoken and unspoken bond between these two women. Who can forget when Ruth said to Naomi, "Do not press me to leave you or to turn back from following you! Where you go, I will go; where you lodge, I will lodge; your people shall be my people, and your God my God. Where you die, I will die – there will I be buried. May God do thus and so to me and more as well, if even death parts me from you!" (Ruth 1:16-17).

The connection between this young woman and her older relative is both spoken, in the familiar words above, and also unspoken. Chapter 1, verse 18 reads, "When Naomi saw that she was determined to go with her, she said no more to her." There was nothing more she needed to say.

- The Celebrate the Gifts of Women resource includes a worship service with a call to worship, call to confession, prayer of confession, assurance of pardon, suggested hymns & scripture readings,
- a sermon starter and program suggestions, &
- a responsive litany "For All the Faithful Women."

Download English resource:

https://www.presbyterianmission.org/site_media/media/uploads/raciaethnic/pdf/2015_celebrate_the_gifts_resource_lo_rez.pdf

Download Spanish resource:

https://www.presbyterianmission.org/site_media/media/uploads/raciaethnic/pdf/2015_celebrate_the_gifts_spanish_lorez.pdf

Download bulletin cover:

https://www.presbyterianmission.org/site_media/media/uploads/raciaethnic/pdf/celebrate_the_gifts_2015_bulletin_cover_lo_rez.pdf

Download flier:

https://www.presbyterianmission.org/site_media/media/uploads/raciaethnic/pdf/2015_nov-dec_celebrate_the_gifts_flier_lo_rez.pdf

Visit the PC(USA) Store to order printed versions of resource <http://store.pcusa.org/2750115001> or Bulletin Cover <http://store.pcusa.org/2750115002>

**ITEM C.203
FOR INFORMATION**

APPOINTMENT ACTIONS FOR MISSION PERSONNEL

Approved by GAMC (currently Presbyterian Mission Agency (PMAB)) 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 October, November, and December 2014, are as follows:

The following Mission Personnel Appointment Actions received PMAB approval October 8, 2014:

Mission Co-Worker - Extension [5]:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Nebelsick, Mary	Theological Professor	Philippines	10/01/14 – 05/31/15
Matheny, Paul	Theological Professor	Philippines	10/01/14 – 05/31/15
Bent, Jenny	Community Health Program Consultant	Dominican Republic	01/01/15 – 12/31/15
Hare, Mark	Agricultural Technician	Haiti	01/01/15 – 13/31/15
Harcourt, Brenda	Leadership Trainer, Presbyterian Church of East Africa/Lecturer, Presbyterian University of East Africa, Theology	Kenya	01/01/15 – 11/30/15

Mission Co-Worker – End of Service [1]:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Young, Rebecca	Instructor of Systematic Theology	Indonesia	07/01/14 – 09/26/14

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The following Mission Personnel Amendment Actions received PMAB approval October 21, 2014:

Mission Co-Worker Amendment [2]:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Turk, Elizabeth	Public Health Advisor/Consultant	Madagascar	07/01/14 – 06/30/15
Turk, Robert	Environment/Development Specialist	Madagascar	07/01/14 – 06/30/15

Mission Co-Worker Extension [4]:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Haspels, John	Evangelist	Ethiopia	11/01/14 – 12/31/14
Haspels, Gwenyth	Nurse	Ethiopia	11/01/14 – 12/31/14
Sadaghiani, Azizollah	Refugee Worker	Germany	01/01/15 – 12/31/15
Sepehri, Sadegh	Minister, Iranian Congregation	Germany	01/01/15 – 12/31/15

The following Mission Personnel Amendment Actions received PMAB approval December 1, 2014.

Mission Volunteer (International) – Young Adult Volunteer End of Service [2]:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Lalone, Sara	Mission Volunteer (International) – Young Adult Volunteer	Peru	08/18/14 – 11/14/14
Coons, Margaret	Mission Volunteer (International) – Young Adult Volunteer	Colombia	08/18/14 – 10/31/14

Mission Volunteer (International) – Long Term Reappointment [1]:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Goetz, Thomas	Professor of English	Japan	12/01/14 – 11/30/16

Mission Co-Worker Amendment [1]:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Reneau, Ingrid	Research Fellow	Ghana	01/01/14 – 12/31/16

Mission Co-Worker Reappointment [4]:

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NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Smith, Dennis	Regional Liaison for Southern Cone & Brazil	Argentina	01/01/15 – 12/31/17
Perez-Smith, Aura	Team Ministry	Argentina	01/01/15 – 12/31/17
Smith-Mather, Nancy	Education and Peace Building Project Manager	South Sudan	01/01/15 – 06/30/18
Smith-Mather, Shelvis	Principal Reconcile Peace Institute	South Sudan	01/01/15 – 06/30/18

The following Mission Personnel Amendment Actions received PMAB approval December 8, 2014:

Mission Co-Worker Reappointment [2]:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Smith, Alan	Coordinator of Minority Outreach, Evangelism and Church Twinning Project, Germany and Russia	Russian Federation	12/01/14 – 11/30/18
Smith, Ellen	Regional Liaison for Eastern Europe & Central Asia	Russian Federation	12/01/14 – 11/30/18

The following Mission Personnel Amendment Actions received PMAB approval December 22, 2014:

Mission Co-Worker Amendment [2]:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Collins, Nancy	Regional Liaison – East Central Africa	Zambia	7/1/12 – 6/30/15
Koll, Karla	Professor of History, Missions & Religion	Costa Rica	7/1/13 – 6/30/16

Mission Co-Worker Leave of Absence [1]:

NAME	ASSIGNMENT	COUNTRY	DATES OF SERVICE
Doe, John	Instructor of Emergency Medicine	Security	12/14/14 – 1/16/15

ITEM C.204
FOR INFORMATION

YOUNG ADULT VOLUNTEER PROGRAM UPDATE

For the current (2014/15) program year, we placed 90 Young Adult volunteers (YAVs) into a year of service, a 29% increase over the prior year. We also significantly increased the racial/ethnic diversity of program participants (currently 12% of participants self-identify as non-majority culture background).

For the 2015/16 program year, we will have two new national sites (Asheville, NC and New York City) and one new expansion (a new shared site between Northern Ireland and Glasgow, Scotland).

We currently are recruiting for the 2015/16 YAV class. May 1st is the last deadline for the national YAV program (the international deadline has already passed). Our program goal for this coming year is 130 YAVs- so we will need all of your help to reach that goal!

ITEM C.205 **FOR INFORMATION**

Update on Stony Point Center

Progress against Financial Milestones: Stony Point Center (SPC) met each of the milestones set in place in the spring of 2014.

- The net income/loss for the year was a deficit of \$84,300. This represented a reduction of the deficit in 2013 of roughly 25%, and was under the agreed upon “greatest allowable net loss” of \$90,000 for the year.
- SPC raised nearly \$185,000, surpassing a challenge goal of \$175,000 that we had set for the year, and increasing donations to our operating fund by more than 25% compared to 2013.
- SPC received a capacity-building grant of \$80,000 (to be spread over two fiscal years) from the Synod of the Northeast. This money is to be used to subsidize a full-time Sales Manager in 2014 and a full-time Director of Development in 2015.
- SPC carried out a number of cost-cutting measures to assure that we would meet the milestone for net income/loss, the most significant of which was a week of enforced furlough experienced by all staff at Stony Point Center.

Progress against Organizational Milestones:

- Hired a full-time Sales Manager (Completed December 2014).
- Purchased and implemented a new property management software system in response to consultant recommendations (completed December 2014).
- Hire a full-time “Chief Engineer” to handle all aspects of property management (completed - to be implemented by May 1, 2015)
- Shifted from “Governing Board” to “Advisory Board” (completed March 2015)
- Integrated SPC management operations from Evangelism and Church Growth Ministry Area to Theology, Worship and Education Ministry Area (Completed and Ongoing)
- Laid the groundwork for a “Service Agreement” through which SPC will assume full-responsibility for Mission Agency overhead costs over the next three years. (to be completed by May 2015)

Missional Achievements:

- Held two-day retreat for Community of Living Traditions in October, and instituted a functioning committee structure for community members to coordinate their efforts.
- Held successful online event with Walter Brueggemann, Norman Gottwald and Nahum Ward Lev.
- Held first ever “Gilmor Sloane Residency” – a four-day consultation on women and the future of the PC(USA).
- Sent three multi-faith delegations to support ongoing protests in Ferguson, MO in partnership with the Fellowship of Reconciliation and coordination with Presbyterian partners in the area.
- Initiated an annual “Farm to Table Gala” and “Living Traditions Award”
- Held 5th Annual “Summer Institute” to mentor young adults

ITEM C.206 FOR INFORMATION

Introduction – Coordinator for Theological Education

The Rev. Michelle J. Bartel, Ph.D., a theology professor and teaching elder in the Presbyterian Church (U.S.A.), has been named the new coordinator for theological education for the Presbyterian Mission Agency.

In her new role, Bartel will work closely with the Committee on Theological Education (COTE), the body entrusted with the General Assembly-mandated responsibility for developing and maintaining a comprehensive, denomination-wide plan for theological education.

“The selection team and I are thrilled to have Michelle Bartel come on board,” said the Rev. Charles B. “Chip” Hardwick, director of the Theology, Worship, and Education ministry area, which includes the Office of Theological Education. “She has a lively mind, and her experience teaching at a number of theological institutions gives her a unique perspective as she facilitates conversations about how to help our strong collection of seminaries face the challenges of the 21st century.”

Speaking on behalf of the selection team—which included COTE members José Irizarry, San Juan, Puerto Rico; Mary Elva Smith, Louisville, Kentucky; and Frank Yamada, Chicago, Illinois—Hardwick added, “Above all, we are grateful that Michelle’s commitment to and faith in Jesus Christ animates every interaction with her.”

Bartel, who is currently an adjunct professor of Theology at Bellarmine University in Louisville, holds a Ph.D. and an M.Div. in theology and ethics from Princeton Theological Seminary and a B.A. in psychology from Calvin College. In order for her to finish her teaching obligations at Bellarmine, Bartel will start her new position on a half-time basis effective March 9. She will begin her responsibilities full time on May 18.

“Excellent theological education is needed because God so loves the world and the world God loves is full of suffering, injustice, and those who do not know that they are beloved by God,” said Bartel. “What I already see in our seminaries and our living heritage is the beauty of Pentecost, that life-giving, divine act of hospitality. It’s this tonality, already present, that I hope to bring more vividly to the surface of our theological education in times such as these.”

In addition to her teaching experience—which includes positions at Augustana College, Sioux Falls, South Dakota, and Hanover College, Hanover, Indiana—she has also served as a supply pastor and college chaplain. Her publications include *Explorations in Christian Theology and Ethics: Essays in Conversation with Paul L. Lehmann*, for which she was a co-editor and essay author.

“Carrying the joy of the gospel in our hearts and minds can change the world abundantly, far more than all we can ask or imagine, because God is at work with the power within us,” Bartel said. “I am convinced of this and all we can do together as a church—congregations, presbyteries, leaders, seminaries—co-laboring as the PC(USA) for the sake of the world God so loves.”

As reported by Emily Enders Odom for the Presbyterian News Service, 2/25/15

ITEM C.207
FOR INFORMATION

**Introduction – Executive Director for the Association of
Presbyterian Colleges & Universities**

The Board of Directors of the Association of Presbyterian Colleges & Universities (APCU) has named Jeffrey E. Arnold to be its new executive director effective April 1, 2015. He will succeed Gary Luhr, who is retiring after serving as executive director since October 2002. Arnold is currently vice president for business strategy with RuffaloCODY, a provider of technology-enabled fundraising and enrollment management services and software based in Cedar Rapids, Iowa. The company serves more than 1,500 nonprofit organizations and institutions of higher education throughout the United States, Canada, Australia and the UK.

“Jeff brings a wealth of experience working in the higher education field in important strategic capacities, and the board of APCU is excited about the skill sets he will bring to the role as we re-envision the Association in response to the many challenges our institutions face,” says Dr. Richard H. Dorman, president of Westminster College in New Wilmington, Pennsylvania and current chair of APCU.

In a career spanning more than 30 years in higher education, Arnold has worked for two other technology-based companies and for The College Board from July 1995 to August 1998 and again from July 2001 to May 2004. Before that he was director of enrollment services and acting director of university relations at Pennsylvania State University, assistant director of admission and financial aid at the University of Pittsburgh and assistant director of admission at Duquesne University. He holds a Bachelor’s degree from Duquesne University, a graduate certificate in counselor education from Duquesne and a Master’s of Education in adult and continuing education from Pennsylvania State University.

Arnold is an ordained ruling elder in the Presbyterian Church (U.S.A.) at Johns Creek Presbyterian Church in Johns Creek, Georgia.

The Association of Presbyterian Colleges & Universities, an independent, not-for-profit organization that has a covenant with the Presbyterian Mission Agency, works to strengthen and promote colleges and universities related to the PC(USA) and to advocate the mission of higher education in the Reformed tradition.

As reported by Emily Enders Odom for the Presbyterian News Service, 2/26/15

ITEM D.200 FOR INFORMATION

1001 NEW WORSHIPPING COMMUNITIES UPDATE

www.onethousandone.org

With respect to ministry programming, 1001 is open for business! After taking several months to evaluate, research, and measure all aspects of the 1001 initiative, the month of March marks a turning point. The key pillars of the initiative have been reshaped, streamlined, improved, and re-launched.

The overview:

1. Discerning Missional Leadership Assessment: the “assessment” is designed to help leaders discern a call to starting a new worshipping community. Four assessment opportunities will be offered in 2015
 - Northwest (Seattle): May
 - Northeast (Pittsburgh): September
 - Midwest (Chicago): October
 - Southeast (TBA): November

Caz Minter caz.minter@pcusa.org coordinates the Discerning Missional Leadership Assessments.

2. Coaches: We have 60 trained coaches, representing a diversity of languages, races, ages, and national origins. We are concentrating on matching coaches with new worshipping communities as well as cultivating our coaches to serve as regional spokespersons of the initiative. Shannon Kiser Shannon.kiser@pcusa.org coordinates the coaches.
3. Internship: In February and March we began receiving applications for internships. We are offering a summer cohort in Southern California, two national program-year cohorts beginning in September, and a new yearlong residency in cooperation with Broad Street Ministry in Philadelphia. Sara Hayden sara.hayden@pcusa.org coordinates the internships.
4. Training: The national 1001 conference will be held in St. Pete’s Beach, Florida, in August. In addition we are launching regional cohorts for training and support.
5. Communications: an improved website and new e-newsletter, *New Church, New Way* will improve communications. *New Church, New Way* was launched in February 2015. The website revisions will be live in March 2015.
6. The first round of a ten-year longitudinal survey, studying the nature and impact of the 1001 movement, was completed in cooperation with Research Services.

In addition to these ministry activities, the 1001 ministries have worked hard over the last six months to increase mission effectiveness through improved compliance and stewardship.

1. Since the issuance of the Audit Committee report, our systems review did not discover any additional instances of circumvention of Presbyterian Mission Agency policies or ethical lapses.

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2. We have experienced some process difficulties due to incomplete understanding of Presbyterian Mission Agency policies and work procedures which we are working hard to address.
3. A job description for the position of Coordinator for Mission Effectiveness for Evangelism and Church Growth has been circulated, and the search to fill the position is active.
4. The regional staff for 1001 and the ministries they oversee are supported by Presbyterian Mission Agency Accounting and Finance, Legal and Human Resources to meet legal and internal control compliance.
5. An updated budget for all of Evangelism and Church Growth, including the 1001 ministry, has been submitted to the Presbyterian Mission Agency Board for approval during this meeting. The 2015 and 2016 budgets for 1001 have been prepared with great care for fund use in compliance with Presbyterian Mission Agency policies and mission goals and fund restrictions.
6. The policies for 1001 grant review by the Mission Development Resources Committee (MDRC) have been submitted for approval to this Presbyterian Mission Agency Board meeting. D.102 Recommendations for further improvement in grant review and data gathering for 1001 ministries have been made to the MDRC.
7. Consultant Simon Park has completed examination of the 1001 ministry design, implementation, and support and has begun development of a work plan to monitor mission goals while adhering to Presbyterian Church (U.S.A.) standards for accountability. The new Coordinator for Mission Effectiveness will work closely with the Evangelism and Church Growth director in this continuing effort.

The actions in the Evangelism and Church Growth work plan for sound ministry management and accompanying personnel adjustments will address all previously noted weaknesses in the Presbyterian Mission Agency Board Audit Committee report (August 13, 2014), deter additional issues from developing, and allow for prompt detection should an irregularity occur. These actions will help 1001 achieve greater mission effectiveness and provide a healthier work environment for the staff.

The numbers:

264 new worshipping communities

109 presbyteries with at least one new worshipping community

89 presbyteries have received a visit from a member of the 1001 staff to educate and resource leaders

ITEM D.201 FOR INFORMATION

Collegiate Ministries Update

www.presbyterianmission.org/ministries/collegiate/

Mission Associate Bio:

Jason Brian Santos joined the Presbyterian Mission Agency as the Mission Associate for Collegiate Ministries in October of 2014. His last call was as the Associate Pastor for Children, Youth and Young Adults at New Wilmington Presbyterian Church, in New Wilmington, PA. He is an ordained teaching elder in the PCUSA and holds a Ph.D. in practical theology from Princeton Theological Seminary, where he was named a Timothy Scholar for research on the spiritual formation of youth and young adults.

Report on Past and Present Ministry

Over the past five years, the Office of Collegiate Ministries has undergone several organizational and leadership transitions. The 2010 task force for Collegiate Ministries made a recommendation to develop a fuller network under the branding “UKirk,” a labeling that took effect after the 220th General Assembly (2012). While over 100 campus ministries and associates have transitioned to this new branding, there are many Presbyterian campus ministries still considering associating with the UKirk network.

www.ukirk.org/

Since arriving in October, the Associate has visited over 15 campus ministries and consulted with over two dozen campus ministers and chaplains. These visits and consultations opened doors to dialogue about the current climate of campus ministry in the Presbyterian Church (U.S.A.). The most salient concerns voiced were around financial/fund raising challenges, denominational support, lack of resources, and isolation in ministry. The “best practices” observed and reported focused on liturgical worship, intergenerational ministry, development of student leadership, and connection to mid-council judicatories as a means of broader support.

Finally, it is clear that there still exists considerable ambiguity about the UKirk network and what it is/how it functions. Efforts were made at the 2015 UKirk board meeting to identify five characteristics that both reflect the current exemplary practices in college ministries and demonstrate areas of emphasis for the future. The identified areas of emphasis are:

1. **Radical Hospitality**—is an effort to move congregations and campus-based ministries beyond just serving college students a free meal. This emphasis compels us to ask deeper questions about the perceived needs of college students and how we might welcome them into our communities.
2. **Intentional Ecumenism**—is recognition that many UKirk chapters are places for interdenominational and ecumenical fellowship. We value this diversity and understand that it is representative of a broader search among college students to engage faith beyond their denomination background. Though we are guided by a reformed theology and ethos, we also desire to extend our efforts in faith formation to all spiritual seekers.
3. **Critical Engagement in Faith**—is an emphasis that seeks to preserve and promote the historic tradition of critical thought around faith, which when coupled with the exploratory nature inherently found in institutions of higher learning, creates an environment for college age students to work out their faith in community.

4. **Intergenerational Ministry**—is a central theme that raises awareness around the importance of embracing college students with the whole congregation. This emphasis is of particular significance for churches directly adjacent to college and university campuses.
5. **Social Justice Initiatives**—is an emphasis that finds its expression both locally and nationally/globally. In the next three to five years, UKirk will launch nationally-supported local and global social justice initiatives.

Report on Future Ministry

Using these five emphases as a guide for ministry, the Office of Collegiate Ministry is launching the UKirk Cohort Project. The Cohort Project is at the center of how we hope to help form campus ministers and chaplains, professionally and spiritually. The Cohort Project aims at addressing the central needs expressed by campus ministers, while also promoting identified best practices from the field. Every UKirk affiliate will be assigned to a regional cohort, which will meet annually. Each gathering will be comprised of 10-13 participants and take place in a rental home for a three-nights/four-days regional retreat.

The curriculum for these cohorts stem from the pedagogical method of *shared praxis* (see Thomas Groome, *Christian Religious Education*, 1999). Every participant in the cohort will share from their own ministry context, engage in conversation around ministry practices and challenges, explore how their ministries are theologically undergirded (or not), consider a set curriculum (defined and directed by the associate for collegiate ministries) aimed at helping them function more faithfully in their ministry, and strategize how they will integrate those topics into the life of their ministry. Additionally, it should be noted that these cohorts are the basis for our local and global social justice initiatives.

ITEM D.202 FOR INFORMATION

New Beginnings Update www.whatisourfuturestory.com

New Beginnings is an assessment-based discernment process for churches that seek to make a bold decision about their future. It was originally designed for use by churches struggling with issues of viability and sustainability but it has also proven helpful to those that, while still viable, are stuck in a pattern that leads to decline. It is designed to take roughly five to eight months from start to finish, though many of the churches are taking longer than that. It happens in four phases: assessment, leader training, discernment (thru small groups), and decision-making. Churches participate in one of two ways; either on their own or with a cluster of churches sponsored by a presbytery.

1. Number of churches that have gone through New Beginnings:

Previous years:

2010 - 7

2011 - 39

2012 - 90

2013 - 92

2014 - 167

This year, we have worked with 43 churches to date. Looking ahead -- There are 12 scheduled that are confirmed. We estimate an additional 30 or so based on the confirmed clusters or inquiries that look solid. So our lowest estimate for 2015 is around 90, with a high estimate of 110.

The pattern in the numbers above is interesting. Initially the number of churches signed up for New Beginnings grew fast; we had two years with a similar level of work, and then we had an explosion of demand in 2014. It would have been even more that year except that we shut down our work with individual churches in the first part of the year because we could not keep up with the demand. We reopened that end of the work mid year and the requests from individual churches is beginning to pick up again. The level of work was never going to be on a straight-line pattern and 2015 is where we see the first slow down happening. Our work in 2015 is likely to be about a third less than 2014.

We are seeing some presbyteries where we have already run one cluster of churches through New Beginnings come back and ask to run a second one with some churches that did not do it the first time. That tells us good things are happening through its use, as they would not come back for more if they were not.

At some point in time we will saturate the population of churches wanting to use this tool, though I think we have a long way to go before that happens. It is very difficult to predict the rate of demand, so managing the up and down will be the challenge.

2. Actually making New Beginnings happen:

2014 was the year we had to slow things down (early in the year) due to our inability to keep up with demand. By the end of the year we had developed a cadre of contract folk to help us with the training events as well as developed a group of New Beginnings Decision Coaches. Early this year we recruited and trained more assessors.

We began work in 2014 on clarifying the financial picture of New Beginnings, work that is on-going. We have financed the cost of providing New Beginnings in part through the fee we charge for using it. This year will be an important year for looking at issues such as pricing and what amounts to sustainable costs associated with the program.

3. New Areas of Development

We are partnering with San Gabriel Presbytery to do a pilot project using New Beginnings with the presbytery itself. This began in 2014 and is on-going. The 'word on the street' is that other presbyteries have already expressed interest. If the final result is productive, then we will be able to offer that service as well.

ITEM D.203
FOR INFORMATION

MISSION DEVELOPMENT RESOURCES COMMITTEE MANUAL OF OPERATIONS

The Presbyterian Mission Agency Manual of Operations (“**PMA Manual**”) provides, in part in Appendix 1F, that the Mission Development Resources Committee (“**MDRC**”)

- “Reports to the Worshiping Communities Committee, typically in the form of action items, information reports and changes to the MDRC Manual of Administrative Operations” (Section III, B, 4).

Upon review of the MDRC Manual of Administrative Operations (“**MDRC Manual**”), it was discovered that it consists of two (2) parts: a part constituting the manual which describes the history of MDRC, the work of MDRC, and the structure of MDRC and a part which contains the grant policies and procedures. The Policies and Guidelines of the General Assembly Church Loan Program Endowment Funds are a separate document from the MDRC Manual of Administrative Operations.

The PMA Manual requires that the MDRC Manual (Attached) be reported to the Worshiping Communities Committee and that the grant and loan policies and procedures be recommended to the board for approval. The purpose of this Information Item and an Action Item related to MDRC grant policies is to bring the practices for both documents into alignment with the requirements of the PMA Manual and ratify past changes to the grant policies and procedures and all actions taken pursuant to those changes. A separate Action Item is being presented to the Worshiping Communities and the Finance Committees to secure approval of the MDRC grant policies.

In 1988 the former Evangelism and Church Development Ministry Unit Committee appointed the MDRC to administer the Mission Program Grant and Church Loan programs. The primary focus of the MDRC is to respond faithfully to the church growth commitment of the Presbyterian Church (U.S.A.). This work is conducted in partnership with partner congregations and mid councils engaged in church growth mission through the allocation of grants and loans.

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Evangelism and Church Growth Ministry Area

Appendix 13

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PRESBYTERIAN CHURCH (U.S.A.)

**MANUAL OF ADMINISTRATIVE OPERATIONS
FOR THE
MISSION DEVELOPMENT RESOURCES
COMMITTEE
AND
OFFICE OF MISSION PROGRAM GRANTS**



NOVEMBER 2014

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Evangelism and Church Growth Program Area
Presbyterian Mission Agency
Presbyterian Church (U.S.A.)
100 Witherspoon Street
Louisville, KY 40202-1396
(888) 728-7228, Ext. 5230 (Tim), Ext. 5251 (Bill)
Fax # (502) 333-7251

Applications and resources are available through the Mission Program Grant web site at <http://www.presbyterianmission.org/ministries/missionprogramgrants/>.

For information about Presbyterian Mission Agency Church Loans, please contact Jim Rissler, Ben Blake, Jason Peterson, or Judy Walton at the Presbyterian Investment & Loan Program (800) 903-7457 or <http://pilp.pcusa.org/>.

INTRODUCTION

This manual describes the work of the Mission Development Resources Committee (MDRC) and the grants sponsored through the Office of Mission Program Grants. The contents remain flexible allowing amendments and additions to be made as recommended by the committee and approved by the Presbyterian Mission Agency Board.

Mission Development Resources Committee

In 1988 the former Evangelism and Church Development Ministry Unit Committee appointed the MDRC to administer the Mission Program Grant and Church Loan programs. The primary focus of the MDRC is to respond faithfully to the church growth commitment of the Presbyterian Church (U.S.A.). This work is conducted in partnership with partner congregations and mid councils engaged in church growth mission through the allocation of grants and loans.

The MDRC implements its work through the following functions:

- Allocating of grants for new worshiping communities and presbytery support for continual congregational transformation;
- Originates and oversees the repayment of Presbyterian Mission Agency loans to new and existing congregations for site acquisition, building construction, renovation, and other related projects;
- Recommends policies, procedures and guidelines that govern grant and church loan programs;
- Interprets the purpose and availability of the grant and church loan programs to the whole church, instilling hope for future ministry to keep the church alive and growing;
- Responds in partnership with mid councils to new and emerging ministries;
- Grants office staff and/or MDRC members conduct consultations and training events in order to provide information related to the preparation of written proposals, funding policies and procedures;
- Annually reviews and recommends to the Presbyterian Mission Agency excellent new congregations nominated to receive Sam & Helen R. Walton Awards.

Church Loan Program—Coordinated Loan Program

The Church Loan Program (CLP) is part of the Coordinated Loan Program with the Presbyterian Investment and Loan Program (PILP), providing a coordinated lending service for all related churches and presbyteries. A joint loan team composed of MDRC Church Loan Team members and PILP Investment and Loan Policy Committee members to review and make recommendations on joint loan applications.

The MDRC reviews and approves policies and procedures for the CLP and the PILP Board conducts reviews of their respective policies and procedures. Policies and procedures for the CLP are available from PILP.

Presbyterian Mission Agency Board

The MDRC is accountable to the Board and conducts its work in consultation in the following ways:

- Communicates with the church regarding the work of MDRC;
- Nominates persons to serve on MDRC;
- Funding and budgetary matters;
- Sam & Helen R. Walton Awards;
- Issues related to establishing policies, new funding categories and new priorities;
- Reporting annually on the work of MDRC;
- Other related matters.

COMMITTEE STRUCTURE

Membership

The MDRC is comprised of thirteen (13) elected members, one of whom must be a Presbyterian Foundation Representative. Members are eligible to serve two four-year terms. The Worshiping Communities Committee of the Presbyterian Mission Agency and the Board of PILP each assign a member as liaison to the MDRC.

Preferred skills and abilities (experience and expertise) required for the work of the committee include, but are not limited to:

- Establishing new worshiping communities and/or leading congregational transformation;
- Mid council level church development work;
- Real estate knowledge;
- Lending, including credit analysis, risk management, loan documentation, and related legal matters;
- Ability and willingness to work with a committee to analyze funding requests, and review voluminous and detailed information in a short period of time;
- Ability to maintain confidentiality.

Committee Teams

The MDRC is organized into three teams to facilitate and carry out specific tasks and the ongoing work of the committee. In consultation with committee members and staff, the Chairperson annually appoints Team Coordinators, members, and task groups as necessary. Decisions and activities conducted by a team or task group are reported to the MDRC following the action taken. Ordinarily, face-to-face team meetings are held during the spring and fall meeting of the MDRC. Four other conference calls will be held between face-to-face meetings in order to conduct the business of the committee, reduce travel expenses, and enhance the committee's ability to be responsive to the needs of the denomination.

Coordinating Team: Supports and coordinates the work of the MDRC, and assumes decision-making responsibility between meetings. Cares for the members, giving full expression to the rich diversity within the committee and promotes inclusiveness in their activities and work; presents nominations for Chairperson and Vice-chairperson; and assists with the membership nominating process. Walton Award nominations will be reviewed jointly with the Grants Team.

Grants Team: Members are responsible for establishing policies that guide the grant programs and for reviewing grant proposals, consulting with applicants, Presbyterian Mission Agency staff reviewers and coaches, and making funding decisions in collaboration with fellow team members. Members are responsible for reviewing progress reports of funded projects. Team decisions are to be reported to the whole of MDRC and shared with appropriate Presbyterian Mission Agency staff.

Church Loans Team: Members are responsible for establishing policies that guide the church loan program and for reviewing and approving loans which are to be funded from endowment dollars that have been gifted for church development. PILP funds are investment dollars that individual Presbyterians, congregations, mid councils, Presbyterian Mission Agency and the Presbyterian Foundation invested for church development.

Committee Officers

The MDRC annually elects a Chairperson and a Vice-Chairperson as needed. Officers are ordinarily elected for a term of one year and are eligible to be re-elected for additional terms as circumstances demand. The Chairperson serves as the leader of the Coordinating Team and as an ex-officio, voice without vote, member of the Grants and Church Loans Teams. In the absence or disqualification of a team member that results in the failure to obtain a quorum, the Chairperson shall be an alternate with voice and vote. In addition, the Chairperson shall serve as lead reviewer at the invitation of Team Coordinators.

Meeting Schedule

The MDRC normally meets face-to-face during the spring and fall. Grant proposals will be reviewed and funding decisions made according to the following schedule. MDRC will strive to meet on or within one working day of the scheduled review dates. In the event that a proposal is not approved, resubmission for consideration is possible. Resubmitted proposals must address the cause(s) for denial and be received by the grants office no later than 10 working days prior to the next regularly scheduled review date.

<u>2015 Cut-off Date For Receipt Of Proposals</u>	<u>2015 Review Date</u>	<u>Proposals Received After The Monthly Cut-Off Date, Will Be Reviewed</u>
February 11	March 9-10*	April 15
March 11	April 15	May 13
April 15	May 13	August 10
July 15	August 10*	October 14
September 16	October 14	November 11
October 14	November 11	March 7, 2016

* Face-to-Face MDRC Meeting

New Worshiping Community Seed Grant proposals are not bound by these dates and therefore may be submitted for consideration at any time.

Walton Award Nomination Deadline: Nominations need to be filed for each nominee and received in the Office of Mission Program Grants by January 31st of each year. The 2015 MDRC Review Date will be March 9–10.*

Training Events

Related program staff and/or MDRC members will plan and implement training events for mid council staff and leaders in the following areas:

- Providing assistance in grant and loan application preparation;
- Developing models of planning and strategy based on other successful projects;
- Discovering creative and experimental ventures in new projects;
- Gaining an understanding of grant funding;
- Other areas of skills development training as requested.

ITEM D.204
FOR INFORMATION

MIDDLE EASTERN MINISTRIES

The PC(USA) seeks to be responsive to the needs of Middle Eastern Presbyterians, many of whom have immigrated to the United States. Middle Eastern Presbyterians have been a part of the Presbyterian Church for more than one century.

In February 2013, the Rev. Magdy Girgis joined Racial Ethnic & Women's Ministries as part-time field staff for Middle Eastern Ministries. Middle Eastern Ministries works in partnership with congregations and mid councils to assist in the development and growth of new Middle Eastern worshiping communities and their leaders. Middle Eastern Ministries supports existing Middle Eastern worshiping communities, equips them for effective ministry and works with the National Middle Eastern Presbyterian Caucus to coordinate leadership training events. In addition, Middle Eastern Ministries supports Middle Eastern Presbyterians as they witness to the gospel of Jesus Christ, identify social justice inequalities and act as a bridge for dialogue, promoting educational and cultural understanding of Middle Eastern issues.

In 2013 Middle Eastern Ministries partnered with mid councils in the development of ten new worshiping communities, which are primarily Egyptian, Iraqi, and Syrian. These new worshiping communities are located from the East Coast: Detroit, MI; Omaha, NE; Kansas City, KS; King of Prussia, PA to the Southwest: Houston, TX to the West Coast: Palmdale, Corona, Temecula and Murrieta, CA. In 2014 the Middle Eastern Ministries Office set a goal to ignite the movement to start five new worship communities, which included those in Queens, NY; Jersey City, NJ; and the San Francisco Bay Area.

There are more than 60 Presbyterian congregations and fellowships throughout the U.S., who worship in different languages, including Persia, Assyria, Armenia and Arabic. Middle Eastern Ministries inspires, equips and connects 6 churches, 20 new worshiping communities and 2 Bible Studies along with approximately 40 pastors from Egypt, Lebanon, Syria, Iraq and Iran who speak these four languages: Arabic, Farsi, Armenian, and Chaldeans.

Middle Eastern Ministries provides the following services:

- Partnering with mid councils, Middle Eastern churches, and other congregations to develop Middle Eastern new worshiping communities
- Design and provide leadership development programs for Middle Eastern pastors to minister to new worshiping communities and lay leaders for the second generation.
- Actively support Middle Eastern leaders, young adults, and women to be connected with local churches through evangelism and social justice
- Help churches provide training for new immigrants as they become acclimated to a new environment
- Help churches to minister to their second generations through training and development and connect first and second generation parishioners
- Provide children-specific ministry to maintain the original languages, learn Biblical truth and adapt to a new culture
- Assist the Middle Eastern Presbyterian Caucus in connecting Middle Easterners in the U.S.A. and encourage them to be the Middle Eastern voice for peace and justice in the PC(USA) and to advocate for Middle Eastern issues
- Identify and distribute Middle Eastern specific resources to assist in the formation and development of existing congregations and new worshiping communities.

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Magdy Girgis resides with his family in Los Angeles, California. In addition to serving as Middle Eastern field staff, he is a board-certified chaplain at Vitas Hospice Care.

ITEM D.205
FOR INFORMATION

PORTUGUESE-LANGUAGE CONGREGATIONAL SUPPORT

The field staff for Portuguese-language Congregational Support serves in the Hispanic/Latino-a Congregational Support Office in Racial Ethnic & Women's Ministries. This ministry seeks to ignite a movement to grow and develop new Portuguese-language worshiping communities. The Rev. Almir Dias has served as part-time field staff since 2013. While one of the central focuses of this ministry is evangelism and church growth, the office equips and resources existing Portuguese-language worshiping communities and assists mid councils in developing new worshiping communities. Almir also provides transformational leadership training at regional and national church events.

Portuguese-language Congregational Support helped make it possible for the *Book of Order* and some of the PC(USA)'s confessions to be translated into Portuguese. In addition, staff have developed a devotional resource and two Facebook pages: one for Portuguese-language pastors and one for Portuguese-language leaders.

As field staff for Portuguese-language Congregational Support, Almir equips leaders of worshiping communities for ministry providing training in the following areas: leadership development, young adult ministry, visioning and church growth. This ministry also helps individuals to start new worshiping communities.

Staff in Portuguese-language Congregational Support are collaborating with the Presbytery of Tropical Florida in developing a Portuguese-language new worshiping community in Miami, Florida. The office is engaged in similar efforts in Baltimore and Newark presbyteries.

In 2015, Almir will join other members of the Racial Ethnic & New Immigrant Congregational Support staff in providing training for racial ethnic and new immigrant individuals called to serve as coaches for leaders of new worshiping communities.

Almir Dias is an ordained teaching elder in the Presbyterian Church (U.S.A.) and a member of National Capital Presbytery. In addition to serving as field staff for Portuguese-language Congregational Support, he serves as Pastor of Brazilian Presbyterian Bible Church in Germantown, Maryland.

ITEM D.206
FOR INFORMATION

**2015 NATIONAL CONSULTATION ON DEVELOPING REGIONAL RACIAL ETHNIC
MINISTRIES**

In light of the shifting landscape of presbyteries and synod structures and programs, the 221st General Assembly 2014 called for a national consultation on developing regional racial ethnic ministries in 2015. Due to the continuous growth of the racial ethnic population in the United States, and the expected increase of new immigrant Bible study groups, fellowships, and new church developments in the PC(USA), there will be a need to maintain regional expressions of racial ethnic ministries. A ten-member planning team for the consultation was formed and met February 9-10, 2015, in Louisville, Kentucky. The consultation is tentatively scheduled for May 2015.

The General Assembly has charged the consultation with the following task: “developing a vision and structure so each ministry may create its own unique way of doing ministry.”

The national consultation on developing regional racial ethnic ministries was one of several recommendations from the National Racial Ethnic Ministries Task Force to the 221st General Assembly (2014). The Task Force was approved by the 220th General Assembly (2012) in response to a recommendation from the General Assembly Mid Council Commission Racial Ethnic Strategy Task Force, which arose out of a concern for the future of regional racial ethnic ministries, if the number of synods was reduced.

The rationale for the recommendation from the National Racial Ethnic Ministries Task Force includes the following observations, “The Presbyterian Church (U.S.A.) has taken supportive and encouraging positions advocating inclusion and support of racial ethnic ministries. While this may be true, significant problems remain. Many of our racial ethnic congregations find themselves in presbyteries in which they are the only congregation of its kind and receive little or no assistance in the form of guidance, nurture, or resources. Some congregations and/or members of racial ethnic groups have not been fully welcomed to be present or to share their gifts in some contexts and structures. The commitment to inclusion and racial ethnic ministry has waned in recent years and other priorities have moved to the forefront in terms of resources, time and energy. In past General Assemblies, racial ethnic ministries have been highlighted, proclaimed, and met with approval through statements and strategies but have received little support or funding. As the universal church in general, and the Presbyterian Church (U.S.A.) in particular, grapples with complex societal, theological, and cultural challenges, racial ethnic ministries have in many cases taken a back seat or been declared a cause from another era. Although these are significant barriers to unity in the body of Christ, we believe that through God’s Holy Spirit, the Presbyterian Church (U.S.A.) can experience a new life and vision through the witness and vision of racial ethnic members of this denomination and those who seek to claim the Reformed tradition as their home.”

The Rev. Sterling Morse, Coordinator for Intercultural Ministries, is staff supporting the 2015 National Racial Ethnic Ministries Consultation.

ITEM D.207
FOR INFORMATION

**CHURCHWIDE CONFERENCE ON RACE, ETHNICITY, RACISM, AND
ETHNOCENTRICITY**

The 221st General Assembly (2014) called for a Churchwide Conference on Race, Ethnicity, Racism, and Ethnocentricity to be held in 2015. The Moderator of the 221st General Assembly (2014) is in the process of appointing a ten-person planning team, which will include participants from the following groups:

- a. Racial Ethnic congregational leadership
- b. Racial Ethnic Caucus leadership
- c. Advocacy Committee on Racial Ethnic Concerns
- d. Presbytery and Synod leadership
- e. General Assembly on Representation
- f. Representatives from the Office of the General Assembly and the Presbyterian Mission Agency

The conference will involve leadership, who will work with larger and majority congregations to find visible solutions to visible and invisible racism and discriminations that are within different ethnic groups and toward each other. The conference will be an early step for the church to recognize and heal wounds, and to widen the conversation as it begins a process of reconciliation.

The conference is tentatively scheduled for late spring of this year.

Sterling Morse, Coordinator for the Office of Intercultural Ministries, and Sera Chung, Associate for Gender and Racial Justice, are serving as the staff supporting the planning team of this conference.

ITEM D.208 **FOR INFORMATION**

Update on the Directory for Worship

Following the last Presbyterian Mission Agency Board meeting, Theology and Worship completed a comprehensive communications plan for the Directory for Worship revision. That plan was sent to the Worshipping Communities committee through the chair.

We have followed through with the plan to this point. This activity includes:

- A Presbyterian News Service story on the proposed revision (September 2014)
- Three workshops at the Fall Polity Conference (October)
- A webinar on the Directory for Worship through the Company of New Pastors and a related Presbyterian News Service story (October)
- A podcast on the Directory for Worship for Presbyterian seminary students (October)
- An hour-long presentation and Q/A at the Moderators' Conference (November)
- A column on the Directory for Worship revision by Presbyterian Mission Agency Board Chair Marilyn Gamm, "Great Co-Mission" (November)
- A video conference with members of the Advisory Committee on the Constitution (December)
- Presentations at the North American Academy for Liturgy (January 2015)
- Two workshops at a Presbyterian Association of Musicians event on small churches (January)
- Presbytery workshops on the Directory for Worship (February, March)
- Notice of the proposed revision in an article for *Presbyterians Today* (March)
- A column on the Directory for Worship revision by Presbyterian Mission Agency Executive Director Linda Valentine, "Faithful Mission" (March)
- A featured item in "Grace & Gratitude," the monthly e-blast of Theology, Worship, and Education (April)

In March 2015 we also initiated another social media push to keep the revision of the Directory before the church, including carousel features on the PC(USA) and Presbyterian Mission webpages.

ITEM D.209 FOR INFORMATION

Introducing a New Denominational Children's Curriculum: *Growing in Grace & Gratitude*

...and an abundance of grace was at work among them all. (Acts 4:33, CEB)

About twenty months ago, the editorial staff of Congregational Ministries Publishing was starting to develop a new denominational children's curriculum to replace *We Believe*. Since the development was in the infancy stages, we were evaluating the direction the new curriculum should take. We were certain that it needed to be more than just informational. It needed to be transformational. We were wrestling with how to develop a curriculum that articulates our denominational identity while encouraging young learners to practice Christian community, proclaim the gospel, and work for justice.

When we heard about the idea of "grace and gratitude" from our colleagues down the hall in the Office of Theology and Worship, we knew it was our way forward. We could imagine a curriculum that helps transform the lives of children and those who love them, shaped by grace and gratitude. The result is *Growing in Grace & Gratitude*, set to launch in fall 2015.

The key Bible stories that we want children to know are similar to those in any church curriculum, but how the session unfolds reveals the grace of God and our gracious response. For example, *We Believe* is based on the children's catechism. To shape a session on the creation story, we would use Question 7: "What did God create? God created all that is, seen and unseen." Children would learn what God creates, but would they experience transformation?

Growing in Grace & Gratitude focuses the session differently. As you read the story of creation, you discover a glimpse of God's grace on the first page, hidden in one little word, spoken repeatedly—*good*. God names creation, including you, "good"; the Hebrew word *tov* means "beautiful, bountiful, cheerful, fine, good, grace-filled." God blesses the creation by pronouncing it good. Through the session, children will experience God's grace as a human being, created in God's image, called to be a partner with God and with others in fulfilling the purpose of creation: to glorify God.

Same story, different emphasis—much more transformational!

We introduced this idea at this year's Association of Presbyterian Church Educators event in San Jose, California. Lib Caldwell, a noted Presbyterian educator and professor at McCormick Theological Seminary, came up to staff afterward and said, "This is the way you teach Reformed faith to children."

We are excited about the possibilities that this new articulation of faith can bring, and we are particularly pleased that it seems to work for even the youngest of Presbyterians. Each session of *Growing in Grace & Gratitude* is rooted in Bible stories that reveal God's grace. Children and their leaders will celebrate the meaning of this grace in their lives as they encounter a living God. Through fun activities, prayer, and singing, children will gather in God's grace and learn to respond joyfully in gratitude.

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Three core values shape the vision of *Growing in Grace & Gratitude*. These core values are that the curriculum:

- Be rooted in the foundation of Presbyterian identity where God's grace and our gratitude are the heartbeat of our faith, life, and worship.
- Extends an invitation to discipleship that inspires children to learn and practice hospitality, generosity, and love.
- Reaches beyond Sunday morning, encouraging children to live their lives as an expression of God's Grace.

In grace and gratitude,
Clare Lewis

**ITEM C.300
ADVICE AND COUNSEL MEMORANDUM**

The Advocacy Committee for Racial Ethnic Concerns offers the following advice and counsel on Item C.103 REPORT OF THE HISTORICALLY PRESBYTERIAN RACIAL ETHNIC INSTITUTIONS TASK FORCE:

1. Strikeout the last 2 lines from Recommendation 2, ending with “Historically Presbyterian Racial Ethnic Institutions.” New text would read: “That the Presbyterian Mission Agency Board approve and recommend that the 222nd General Assembly (2016) approve that funds from the Christmas Joy Offering continue to be disbursed to eligible Historically Presbyterian Racial Ethnic Institutions.”
2. Edit Recommendation 1.1 to read: “ Presbyterian racial ethnic institutions primarily serve students *whose access to full educational opportunity has been routinely inhibited by the constructed category of their race as well as by their socioeconomic circumstances.*”

The Advocacy Committee for Racial Ethnic Concerns (ACREC) acknowledges the exceptional and countless contributions of the racial ethnic schools in the United States by serving minority constituencies who are often disproportionately underprivileged. Through education, faith nurture, and leadership development, Historically Presbyterian Racial Ethnic Institutions were and remain one of the most effective intervention means by which the Presbyterian Church (USA) helps to transform society and directly affects the socioeconomic emancipation of numerous children of God and their communities.

ACREC continues to lift up and support the Historically Presbyterian Racial Ethnic Institutions for their historic role that demonstrates the active and essential partnership of Presbyterians with disadvantaged communities to affect racial equality, diversity, community development, and societal change.

Moreover, ACREC continues to support the mission of our Historically Presbyterian Racial Ethnic Institutions because the need for such community engagement and societal transformation for equal access to education, meaningful community development, and socioeconomic freedom are greater now than ever before despite a long, long journey towards equality, and because much unnecessary suffering, oppression, and white privilege that still prevail in our society today.

The Task Force begins with an ambiguous premise in the first paragraph:

“In response to its biblical and theological call, the Presbyterian Church (U.S.A.) is committed to increasing the diversity and inclusivity of the PC (USA) and building up the whole body of Christ. One of the ways that the church has historically demonstrated its commitment to diversity and inclusivity is in its support of racial ethnic education.”

While this written commitment is important, the stated mission of the church, including PCUSA, is not simply administrative or organizational, but rather transformational in nature. Our mission is not to be self-serving and focused inwardly, but we are called to focus outwardly.

Diversity is indeed a valued theological and organizational goal of the church, but that in itself is not a mission objective. “Commitment to increasing the diversity and inclusivity of PC (USA)” needs to result in an act of confession and repentance by the 91.2% majority “White” organization which fails to reflect even the diversity within its social context. Our commitments on paper have not yet created the real and meaningful change we as a denomination have repeatedly committed to. Lofty pronouncements and declared promises must be translated in terms of practical ways to benefit the constituencies we claim to serve, and not to benefit and enrich our own bureaucracies, programmatic and staffing structures. More importantly, given the realities of the widening gap between the rich and poor and between the “white”

PRESBYTERIAN MISSION AGENCY BOARD

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Advocacy Committee for Racial Ethnic Concerns

Appendix 13

and “non-white” we cannot afford to seek ways to replenish our storage of institutional programs to enrich our organization and ensure the survival of church programs while starving the minority constituencies, gutting transformative entities, and further risking the viability of struggling educational missions. We simply cannot afford to divert much needed free will offering from the needs of the predominantly “non-white” disadvantaged minority in order to enrich the organizational interests of the predominantly rich majority “white”.

In the second part of the paragraph the Task Force presents a confusing stance: “The Presbyterian Mission Agency Board and the General Assembly have reaffirmed the Presbyterian Church (U.S.A.)’s commitment to the church’s support of racial ethnic education through the Institutional Relationship Agreement between the General Assembly of the Presbyterian Church (U.S.A.) and Historically Presbyterian Racial Ethnic Institutions and through disbursements from the Christmas Joy Offering.”

While it is admirable to make such a statement, how does the Task Force recommend to divert much needed funding away from this stated commitment to an internal mission agency (PMA) by 2024?

How can we affirm our commitment to support racial ethnic education but end our financial commitment to Historically Presbyterian Racial Ethnic Institutions? Diverting much needed funding will only signal a continued commitment to seek the survival and self-interest of one of our mission agencies while risking the demise of our R/E Schools.

We urge PMA Board to reject this recommendation and acknowledge that it is time to double up and multiply our financial commitment and every other means of support to help transform our communities by meeting the needs of marginalized communities to break free from the vicious cycle of poverty and disenfranchisement. Diverting much needed financial support to PMA is self-serving and inwardly focused.

The main objective of the Task Force was: “develop a brief strategy document that describes the characteristics of racial ethnic schools and colleges that produce racial ethnic leaders in today’s intercultural society.”

This objective was met as described in Task Force recommendations. However, the Task Force recommendation # 2 that calls for diverting much needed funding by 2024 to PMA is counterproductive and detrimental to the Historically Presbyterian Racial Ethnic Institutions, and is not in anyway related to the main objective of the Task Force.

Recommendation 2 also is detrimental to the stated objective because this objective to “produce racial ethnic leaders in today’s intercultural society” is the primary function and objective of the Historically Presbyterian Racial Ethnic Institutions in the form of higher education. Meanwhile, other church run leadership programs, like any other PMA programs, are limited by scope, reach, and therefore by influence. PMA programs are largely designed to focus on the church programmatic needs with little room for complex and specialized needs that are met by a college or university. Church programs generally target and impact mostly the Presbyterian membership, while educational institutions reach out to all members of society irrespective of their religious, faith, or non-faith-based orientation. Hence, our Historically Presbyterian Racial Ethnic Institutions are able to influence and impact the daily societal needs and realities, which a church program will largely miss. It is a comparison between a college education/degree and a conference or seminar on Christian/Presbyterian leadership. It is the difference a college can make by offering discounted tuition or scholarship towards an education/degree versus a discounted registration or scholarship to attend a church conference. It goes without saying that college education is more practical, foundational, and instrumental than a leadership development conference or seminar.

Again, the report highlights how Recommendation 2 contradicts with the Task Force’s self stated

objectives:

The Historically Presbyterian Racial Ethnic Institutions Task Force met in the fall of 2014 and considered:

- 1) How the PC(USA) can remain true to its commitment to Historically Presbyterian Racial Ethnic Institutions while considering how other Presbyterian racial ethnic educational institutions can become related to the PC(USA) and be considered for support;
- 2) and to define and interpret the standards for racial ethnic schools related to the PC (USA) and determine the characteristics of schools that produce racial ethnic leaders in today's multiracial society.

“Remaining true to its commitment” cannot be implemented by diverting a free will offering to benefit PMA. There is a clear conflict of interest in requesting PMA Board to approve such a self-serving measure while alienating racial ethnic constituencies and risking historic contributions to enrich a church leadership program. In addition, “define and interpret the standards” does not explain diverting away financial resources in the form of a popular and successful free will offering for a programmatic church function already funded by the church.

The Task Force report documents that only FIVE out of EIGHT schools are still operational. It is no secret that the THREE Historically Presbyterian Racial Ethnic Institutions Schools were closed and/or lost accreditation mostly due to lack of funding.

The Task Force report already documents that the church pursued double standards when it comes to education:

“For many years the church discouraged racial ethnic schools and colleges from building endowments. The historical document from the former PC (USA) General Assembly Mission Council, *Strategy for Minority Education (1975)*, states, “Endowment funds for those institutions formerly related to the Board of National Missions of the United Presbyterian Church are virtually nil since the Board always told those institutions that the church was their living endowment.” Such an approach distinguished minority institutions from other church-related institutions, and, as a result, when church action made them independent decades ago, they had few actual reserves and faced significant challenges in developing themselves. Therefore, the leaders of these institutions have needed to devote enormous time and energy to address financial issues.”

Moreover, here again it is obvious how Recommendation 2 could be viewed as disingenuous and counterproductive to the mission and future of the remaining five racial ethnic schools. Given the ethos and objectives of the Christmas Joy Offering as a free will charitable giving that is designed to supplement the mission of the church that does not benefit from other sources of church funding. If approved, the original recommendation could be interpreted as a hostile and greedy takeover by a church program agency, which despite reduction in funding remains well endowed and supported entity of the church. The Christmas Joy Offering is an opportunity for Presbyterians to give joyfully a freewill offering that affects directly specific needs, and was not designed to fund church programs that already benefit from multiple established sources of income from the church.

**ITEM D.300
ADVICE AND COUNSEL MEMORANDUM**

The Advocacy Committee for Racial Ethnic Concerns offers the following advice and counsel on Item D.204 Middle Eastern Ministries:

Middle Eastern congregations are in need of staff resourcing at the Presbyterian Mission Agency (PMA) who understand Middle Eastern cultures and Christianity and needs and who can assist congregational groups to start to thrive. This relationship with PMA would benefit the local Middle Eastern communities and strengthen the denomination. The need for a full-time Associate and office for Middle Eastern Ministries are particularly crucial in these times when an increasing influx of Christian Middle Easterners from the birthplace of Christianity into the United States.

Even though the present part time associate for Middle Eastern Ministries is performing heroically, we believe that the present situation of having a part time associate, hired for only 19 hours per week, without benefits, and having the position as an annual contract is indicative of insufficient support for this important area of ministry.

The office of the General Assembly (OGA) considers that a Middle Eastern ethnicity is of sufficient importance to keep statistics on Middle Eastern membership and assures nominations of Middle Easterners on various General Assembly committees. It is clear that the General Assembly and the Office of the General Assembly view ethnicity to be an important factor in the various ministries of the Church rather than limiting the church to the US Government census classifications of “race.”

We note the hiring of several associates for ministry for other ethnic groups by PMA after closing down the Middle East Ministries Office. We urge the PMA to demonstrate equity and fairness in restoring the Middle East constituency office, budget allocation, hiring of staff of Middle Eastern descent, including the hiring of a full time associate for Middle Eastern Ministries to support Middle East Presbyterian Caucus and Middle Eastern bible study groups, fellowships, and congregations in the United States.

The Advocacy Committee for Racial Ethnic Concerns advises the Presbyterian Mission Agency Board to:

1. Hire a full time associate for Middle Eastern Ministries to support the Middle East Presbyterian Caucus and Middle Eastern bible study groups, fellowships, and congregations in the United States.
2. Restore the Office for the Middle East and the original office budget before the office was closed.
3. Hire one additional Field Staff who is fluent in the Arabic language and Middle Eastern culture.
4. Recognize “Middle Eastern” as a Racial/Ethnic category on all forms and reports.

**ITEM H.200
 FOR INFORMATION**

Subject: 2014 World Mission Funds Development Report – YTD December 31, 2014

	2014 Annual GOAL	2014 Actual Mission co-Worker	Actual vs. Goals	YTD 2013	Variance 2013 vs.
2014			Sending and Support		
Individuals:	\$4,080,000	\$2,480,058	(\$1,599,942) 61%	\$3,272,759	(\$792,701) 76%
*Church Support:	<u>\$5,000,000</u>	<u>\$4,804,660</u>	<u>(\$195,340)</u> 96%	<u>\$4,906,183</u>	<u>(\$101,523)</u> 98%
Total Revenue:	<u>\$9,080,000</u>	<u>\$7,284,718</u>	<u>(\$1,795,282)</u> 80%	<u>\$8,178,942</u>	<u>(\$894,224)</u> 89%
 <i>*(DMS, ECO, MIJHH cash gifts from churches)</i>					
Expenses:	\$2,149,249	\$1,880,857	(\$268,392) 88%	\$1,666,936	\$213,921 113%
Total Cash to Need:	<u>\$6,930,751</u>	<u>\$5,403,861</u>	<u>(\$1,526,890)</u> 78%	<u>\$6,512,006</u>	<u>(\$1,108,145)</u> 83%

Summary:

Our overall revenue for the sending and support of mission co-workers for 2014 (January through December) of \$7,284,718 is \$894,224 lower than last year's revenue. The 2014 revenue is \$1,795,282 under and is 80% of the goal.

Our total fund raising expenses of \$1,880,857 were 88% of the projected expense of \$2,149,249 or \$268,392 under the plan.

Total 2014 cash to WM sending and support of mission co-workers is \$5,403,861. This is \$1,108,145 under 2013, and \$1,526,890 under and 78% of the cash to need goal for 2014.

In addition to sending and support of mission co-worker funding the WM funds development initiatives included fund raising for the South Sudan Education and Peacebuilding project, an approved campaign in the Educate a Child, Transform the World initiative adopted at the 221st General Assembly (2014). The total revenue received in 2014 toward this initiative was \$523,100. This was \$151,699 in mission co-worker support, and \$371,401 in project and program revenues.

Background:

Individuals – Our combined individual goal for major gifts and direct response had a total goal of \$4,080,000. We achieved only 61% of this goal with a revenue total of \$2,480,058. Our variance of \$1,599,942 in individual giving can be attributed to many factors, including climate in the church toward some of the national changes as well as our ability to increase the number of people with whom we are able to meet and share the World Mission story. We continue to hear that people are not aware that the funding of mission co-workers is dependent upon gifts over and above regular congregational giving. We have spread this message widely in the past, and continue to let people know that the Presbyterian Mission Agency can only send the number of mission co-workers the church is willing to support, and that there is an urgency related to the funding of mission co-workers.

In 2014 we utilized nine direct mail appeals in our World Mission **direct response** efforts; these nine efforts received 8,211 gifts totaling \$1,054,811 (representing an average gift size of \$128.46) from donors who used associated reply devices when sending in their gift(s). This total includes the efforts of our Return Thank-You program, which received 714 gifts totaling \$120,232. In addition to our direct mail program there were two e-blasts and additional tracking in place for gifts made via the World Mission home page, updates/links, and carousel links for web gifts, which we began in 2014. We received \$46,057 representing 127 gifts at an average of \$363 per gift. This compares to revenue of \$20,975 in 2013 and shows us that we have an opportunity in increasing revenue by strengthening our web fund raising initiatives.

Our World Mission direct response expenses totaled \$405,492 which is 73% of the projected 2014 year-to-date expenses of \$557,733 – this is a reduction of projected expenses by 27% (\$152,241). Using Donor Trends Analysis presented to us by Meyer Partners, our direct response partner/vendor, we were able to adjust the strategy of this program and begin scoring and modeling our database, allowing us to focus on those donors who are *most likely* to give and reduce our efforts to those donors who are scored *least likely* to give. This process enabled us to mail to a more targeted audience and reduce expenses (mailing fewer letters) without jeopardizing revenue.

We track all gifts that are sent in through the direct response devices knowing that many of the donors using the convenience of the envelope actually are considered among our **major donors** with whom we have built relationships. Of the \$1,054,811 received through the direct response envelopes we are attributing \$609,353 as a result of the major gift effort in tandem with the direct response effort. We are attributing \$1,606,185 to our major gift effort. This total represents relationships with and donations from 1,477 individuals. Expenditures of \$885,639 were 90% of the projected expense of \$983,512 causing a variance of (\$97,873.)

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

Our 2014 church support revenue of \$4,804,660 is 96% of the annual goal of \$5,000,000 and is \$195,340 under the projected revenue goal. This represents gifts from 1,436 congregations and is 98% of the revenue of \$4,906,183 received in 2013, and is \$101,524 under the total received in 2013. Of the 1,436 congregations giving gifts to mission co-worker support in 2014, 123 congregations had not given a gift to World Mission prior to 2014.

The church support number includes donations from churches made to DMS, (\$3,399,232) and to sending and support ECO (\$1,405,428.) Our YTD expenditures totaled \$589,726 and were 97% of the budgeted expense amount of \$608,004, causing a (\$18,728) variance.

South Sudan Education and Peacebuilding Project

In 2014 we began fund raising activities for the Educate a Child, Transform the World initiative that was supported by the 221st GA (2014). A total of \$523,100 was received in 2014 toward this initiative. Of this number, \$151,699 is reflected in the mission worker sending and support revenue above, while an additional \$371,401 was raised toward the program and project portion of the initiative.

The total funds development efforts in 2014 for World Mission in 2014 was \$7,656,119. The total raised from congregations was \$5,175,521.

World Mission Fund Raising
 Sending and Support
 Income Statement
 December 31, 2014

	2013 vs 2014				Month to Date Goal vs Actual				Year to date vs Year Goals			
	YTD December 31, 2013	YTD December 31, 2014	2013 vs 2014 Sending and Support	% of Difference	YTD Goal as of December 31, 2014	YTD December 31, 2014	Goal vs Actual Sending and Support	% of Goal	Goal/Budget	YTD December 31, 2014	Goal vs Actual Sending and Support	% of Goal
Revenue												
*Individuals	3,272,759	2,480,058	(792,701)	76%	4,080,000	2,480,058	(1,599,942)	61%	4,080,000	2,480,058	(1,599,942)	61%
**Churches	4,906,183	4,804,660	(101,523)	98%	5,000,000	4,804,660	(195,340)	96%	5,000,000	4,804,660	(195,340)	96%
Total Revenue	8,178,942	7,284,718	(894,224)	89%	9,080,000	7,284,718	(1,795,282)	80%	9,080,000	7,284,718	(1,795,282)	80%
Expenses												
Major Gifts	760,057	885,639	125,582	117%	983,512	885,639	(97,873)	90%	983,512	885,639	(97,873)	90%
Church Support	507,821	589,726	81,905	116%	608,004	589,726	(18,278)	97%	608,004	589,726	(18,278)	97%
Direct Response	399,057	405,492	6,435	102%	557,733	405,492	(152,241)	73%	557,733	405,492	(152,241)	73%
Total Direct Expenses	1,666,936	1,880,857	213,921	113%	2,149,249	1,880,857	(268,392)	88%	2,149,249	1,880,857	(268,392)	88%
Net Funds Available to WM	6,512,006	5,403,861	(1,108,145)	83%	6,930,751	5,403,861	(1,526,890)	78%	6,930,751	5,403,861	(1,526,890)	78%

**Church Support

DMS	3,406,892	3,399,232	(7,660)	100%	3,750,000	3,399,232	(350,768)	91%	3,750,000	3,399,232	(350,768)	91%
ECO (sending/support)	1,499,291	1,405,428	(93,863)	94%	1,250,000	1,405,428	155,428	112%	1,250,000	1,405,428	155,428	112%
Total Church Support	4,906,183	4,804,660	(101,523)	98%	5,000,000	4,804,660	(195,340)	96%	5,000,000	4,804,660	(195,340)	96%

Project Funding

South Sudan Education & Peace Building Project*	371,401
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Total Funds Received for World Mission	7,656,119
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**ITEM H.201
FOR INFORMATION**

Subject: Special Offerings Fundraising Report 2014

	2013 Year to Date vs 2014 Year to Date				Year to date vs Year Goals			
	Actual as of Dec. 31, 2013	Actual as of Dec. 31, 2014	Difference	% Difference	2014 Goal/Budget	Actual as of Dec. 31, 2014	Goal vs Actual	% of Goal
Total Gross Revenue (includes local revenue)	13,744,734	13,385,894	(358,840)	-3%	13,910,000	13,385,894	(524,106)	96%
Total Gross Revenue to PMA	12,255,227	12,010,464	(244,763)	-2%	13,100,000	12,010,464	(1,089,536)	92%
Total Expenses	2,031,379	2,483,137	451,759	22%	1,572,432	2,483,137	910,705	158%
Total Net Revenue to PMA	10,223,848	9,527,327	(696,521)	-7%	11,527,568	9,527,327	(2,000,241)	83%

Christmas Joy Offering								
date of offering 12/22/13 & 12/21/14								
	2013 Year to Date vs 2014 Year to Date				Year to date vs Year Goals			
	Actual as of Dec. 31, 2013	Actual as of Dec. 31, 2014	Difference	% Difference	2014 Goal/Budget	Actual as of Dec. 31, 2014	Goal vs Actual	% of Goal
PMA Offering Revenue	3,883,388	3,566,172	(317,216)	-8%	4,200,000	3,566,172	(633,828)	85%
Special Offerings General Giving (I.e. catalog) (25%)	37,908	125,164	87,256	230%	0	125,164	125,164	
Total Revenue	3,921,296	3,691,336	(229,961)	-6%	4,200,000	3,691,336	(508,665)	88%
Allocated Promotional Costs	502,590	490,325	(12,265)	-2%	305,122	490,325	185,203	161%
Allocated Special Offerings General Giving (I.e. catalog) (25%)	0	87,294	87,294		63,380	87,294	23,914	138%
Total Expenses	502,590	577,619	75,030	15%	368,502	577,619	209,117	157%
Cash to Need	3,418,706	3,113,716	(304,990)	-9%	3,831,498	3,113,716	(717,782)	81%

One Great Hour of Sharing Offering								
date of offering 3/31/13 & 4/20/14								
	2013 Year to Date vs 2014 Year to Date				Year to date vs Year Goals			
	Actual as of Dec. 31, 2013	Actual as of Dec. 31, 2014	Difference	% Difference	2014 Goal/Budget	Actual as of Dec. 31, 2014	Goal vs Actual	% of Goal
PMA Offering Revenue	6,466,838	6,330,514	(136,324)	-2%	7,100,000	6,330,514	(769,486)	89%
Special Offerings General Giving (I.e. catalog) (25%)	37,908	125,164	87,256	230%	0	125,164	125,164	
Total Revenue	6,504,746	6,455,678	(49,068)	-1%	7,100,000	6,455,678	(644,322)	91%
Allocated Promotional Costs	726,785	827,298	100,513	114%	530,247	827,298	297,051	156%
Allocated Special Offerings General Giving (I.e. catalog) (25%)		87,294	87,294		63,380	87,294	23,914	138%
Total Expenses	726,785	914,592	187,807	26%	593,627	914,592	320,965	154%
Cash to Need	5,777,961	5,541,086	(236,875)	-4%	6,506,373	5,541,086	(965,287)	85%

Pentecost Offering								
date of offering 5/19/13 & 6/8/14								
	2013 Year to Date vs 2014 Year to Date				Year to date vs Year Goals			
	Actual as of Dec. 31, 2013	Actual as of Dec. 31, 2014	Difference	% Difference	2014 Goal/Budget	Actual as of Dec. 31, 2014	Goal vs Actual	% of Goal
PMA Offering Revenue	786,454	705,843	(80,611)	-10%	900,000	705,843	(194,157)	78%
Special Offerings General Giving (I.e. catalog) (25%)	37,869	125,164	87,295		0	125,164	125,164	
Congregation portion (40%)	524,276	470,562	(53,714)	-10%	360,000	470,562	110,562	131%
Total Revenue	1,348,599	1,301,569	(47,030)	-3%	1,260,000	1,301,569	41,569	103%
Allocated Promotional Costs	371,142	380,977	9,835	3%	227,063	380,977	153,914	168%
Allocated Special Offerings General Giving (I.e. catalog) (25%)		87,294	87,294		63,380	87,294	23,914	138%
Total Expenses	371,142	468,271	97,129	26%	290,443	468,271	177,828	161%
PMA Cash to Need	453,181	362,736	(90,445)	-20%	609,557	362,736	(246,821)	60%
Congregation portion (40%)	524,276	470,562	(53,714)	-10%	360,000	470,562	110,562	131%
Total Cash to Need	977,457	833,298	(144,159)	-15%	969,557	920,592	(136,259)	95%

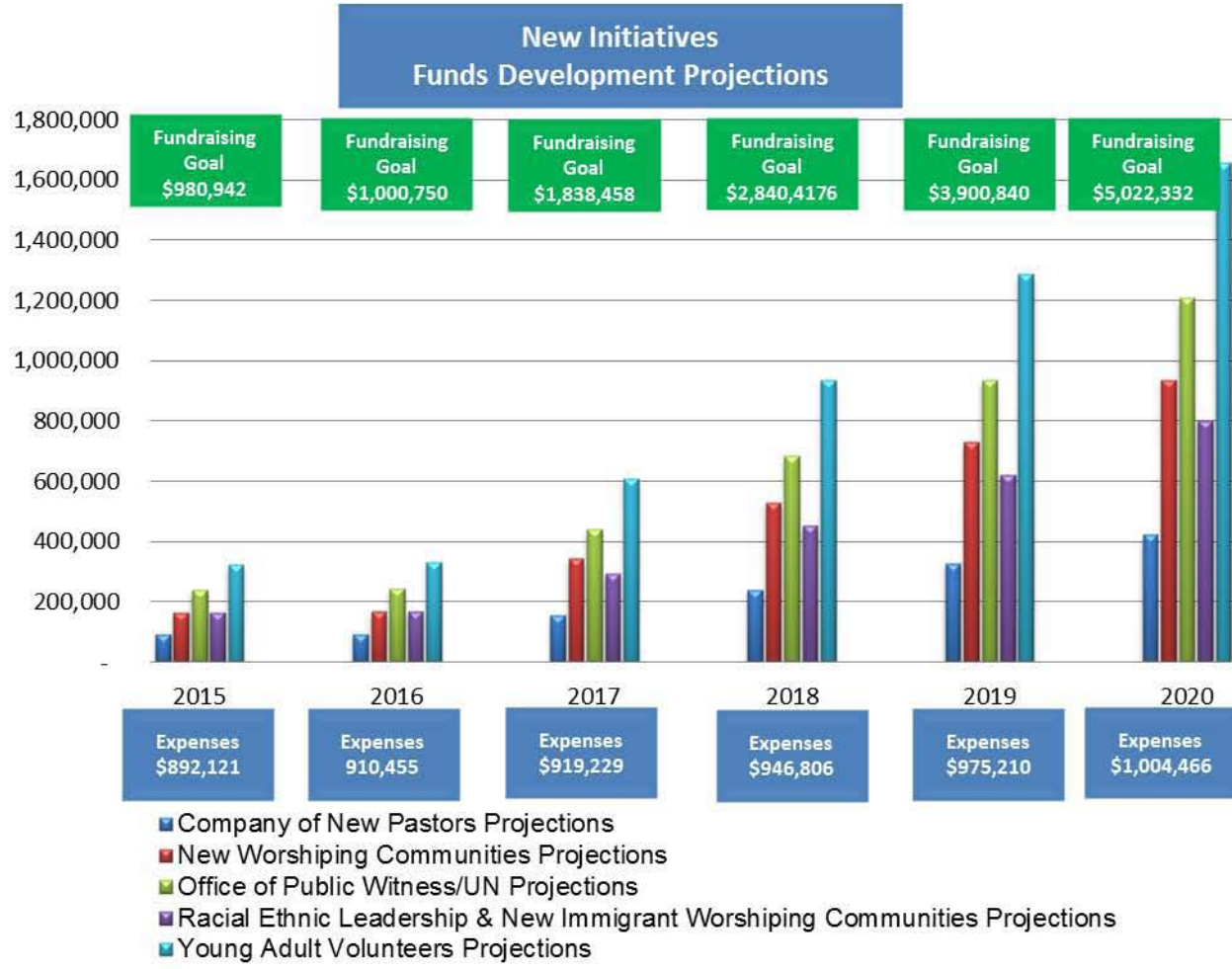
Peacemaking								
date of offering 10/6/13 & 10/5/14								
	2013 Year to Date vs 2014 Year to Date				Year to date vs Year Goals			
	Actual as of Dec. 31, 2013	Actual as of Dec. 31, 2014	Difference	% Difference	2014 Goal/Budget	Actual as of Dec. 31, 2014	Goal vs Actual	% of Goal
PMA Offering Revenue	965,270	391,329	(573,941)	-59%	900,000	391,329	(508,671)	43%
Special Offerings General Giving (I.e. catalog) (25%)	37,869	125,164	87,295		0	125,164	125,164	
Congr/Presby/Synod portion (50%)	965,231	391,328	(573,903)	-59%	450,000	391,328	(58,672)	87%
Total Revenue	1,968,370	907,821	(1,060,549)	-54%	1,350,000	907,821	(442,179)	67%
Allocated Promotional Costs	430,862	373,784	(57,078)	-13%	256,480	373,784	117,304	146%
Allocated Special Offerings General Giving (I.e. catalog) (25%)		87,294	87,294		63,380	87,294	23,914	138%
Total Expenses	430,862	461,078	30,216	7%	319,860	461,078	141,218	144%
PMA Cash to Need	572,277	55,415	(516,862)	-90%	580,140	55,415	(524,725)	10%
Congr/Presby/Synod portion (50%)	965,231	391,328	(573,903)	-59%	450,000	391,328	(58,672)	87%
Total Cash to Need	1,537,508	446,743	(1,090,765)	-71%	1,030,140	446,743	(583,397)	43%

Peace & Global Witness								
date of offering 10/6/13 & 10/5/14								
	2013 Year to Date vs 2014 Year to Date				Year to date vs Year Goals			
	Actual as of Dec. 31, 2013	Actual as of Dec. 31, 2014	Difference	% Difference	2014 Goal/Budget	Actual as of Dec. 31, 2014	Goal vs Actual	% of Goal
PMA Offering Revenue	0	514,516	514,516	-	0	514,516	514,516	-
Special Offerings General Giving (I.e. catalog) (25%)	0	0	0	-	0	0	0	-
Congr/Presby/Synod portion (50%)	0	513,540	513,540	-	0	513,540	513,540	-
Total Revenue	0	1,028,056	1,028,056	-	0	1,028,056	1,028,056	-
Allocated Promotional Costs	0	61,577	61,577	-	0	61,577	61,577	-
Allocated Special Offerings General Giving (I.e. catalog) (25%)		0	0	-	0	0	0	-
Total Expenses	0	61,577	61,577	-	0	61,577	61,577	-
PMA Cash to Need	0	452,939	452,939	-	0	452,939	452,939	-
Congr/Presby/Synod portion (50%)	0	513,540	513,540	-	0	513,540	513,540	-
Total Cash to Need	0	966,479	966,479	-	0	966,479	966,479	-

Witness Offering								
	2013 Year to Date vs 2014 Year to Date				Year to date vs Year Goals			
	Actual as of Dec. 31, 2013	Actual as of Dec. 31, 2014	Difference	% Difference	2014 Goal/Budget	Actual as of Dec. 31, 2014	Goal vs Actual	% of Goal
Total Cash to Need	1,723	1,435	(288)	-17%	0	1,435	1,435	

ITEM H.202
FOR INFORMATION

Subject: New Initiatives



ITEM H.203 **FOR INFORMATION**

Process for developing the 2013-2016 Mission Work Plan

Timeline:

- June 2011: Consultant engaged and process began
- Fall – Winter 2011/2012: Iterative drafts and feedback on strategic statements (vision, mission, directional goals and core values)
- May 2012: Plan along with budgets for 2013 and 2014 approved by Board, then by General Assembly in July 2012

We engaged Rick Augsberger of the Konterra Group to guide us in the Mission Work Plan development, beginning in June 2011.

Two teams were formed:

- **Staff Strategy Working Group**, to serve as the staff focal point for the strategic planning process. This group met one/two times a month from July 2011 until the plan was approved at the May 2012 board meeting. Meetings were generally for a full day. It was composed of the senior leadership team, ministry directors (Charles Wiley and Clare Lewis for TWE during the leadership transition), Denise Hampton, and Rob Bullock for communications.
- **Strategy Advisory Group**, of seven board members, to serve as the key stakeholder reference point for the planning process. This group reviewed draft documents, provided reflection, and feedback on draft strategic statements. This group was appointed in March 2011 and met beginning September 2011 by GoToMeeting from July 2011 to spring of 2012, for an hour and a half each time, about five times.

Objectives for the strategy process were to develop a Mission Work Plan for 2013-2016 and budget for 2013-14 in support of the plan which:

- Strategically aligns ministries to support common mission, vision and directional goals
- Provides clear direction, a guide for decision making and allocation of resources
- Focuses on those things that the Agency can do best and that are of most value to the church
- Attracts engagement and support
- Is financially sustainable, and
- Provides for periodic evaluation, continuous strategic thinking and innovation to enable the agency to anticipate and adapt to change in the world and the church.

Process and Inputs:

In 2009, we conducted extensive research in the church to try to identify priorities. The Mission Agency seeks to ‘do what it does best that the church most needs’, and to determine what that is, we conducted research. Jack Marcum, then the head of Research Services, summarized the results of the survey research in a May 2010 and September 2010 *Presbyterians Today* articles. “The major finding is the *lack of consensus* on the most important mission activities. . . these results provide limited guidance.” However, “nearly all of the activities were viewed as important.” Focus groups of pastors, mid council executives and other church leaders yielded a similar result. What did come through was a general consensus that the role of the Mission Agency is to inspire, equip and connect the church for mission and to tell stories.

The 2013-2016 plan built on the previous plan, with more focus. To begin, appreciative inquiry interviews of the board Executive Committee and Strategy Working Group were done in the summer of

PRESBYTERIAN MISSION AGENCY BOARD

April 15-17, 2015

Executive Director's Office

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2011. A first draft by the Strategy Working Group of strategic statements (vision, mission and directional goals) was developed and shared with the board in September 2011.

After that, a series of focus groups was held with church leaders, including pastors, mid council and caucus leaders, seminary presidents and others in fall 2011. These provided helpful guidance and feedback that affirmed and influenced our directions. In addition, we received an advice and counsel memorandum from the Advisory Committee on Social Witness Policy (ACSWP) that prompted us to add a directional goal for our role of resourcing and responding to General Assembly, a very helpful addition.

At several points, the draft strategic statements were shared for input by the whole staff of the Mission Agency. All in all, about eight versions were shared with various groups for input before a final version was presented to the Board in May.

The plan was adopted by the Agency board in May 2012, and approved by the General Assembly in July 2012. It has served us well to align our work around needs and concerns of the church to which the Mission Agency can best contribute.