

APPROVED: February 3, 2016

**MINUTES OF THE
BOARD OF DIRECTORS**

**PRESBYTERIAN CHURCH (U.S.A)
A CORPORATION, AND ITS
CONSTITUENT CORPORATIONS**

**Louisville, Kentucky
September 23-25, 2015**

**As Recorded by the Staff of the
Office of the Executive Director of the
Presbyterian Mission Agency
100 Witherspoon Street
Louisville, KY 40202**

**Minutes of the
BOARD OF DIRECTORS
PRESBYTERIAN CHURCH (U.S.A.),
A CORPORATION, AND ITS CONSTITUENT CORPORATIONS
September 25, 2015**

CONVENE	The regular business meeting of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation, and Its Constituent Corporations (collectively “Corporation”), was convened at 10:40 a.m. on September 25, 2015, with prayer led by Marilyn Gamm in the in the Crystal Ballroom of the Crowne Plaza in Louisville, Kentucky.
ROLL CALL	Susan Abraham, Office of the Executive Director, Presbyterian Mission Agency, called the roll by naming the absentees and reporting requests to be excused.
CORPORATE BOARD MEMBERS	<p>The following members of the Board of the Corporation were present for all or part of the meeting:</p> <p>Ruling Elder Marsha Zell Anson, Andrew Barron, Ruling Elder Mary C. Baskin, The Reverend Mark Brainerd, The Reverend Cecil Corbett, The Reverend Harold Delhagen, The Reverend James R. Ephraim, Jr., The Reverend David Ezekiel, Ruling Elder Thomas Fleming, Jr., The Reverend Marilyn Gamm, The Reverend Marci Glass, The Reverend Kenneth Godshall, The Reverend Lindsay Harren-Lewis, The Reverend Chad Herring, Ruling Elder Jeffrey Joe, The Reverend Mihee Kim-Kort, Ruling Elder Regina Meester, Ruling Elder Joseph Morrow, Ruling Elder Susan Osoinach, The Reverend Neal Presa, Moderator of the General Assembly, Heath Rada, The Reverend Nancy Ramsay, The Reverend Marianne Rhebergen, The Reverend Alice Ridgill, Ruling Elder Noelle Royer, Ruling Elder Melinda Lawrence Sanders, The Reverend David Shinn, Ruling Elder Patsy Smith, Ruling Elder Glen Snider, Ruling Elder Josephene Stewart, The Reverend Wendy Tajima, Ruling Elder Kathy Terpstra, The Reverend Landon Whitsitt, Ruling Elder Carol Winkler, and The Reverend Kevin Yoho</p>
ECUMENICAL ADVISORY MEMBERS	The Reverend Vicki Garber
AT-LARGE MEMBERS	Ellen Cason, Raul Santiago-Rivera, Kathy Trott, and Richard Allen Turpen.
CORRESPONDING MEMBERS	Marc Lewis, Eileen Lindner, Gradye Parsons, Ray Roberts, Frank C. Spencer, Tom Taylor, Flo Watkins, and Raafat Zaki.
EXECUTIVE DIRECTOR’S OFFICE STAFF	Susan Abraham, Martha Clark, Barry Creech, April Davenport, Ruth Gardner, Debbie Gardiner, Teresa Grant, Denise Hayden, Courtney Hoekstra, Michael Kirk,

Kathie Lyvers, Lisa Robbins, and Becca Snipp.

OTHER

Invited Participants, Guests, Observers, and Staff Present for All of Part of the Time Were:

Simone Adams-Andrade, Jeff Arnold, Rebecca Barnes, Michelle Bartel, Terri Bate, Shannon Beck, Gregg Brekke, Laura Bryan, Sylvia Carter, Molly Casteel, Sera Chung, Deb Coe, Isaac Curley, Chip Hardwick, Greg Allen-Pickett, Christine Darden, Shawn Ellison, Hunter Farrell, Penny Franklin, Thomas Hay, Chris Iosso, Ruth Farrell, Kathy Francis, Arlene Gordon, Barry Ensign George, Rhshell Hunter, Selma Jackson, Joseph Johnson, Ray Jones, Tamron Keith, Mark Koenig, Laurie Kraus, Sue Krummel, Michal Kruse, Carmen Fowler LaBerge, Jeffrey Lawrence, Joey Lee, Sara Lisherness, William McConnell, Kathy Melvin, Kristena Morse, Danny Murphy, Martha Ross-Mozkaiter, Emily Odom, Vince Patton, Ann Philbrick, Cristina Pitts, Jason Santos, Paul Seebeck, Leslie Scanlon, Alex Sherman, Valerie Small, Toni Carver Smith, William Somplatsky-Jarman, Melonee Tubb, Rick Ufford-Chase, Sally Watson, Vera White, Bryce Wiebe, Charles Wiley, and Donald R. Wilson.

OFFICERS OF THE CORPORATION

The Following Officers of the Corporation Were Present:

Marilyn S. Gamm	Chair
Josephene D. Stewart	Vice Chair
Earline Williams	Executive Vice-President, Chief Financial Officer
Martha E. Clark	Senior Vice President and Secretary
Barry Creech	Vice President
April L. Davenport	Vice President and Assistant Secretary
Denise Hampton	Vice President and Controller
Michael K. Kirk	Vice President and Assistant Secretary

OFFICER EXCUSED

Dorothy J. Smith Vice President and Treasurer

APPROVED EXCUSES

Excuses were offered on behalf of the following persons and, upon motion from the floor, the Board **VOTED** to excuse the following members from the meeting:

- The Reverend Marvin Brangan
- The Reverend Gregory Chan
- Ruling Elder Rafael Medina
- Ruling Elder Kears Pollock

QUORUM

A quorum was declared present for the transaction of business.

RECORDING SECRETARY

Upon motion from the floor, the Board of Directors **VOTED** to designate Susan Abraham as Recording Secretary during this meeting.

REPORT OF PROPERTY,

A report of recommended corporate actions taken by the Property, Legal, and

LEGAL, AND FINANCE COMMITTEE

Finance Committee, was presented by Marilyn Gamm, chair, and received by the Board.

CONSENT AGENDA

The Board of Directors **VOTED** to approve the adoption of the following consent agenda items (1-7) from the report of recommended actions taken by the Property, Legal, and Finance Committee as follows:

APPROVAL OF MINUTES

1. **That** the corporate Property, Legal, and Finance Committee recommends to the Board of Directors of Presbyterian Church (U.S.A.), A Corporation approval of the attached Minutes of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation and its constituent corporations meeting of April 15, 2015 (**Attachment 1**).

ELECTION OF OFFICERS

2. **RESOLVED**, That the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation ("Corporation") hereby elects the listed officers of the Corporation and its Constituent Corporations effective immediately to serve for a period of one (1) year or until their death, resignation, removal, until a successor is elected or until their employment status with the Corporation is terminated:

- | | |
|----------------------|--|
| Marilyn S. Gamm | Chair |
| Josephene D. Stewart | Vice Chair |
| Earline B. Williams | Executive Vice President/Chief Financial Officer |
| Martha E. Clark | Senior Vice President and Secretary |
| Barry Creech | Vice President |
| April L. Davenport | Vice President and Assistant Secretary |
| Denise Hampton | Vice President and Controller |
| Michael K. Kirk | Vice President and Assistant Secretary |
| Dorothy J. Smith | Vice President and Treasurer |
| Toni R. Carver-Smith | Assistant Treasurer |

FURTHER RESOLVED, that until such time as an Executive Director or Interim Executive Director commences work in that position, the Executive Vice President/CFO is authorized to perform any and all duties of the president of the Corporation (**Attachment 2**).

HOUSING ALLOWANCE DESIGNATIONS

3. **RESOLVED**, that the attached housing allowance designations are ratified; AND further that 40 percent of the salary of every Teaching Elder on the exempt staff, regardless of when hired, is hereby designated for the current year unless otherwise specifically provided (via an express amount listed); AND further that these housing allowance designations are approved for 2015 and all future years unless otherwise provided by the Corporation; AND further that these be attached to the official copy of the minutes (maintained by the corporate secretary) with the designated dollar amounts (**Attachment 3**).

**AUTHORIZATION OF
CONTRACT SIGNORS**

4. **RESOLVED**, that the following positions be and hereby are granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts calling for the payment of Ten Thousand Dollars (\$10,000.00) or less (**Attachment 4**).

Office of the General Assembly Staff:

Manager, Budgets
Manager, Ecumenical Education
Manager, GA Business and OGA Records
Manager, General Assembly Nominating Committee
Manager, Judicial Process and Social Witness
Manager, Leadership Development and CLC
Manager, Office of Immigration Issues
Manager, OGA Publications and PHS Records Support
Manager, OGA Records
Manager, OGA Web Services
Manager, OGA Technologies
Manager, Preparation for Ministry/Exams
Manager, Committee on Representation
Manager, Ruling Elder Resources and Educator Certification

Presbyterian Mission Agency Staff:

Administrative Project Manager, Communications and Funds Development
Associate for Board Meeting Support and General Assembly Coordination
Associate, Mission Program Administration
Associate Mission Director for Administration (effective date position is filled)
Associate Mission Director for Program (effective date position is filled)
Associate Mission Director, Compassion, Peace & Justice
Associate Mission Director, Mission Effectiveness and Administration
Associate Mission Director, Theology, Formation & Evangelism
Co-director, Stony Point Center
Coordinator, Research Services
Director, Communication Services
Director, Human Resources
Director, Mission Communications
General Manager, World Mission (expires November 20, 2015)
Manager, Special Offerings
Mission Director, Compassion, Peace & Justice
Mission Director, Racial Ethnic & Women's Ministries
Mission Director, Theology, Formation & Evangelism
Mission Director, World Mission
Publisher

RESOLVED, that the following position be and hereby is granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts calling for the payment of Thirty Thousand Dollars (\$30,000.00) or less.

Executive Director, Ghost Ranch

RESOLVED, that the following positions be and hereby are granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts.

Office of the General Assembly Staff:

The Stated Clerk of the General Assembly

Director of Assembly Operations

Director of Communications

Director of Constitutional Interpretation

Director of Ecclesial Ministry

Director of Ecumenical Relations

Director of Mid Council Relations

Director of Records and History

Director of Ordered Ministry and Certification

Manager, Meeting Services

Executive Director, Presbyterian Historical Society

Presbyterian Mission Agency Staff:

Senior Director of Communications Ministry

Senior Director of Funds and Development

RESOLVED, that the Executive Committee, sitting as the Executive Committee of Presbyterian Church (U.S.A.), A Corporation, be and it hereby is authorized to take any and all action to revise or amend the positions authorized to sign contracts and the monetary levels at which positions are authorized to sign contracts.

- PNC BANK RESOLUTION** 5. **RESOLVED**, that all previous resolutions authorizing signatories to the accounts listed on Exhibit A be and they hereby are revoked and superseded effective the date of this resolution; and (**Attachment 5**)

FURTHER RESOLVED, that the officers specified in Exhibit A (“designated signers”) be and they hereby are authorized (1) to sign, for and on behalf of this Corporation, any and all checks, drafts or other orders with respect to any funds to the credit of this Corporation with the institutions listed on Exhibit A, (hereinafter “Institutions”) against the Corporation’s listed accounts at those Institutions maintained at any time with these Institutions, inclusive of any such checks, drafts, or other orders in favor of any of the designated signers and/or other person(s), and/or (ii) to make withdrawals of any such funds from these

accounts by any other means authorized by the Institution, that the Institutions be and hereby are authorized (a) to pay such checks, drafts or orders, and/or to honor such withdrawals; (b) to receive for deposit to the credit of the Corporation, and/or for collection for these accounts of this Corporation, any and all checks, drafts, notes or other instruments for the payment of money which may be submitted to it for such deposit and/or collection; to receive, as the act of this Corporation, any and all stop payment instructions with respect to any such checks, drafts or other orders when signed by any one or more of the designated signers as hereinafter designated.

FURTHER RESOLVED THAT the designated signers be and they hereby are authorized, for and on behalf of this Corporation, to transact any and all other business with or through the Institutions which at any time may be deemed by said designated signers transacting the same to be advisable EXCEPT THE BORROWING OF MONEY, OR THE OBTAINING OF ANY FORM OF CREDIT, FROM THE INSTITUTIONS, EITHER DIRECTLY OR INDIRECTLY, WITH OR WITHOUT SECURITY.

That the Institutions are further authorized to pay to the debit of these accounts any and all checks, drafts and other instruments for the payment of money drawn in the name of the Corporation bearing or purporting to bear the facsimile signature(s) of the President, Vice President, or Executive Vice President/Chief Financial Officer inclusive of and in favor of any person whose facsimile signature appears thereon, if the facsimile signature(s) thereon, resemble(s) the specimen(s) filed with the Institutions.

That the Institutions are hereby notified that any check in excess of Twenty-five Thousand Dollars (\$25,000.00) requires two signatures, one which may be a facsimile signature.

<u>Exhibit A</u>		
PNC Bank Louisville, KY 40202		
Account #	Account Name	Officers Authorized to Sign
XXXXXXX4740	Operating Cash	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President

XXXXXXX3576	Pittsburgh Operating	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President
XXXXXXX5692	Murdock Estate	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President
XXXXXXX9378	Incoming Wire Transfer	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President
XXXXXXX9474	Korea Office	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President Eval.Field Treasurer Mission Co-Worker
XXXXXXX9392	Per Capita	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President
XXXXXXX4368	Hubbard Press	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President
XXXXXXX7542	Working Cash Transfer (Lockbox)	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President

**JP MORGAN CHASE
BANK RESOLUTION**

6. **RESOLVED**, that all previous resolutions authorizing signatories to the accounts listed on Exhibit A be and they hereby are revoked and superseded effective the date of this resolution; and (**Attachment 6**).

FURTHER RESOLVED, that the officers specified in Exhibit A (“designated

signers”) be and they hereby are authorized (1) to sign, for and on behalf of this Corporation, any and all checks, drafts or other orders with respect to any funds to the credit of this Corporation with the institutions listed on Exhibit A, (hereinafter “Institutions”) against the Corporation’s listed accounts at those Institutions maintained at any time with these Institutions, inclusive of any such checks, drafts, or other orders in favor of any of the designated signers and/or other person(s), and/or (ii) to make withdrawals of any such funds from these accounts by any other means authorized by the Institution, that the Institutions be and hereby are authorized (a) to pay such checks, drafts or orders, and/or to honor such withdrawals; (b) to receive for deposit to the credit of the Corporation, and/or for collection for these accounts of this Corporation, any and all checks, drafts, notes or other instruments for the payment of money which may be submitted to it for such deposit and/or collection; to receive, as the act of this Corporation, any and all stop payment instructions with respect to any such checks, drafts or other orders when signed by any one or more of the designated signers as hereinafter designated.

FURTHER RESOLVED THAT the designated signers be and they hereby are authorized, for and on behalf of this Corporation, to transact any and all other business with or through the Institutions which at any time may be deemed by said designated signers transacting the same to be advisable EXCEPT THE BORROWING OF MONEY, OR THE OBTAINING OF ANY FORM OF CREDIT, FROM THE INSTITUTIONS, EITHER DIRECTLY OR INDIRECTLY, WITH OR WITHOUT SECURITY.

That the Institutions are further authorized to pay to the debit of these accounts any and all checks, drafts and other instruments for the payment of money drawn in the name of the Corporation bearing or purporting to bear the facsimile signature(s) of the President, Vice President, or Executive Vice President/Chief Financial Officer inclusive of and in favor of any person whose facsimile signature appears thereon, if the facsimile signature(s) thereon, resemble(s) the specimen(s) filed with the Institutions.

<u>Exhibit A</u>		
JPMorgan Chase Bank Louisville, KY 40202		
Account #	Account Name	Officers Authorized to Sign
XXXXXX4896	Presbyterians Today Subscriptions	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President

XXXXXX7265	UN Office Expense Account	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President Director
XXXXXX3893	Presbyterian Church (U.S.A.), A Corporation Stony Point	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President Co-Director Co-Director Business & HR Manager

PNC BANK RESOLUTION

7. **RESOLVED**, that all previous resolutions authorizing signatories to the accounts listed on Exhibit A be and they hereby are revoked and superseded effective the date of this resolution; and (**Attachment 7**)

FURTHER RESOLVED, that the officers specified in Exhibit A (“designated signers”) be and they hereby are authorized (1) to sign, for and on behalf of this Corporation, any and all checks, drafts or other orders with respect to any funds to the credit of this Corporation with the institutions listed on Exhibit A, (hereinafter “Institutions”) against the Corporation’s listed accounts at those Institutions maintained at any time with these Institutions, inclusive of any such checks, drafts, or other orders in favor of any of the designated signers and/or other person(s), and/or (ii) to make withdrawals of any such funds from these accounts by any other means authorized by the Institution, that the Institutions be and hereby are authorized (a) to pay such checks, drafts or orders, and/or to honor such withdrawals; (b) to receive for deposit to the credit of the Corporation, and/or for collection for these accounts of this Corporation, any and all checks, drafts, notes or other instruments for the payment of money which may be submitted to it for such deposit and/or collection; to receive, as the act of this Corporation, any and all stop payment instructions with respect to any such checks, drafts or other orders when signed by any one or more of the designated signers as hereinafter designated.

FURTHER RESOLVED THAT the designated signers be and they hereby are authorized, for and on behalf of this Corporation, to transact any and all other business with or through the Institutions which at any time may be deemed by said designated signers transacting the same to be advisable EXCEPT THE BORROWING OF MONEY, OR THE OBTAINING OF ANY FORM OF CREDIT, FROM THE INSTITUTIONS, EITHER DIRECTLY OR

INDIRECTLY, WITH OR WITHOUT SECURITY.

That the Institutions are further authorized to pay to the debit of these accounts any and all checks, drafts and other instruments for the payment of money drawn in the name of the Corporation bearing or purporting to bear the facsimile signature(s) of the President, Vice President, or Executive Vice President/Chief Financial Officer inclusive of and in favor of any person whose facsimile signature appears thereon, if the facsimile signature(s) thereon, resemble(s) the specimen(s) filed with the Institutions.

That the Institutions are hereby notified that any check in excess of Twenty-five Thousand Dollars (\$25,000.00) requires two signatures, one which may be a facsimile signature.

<u>Exhibit A</u>		
PNC Bank Louisville, KY 40202		
Account #	Account Name	Officers Authorized to Sign
	Department of History	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President Executive Director Director of Administration Associate for Administration

GRANT POLICY

The Board of Directors of the Presbyterian Church (U.S.A.), A Corporation **VOTED** to approve the following resolution:

RESOLVED, that the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation (“**Corporation**”) hereby approves the Grant Policy, attached as **Attachment 8**, which outlines the standards and procedures for the administration of all grant proposals received by any Presbyterian Mission Agency (PMA) ministry grant program, with the Grant Policy not applicable to the grants referenced in the Mission Development Resources Committee Grant Policies and Procedures adopted by the Corporation on April 17, 2015.

**HOW FEDERAL STUDENT
LOAN FORGIVENESS IN
2017 AFFECTS
UNDERGRADUATE AND**

The Presbyterian Mission Agency Board and the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation **VOTED** to approve the following recommendations from the corporate Property, Legal, and Finance Committee and

**GRADUATE LOANS
OFFERED BY FINANCIAL
AID FOR SERVICE**

the Leadership Committee: (**Attachment 9**)

1. Recognize that loans offered through Financial Aid for Service no longer offer a significant advantage for or lower costs to Presbyterian students or parents (*this program is completely separate from our financial support for seminary students*).
2. Direct the Presbyterian Mission Agency through its Financial Aid for Service office to cease all student and parent loan origination activity for undergraduate and graduate loans effective April 1, 2016. Transformational Leadership Debt Assistance and Season of Service Loan Assistance programs will continue.
3. In anticipation of the October 2017 effective date for loan forgiveness through Public Service Loan Forgiveness (PSLF), direct Presbyterian Mission Agency to:
 - a. Explore means to forgive existing PCUSA student loan balances for teaching elders serving congregations in pastoral positions and borrowers that entered repayment since 2007 and would qualify for relief under the PSLF guidelines.
 - b. Propose alternatives to lending with particular emphasis on expanding repayment assistance for a) teaching elders, b) missionaries serving through World Mission, and c) church members presumably ineligible for Public Service Loan Forgiveness because their employment activity encompasses worship, religious instruction, and proselytizing.
4. Direct the Presbyterian Mission Agency staff to coordinate this work with the Foundation and Board of Pensions staff in the following ways:
 - a. Coordinate with the Foundation to invest accumulated interest and seek maximum yield for the program resulting from 2.b. above.
 - b. Coordinate with the Board of Pensions to improve awareness of plan members to manage educational debt and avoid or reduce redundancies in programs for student loan repayment assistance.
5. Direct the Presbyterian Mission Agency staff to reserve the unused portion of 2015 and 2016 budget (the portion for loans that otherwise would have been originated) for servicing of existing loans, and administrative and legal expenses that may be incurred by Financial Aid for Service to design a new program and create education debt management resources.

ADJOURN

Following the above actions, the Board of Directors **VOTED** to rise from the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation, and Its Constituent Corporations, and reconvene as the Presbyterian Mission Agency Board.

There being no further business for consideration, the meeting of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporations and Its Constituent

Corporations, was adjourned at 10:53 a.m. with prayer offered by Gamm.

Respectfully Submitted,

Susan Abraham
Recording Secretary

Appendices

APPROVED: September 23, 2015

**MINUTES OF THE
BOARD OF DIRECTORS**

**PRESBYTERIAN CHURCH (U.S.A)
A CORPORATION, AND ITS
CONSTITUENT CORPORATIONS**

**Louisville, Kentucky
April 15-17, 2015**

**As Recorded by the Staff of the
Office of the Executive Director of the
Presbyterian Mission Agency
100 Witherspoon Street
Louisville, KY 40202**

**Minutes of the
BOARD OF DIRECTORS
PRESBYTERIAN CHURCH (U.S.A.),
A CORPORATION, AND ITS CONSTITUENT CORPORATIONS
April 17, 2015**

- CONVENE** The regular business meeting of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation, and Its Constituent Corporations (collectively “Corporation”), was convened at 9:03 a.m. on April 17, 2015, with prayer led by Marilyn Gamm in the in the Crystal Ballroom of the Brown Hotel in Louisville, Kentucky.
- ROLL CALL** Susan Abraham, Office of the Executive Director, Presbyterian Mission Agency, called the roll by naming the absentees and reporting requests to be excused.
- CORPORATE BOARD MEMBERS** The following members of the Board of the Corporation were present for all or part of the meeting:
Ruling Elder Marsha Zell Anson, Andrew Barron, Ruling Elder Mary C. Baskin, The Reverend Mark Brainerd, The Reverend Gregory Chan, The Reverend Cecil Corbett, The Reverend James R. Ephraim, Jr., The Reverend David Ezekiel, Ruling Elder Thomas Fleming, Jr., The Reverend Marilyn Gamm, The Reverend Marci Glass, The Reverend Kenneth Godshall, The Reverend Chad Herring, Ruling Elder Jeffrey Joe, Ruling Elder Mary Jorgenson, The Reverend Mihee Kim-Kort, Ruling Elder Regina Meester, Ruling Elder Joseph Morrow, Ruling Elder Susan Osoinach, Ruling Elder Kears Pollock, The Reverend Neal Presa, Moderator of the General Assembly, Heath Rada, The Reverend Nancy Ramsay, The Reverend Marianne Rhebergen, The Reverend Alice Ridgill, Ruling Elder Noelle Royer, Ruling Elder Melinda Lawrence Sanders, The Reverend David Shinn, Ruling Elder Patsy Smith, Ruling Elder Glen Snider, Ruling Elder Josephene Stewart, The Reverend Wendy Tajima, Ruling Elder Kathy Terpstra, The Reverend Landon Whitsitt, and The Reverend Kevin Yoho
- ECUMENICAL ADVISORY MEMBERS** The Reverend James Foucher, Jr.
- AT-LARGE MEMBERS** Ruling Elder Ellen Cason, Ruling Elder Raul Felipe Santiago-Rivera, Ruling Elder Kathy Trott, and Ruling Elder Richard Allen Turpen.
- CORRESPONDING MEMBERS** The Reverend Kerri Allen, Marc Lewis, The Reverend Eileen Lindner, The Reverend Gradye Parsons, Ruling Elder James Rissler, The Reverend Ray Roberts, The Reverend Frank C. Spencer, The Reverend Tom Taylor, Ruling

Elder Linda B. Valentine, and The Reverend Raafat Zaki.

EXECUTIVE DIRECTOR'S OFFICE STAFF Susan Abraham, Martha Clark, Barry Creech, April Davenport, Ruth Gardner, Debbie Gardiner, Denise Hayden, Courtney Hoekstra, Michael Kirk, Kathie Lyvers, Lisa Robbins, and Tim Stepp.

OTHER Invited Participants, Guests, Observers, and Staff Present for All of Part of the Time Were:
Simone Adams-Andrade, Terri Bate, Greg Allen-Pickett, Jeff Arnold, Michelle Bartel, Shannon Beck, Gregg Brekke, Rob Bullock, Sylvia Carter, Nancy Cavalcante, Deb Coe, Isaac Curley, Brian Ellison, Ruth Farrell, Kathy Francis, Brian Frick, Marissa Galvan-Valle, Lawrence P. Greenslit, Chip Hardwick, Deborah Harrison, Tom Hay, Rhashell Hunter, Chris Iosso, Becky Johnson, Ray Jones, Curtis A. Kearns, Tamron Keith, Laurie Kraus, Sue Krummel, Sara Lisherness, James Matthews, Tim McCallister, Jewel McCrae, Gary Metoxen, Sterling Morse, Emily Enders Odom, Lonnie J. Oliver, Vince Patton, Hector Rodriguez, Martha Ross-Mockaitis, Leslie Scanlon, Paul Seebeck, Valerie Small, Melody Smith, Alex Sherman, Mienda Uriarte, Tammy Warren, Vera White, Earline Williams, and Bryce Wiebe.

OFFICERS OF THE CORPORATION The Following Officers of the Corporation Were Present:

Marilyn S. Gamm	Chair
Josephene D. Stewart	Vice Chair
Linda B. Valentine	President
Earline Williams	Executive Vice-President, Chief Financial Officer
Martha E. Clark	Senior Vice President and Secretary
April L. Davenport	Vice President and Assistant Secretary
Denise Hampton	Vice President and Controller
Dorothy J. Smith	Vice President and Treasurer
Michael K. Kirk	Vice President and Assistant Secretary

APPROVED EXCUSES Excuses were offered on behalf of the following persons and, upon motion from the floor, the Board **VOTED** to excuse the following members from the meeting:

- The Reverend Marvin Brangan
- The Reverend Harold Delhagen
- The Reverend Vicki Garber
- The Reverend Lindsay Harren-Lewis
- Ruling Elder Rafael Medina

QUORUM A quorum was declared present for the transaction of business.

- RECORDING SECRETARY** Upon motion from the floor, the Board of Directors **VOTED** to designate Susan Abraham as Recording Secretary during this meeting.
- REPORT OF PROPERTY, LEGAL, AND FINANCE COMMITTEE** A report of recommended corporate actions taken by the Property, Legal, and Finance Committee, was presented by Marilyn Gamm, chair, and received by the Board.
- CONSENT AGENDA** The Board of Directors **VOTED** to approve the adoption of the following consent agenda items (1 and 2) from the report of recommended actions taken by the Property, Legal, and Finance Committee as follows:
- APPROVAL OF MINUTES** **That** the corporate Property, Legal, and Finance Committee recommends to the Board of Directors of Presbyterian Church (U.S.A.), A Corporation approval of the attached Minutes of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation and its constituent corporations meeting of September 17-18, 2014 (**Appendix 1**).
- AUTHORIZATION OF CONTRACT SIGNORS** **RESOLVED**, that the following positions be and hereby are granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts calling for the payment of Ten Thousand Dollars (\$10,000.00) or less.

Office of the General Assembly Staff:
Manager, Budgets
Manager, Ecumenical Education
Manager, GA Business and OGA Records
Manager, General Assembly Nominating Committee
Manager, Judicial Process and Social Witness
Manager, Leadership Development and CLC
Manager, Office of Immigration Issues
Manager, OGA Publications and PHS Records Support
Manager, OGA Records
Manager, OGA Web Services
Manager, OGA Technologies
Manager, Preparation for Ministry/Exams
Manager, Committee on Representation
Manager, Ruling Elder Resources and Educator Certification

Presbyterian Mission Agency Staff:
Associate Director, Mission Effectiveness and Administration
Associate Director for Theology, Worship and Education
Associate for Board Meeting Support and General Assembly Coordination
Co-director, Stony Point Center
Coordinator, Research Services

Director, Communication Services
Director, Compassion, Peace and Justice
Director, Evangelism and Church Growth
Director, Human Resources
Director, Mission Communications
Director, Racial Ethnic and Women's Ministries
Director, Theology, Worship, and Education
Director, World Mission
Executive Director/CEO, Jarvie Commonweal Service
General Manager, World Mission
Manager, Special Offerings
Project Manager for CFD Administration
Project Manager for Mission Program Administration
Publisher, Theology, Worship, and Education

RESOLVED, that the following position be and hereby is granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts calling for the payment of Thirty Thousand Dollars (\$30,000.00) or less.

Executive Director, Ghost Ranch

RESOLVED, that the following positions be and hereby are granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts.

Office of the General Assembly Staff:
The Stated Clerk of the General Assembly
Director of Assembly Operations
Director of Communications
Director of Constitutional Interpretation
Director of Ecclesial Ministry
Director of Ecumenical Relations
Director of Mid Council Relations
Director of Records and History
Director of Ordered Ministry and Certification
Manager, Meeting Services
Executive Director, Presbyterian Historical Society

Presbyterian Mission Agency Staff:
Senior Director of Communications Ministry
Senior Director of Funds and Development

The Board of Directors **VOTED** to approve the following resolutions:

**MDRC GRANT POLICY &
RATIFICATION OF
ACTIONS**

RESOLVED, that the Grant Policies (“**Grant Policy**”) and revisions thereto approved by the Mission Development Resources Committee on August 11, 2014, attached hereto and incorporated herein by referenced, are approved, ratified, and confirmed effective April 17, 2015 and

FURTHER RESOLVED, that the amendments made to the Grant Policy and the decisions made based on such amendments between September, 2008 and the date of this action be and hereby are ratified (**Appendix 2**).

**HOUSING ALLOWANCE
DESIGNATIONS**

RESOLVED, that the attached housing allowance designations are ratified; AND further that 40 percent of the salary of every Teaching Elder on the exempt staff, regardless of when hired, is hereby designated for the current year unless otherwise specifically provided (via an express amount listed); AND further that these housing allowance designations are approved for 2015 and all future years unless otherwise provided by the Corporation; AND further that these be attached to the official copy of the minutes (maintained by the corporate secretary) with the designated dollar amounts (**Appendix 3**).

**ELECTION OF
CORPORATE OFFICER**

RESOLVED, That the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation ("Corporation") hereby elects Barry Creech as the Vice President of the Corporation and its Constituent Corporations effective immediately to serve for a period of one (1) year or until his death, resignation, removal, until a successor is elected or until his employment status with the Corporation is terminated (**Appendix 4**).

ADJOURN

Following the above actions, the Board of Directors **VOTED** to rise from the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation, and Its Constituent Corporations, and reconvene as the Presbyterian Mission Agency Board.

There being no further business for consideration, the meeting of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporations and Its Constituent Corporations, was adjourned at 9:09 a.m. with prayer offered by Gamm.

Respectfully Submitted,

Susan Abraham
Recording Secretary

Appendices

APPROVED: April 2015

**MINUTES OF THE
BOARD OF DIRECTORS**

**PRESBYTERIAN CHURCH (U.S.A)
A CORPORATION, AND ITS
CONSTITUENT CORPORATIONS**

**Louisville, Kentucky
September 17-19, 2014**

**As Recorded by the Staff of the
Office of the Executive Director of the
Presbyterian Mission Agency
100 Witherspoon Street
Louisville, KY 40202**

**Minutes of the
BOARD OF DIRECTORS
PRESBYTERIAN CHURCH (U.S.A.),
A CORPORATION, AND ITS CONSTITUENT CORPORATIONS
September 19, 2014**

CONVENE	The regular business meeting of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation, and Its Constituent Corporations (collectively “corporation”), was convened at 9:02 a.m. on September 19, 2014, with prayer led by Marilyn Gamm in the in the Crystal Ballroom of the Brown Hotel in Louisville, Kentucky.
ROLL CALL	Susan Abraham, Office of the Executive Director, Presbyterian Mission Agency, called the roll by naming the absentees and reporting requests to be excused.
CORPORATE BOARD MEMBERS	The following members of the Board of the Corporation were present for all or part of the meeting: Ruling Elder Marsha Zell Anson, Andrew Barron, Ruling Elder Mary C. Baskin, The Reverend Mark Brainerd, The Reverend Gregory Chan, The Reverend Cecil Corbett, The Reverend James R. Ephraim, Jr., The Reverend David Ezekiel, The Reverend Marilyn Gamm, The Reverend Marci Glass, The Reverend Kenneth Godshall, The Reverend Chad Herring, Ruling Elder Jeffrey Joe, Ruling Elder Mary Jorgenson, Ruling Elder Regina Meester, Ruling Elder Susan Osoinach, The Reverend Neal Presa, The Reverend Marianne Rhebergen, The Reverend Alice Ridgill, Ruling Elder Noelle Royer, Ruling Elder Melinda Lawrence Sanders, The Reverend David Shinn, Ruling Elder Patsy Smith, Ruling Elder Josephene Stewart, The Reverend Wendy Tajima, Ruling Elder Kathy Terpstra, The Reverend Landon Whitsitt, and The Reverend Kevin Yoho.
ECUMENICAL ADVISORY MEMBERS	The Reverend James Fother, Jr. and The Reverend Vicki Garber
CORRESPONDING MEMBERS	The Reverend William J. Carl, Ruling Elder Christine Darden, The Reverend Jay Hudson, Ruling Elder Mark Jones, Marc Lewis, The Reverend Gradye Parsons, The Reverend Ray Roberts, and Ruling Elder Linda B. Valentine.
AT-LARGE MEMBERS	Ellen Cason, Raul Santiago-Rivera, and Kathy Trott
DEPUTY EXECUTIVE DIRECTORS AND SENIOR DIRECTORS	Roger Dermody, Earline Williams, Terri Bate, and Kathy Francis.

EXECUTIVE DIRECTOR'S OFFICE STAFF Susan Abraham, Shawn Ellison, Ruth Gardner, Debbie Gardiner, Denise Hayden, Courtney Hoekstra, Kathie Lyvers, Lisa Robbins, and Tim Stepp.

OTHER Invited Participants, Guests, Observers, and Staff Present for All of Part of the Time Were:
Simone Adams, Lydia Bailey-Brown, Rebekah Basinger, Sylvia Carter, Molly Casteel, Nancy Cavalcante, Deb Coe, Shontá Darling, Lindy Ebbs, Brian Ellison, Rob Fohr, Teresa Grant, Chip Hardwick, Thomas Hay, Eric Hoey, Rhashell Hunter, Chris Iosso, Ray Jones, Tamron Keith, Mark Koenig, Laurie Kraus, Sue Krummel, Mei-Hui Lai, Joyce Lieberman, Sam Locke, Ron Lundeen, Gary Luhr, Jerry Van Marter, Gary Metoxen, Rosemary McDonald, Jewel McRae, Sterling Morse, Emily Odom, Vince Patton, Maribel Pérez, Jim Rissler, Martha Ross-Mockaitis, Sterling Morse, Leslie Scanlon, Paul Seebeck, Alejandra Sherman, Valerie Small, Dennis Smith, Toni Carver Smith, Patsi R. Smith, Rebecca Snipp, Tonia Trice, and Don Wilson.

OFFICERS OF THE CORPORATION The Following Officers of the Corporation Were Present:

Marilyn S. Gamm	Chair
Josephene D. Stewart	Vice Chair
Linda B. Valentine	President
Earline Williams	Executive Vice-President, Chief Financial Officer
Roger Dermody	Executive Vice President
Martha E. Clark	Senior Vice President and Secretary
Barry Creech	Vice President
April L. Davenport	Vice President and Assistant Secretary
Denise Hampton	Vice President and Controller
Michael K. Kirk	Vice President and Assistant Secretary

OFFICERS EXCUSED Dorothy J. Smith Vice President and Treasurer

APPROVED EXCUSES Excuses were offered on behalf of the following persons and, upon motion from the floor, the Board **VOTED** to excuse the following members from the meeting:

- The Reverend Marvin Brangan
- The Reverend Harold Delhagen
- Ruling Elder Thomas Fleming, Jr.
- The Reverend Mihee Kim-Kort
- The Reverend Lindsay Harren-Lewis
- Ruling Elder Rafael Medina
- Ruling Elder Joseph Morrow
- Ruling Elder Kears Pollock

- Moderator of the General Assembly, Heath Rada
- The Reverend Nancy Ramsay
- Ruling Elder Melinda Lawrence Sanders
- Ruling Elder Corey Schlosser-Hall
- Ruling Elder Glen Snider

QUORUM

A quorum was declared present for the transaction of business.

SECRETARY PRO -TEM

Upon motion from the floor, the Board of Directors **VOTED** to designate Susan Abraham as Secretary Pro-Tem during this meeting.

**REPORT OF PROPERTY,
LEGAL, AND FINANCE
COMMITTEE**

A report of recommended corporate actions taken by the Property, Legal, and Finance Committee, was presented by Marilyn Gamm, chair, and received by the Board.

CONSENT AGENDA

The Board of Directors **VOTED** to approve the adoption of the following consent agenda items (1-5) from the report of recommended actions taken by the Property, Legal, and Finance Committee as follows:

**APPROVAL OF APRIL
2014 MINUTES**

1. **That** the corporate Property, Legal, and Finance Committee recommends to the Board of Directors of Presbyterian Church (U.S.A.), A Corporation approval of the attached Minutes of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation and its constituent corporations meeting of April 23-24, 2014. (**Appendix 1**)

**ELECTION OF
CORPORATE OFFICERS**

2. **RESOLVED**, That the Board of Directors of the Corporation hereby elects Linda B. Valentine President of Presbyterian Church (U.S.A.), A Corporation and Its Constituent Corporations, effective June 19, 2014 (commencement of service as Executive Director of the Presbyterian Mission Agency), to serve for a period of four (4) years or until her death, resignation, removal, until a successor is elected or until her employment status with Presbyterian Church (U.S.A.), A Corporation is terminated; **AND (Appendix 2)**

FURTHER RESOLVED, That the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation ("Corporation") hereby elects the listed officers of the Corporation and its Constituent Corporations effective immediately to serve for a period of one (1) year or until their death, resignation, removal, until a successor is elected or until their employment status with the Corporation is terminated:

Marilyn S. Gamm	Chair
Josephene D. Stewart	Vice Chair
Earline B. Williams	Executive Vice President/Chief Financial Officer

Martha E. Clark	Senior Vice President and Secretary
April L. Davenport	Vice President and Assistant Secretary
Denise Hampton	Vice President and Controller
Michael K. Kirk	Vice President and Assistant Secretary
Dorothy J. Smith	Vice President and Treasurer

HOUSING ALLOWANCE DESIGNATIONS

3. **RESOLVED**, that the attached housing allowance designations are ratified; AND further that 40 percent of the salary of every Teaching Elder on the exempt staff, regardless of when hired, is hereby designated for the current year unless otherwise specifically provided (via an express amount listed); AND further that these housing allowance designations are approved for 2014 and all future years unless otherwise provided by the Corporation; AND further that these be attached to the official copy of the minutes (maintained by the corporate secretary) with the designated dollar amounts. **(Appendix 3)**

AUTHORIZATION FOR THE PRESBYTERIAN HISTORICAL SOCIETY

4. **RESOLVED**, that the Board of Directors of The Presbyterian Historical Society (the “Corporation”), hereby approves the Corporation borrowing in the amount of Seven Hundred Ninety Thousand and 00/100 Dollars (\$790,000.00) for capital improvements, for a 10-year term and a 10-year amortization at a 4.45% interest rate (subject to change based on length of time executing the closing documents) from the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. (“PILP”), to be disbursed in two disbursements of Three Hundred Thirty Thousand and 00/100 Dollars (\$330,000.00) to complete the air conditioning work and the replacement of the sidewalks and a second disbursement of Four Hundred Sixty Thousand and 00/100 Dollars (\$460,000.00) for other projects; and

FURTHER RESOLVED, that the Corporation, is authorized to secure with a first position Mortgage in favor of PILP on the real property located at 425 Lombard Street, Philadelphia, Pennsylvania in which the Corporation holds title; and

FURTHER RESOLVED, that this secured loan approval is subject to the following:

1. It is conditioned on approval prior to closing of this loan from the Committee on the Office of the General Assembly (“COGA”), the body which oversees PHS and the loan will be funded solely from investor funds; and
2. That PHS commence a capital campaign in January 2015 and secure at least Eight Hundred Seventy Five Thousand and 00/100 Dollars

Attachment 1

(\$875,000.00) in pledges prior to drawing down the second disbursement from PILP; and

3. That PILP will look solely to PHS for payment and satisfaction of this loan; and

FURTHER RESOLVED, that the officers of the Corporation be and they hereby are authorized to take any and all necessary steps to close this loan, which includes the execution of any and all loan documentation.

THE HUBBARD PRESS

5. **RESOLVED**, that the Board of Directors of The Hubbard Press, approve amending the Articles of Incorporation of The Hubbard Press, an Ohio nonprofit corporation to expand its purpose (additions indicated in bold and underline):

Article III. The purposes for which the corporation is formed are to manufacture, print, publish, sell and distribute offering envelopes, pledge cards, forms for accounts, financial records, statements and other supplies for use by churches and congregations in connection with their efforts to raise money for their support and maintenance and for the benevolence, charitable, missionary and religious activities and objects of such churches and congregations, in the interest of the Presbyterian Church (U.S.A.), and in the promotion and systematic and proportionate giving for the extension of the Kingdom of God throughout the earth, **and to engage in any and all other lawful purposes or activities under relevant provisions of Ohio nonprofit corporation law**. The corporation may also provide its services to denominations with which the Presbyterian Church (U.S.A.) is in full communion (*Book of Order* G-5.02), denominations with which the Presbyterian Church (U.S.A.) General Assembly is in correspondence (*Book of Order* G-5.02), and the Roman Catholic Church. This is a corporation which does not contemplate pecuniary gain or profit, incidental or otherwise to its members.

ADJOURN

Following the above actions, the Board of Directors **VOTED** to rise from the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation, and Its Constituent Corporations, and reconvene as the Presbyterian Mission Agency Board.

There being no further business for consideration, the meeting of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporations and Its Constituent Corporations, was adjourned at 9:53 a.m. with prayer offered by Marilyn Gamm.

Respectfully Submitted,

Susan Abraham
Secretary Pro Tem

Appendices

PRESBYTERIAN MISSION AGENCY BOARD

April 15-17, 2015

Evangelism and Church Growth Ministry Area

Appendix 2

**ITEM D.102
FOR ACTION**

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

Subject: Approval of Mission Development Resources Committee Grant Policy and Ratification of Actions

Recommendation:

It is recommended that the corporate Property, Legal, and Finance Committee and the Worshiping Communities Committee, recommend to the Board of Directors of Presbyterian Church (U.S.A.), A Corporation the following resolution for its approval:

RESOLUTION

RESOLVED, that the Grant Policies (“Grant Policy”) and revisions thereto approved by the Mission Development Resources Committee on August 11, 2014, attached hereto and incorporated herein by referenced, are approved, ratified, and confirmed effective April 17, 2015 and

FURTHER RESOLVED, that the amendments made to the Grant Policy and the decisions made based on such amendments between September, 2008 and the date of this action be and hereby are ratified.

Background:

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) and
- Implements its work through various listed functions including “Recommending policies, procedures and guidelines that govern the grant and church loan programs” (Section III, 6, c).

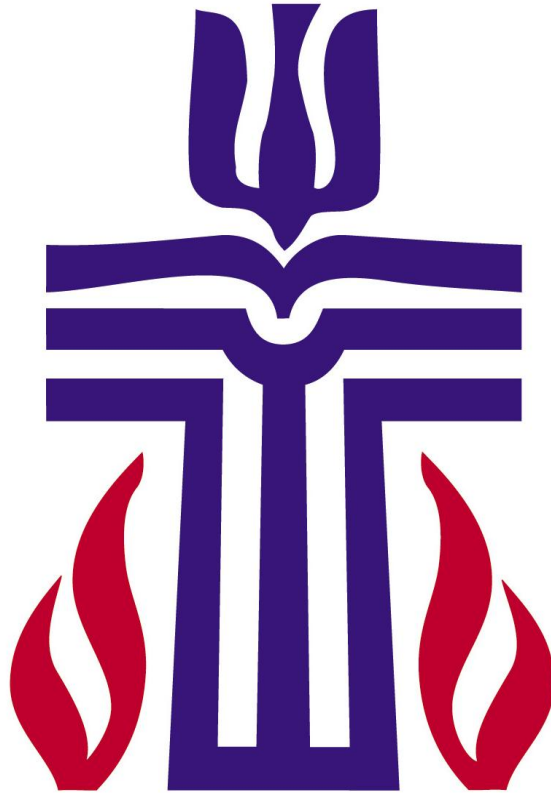
Upon review of the MDRC Manual of Administrative Operations (“**MDRC Manual**”), it was discovered that it consists of two (2) parts: a part constituting the manual which describes the history of MDRC, the work of MDRC, and the structure of MDRC and a part which contains the grant policies and procedures. The Policies and Guidelines of the General Assembly Church Loan Program Endowment Funds are a separate document from the MDRC Manual of Administrative Operations.

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The PMA Manual requires that the MDRC Manual updates be reported to the Worshiping Communities Committee and that the grant and loan policies and procedures be recommended to the board for approval. It appears that, because the grant policies and guidelines were included in the MDRC Manual, there was a misunderstanding regarding the appropriate process for reporting and seeking approval which resulted in grant policies and procedures not being provided to the board as a recommendation for approval but rather for information in reports. The purpose of this action is to bring Grant Policy 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 Information Item is being presented to the Worshiping Communities Committee to report the MDRC Manual. Future revisions to the Grant Policy which potentially eliminate assets or significantly change the risk of loss associated with the assets of the restricted funds used to support these programs and/or Presbyterian Church (U.S.A.), A Corporation will be submitted to the Presbyterian Mission Agency Board and Presbyterian Church (U.S.A.), A Corporation through the Worshiping Communities and Finance Committees for approval.



PRESBYTERIAN CHURCH (U.S.A.)

**MISSION DEVELOPMENT RESOURCES
COMMITTEE GRANT POLICIES**



NOVEMBER 2014

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For information, please contact:

Tim McCallister, Associate

Tim.McCallister@pcusa.org

Bill Moore, Administrative Assistant

Bill.Moore@pcusa.org

The Office of Mission Program Grants

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/>.

POLICIES

Preamble

Jesus Christ commands his disciples to go into the world, preaching the good news and living a life that exhibits love for God, neighbor and self (Matthew 28:19-20). Grants are made available for organizing new worshiping communities and supporting presbytery efforts to build the capacity to continually transform existing congregations. Support for these faithful responses by the Presbyterian Church (U.S.A.) is, itself, obedience to

Jesus Christ. It is an expression of the mission of the church to go into the world, sharing the Good News.

Grants are intended to be for short-term, start-up, and supplemental operating support for projects which meet the eligibility criteria, have been well researched and planned, and demonstrate that they have a reasonably good chance of meeting their goals and objectives. Projects that are not well conceived may be denied funding even in years when there may be unexpended funds.

Grant Definitions

New Worshiping Community (NWC) Grants (For the purpose of this grant process New Worshiping Community is defined as a community that may or may not have an ultimate goal of growing into a viable and sustainable new congregation).

These grants are intended to support new worshiping communities that are related to the Presbyterian Church (USA), located within the United States and Puerto Rico and ordinarily established no earlier than July 2010.

These grants are designed to encourage the birth of new worshiping communities through congregations and presbyteries rather than to fund the expansion or support of existing congregations or programs.

New Worshiping Community Definition

- **New**
 - **Seeking to make and form new disciples of Jesus Christ**
NWCs witness in word and deed (1 John 3:18), continuing Jesus' own mission of discipling, feeding, teaching, healing, welcoming, crossing boundaries, and proclaiming God's coming realm. Those with new and renewed faith join the Spirit's transforming work in the world.
 - **Taking on varied forms of church for our changing culture**
Living out the Gospel demands ministry which engages today's cultures (John 1:14). New ways of joining Christians together for contextual ministry will use current and historic ways of "being church" as springboards for creative innovation (Matthew 9:17).
- **Worshiping**
 - **Gathered by the Spirit to meet Jesus Christ in Word and Sacrament**
We seek to hear, come to believe, and are equipped to live the promises of God revealed in the scriptures of the Old and New Testaments. NWCs welcome new members of the body of Christ (1 Cor. 12:27) through Baptism and are nourished by Christ's spiritual presence in the Lord's Supper.
 - **Sent by the Spirit to join God's mission for the transformation of the world**
The Spirit impels us outward, so that worshipers participate in the redemption of the world in Christ (Col. 1:20). Therefore, the primary beneficiaries of the NWC

are not its own members, but rather its community and world.

- **Community**

- **Practicing mutual care and accountability**

We commit ourselves to love one another (John 13:34) in relationships of mutual care and accountability, as faithful disciples of the Lord Jesus Christ. Entrusting ourselves and the church to the Holy Spirit, we seek to grow to maturity in faith and life.

- **Developing sustainability in leadership and finances**

As distinct yet connected expressions of the body of Christ, NWCs have local leadership arising from their own community of faith (Exodus 18:21). Pastoral leadership, facilities, and ministries are all appropriately structured in order to demonstrate good and faithful stewardship.

Mission Program Grants – The following applications and supporting resources are available from the [Mission Program Grants Office website](#).

Seed Grant: New worshiping communities may apply for a one-time grant of up to \$7,500. Matching funds are not required.

For the purpose of the Seed grant, it is not a requirement for the Stated Clerk to have completed the Office of the General Assembly Church Change Form (CCF) on behalf of the project to be supported. However, it is a requirement for the Stated Clerk to complete the CCF prior to applying for the Investment Grant.

Investment Grant: All new congregations begin as new worshiping communities but not all new worshiping communities will become congregations. This grant is intended to help you develop the direction in which your ministry will grow.

At least one year after receipt of a Seed Grant, a one-time Investment Grant of up to \$25,000 is possible and will provide for the next eighteen months. Approval of Investment Grants is conditioned upon real progress toward completing the tasks set forth in [Starting New Worshiping Communities](#). Investment Grants ordinarily require a dollar-for-dollar match provided by the combined contributions of the partner congregation and presbytery and/or synod. In-kind contributions for the match are acceptable. Waivers of the match will be considered on a case-by-case basis, upon request.

Growth Grant: The Growth Grant supports and encourages new worshiping communities whose process of faithful discernment has led them to establish a new ministry, responsive to the needs of a new group of people, with the ultimate goal of growing a viable and sustainable new congregation.

At least eighteen months after receipt of an Investment Grant, a one-time Growth Grant of up to \$25,000 is possible and will provide for the next eighteen months. Approval of a Growth Grant is conditioned upon significant progress being made toward meeting the goals and objectives as outlined in the Investment Grant proposal. A dollar-for-dollar match provided through presbytery and/or synod is ordinarily required. In-kind

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contributions are acceptable and waivers of the match will be considered on a case-by-case basis, upon request.

While the dollar-for-dollar match is a requirement for the Investment and Growth Grants, the source of those funds may be provided through a mid council, by a congregation, clusters of congregations, individuals outside or within the new worshiping community and other sources deemed appropriate by the mid council providing oversight.

Health Insurance Grant: This grant program provides supplemental funding to the partner congregation and/or presbytery in support of new church organizing pastors or new worshiping community leaders who would not otherwise be able to afford health insurance. These grants are limited to new congregations and new worshiping communities that are related to the Presbyterian Church (USA), are located within the United States and Puerto Rico and were ordinarily established no earlier than July 2010.

Presbyteries may apply at any time on behalf of new congregations and new worshiping communities for an annual grant of up to \$1,500. This grant is twice renewable, for a total of three years, upon approval of an application each year. Subsequent year grants require reapplication one year from when funding is received. A dollar-for-dollar match provided through the partner congregation and/or presbytery is ordinarily required. Waivers of the match will be considered on a case-by-case basis.

If a new congregation or worshiping community has not previously been approved to receive a Seed Grant or is applying for an Investment Grant, it is a requirement of the Health Insurance Grant for the presbytery Stated Clerk to complete the Church Change Form prior to making application.

However, if a new congregation or worshiping community has been approved to receive a Seed Grant, it is not a requirement of this grant for the Stated Clerk to complete the Office of the General Assembly Church Change Form on behalf of the project to be supported.

Note: No one project may receive more than \$57,500 in total grant assistance. The Health Insurance Grant does not figure into this amount since it is designed to assist individual leaders.

Presbytery Grant for Congregational Transformation: This ordinarily is a one-time grant of up to \$50,000 in support of presbytery efforts to build the capacity and framework to encourage and enable continual congregational transformation. The application form includes a readiness assessment tool that provides the presbytery an opportunity for self-examination as it begins the challenging task of leading transformational change.

The first year lump-sum payment will be for up to \$30,000 and, assuming satisfactory progress has been made toward meeting stated goals, a second year lump-sum payment of up to \$20,000 will be disbursed. A dollar-for-dollar match provided through presbytery and/or synod is required but waivers will be considered on a case-by-case basis, upon request. This grant is not intended to provide funding for congregational-

level transformation efforts.

Sources of Funds

Funding for grants is provided by interest earned on Church Loans and other endowments. The disposition of funds is made in accordance with the donor's instructions.

Application Procedures

Applications are to be prepared, approved and submitted by a presbytery and/or synod to the grants office. The MDRC will review and make funding decisions. Staff is not authorized to prejudge the decisions of the MDRC.

Grants office staff support the efforts of the MDRC and the applicants by being available to answer questions and provide guidance concerning the grant application criteria, the process to be followed when preparing a proposal, and other related application information.

Staff and coaches of the Presbyterian Mission Agency, Evangelism & Church Growth and the Racial Ethnic & Women's Ministries Program Areas are available for consultations to answer questions and provide guidance in the design of the project and feedback concerning the content of the proposal.

If a mid council cannot fulfill any of the requirements of the grant program, a request for waiver may be submitted with the application.

Project Criteria

The Ministry Plan Should:

- Represent new work in the areas of new worshiping communities or presbytery-level congregational transformation;
- Demonstrate its commitment to witness the Gospel of Jesus Christ;
- Relate to the life and development of the surrounding community and respond, within the context of the Gospel of Jesus Christ, to human needs not otherwise being adequately met;
- Involve appropriate partners in planning and funding the project.

The Operating Income and Expense Budget, if required, Should:

- Include an itemized and balanced income and expense operating budget for the full grant period. The budget is to include income amounts from the new worshiping community, partner congregations, mid councils, the Presbyterian Mission Agency and other sources;
- As an expression of connectional stewardship it is a requirement for Growth Grant proposals that at least 5% of a new worshiping community's operating budget be directed to Basic Mission Support. The proposal should also exhibit a clear desire to be generous by committing an additional 5% of their operating budget in support of those outside the congregation through local, national and global mission work.

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- Basic Mission Support is the total of all monies given to mid councils and Presbyterian Mission Agency entities, including payments toward the mission budgets of these entities.
- Proposals should describe how the project will continue to be financially supported following the completion of the grant.
- As an expression of connectional stewardship it is encouraged that grant recipients remember to “pay it forward” to the Extra Commitment Opportunity account found at <http://www.presbyterianmission.org/give/E051547/>. Your support will help provide future funding for the establishment of new worshipping communities such as your own, and to mid councils that wish to build the capacity to enable continual congregational transformation. Please help to continue this important work for the Kingdom of God.

Mid Council Required Documentation

Mid councils participating and giving oversight and assistance must provide on a single separate page, a concise and independent evaluation of the current status of this NWC. Also, describe how you are maintaining regular contact with the NWC and your plan for continued support to help ensure sustainability in the following areas.

- What arrangements have been made for liability / indemnity insurance for the NWC?
- How and where will memberships through baptism be recorded?
- How will the mid council oversee the administration of the sacraments?
- How will the NWC receive charitable donations and their donors receive acknowledgement for their gifts?
- What is the plan for sustaining leadership and resources in the NWC, such as finances and talent?
- How is the link between the NWC coach and the sponsoring session being maintained?

Date of Presbytery representative(s) meeting with NWC: _____

Grant Guidelines

- **Project Leadership:** The Seed and Investment Grants will support a project with a project leader. The Growth Grant will support ministries with a pastor, including a tentmaker, a stated supply, a designated pastor, a Commissioned Ruling Elder, a co-pastor, or an interim pastor. The Growth Grant will not support an interim pastor appointed at the *onset* of a project. The New Worshipping Community grants will not support a mid council or Presbyterian Mission Agency staff person. Disbursement will normally be made in accordance with the start date of the leader.
- **Unexpended Grant:** The grants support the specific project for which it has been approved. Any portion of a grant not expended for the approved project should be returned to the grants office.
- **Funding Interruption:** If a project is on hold, either initially or during the term of funding for a period of twelve months, presbytery leadership may be asked to

resubmit an updated proposal.

- **Funding Conditions:** A project is not able to receive its funding until any conditions placed on the project by the MDRC are fulfilled.
- **Defaulted Loans:** Where a borrower or guarantor has received a loan and where that loan is 90 days or more delinquent in payment, a mutually acceptable repayment plan must be approved by the Church Loan Team of the MDRC before additional loans are approved and new grants are disbursed.

Progress Reports

Seed Grant recipients are to submit a progress report in narrative form at the conclusion of the one-year term of funding.

Investment and Growth Grant recipients are to submit a progress report describing the project's progress in reaching its goals and objectives at the end of the eighteen-month funding period. A progress report form will be provided by the Mission Program Grants office.

Presbytery Grant for Congregational Transformation recipients are to submit a progress report describing the project's progress in reaching its goals and objectives prior to the beginning of the second year of funding. A progress report form will be provided by the Mission Program Grants office.

Payment of subsequent grant requests from within a given presbytery is dependent upon receipt of final progress reports for funded projects.

The Grants Team members and the Associate for Mission Program Grants review the progress reports to ensure that future disbursements are appropriate and for learnings that may be beneficial to other projects that apply for assistance.

Action Appeals

If a mid council is dissatisfied with a decision made by the MDRC, an appeal which sets forth clear reasons why the committee should reconsider its decision may be submitted through the grants office.

Additional Funding Requests

The MDRC does not ordinarily consider requests for funding in addition to the amount originally allocated to a given project.

New Worshiping Community Coaches

It is a condition of funding for the Investment and Growth Grants that the leader be assigned a coach. For information contact The Rev. Shannon Kiser, Mission Catalyst, by calling (502) 631-0216 or by e-mail at shannon.kiser@pcusa.org.

Consultants for Transformation

PRESBYTERIAN MISSION AGENCY BOARD

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Evangelism and Church Growth Ministry Area

Presbytery Grant for Congregational Transformation recipients may wish to use a consultant. For recommendations, please contact the Rev. Ann Philbrick, Presbyterian Mission Agency, by calling (888) 728-7228, X5514 or by e-mail at ann.philbrick@pcusa.org.

Value-Added Services for New Worshiping Community Leaders

1. The grant receiving worshiping community leader is eligible to receive a \$100 discount to one Evangelism & Church Growth Conference. For information, please contact Ms. Sherry Britton, Program Assistant, by calling (888) 728-7228, X5247 or by e-mail at sherry.britton@pcusa.org.
2. The grant receiving worshiping community leader is invited to receive a free one-hour consultation with a Mission Catalyst or coach. For information contact The Rev. Shannon Kiser, Mission Catalyst, by calling (502) 631-0216 or by e-mail at shannon.kiser@pcusa.org.
3. It is strongly recommended that the worshiping community leader (and spouse, when applicable) complete the "Discerning Missional Leadership: A Potential Church Planters Assessment" early on in the life of the ministry. *In any event, the worshiping community leader must complete that assessment prior to the project being considered for a Growth Grant.* This free offer is valued at \$775 and includes room, board, materials and the actual assessment. Travel expenses are not included. For information, please contact The Rev. Caz Minter, 1001 Associate, South Central Region, by calling (502) 797-1428 or by e-mail at caz.minter@pcusa.org.

The Sam & Helen R. Walton Award

In late December 1991, Sam & Helen R. Walton made a generous gift to the Presbyterian Church (U.S.A.), through the Presbyterian Foundation, of six million dollars. This gift included an endowment in the amount of three million dollars, the earned interest to be used by new church developments (NCD) that have placed a particular emphasis on site acquisition.

The Mission Development Resources Committee (MDRC) annually offers an opportunity to sessions, presbyteries and synods to nominate projects that are working in creative ways to bring the gospel to their local communities. Each selected NCD will receive a one-time financial award, which is made over and above funding received from other Presbyterian Mission Agency sources, i.e., Mission Program Grant and/or a Church Loan. The number of projects approved and the amount of the financial award is based in part on funds available.

The intent of the selection process by the MDRC is in keeping with the June 1992 action of the Evangelism and Church Development Ministry Unit "to be as inclusive as possible in making grant selections with a goal that at least 20% of the projects be racial ethnic new church developments."

For the granting of the Walton Awards, the MDRC takes into account the status of a NCD as defined by the presbytery. *Ordinarily, Walton Awards will be given to*

PRESBYTERIAN MISSION AGENCY BOARD

April 15, 2015

Evangelism and Church Growth Ministry Area

congregations that have been organized not less than four years or more than ten years, as recognized by the presbytery.

The Walton Award may be used for the following purposes.

- Site acquisition / site preparation
- Construction costs
- Rental costs for the church
- Planning / design services for construction of first unit and/or other building projects
- Purchase of additional property
- Parking lot, build/enlarge/resurface, etc.
- Reinvesting moneys: the interest earned is to be reinvested into the corpus for later use in one of the other listed allowable uses

The Walton Award may also be used to help define the NCD and expand its mission and ministry. Uses could include:

- Evangelism and nurture ministries;
- Training events for church leaders in church growth;
- Advertising / promotion of the congregation's mission and message;
- Assistance with the salary and benefits for the pastor and staff.

Such uses of the funds are for short-term periods where the church is holding the funds for later use on one of the allowable uses. This is to be done in consultation with the presbytery. The award funds are to be used within five years of being received.

Specific criteria on which nominations are based and nomination/selection procedures are outlined on the Walton Award Nomination form.

Names of nominees are forwarded to the Presbyterian Mission Agency Board for approval, after which the recipients are announced to the wider church.

Cut-off for receipt of Sam & Helen R. Walton Award nominations is January 31 and will be considered during the March review date.

**ITEM E.102
FOR ACTION**

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

Subject: 2015 Manse Allowance

Recommendation:

That the corporate Property, Legal, and Finance Committee, ratifies the attached housing allowance designations; **AND** further that this action by the Committee be reported to the Corporate Board of Directors for its approval; **AND** further that 40 percent of the salary of every Teaching Elder on the exempt staff, regardless of when hired, is hereby designated for the current year unless otherwise specifically provided (via an express amount listed); **AND** further that these housing allowance designations are approved for 2015 and all future years unless otherwise provided by the Corporation; **AND** further that these be attached to the official copy of the minutes (maintained by the corporate secretary) with the designated dollar amounts.

RESOLUTION

RESOLVED, that the attached housing allowance designations are ratified; **AND** further that 40 percent of the salary of every Teaching Elder on the exempt staff, regardless of when hired, is hereby designated for the current year unless otherwise specifically provided (via an express amount listed); **AND** further that these housing allowance designations are approved for 2015 and all future years unless otherwise provided by the Corporation; **AND** further that these be attached to the official copy of the minutes (maintained by the corporate secretary) with the designated dollar amounts.

Background:

In compliance with IRS regulations the legal employer, Presbyterian Church (U.S.A.), A Corporation, must review all housing allowance designations and approve these in advance. Therefore, a designated officer has reviewed the following housing allowances for approval:

PRESBYTERIAN MISSION AGENCY BOARD

April 16-17, 2015

Attachment 1
Legal/Risk Management Services Office

Appendix 4

**ITEM E.104
FOR ACTION**

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

Subject: Election of Officer

Recommendation:

That the corporate Property, Legal and Finance Committee recommends to the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation the approval of the following action to elect an additional corporate officer:

RESOLVED, That the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation ("Corporation") hereby elects Barry Creech as the Vice President of the Corporation and its Constituent Corporations effective immediately to serve for a period of one (1) year or until his death, resignation, removal, until a successor is elected or until his employment status with the Corporation is terminated.

Background:

Pursuant to the bylaws, corporate officers, other than the President, are elected for one-year terms.

PRESBYTERIAN MISSION AGENCY BOARD

September 23-25, 2015

Legal/Risk Management Services Office

Attachment 2

ITEM E.102
FOR ACTION

Table with 4 columns and 4 rows. Header: FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY. Rows include: A. Finance (checked), B. Justice (checked), C. Leadership, D. Worshipping Communities, E. Corporate Property, Legal, Finance, F. PC(USA), A Corporation, G. Audit, H. Executive Committee, J. Board Nominating & Governance Subcommittee, P. Plenary.

Subject: Election of Officers

Recommendation:

That the corporate Property, Legal and Finance Committee recommends to the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation the approval of the following action to elect officers:

RESOLVED, That the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation ("Corporation") hereby elects the listed officers of the Corporation and its Constituent Corporations effective immediately to serve for a period of one (1) year or until their death, resignation, removal, until a successor is elected or until their employment status with the Corporation is terminated:

- Marilyn S. Gamm - Chair
Josephene D. Stewart - Vice Chair
Earline B. Williams - Executive Vice President/Chief
Martha E. Clark - Financial Officer
Barry Creech - Senior Vice President and Secretary
April L. Davenport - Vice President
Denise Hampton - Vice President and Assistant Secretary
Michael K. Kirk - Vice President and Controller
Dorothy J. Smith - Vice President and Assistant Secretary
Toni R. Carver-Smith - Vice President and Treasurer
Assistant Treasurer

FURTHER RESOLVED, that until such time as an Executive Director or Interim Executive Director commences work in that position, the Executive Vice President/CFO is authorized to perform any and all duties of the president of the Corporation.

Background:

The September meeting of the Presbyterian Church (U.S.A.), A Corporation ("Corporation") is the meeting at which corporate officers are elected. Pursuant to the bylaws, corporate officers, other than the President, are elected for one-year terms. In addition the bylaws provide that the executive vice-president/cfo performs the duties of the president in the absence of the president. This action would simply make clear that equally applies during this time when the office is temporarily vacant.

{00050789-1}

PRESBYTERIAN MISSION AGENCY BOARD

September 23-25, 2015

Legal/Risk Management Services Office

Attachment 3

**ITEM E.103
FOR ACTION**

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

Subject: 2015 Manse Allowance

Recommendation:

That the corporate Property, Legal, and Finance Committee, ratifies the attached housing allowance designations; **AND** further that this action by the Committee be reported to the Corporate Board of Directors for its approval; **AND** further that 40 percent of the salary of every Teaching Elder on the exempt staff, regardless of when hired, is hereby designated for the current year unless otherwise specifically provided (via an express amount listed); **AND** further that these housing allowance designations are approved for 2015 and all future years unless otherwise provided by the Corporation; **AND** further that these be attached to the official copy of the minutes (maintained by the corporate secretary) with the designated dollar amounts.

RESOLUTION

RESOLVED, that the attached housing allowance designations are ratified; **AND** further that 40 percent of the salary of every Teaching Elder on the exempt staff, regardless of when hired, is hereby designated for the current year unless otherwise specifically provided (via an express amount listed); **AND** further that these housing allowance designations are approved for 2015 and all future years unless otherwise provided by the Corporation; **AND** further that these be attached to the official copy of the minutes (maintained by the corporate secretary) with the designated dollar amounts.

Background:

In compliance with IRS regulations the legal employer, Presbyterian Church (U.S.A.), A Corporation, must review all housing allowance designations and approve these in advance. Therefore, a designated officer has reviewed the following housing allowances for approval:

PRESBYTERIAN MISSION AGENCY BOARD

September 25-27, 2013

Item H.102

Attachment 3

MINISTER EMPLOYEES AT PRESBYTERIAN CENTER & CONFERENCE CENTERS

<u>EMPLOYEE</u>	<u>2015 ANNUAL MANSE</u>
Bartel, Michelle J.	13,570.00
Brekke, Gregg D.	16,896.00
Hessel, Beth S.	55,000.00

MINISTER EMPLOYEES IN MISSION PERSONNEL POSITIONS

<u>EMPLOYEE</u>	<u>2015 ANNUAL MANSE</u>
Blane, Debra Ruth	23,548.00

**ITEM E.104
FOR ACTION**

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

Subject: Authorization of Contract Signors

Recommendation:

It is recommended that the corporate Property, Legal, and Finance Committee, recommend to the Board of Directors of Presbyterian Church (U.S.A.), A Corporation the following resolution for its approval:

RESOLUTION

RESOLVED, that the following positions be and hereby are granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts calling for the payment of Ten Thousand Dollars (\$10,000.00) or less.

Office of the General Assembly Staff:

- Manager, Budgets
- Manager, Ecumenical Education
- Manager, GA Business and OGA Records
- Manager, General Assembly Nominating Committee
- Manager, Judicial Process and Social Witness
- Manager, Leadership Development and CLC
- Manager, Office of Immigration Issues
- Manager, OGA Publications and PHS Records Support
- Manager, OGA Records
- Manager, OGA Web Services
- Manager, OGA Technologies
- Manager, Preparation for Ministry/Exams
- Manager, Committee on Representation
- Manager, Ruling Elder Resources and Educator Certification

Presbyterian Mission Agency Staff:

- Administrative Project Manager, Communications and Funds Development
- Associate for Board Meeting Support and General Assembly Coordination
- Associate, Mission Program Administration
- Associate Mission Director for Administration (effective date position is filled)
- Associate Mission Director for Program (effective date position is filled)
- Associate Mission Director, Compassion, Peace & Justice

Associate Mission Director, Mission Effectiveness and Administration
Associate Mission Director, Theology, Formation & Evangelism
Co-director, Stony Point Center
Coordinator, Research Services
Director, Communication Services
Director, Human Resources
Director, Mission Communications
General Manager, World Mission (expires November 20, 2015)
Manager, Special Offerings
Mission Director, Compassion, Peace & Justice
Mission Director, Racial Ethnic & Women's Ministries
Mission Director, Theology, Formation & Evangelism
Mission Director, World Mission
Publisher

RESOLVED, that the following position be and hereby is granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts calling for the payment of Thirty Thousand Dollars (\$30,000.00) or less.

Executive Director, Ghost Ranch

RESOLVED, that the following positions be and hereby are granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts.

Office of the General Assembly Staff:

The Stated Clerk of the General Assembly
Director of Assembly Operations
Director of Communications
Director of Constitutional Interpretation
Director of Ecclesial Ministry
Director of Ecumenical Relations
Director of Mid Council Relations
Director of Records and History
Director of Ordered Ministry and Certification
Manager, Meeting Services
Executive Director, Presbyterian Historical Society

Presbyterian Mission Agency Staff:

Senior Director of Communications Ministry
Senior Director of Funds and Development

RESOLVED, that the Executive Committee, sitting as the Executive Committee of Presbyterian Church (U.S.A.), A Corporation, be and it hereby is authorized to take any and all action to revise or amend the positions authorized to sign contracts and the monetary levels at which positions are authorized to sign contracts.

Background: Both the Office of the General Assembly ("OGA") and the Presbyterian Mission Agency ("PMA") operate via Presbyterian Church (U.S.A.), A Corporation ("PCUSA"). Each has Contract

PRESBYTERIAN MISSION AGENCY BOARD

September 23-25, 2015

Item E.104

Attachment 4

Policies and Guidelines which have been approved either by the board of PCUSA itself or via a designated body (i.e., the Executive Leadership Team of the PMA, n/k/a the Leadership Cabinet). Corporate officers of PCUSA may sign any contract on behalf of PCUSA. The purpose of the action above is to authorize additional staff to sign contracts within specified parameters. Those listed in this action as contract signors have been designated by their respective Leadership Cabinet staff person or, in the case of OGA staff, the OGA Leadership Team. Because of the discussions regarding the Ghost Ranch Conference Center Governance Covenant which included the size of the operation and the remote location of the property, it was agreed to increase the signing authority for the Executive Director, Ghost Ranch. Finally, because of ongoing restructuring, the Legal Office submits the list above for approval by the Corporate Board of Directors in order that contracts may continue to be processed efficiently and with proper controls.

PRESBYTERIAN MISSION AGENCY BOARD

September 24-25, 2015
Finance and Accounting
Attachment 5

ITEM E.106
FOR ACTION

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

Subject: Update Check Signers on PNC Bank Accounts

Recommendation:

That the corporate Property, Legal, and Finance Committee of the Presbyterian Church (U.S.A.), A Corporation, approve the following resolutions and Exhibit A at PNC Bank for the accounts detailed in the following pages, and recommends to the Board of Directors of the Corporation for approval.

Background:

The bank listed has requested that we update our company resolutions. Our resolutions have not changed, however, Exhibit A has been changed to reflect a modified list of authorized signers, which includes adding the position of Vice President.

PNC BANK RESOLUTION

RESOLVED, that all previous resolutions authorizing signatories to the accounts listed on Exhibit A be and they hereby are revoked and superseded effective the date of this resolution; and

FURTHER RESOLVED, that the officers specified in Exhibit A (“designated signers”) be and they hereby are authorized (1) to sign, for and on behalf of this Corporation, any and all checks, drafts or other orders with respect to any funds to the credit of this Corporation with the institutions listed on Exhibit A, (hereinafter “Institutions”) against the Corporation’s listed accounts at those Institutions maintained at any time with these Institutions, inclusive of any such checks, drafts, or other orders in favor of any of the designated signers and/or other person(s), and/or (ii) to make withdrawals of any such funds from these accounts by any other means authorized by the Institution, that the Institutions be and hereby are authorized (a) to pay such checks, drafts or orders, and/or to honor such withdrawals; (b) to receive for deposit to the credit of the Corporation, and/or for collection for these accounts of this Corporation, any and all checks, drafts, notes or other instruments for the payment of money which may be submitted to it for such deposit and/or collection; to receive, as the act of this Corporation, any and all stop payment instructions with respect to any such checks, drafts or other orders when signed by any one or more of the designated signers as hereinafter designated.

FURTHER RESOLVED THAT the designated signers be and they hereby are authorized, for and on behalf of this Corporation, to transact any and all other business with or through the Institutions which at any time may be deemed by said designated signers transacting the same to be advisable EXCEPT THE BORROWING OF MONEY, OR THE OBTAINING OF ANY

PRESBYTERIAN MISSION AGENCY BOARD

**September 24-25, 2015
Finance and Accounting
Item E.106
Attachment 5**

FORM OF CREDIT, FROM THE INSTITUTIONS, EITHER DIRECTLY OR INDIRECTLY, WITH OR WITHOUT SECURITY.

That the Institutions are further authorized to pay to the debit of these accounts any and all checks, drafts and other instruments for the payment of money drawn in the name of the Corporation bearing or purporting to bear the facsimile signature(s) of the President, Vice President, or Executive Vice President/Chief Financial Officer inclusive of and in favor of any person whose facsimile signature appears thereon, if the facsimile signature(s) thereon, resemble(s) the specimen(s) filed with the Institutions.

That the Institutions are hereby notified that any check in excess of Twenty-five Thousand Dollars (\$25,000.00) requires two signatures, one which may be a facsimile signature.

Exhibit A

**PNC Bank
Louisville, KY 40202**

Account #	Account Name	Officers Authorized to Sign
XXXXXXX4740	Operating Cash	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President
XXXXXXX3576	Pittsburgh Operating	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President
XXXXXXX5692	Murdock Estate	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President
XXXXXXX9378	Incoming Wire Transfer	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President

PRESBYTERIAN MISSION AGENCY BOARD

September 24-25, 2015

Finance and Accounting

Item E.106

Attachment 5

XXXXXX9474	Korea Office	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President Eval.Field Treasurer Mission Co-Worker
XXXXXX9392	Per Capita	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President
XXXXXX4368	Hubbard Press	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President
XXXXXX7542	Working Cash Transfer (Lockbox)	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President

ITEM E.107
FOR ACTION

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

Subject: **Update Check Signers on JPMorgan Chase Bank Accounts**

Recommendation: That The Corporate Property, Legal, and Finance Committee of the Presbyterian Church (U.S.A.), A Corporation, approves the following resolutions at JPMorgan Chase Bank, and Exhibit A, for the accounts detailed in the following pages, and recommends it to the Board of Directors of the Corporation for approval.

Background: The bank listed has requested that we update our company resolutions. Exhibit A has been changed to reflect a modified list of authorized signers, which includes adding the position of Vice President.

JPMORGANCHASE BANK RESOLUTION

RESOLVED, that all previous resolutions authorizing signatories to the accounts listed on Exhibit A be and they hereby are revoked and superseded effective the date of this resolution; and

FURTHER RESOLVED, that the officers specified in Exhibit A (“designated signers”) be and they hereby are authorized (1) to sign, for and on behalf of this Corporation, any and all checks, drafts or other orders with respect to any funds to the credit of this Corporation with the institutions listed on Exhibit A, (hereinafter “Institutions”) against the Corporation’s listed accounts at those Institutions maintained at any time with these Institutions, inclusive of any such checks, drafts, or other orders in favor of any of the designated signers and/or other person(s), and/or (ii) to make withdrawals of any such funds from these accounts by any other means authorized by the Institution, that the Institutions be and hereby are authorized (a) to pay such checks, drafts or orders, and/or to honor such withdrawals; (b) to receive for deposit to the credit of the Corporation, and/or for collection for these accounts of this Corporation, any and all checks, drafts, notes or other instruments for the payment of money which may be submitted to it for such deposit and/or collection; to receive, as the act of this Corporation, any and all stop payment instructions with respect to any such checks, drafts or other orders when signed by any one or more of the designated signers as hereinafter designated.

FURTHER RESOLVED THAT the designated signers be and they hereby are authorized, for and on behalf of this Corporation, to transact any and all other business with or through the Institutions which at any time may be deemed by said designated signers transacting the same to be advisable EXCEPT THE BORROWING OF MONEY, OR THE OBTAINING OF ANY FORM OF CREDIT, FROM THE INSTITUTIONS, EITHER DIRECTLY OR INDIRECTLY, WITH OR WITHOUT SECURITY.

PRESBYTERIAN MISSION AGENCY BOARD

September 24-25, 2015

Finance and Accounting

Item E.107

Attachment 6

That the Institutions are further authorized to pay to the debit of these accounts any and all checks, drafts and other instruments for the payment of money drawn in the name of the Corporation bearing or purporting to bear the facsimile signature(s) of the President, Vice President, or Executive Vice President/Chief Financial Officer inclusive of and in favor of any person whose facsimile signature appears thereon, if the facsimile signature(s) thereon, resemble(s) the specimen(s) filed with the Institutions.

PRESBYTERIAN MISSION AGENCY BOARD

September 24-25, 2015

Finance and Accounting

Item E.107

Attachment 6

Exhibit A

**JPMorgan Chase Bank
Louisville, KY 40202**

Account #	Account Name	Officers Authorized to Sign
XXXXXX4896	Presbyterians Today Subscriptions	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President
XXXXXX7265	UN Office Expense Account	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President Director
XXXXXX3893	Presbyterian Church (U.S.A.), A Corporation Stony Point	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President Co-Director Co-Director Business & HR Manager

ITEM E.108
FOR ACTION

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

Subject: Open Department of History Bank Account at PNC Bank

Recommendation:

That the corporate Property, Legal, and Finance Committee of the Presbyterian Church (U.S.A.), A Corporation, approve the following resolutions and Exhibit A at PNC Bank for the account detailed in the following pages, and recommends to the Board of Directors of the Corporation for approval.

Background:

The Department of History Bank Account is currently housed at TD Bank. The language in their resolution is problematic, therefore we will be closing that account and opening a new account with PNC Bank.

PNC BANK RESOLUTION

RESOLVED, that all previous resolutions authorizing signatories to the accounts listed on Exhibit A be and they hereby are revoked and superseded effective the date of this resolution; and

FURTHER RESOLVED, that the officers specified in Exhibit A (“designated signers”) be and they hereby are authorized (1) to sign, for and on behalf of this Corporation, any and all checks, drafts or other orders with respect to any funds to the credit of this Corporation with the institutions listed on Exhibit A, (hereinafter “Institutions”) against the Corporation’s listed accounts at those Institutions maintained at any time with these Institutions, inclusive of any such checks, drafts, or other orders in favor of any of the designated signers and/or other person(s), and/or (ii) to make withdrawals of any such funds from these accounts by any other means authorized by the Institution, that the Institutions be and hereby are authorized (a) to pay such checks, drafts or orders, and/or to honor such withdrawals; (b) to receive for deposit to the credit of the Corporation, and/or for collection for these accounts of this Corporation, any and all checks, drafts, notes or other instruments for the payment of money which may be submitted to it for such deposit and/or collection; to receive, as the act of this Corporation, any and all stop payment instructions with respect to any such checks, drafts or other orders when signed by any one or more of the designated signers as hereinafter designated.

FURTHER RESOLVED THAT the designated signers be and they hereby are authorized, for and on behalf of this Corporation, to transact any and all other business with or through the Institutions which at any time may be deemed by said designated signers transacting the same to be advisable EXCEPT THE BORROWING OF MONEY, OR THE OBTAINING OF ANY

PRESBYTERIAN MISSION AGENCY BOARD

September 24-25, 2015

Finance and Accounting

E.108

Attachment 7

FORM OF CREDIT, FROM THE INSTITUTIONS, EITHER DIRECTLY OR INDIRECTLY,
WITH OR WITHOUT SECURITY.

That the Institutions are further authorized to pay to the debit of these accounts any and all checks, drafts and other instruments for the payment of money drawn in the name of the Corporation bearing or purporting to bear the facsimile signature(s) of the President, Vice President, or Executive Vice President/Chief Financial Officer inclusive of and in favor of any person whose facsimile signature appears thereon, if the facsimile signature(s) thereon, resemble(s) the specimen(s) filed with the Institutions.

That the Institutions are hereby notified that any check in excess of Twenty-five Thousand Dollars (\$25,000.00) requires two signatures, one which may be a facsimile signature.

PRESBYTERIAN MISSION AGENCY BOARD

September 24-25, 2015

Finance and Accounting

E.108

Attachment 7

Exhibit A

**PNC Bank
Louisville, KY 40202**

Account #	Account Name	Officers Authorized to Sign
	Department of History	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President Executive Director Director of Administration Associate for Administration

PRESBYTERIAN MISSION AGENCY BOARD
September 23 – 25, 2015
Finance & Accounting

Attachment 8

ITEM E.105
FOR ACTION

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

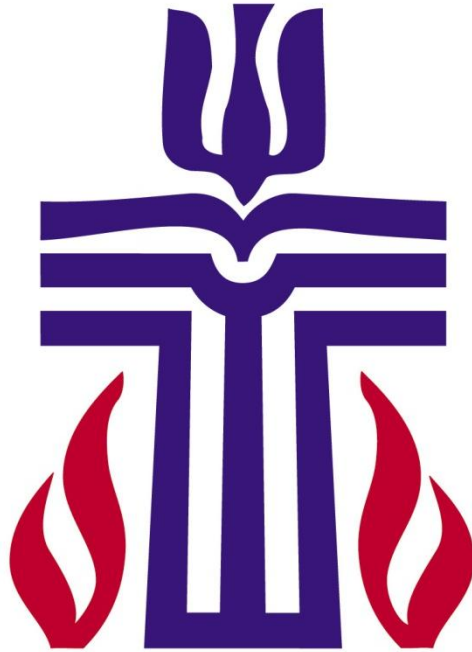
Subject: Presbyterian Mission Agency Grant Policy

Recommendation: That the Finance Committee, acting as the corporate Property, Legal and Finance Committee recommend to the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation the approval of the following action:

RESOLVED, that the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation (“Corporation”) hereby approves the Grant Policy, attached as Exhibit 1, which outlines the standards and procedures for the administration of all grant proposals received by any Presbyterian Mission Agency (PMA) ministry grant program, with the Grant Policy not applicable to the grants referenced in the Mission Development Resources Committee Grant Policies and Procedures adopted by the Corporation on April 17, 2015.

Background: In 2003, the General Assembly adopted a policy statement which defined the Presbyterian view of mission. Grants are one way that the Presbyterian Mission Agency lives out its commitment to do mission in partnership. In early 2014 the PMA Leadership Cabinet initiated an organization-wide grant process review for the purpose of assessing the policies, procedures, and practices relating to all PMA grants. The expanded review team was formed in August 2014 and comprised of finance, legal, internal audit, and personnel with responsibility for the large grant programs. The Leadership Cabinet, made the decision to split out policy from procedure, with the intention of policy being brought to the board for approval. The three policies remain in effect until this revised policy is approved.

This Grant Policy is being submitted to assure compliance and uniformity in the administration of the PMA ministry and mission grants.



Presbyterian Mission Agency

Grant Policy



September 2015

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Preamble

In 2003, the General Assembly adopted “Presbyterians Do Mission In Partnership,” a policy statement which encapsulates the Presbyterian view of mission as “God’s work for the sake of the world God loves.” The policy statement describes the centrality of partnership to a Presbyterian view of mission:

“As Presbyterians, we recognize the Reformed tradition as one part of the larger Body of Christ, the Church. Other communions in the household of God have equally unique and valued places at the table of God's mission. Recognizing our human limitations and because of our fundamental unity in Jesus Christ, we believe we are called to mission in the discipline of partnership. We believe that doing mission in partnership broadens our awareness of how interconnected God's mission is at the local, national and global levels...”

“...The discipline of partnership assumes that mission can best be done by joining hands with those who share a common vision. Partnership in mission involves two or more organizations who agree to submit themselves to a common task or goal, mutually giving and receiving and surrounded by prayer so that God's work can be more faithfully accomplished. Theologically and biblically, partnership is based on the fundamental belief that God's love for the world is greater than any one church can possibly comprehend or realize.”

“Knowing the breadth of God's love for the world, we affirm that there are different forms of partnership with different patterns of cooperation. We may join around a common goal with other churches, with secular organizations or with other faith communities. In any case, work for the common good extends partnership — and the service of God's mission — to all people.”

Ministry through grant-making is one of the ways the Presbyterian Mission Agency lives out its commitment to do mission in partnership. The 2003 policy statement lists five principles for partnership commitments, which are to guide the implementation of the grant policy that follows:

- Shared Grace and Thanksgiving
- Mutuality and Interdependence
- Recognition and Respect
- Open Dialogue and Transparency
- Sharing of Resources

Introduction

This document is the grant policy adopted by the Presbyterian Mission Agency Board (PMAB) in September, 2015. This policy is designed to ensure unbiased consideration of grant proposals and integrity in the administration of all Presbyterian Mission Agency (PMA) grant programs. Adherence to the grant policy ensures compliance with applicable laws, fund restrictions, internal controls, and ministry or accounting policies, while strengthening oversight to improve the grants process. This policy is to be implemented in all ministry areas and programs that award grants to an external entity, whether an individual, congregation, mid council, or domestic or international organization. Exceptions to the provisions of this policy may be made upon recommendation¹ of a ministry area in cases in which the region or country presents a security concern. The Executive Director of the Presbyterian Mission Agency in consultation with the Legal/Risk Management Services Office, Ministry Director(s), and the Internal Audit Department will accept or reject the exception request.

Definition of a Grant

The disbursement of funds to an external party² who has agreed in writing to fulfill specific purposes and comply with funding restrictions, terms, conditions, and reporting required by PMA. The PMA will have no significant involvement in the administration or oversight of expenditures or personnel of the agreed upon project other than to assure that the purpose of the grant has been fulfilled. “Significant involvement” does not include instances in which ministry areas assist external parties in need of capacity building such as budgeting, accounting, coaching, grant writing, and other areas of technical assistance.

Definition of a Grant Program A Grant Program is a particular type of mission emphasis in the fulfillment of mission and ministry priorities, aligned with Mission Work Plan (MWP) goals and national or international strategies, which will be accomplished by providing funding to other mission partners. Some examples of current Grant Programs include: Presbyterian Disaster Assistance, Hunger Program, Self Development of People, and Racial/Ethnic Colleges.

Types of Grants

The PMA disburses three (3) types of grants, and they are distinguished by their approval process.

1. Selected and approved by Elected Committees which are established by

¹ The recommendation from the ministry area must include objective substantiation; however, no exception to applicable laws and regulations may be granted by the Executive Director.

² An “external party” is sometimes a grantee with beneficiaries and sometimes a beneficiary and is also referred to in this document as a “grant recipient” External to the work and operations of the PMA or the Presbyterian Church (U.S.A.), A Corporation.

- a. General Assembly or
 - b. Appointed by the Presbyterian Mission Agency Board and/or Presbyterian Church (U.S.A.), A Corporation (PCUSA, A Corp.) or an individual or group delegated such authority by the Presbyterian Mission Agency Board and/or PCUSA, A Corp. In most instances the PMA Executive Director is delegated authority by the board.
2. Selected and approved by staff or Staff Committee given delegated authority from an Elected Committee, when the Elected Committee is authorized to so delegate.
 3. Budgeted Grants. Budgeted grants are to be specifically disclosed to the PMAB during the budget approval process whenever reasonably possible.

Grant Program Administration

Create

All grants and grant types must be part of an approved grant program (Grant Program). In order to create a Grant Program, the sponsoring ministry area must (i) identify a perceived grant programming need that meets a mission priority of the PMA; (ii) identify and assign funding, and (iii) obtain the following approvals with respect to a new grant program: Ministry Area Director, Legal Services, PMA Leadership Cabinet, and PMAB through the approval of the PMA Budget.

Design

A. Grant Program must:

1. Establish and document the guidelines and criteria³ that must be met by grant applicants in accordance with PMA mission priorities and restrictions associated with the Grant Program's funding source(s).
2. Create the application, if applicable, and the grant administration timeline which guides the submission, review, award, reporting, monitoring, and completion phases of the grant. The application should include questions and information that will facilitate the collection of all relevant and required data which needs to be considered during the selection process including but not limited to:
 - providing evidence of denominational and/or community connectedness
 - grantee reporting responsibilities throughout the grant's timeline
 - ensuring that grant recipients are aware of grant funding source restrictions, requirements for reporting and compliance with grant purpose, consequences of noncompliance
 - informing applicants of the PMA's right to perform an audit on granted funds at any time
 - applicant's capacity to fund project from its own assets or from other grant awards
3. Identify and document (i) measurable performance expectations and (ii) qualitative and quantitative data to be collected from grant recipients to provide a means of ensuring the program's intent and objectives are being met. These benchmarks can be defined collaboratively, but must meet the minimum standards to accurately measure the recipients' level of performance.

³ "Criteria" should include: 1) eligibility to apply for and receive a grant, 2) requirements for a complete application, and 3) demonstration of missional alignment.

4. Develop and document grant approval rules (which are distinct from Web Invoicing approval rules) based on the grant type and level of funding.
5. The Grant Program's design is to be reviewed and approved as to law, policy and fund restrictions as well as internal controls by the Legal/Risk Management Services Office and Internal Audit.
6. Provide that applications/proposals are to be received, distributed to, and reviewed by an Elected or Staff Committee. The electronic transmission of applications/proposals throughout the grant process is encouraged. In most cases, a Staff Committee will consist of no fewer than three (3) PMA staff. An Elected Committee shall consist of no fewer than three (3) persons. These committee members are to be chosen based on proven competencies in finance or the field of ministry which the grant is intended to support.
7. Establish and make public an unbiased and consistent set of review criteria to ensure fairness and comparability across proposals being considered for support throughout the PMA ministry areas. In those instances of limited responses or the ministry area needs to create equity in the partnership commitments to implement mission and ministry goals, the committee can award the grant based on extenuating circumstances or sole source award guidelines.
8. Establish and advise declined applicants of any existing appeal or reconsideration process for the Grant Program (i.e., money remains to be granted if such an appeal or reconsideration is considered and approved). Appeals and reconsiderations will generally be considered by a team appointed by the Executive Director or as otherwise designated in the grant program design. Such team should include one representative from the original review committee, but is primarily composed of independent appeal reviewers.
9. All elected persons serving on Elected Committees are subject to the PMA Ethics Policy for Elected and Appointed Members, and Staff Committee members are subject to the staff ethics policy in the provision of their duties under this policy.

Additional Steps

Processes for administering, selecting, awarding, monitoring and disposition, as well as related guidelines, criteria, forms and systems, will be developed by the Ministry areas and approved by the PMA Leadership Cabinet, or its successor for each Grant Program. Such processes, guidelines, criteria, forms and systems will include strong internal controls, eliminate the potential for management overrides, and reflect a culture of compliance in grant administration.

Biennial Review

This Grant Program Policy will be reviewed every two years upon collecting feedback from PMA staff making certain to include representatives from all ministry areas as well as Common Services including Internal Audit and Legal Services. The Executive Vice President/CFO will cause this review to occur. Changes will be submitted to the PMAB for approval through the Board's Finance Committee.

Approval of Policy Revisions

This grant policy may be revised on an emergency basis by the Leadership Cabinet. Any emergency revision by the Leadership Cabinet must have input from the relevant ministry area, Accounting and Finance, Legal, and Internal Audit. Emergency revisions are temporary and must be reported to the PMAB Executive Committee for ratification.

**ITEM C.104
 FOR ACTION**

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

Subject: How Federal Student Loan Forgiveness in 2017 Affects Undergraduate and Graduate Loans offered by Financial Aid for Service

Recommendation:

That the Presbyterian Mission Agency Board and the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation:

- 1. Recognize that loans offered through Financial Aid for Service no longer offer a significant advantage for or lower costs to Presbyterian students or parents (*this program is completely separate from our financial support for seminary students*).**
- 2. Direct the Presbyterian Mission Agency through its Financial Aid for Service office to cease all student and parent loan origination activity for undergraduate and graduate loans effective April 1, 2016. Transformational Leadership Debt Assistance and Season of Service Loan Assistance programs will continue.**
- 3. In anticipation of the October 2017 effective date for loan forgiveness through Public Service Loan Forgiveness (PSLF), direct Presbyterian Mission Agency to:**
 - a. Explore means to forgive existing PCUSA student loan balances for teaching elders serving congregations in pastoral positions and borrowers that entered repayment since 2007 and would qualify for relief under the PSLF guidelines.**
 - b. Propose alternatives to lending with particular emphasis on expanding repayment assistance for a) teaching elders, b) missionaries serving through World Mission, and c) church members presumably ineligible for Public Service Loan Forgiveness because their employment activity encompasses worship, religious instruction, and proselytizing.**
- 4. Direct the Presbyterian Mission Agency staff to coordinate this work with the Foundation and Board of Pensions staff in the following ways:**
 - a. Coordinate with the Foundation to invest accumulated interest and seek maximum yield for the program resulting from 2.b. above.**
 - b. Coordinate with the Board of Pensions to improve awareness of plan members to manage educational debt and avoid or reduce redundancies in programs for student loan repayment assistance.**
- 5. Direct the Presbyterian Mission Agency staff to reserve the unused portion of 2015 and 2016 budget (the portion for loans that otherwise would have been originated) for servicing of existing loans, and administrative and legal expenses that may be incurred by Financial Aid for Service to design a new program and create education debt management resources.**

Background:

The Presbyterian Church (U.S.A.) has, for decades, sought to provide low-cost alternatives to unsubsidized Federal and/or private student loans for the benefit of church members. For the most part, we have succeeded, by offering loans with in-school deferment, and parent loans with lower interest rates. We have succeeded by setting interest rates that at least meet, or are below, the interest rate on federal unsubsidized loans and Parent PLUS Loans and by adopting as many of the repayment plans and debt relief features offered through federal loan programs as can be supported through existing loan servicing contracts and the particular donor restrictions.

Program design and lending activities require balancing the short term needs of the student against the potential for harm to the student. Using financial reliability standards, Financial Aid for Service serves church members by developing strong credit standards and educational loan balance caps to effect sustainable and affordable educational debt. During the financial crisis in 2007, new default aversion initiatives were launched to renegotiate loans with distressed borrowers.

Congress enacted the College Cost Reduction and Access Act of 2007. This legislation resulted in loans that have features that our loan program cannot match due to: 1) restrictions in the donative documents, 2) our loan servicing contracts, and 3) Master Promissory Notes executed since 2003 which require repayment within 120 months of graduation. The first change of the 2007 act was income-based repayment. Income-based repayment effectively lowers monthly payment for borrowers based on the total volume of the borrower's student loans and the borrower's income and extends the term of the loan to 20-25 years. The second 2007 change is Public Service Loan Forgiveness (PSLF), which establishes a basis for forgiving loans after 10 years of eligible service.

In October 2017, the first federal student loans made under the 2007 authorizing act will start reaching the 10 year requirement for loan forgiveness. PSLF extends to the employees of not-for-profit organizations but specifically excludes employment activities related to worship, religious instruction, and proselytizing.

Starting in 2010, the Presbyterian Mission Agency Board has approved Financial Aid for Service proposals to create loan forgiveness and repayment assistance programs limited to student loan funding conveyed without restriction to maintain the loan fund in perpetuity through repayment. To date, \$400,000 of debt forgiveness for teaching elders serving small congregations in part-time and/or temporary pastoral positions, and \$75,000 of assistance to church members serving in one-year volunteer positions has been deployed through Transformational Leadership Debt Assistance and Season of Service Loan Assistance.

Given the current conditions, Financial Aid for Service is no longer able to offer church members the assurance that loans offered by the Presbyterian Church (U.S.A.), A Corporation provide a significant advantage or lower cost. This is reflected by a sharp downward trend in lending since 2007 when Financial Aid for Service:

- Stopped actively promoting the student loan to scholarship applicants
- Encouraged borrowers to use federal loan programs if they were preparing for careers in fields (teaching, health care, social work) where PSLF was more likely to be available, and
- Maintained a 5.5% interest rate for student loans even as federal student loans dipped below 5%.

PRESBYTERIAN MISSION AGENCY BOARD
September 23-25, 2015
Theology, Formation and Evangelism Ministry Area
Attachment 9

The endowments assigned to Financial Aid for Service for Educational Loans represent 7.5 million dollars of market value. We are unable to discern a practicable way to deliver a student loan product to church members with a lower interest rate, equivalent repayment terms, and the forgiveness features provided by federal loans that also afford sufficient flexibility to unilaterally alter the terms of the loan in the manner demonstrated by Congress through the aforementioned College Affordability Act. Encumbering church members with a more expensive, private educational loan is inconsistent with the mission of the Presbyterian Mission Agency. Without exception, gifts restricted to lending to meet educational cost pre-date the creation of widespread loan forgiveness for public service by decades. Donors could not have contemplated the current conflict between our duty to fulfill the donor intent, in those instances where the donor stipulated repayment to maintain the loan fund in perpetuity, and our duty to act in the interest of teaching elders and church members.