

Approved – June 9, 2010

**Minutes of the Executive Committee of the  
General Assembly Mission Council (GAMC)  
Of the Presbyterian Church (U.S.A.)**

**May 11-12, 2010**

**Tuesday, May 11, 2010 -- *The Brown Hotel, Louisville, Kentucky***

**CALL TO ORDER**

The 209<sup>th</sup> stated meeting of the Executive Committee of the General Assembly Mission Council was called to order at 4:00 p.m. by the chair, Mrs. Carol Adcock. Mrs. Adcock led the Executive Committee members in prayer and recitation of the GAMC Executive Committee Covenant.

Members and guests introduced themselves.

**ATTENDANCE**

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

*Members*

Carol Adcock – GAMC Chair  
Sue Ezell – Chair, Justice Mission Committee  
Tom Gillespie – Chair, Discipleship Mission Committee  
Esperanza Guajardo -- Member-at-large  
Carolyn Knight – Chair, Stewardship Mission Committee  
Michael Kruse – GAMC Vice Chair  
Carolyn McLarnan – Chair, Evangelism Mission Committee  
Doug Megill – Chair, Vocation Mission Committee  
Conrad Rocha – Member-at-large  
Linda Valentine – GAMC Executive Director, ex-officio

*Executive Leadership Team*

Joey Bailey – Deputy Executive Director for Shared Services  
Jill Hudson – Coordinator, Middle Governing Body Relations  
Curtis Kearns – Executive Administrator  
Marcia Meyers – Director, Office of Vocations  
Karen Schmidt – Deputy Executive Director for Communications and Funds Development

*Recorder*

Nancy Hamilton – GAMC Staff, Office of the Executive Director

*Others*

Rob Bullock – GAMC Staff, Communication and Funds Development  
Martha Clark – GAMC Staff, Legal Services  
Barry Creech – GAMC Staff, Communication and Funds Development  
April Davenport – GAMC Staff, Legal Services  
Hunter Farrell – Director, World Mission  
Eric Hoey – Director, Evangelism and Church Growth  
Rhashell Hunter – Director, Racial Ethnic and Women's Ministry/Presbyterian Women  
Michael Kirk – GAMC Staff, Legal Services  
Sara Lisherness – Director, Compassion, Peace and Justice (via telephone)  
Lisa Robbins – Director, Human Resources  
Alejandra Sherman – GAMC Staff, Office of the Executive Director  
Joseph Small – Director, Theology, Worship, and Education

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**CLOSED SESSION**  
**ACTION 1-EC-0510**

The Executive Committee **VOTED to approve** convening in closed session to discuss personnel matters. In addition to GAMC Executive Committee voting members, the following persons were invited to attend the closed session: Mr. Joey Bailey, Mr. Rob Bullock, Ms. Martha Clark, Mr. Barry Creech, Ms. April Davenport, Mr. Hunter Farrell, Ms. Nancy Hamilton, Mr. Eric Hoey, Ms. Jill Hudson, Ms. Rhashell Hunter, Mr. Curtis Kearns, Mr. Michael Kirk, Ms. Sara Lisherness (via telephone), Ms. Marcia Meyers, Ms. Lisa Robbins, Ms. Karen Schmidt, Ms. Alejandra Sherman, Mr. Joseph Small, and Ms. Linda Valentine.

*2011/2012 Mission  
Budget Plan and  
Overview*

The GAMC Executive Committee heard a report on the 2011/2012 Mission Budget Plan and Overview from the GAMC Executive Director, Deputy Executive Director for Shared Services, and the ministry directors.

**RISE FROM CLOSED  
SESSION/RECONVENE  
IN OPEN SESSION**  
**ACTION 2-EC-0510**

The Executive Committee **VOTED to approve** rising from closed session and reconvening in open session at approximately 6:15 p.m.

**ANNOUNCEMENT OF  
CLOSED SESSION**

Mrs. Adcock announced that the Executive Committee took no action during the closed session.

**RECESS WITH  
PRAYER**  
**ACTION 3-EC-0510**

Mr. Conrad Rocha closed the meeting with prayer. Mrs. Adcock recessed the Executive Committee meeting until 9:00 a.m. on Wednesday, May 12.

**Wednesday, May 12, 2010** – *Presbyterian Church (U.S.A.) Foundation (Foundation)*

**CALL TO ORDER**

The Executive Committee reconvened in the Ray U. Tanner Board Room at the Presbyterian Church (U.S.A.) Foundation. Mrs. Adcock called the meeting to order 9:00 a.m., and led the Executive Committee in prayer.

**ATTENDANCE**

In addition to the Executive Committee members and the Executive Leadership Team members, the following persons were in attendance for all or a portion of this meeting:

**GAMC Staff:** Martha Clark, Legal Services; Barry Creech, Communication and Funds Development; April Davenport, Legal Services; Mike Kirk, Legal Services; Lisa Robbins, Human Resources ; Nancy Hamilton, Recorder

**Press:** Leslie Scanlon, *Presbyterian Outlook*; Edward Terry, *The Presbyterian Layman*; Jerry VanMarter, *The News*

**Foundation Staff:** Angela Duffy, Legal; Ann East, Legal; Vanessa Elkin, Operations; Tammy Gish, Controller; Colleen Hahn, Marketing; Joe Heintzman, Controller; Amy Koch-Nett, Information Systems; Troy Marables, Development Office; Pat Spaulding, Executive Office; Tom Taylor, President and Chief Executive Officer

**TOUR AND  
PRESENTATION**

The Executive Committee members were welcomed by staff of the Foundation. Self-introductions were made followed by a tour of the Foundation and a PowerPoint presentation of the Foundation's departmental work.

**REPORT OF THE  
GAMC CHAIR**

Mrs. Adcock gave a verbal report of her activities since the last GAMC meeting in February. She attended the Grand Canyon Presbytery meeting with Mr. Eric Hoey, Director of Evangelism and Church Growth and also attended the Middle Governing Body Advisory Board meeting. She reported a spirit of cooperation and relationship building and urged new GAMC Executive members to keep their presbytery and synod alert of what the GAMC is doing.

**REPORT OF THE  
GAMC EXECUTIVE  
DIRECTOR**

Ms. Linda Valentine reported on staff activities and work since the February GAMC meeting:

- Much staff work has taken place around the 2011 and 2012 GMAC mission budget which will be presented for GAMC approval during this meeting in both open and closed sessions of the GAMC.
- The initiative, “Growing Christ’s Church Deep and Wide” has been given a prominent place throughout the church.
- Haiti Relief is now over \$9 million.
- The Rev. Dr. J. Herbert Nelson has been called to serve as the Director of Public Relations, Presbyterian Washington Office.
- Annual Report for 2009 will be available at the Brown Hotel.

**ADOPT AGENDA  
ACTION 4-EC-510**

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

**APPROVE MINUTES  
ACTION 5-EC-510**

The Executive Committee **VOTED to approve** the minutes of the April 20, 2010 Conference Call.

**COMMENTS TO THE  
219<sup>TH</sup> GA (2010)**

The Executive Committee **VOTED to approve** the following comments to the 219<sup>th</sup> GA (2010): (**refer to Appendix 2 for full comments**):

**ACTION 6-EC-510**  
*Comment on A&A  
Review Team Report,  
Recommendation 8*

- Advocacy and Advisory Committee Review Team Report, Recommendation 8, “Recommend that the GAMC Executive Director assign staff to be responsible for the dissemination of GA policies and studies developed by the three committees”:

**ACTION 7-EC-510**  
*Comment on A&A  
Review Team Report,  
Recommendation 4*

- Advocacy and Advisory Committee Review Team Report, Recommendation 4, “Direct the GAMC to amend its policy on closed meetings (GAMC Manual, Appendix 1) to provide that corresponding members to the GAMC from the Advisory and Advocacy Committees be included in all closed sessions of the GAMC with the understanding that they are bound by confidentiality.” (*Note: Approved as amended. Amendment shown in bold italics in Appendix 2.*)

**ACTION 8-EC-510**  
*Comment on Overture  
71*

- Overture 71, “On Amending the Manual of the GAMC to Require Certain GAMC Staff to Actively Participate in the Work/Worship of a Congregation.”

**ACTION 9-EC-510**  
*Comment on*  
*ACSWP's "Neither*  
*Riches. . ."*

- Recommendation 2.c. of "Neither Riches Nor Poverty: Compensation, Equity and the Unity of the Church" from the Advisory Committee on Social Witness Policy.

**ACTION 10-EC-510**  
*Comment on Overture*  
*63*

- Overture 63, On Support of Missionary Funding

**ACTION 11-EC-510**  
*Comment on Review*

- General Assembly Review Committee on the Whole of the PC(USA)

REVISED DEPENDENT  
CARE POLICY  
**ACTION 12-EC-510**

Mrs. Adcock called upon Ms. Lisa Robbins who reviewed the Revised Dependent Care Policy. The Executive Committee **VOTED to forward** the following policy to the GAMC with a recommendation for approval:

#### **Dependent Care Expenses while Traveling**

An employee or an elected person may include in vouchered expense the cost of dependent care under the following circumstances:

- Employee/elected person is traveling to meet a required, business need
- The dependent is a child under the age 18 or an adult dependent requiring care, and is the responsibility of the employee/elected person
- There is no alternative care available, such as family or friends
- The expense is above and beyond the normal, routine care expense for the dependent

The expense must fall within the following Guidelines:

- Expense is limited to \$50 per day per dependent
- There is a maximum expense of \$1,000 per family per year
- The expense must be documented in writing; an invoice from a commercial provider, or an written note from a personal provider with provider's name, address, social security number, and signature
- The documentation must include the dates covered and rate per day/hour

GAMC ATTENDANCE  
RATIONALE FOR THE  
219<sup>TH</sup> GA (2010)  
**ACTION 13-EC-510**

Ms. Linda Valentine presented and the Executive Committee **VOTED to approve** the GAMC Attendance Rationale for the 219<sup>th</sup> GA (2010) for 291 persons, both elected members and staff (**Appendix 3**). Ms. Valentine noted that the rationale is a reduction of approximately 50 persons from the 218<sup>th</sup> General Assembly (2008).

MISSION COMM.  
BUSINESS  
**ACTION 14-EC-510**

The Executive Committee **AGREED by consensus** to proceed with the agenda item, "Review of Mission Committee Business" originally scheduled for 1:00 p.m., since the agenda moved more quickly than originally anticipated.

Each of the Mission Committee Chairs reported on committee business for this GAMC meeting. Overall most committee business is light. Each committee will review and act upon comments to be submitted on items of business to the 219<sup>th</sup> General Assembly (2010) and receive various informational reports. The Stewardship Committee will be focusing on the Mission Budgets for 2011 and

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2012. The mission budgets is scheduled to be presented to the full GAMC on Thursday, May 13 with action taken on Friday, May 14..

OTHER BUSINESS

Ms. Valentine gave a brief report of 219<sup>th</sup> General Assembly (2010) preparations:

- The Stated Clerk's General Assembly Leadership Briefing will be held from Tuesday, June 2 – Saturday, June 5.
- Executive Committee members will receive monitoring assignments for GA committees having business which affects the General Assembly Mission Council. Assignments will be made during the next Executive Committee conference call (June 9, 1:00 – 2:00 p.m. Eastern Time).
- The Executive Committee will meet during various lunch times at GA to debrief committee actions.

ADJOURNMENT

Mrs. Adcock called upon Mr. Tom Taylor who closed the meeting with prayer. Mrs. Adcock dismissed the Executive Committee meeting at 12:00 p.m. The meeting was followed by lunch at the Foundation and a return to the Brown Hotel in Louisville.

Respectfully Submitted,

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Mrs. Carol Adcock  
Chair, General Assembly Mission Council

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Ms. Linda Valentine  
Executive Director, General Assembly Mission Council

GAMC EXECUTIVE COMMITTEE  
The Brown Hotel, 335 W. Broadway  
Louisville, Kentucky 40202  
502-583-1234

AGENDA  
May 11 and May 12, 2010

Tuesday, May 11, 2010 (Closed Session)

4:00 p.m. I. Call to Order with Prayer – Broadway B

GAMC Executive Committee Covenant

*We, the General Assembly Mission Council Executive Committee, called to this ministry as disciples of Jesus Christ, covenant together to:*

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

II. 2011 and 2012 Mission Budget Plan and Overview

6:00 p.m. III. Recess with Prayer

6:30 p.m. Executive Committee Elected Members Dinner with Linda Valentine

Wednesday, May 12, 2010

7:30 a.m. Executive Committee Breakfast – Broadway A

8:45 a.m. Gather and Travel to PCUSA Foundation

9:00 a.m. Call to Order and Convene with Prayer -- Carol Adcock – Ray U. Tanner Board Room

9:10 a.m. Welcome and Tour of the Foundation – Tom Taylor

9:50 a.m. I. Report of the Chair – Carol Adcock

10:05 a.m. II. Report of the Executive Director – Linda Valentine

10:20 a.m. III. Action Items:

- Adoption of Agenda – **H.100**
- Executive Committee Minutes – April 20, 2010 – **H.101**
- Comments on Business to the 219<sup>th</sup> GA (2010)
  - a. A&A Review Team Recommendation 8, Dissemination of GA Policy Developed by the Advocacy and Advisory Committees – **H.102**
  - b. A&A Review Team, Recommendation 4, Include Corresponding Members in Closed Sessions --
  - c. Overture 71, Requiring Certain Staff to Actively Participate in Life of a Presbyterian Congregation – **H.104**
  - d. ACSWP's Neither Riches or Poverty, Recommendation 4, Salary Ratios –

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Appendix 1

e. Overture 63, On Support of Missionary Funding –  
e. General Assembly Review Committee on the Whole of the PC(USA)

- Revised Dependent Care Policy – **H.103**
- GAMC's Attendance Rationale

11:50 p.m. Recess for Lunch with Prayer

12:00 p.m. Lunch

1:00 p.m. IV. Review of Mission Committee Business

- Discipleship – *Tom Gillespie*
- Evangelism – *Carolyn McLarnan*
- Justice – *Sue Ezell*
- Vocation – *Doug Megill*
- Stewardship – *Carolyn Knight*

1:55 p.m. Adjourn with Prayer, Return to Brown Hotel

**Comments to the 219<sup>th</sup> General Assembly (2010)**

- a. **(Item H.102) – Advisory and Advocacy Committee Review Team, Recommendation #8: Recommend that GAMC Executive Director assign staff to be responsible for the dissemination of GA policies and studies developed by the three committees”**

The General Assembly Mission Council shares this concern for the distribution of General Assembly policies and studies developed by the three committees, and will look for ways of addressing the concern within the context of existing resources. The GAMC will encourage program area and ministries to communicate policy information in their interpretive materials, include interpretation of policy information in workshops and conferences, and use the website more effectively for this purpose. The upgraded PC(USA) website provides both a more comprehensive and useable place to find information, and increased interactive features that can facilitate communication, distribution and engagement with matters of church policy.

- b. **(Item H.104) – Overture 71, On Amending the Manual of the GAMC to Require Certain GAMC Staff to Actively Participate in the Work/Worship of a Congregation.**

The General Assembly Mission Council believes that its employment policies and procedures allow it to develop and maintain a diverse, high quality work force and suggests that nothing be done to put that ability in peril.

The Employee Handbook for the General Assembly Mission Council describes the manner in which Presbyterian Church (U.S.A.), A Corporation seeks to order its institutional life -- by the biblical and theological themes that give it purpose and mission: *“It seeks for its structure to reflect its policy: one that places a high value on participation and diverse representation in decision making and avoids decisions imposed by individuals. It seeks to cultivate an environment where people support one another, utilize their gifts creatively and productively, and embody the love and openness of Jesus Christ.”*

The Presbyterian Church (U.S.A.) is an equal opportunity and affirmative action employer. All employment policies and practices including recruiting, selection, benefits, compensation, performance reviews, promotion, transfers, discipline, training, and separation are administered without regard to race, color, national origin, gender age, marital status, sexual orientation, creed, protected disability status, citizenship status, genetic information, uniformed service ...or veteran status, or religious affiliation (except where a category is determined to be a bona fide occupational qualification.)”

Membership in a Presbyterian Church (U.S.A.) congregation or presbytery is a bona fide occupational qualification for several positions, including the GAMC Executive Director, the Deputy Executive Directors, the Ministry Directors, and several other key positions. This requirement is due to the public profile of these positions, and occupational expectations for these employees to be fully conversant and engaged in the life and mission of the Presbyterian Church (U.S.A.). Other positions call for theological or technical expertise, but do not require membership in the Presbyterian Church (U.S.A.). Thus the positions of Executive Director and Deputy Executive Director named in the overture already meet this requirement.



The overture includes several incorrect assumptions about the role of GAMC staff (including any who might not be members of the PC(USA)) in supporting the work of elected committee members. The GAMC Employee Handbook contains explicit instructions:

*“607. Role of Staff in Resourcing Meetings*

*During meetings of the GA, GAMC and related committees, employees must be perceived as impartial providers of resources and services, not advocates on issues coming from sources other than those sources that may come before the meeting for action. When staffing these meetings, they are working as GAMC employees, and are expected to give full and accurate representation of the position of the GA and GAMC in matters of policy, social witness statement, or theological or doctrinal positions, even when representing GA or GAMC policies or positions that do not represent the employee’s personal position. It is appropriate for employees who participate in advocacy or advisory roles as part of their position description to, at times, engage in work in opposition to or toward changing GA or GAMC policies or around which there is controversy, but in so doing the employee must accomplish such work in consultation with the employee’s supervisor and not in a manner intended to advocate the employee’s personal position on any issue. employees may be asked by the GA, GAMC or committee members for recommendations or to provide leadership on topics in meetings. Such recommendations or leadership must be provided in a balanced, impartial manner that is consistent with the employee’s duties as defined by the position description, supervisor and organization.”*

The GAMC policy requires staff to be impartial providers of resources and services for committee members, and in that role, it is important for them to be cognizant of the life and mission of the PC(USA), however, *it is not the role of staff to evaluate the impact of committee actions upon the life of the church*. Rather, this is the role of the elected committee members, as they “...seek together to find and represent the will of Christ.” (G-4.0301d)

The GAMC believes that this policy sufficiently guides its staff in serving committees which may recommend policy to the Council or the General Assembly, and is consistent with the employment guidelines that have been established. Therefore the GAMC urges the General Assembly not to amend the GAMC Manual of Operations in the manner requested by the overture.

**c. (Item H.105) – Recommendation 2.c. of “Neither Riches Nor Poverty: Compensation, Equity, and Unity of the Church” from the Advisory Committee on Social Witness Policy.**

The General Assembly Mission Council (GAMC) requests that the General Assembly not approve recommendations 2.c.(1) and 2.c.(2).

The GAMC is in compliance with all current General Assembly policy regarding compensation. The current Churchwide Compensation Policy Guidelines were reviewed and revised by the General Assembly in 1999, and were affirmed in 2002. The Guidelines are applicable to agencies of the General Assembly and advisory to other governing bodies and Presbyterian related institutions.

Recommendation 2.c.(1) from the Advisory Committee on Social Witness Policy calls on the GAMC to implement an older directive from the 1995 and 1988 General Assemblies, rather than the most recent policy.

The 211th General Assembly (1999) thoroughly addressed the matter of compensation in adopting the recommendations of the Task Force to Review the Presbyterian Church (U.S.A.) Churchwide Compensation Policy Guidelines. Those recommendations include fourteen principles of compensation, including but not limited to the following:

- Mission – the fulfillments of the church’s mission calls for effective and competent staff throughout the church and appropriate compensation to attract and retain them
- Equity and Accountability – the compensation plans should be equitable, consistent with the Presbyterian form of government . . .
- Basis – factors to be considered when setting compensation should include the nature, purpose, scope and responsibility of the position, the experience, knowledge and skills required . . .
- Compensation plans reviewed – each employer should review its compensation plans on an annual basis . . .
- Recruiting - . . . employees recruiting regionally or nationally should be paid within salary ranges related to average salaries regionally or nationally paid by employers for comparable portions in comparable organizations requiring similar skills and experience, modified to reflect the cost of living in the locale where the work is done.
- Salary Relationships/Stewardship – The Church is one Body, with various gifts, and each person’s contribution to its mission is important. The Church recognizes the value of all varieties of service and seeks to temper the values and rewards of the marketplace. A reasonable relationship between the highest and lowest salaries paid to all church employees honors the principle of shared community and call.

The task force was charged explicitly to review formula guidelines regarding salary ranges (such as the 5:1 ratio proposed by the Advisory Committee on Social Witness Policy). “The task force discussed the objectives of wage equity principles and formula guidelines. The task force concluded that formula guidelines would be too restrictive and therefore inappropriate.” (1999 Minutes p. 185)

The 211th General Assembly (1999) also established an Advisory Committee on Churchwide Compensation to provide oversight and coordination of compensation management related to the Churchwide Compensation Policy Guidelines. In 2002, the General Assembly reaffirmed the Churchwide Compensation Policy Guidelines, and dissolved the Advisory Committee on Churchwide Compensation recognizing that the oversight for compensation is the responsibility of the boards of each agency and that the General Assembly agency review process includes review for the agencies’ fidelity to the policies of the General Assembly, including the policy of compensation guidelines. (2002 Minutes, p. 460)

The Churchwide Compensation Policy Guidelines have served the General Assembly agencies well. Crucial to the General Assembly Mission Council, as to each General Assembly agency, is its ability to attract, retain and fairly compensate qualified, skilled and committed persons to enable the agency to fulfill its responsibilities, and to abide by the principles of the church as articulated in the Guidelines.

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The GAMC therefore requests that the General Assembly not approve recommendations 2.c.(1) and 2.c.(2).

- d. **(Item H.106) – Advisory and Advocacy Committee Review Team Report, Recommendation #4, “Direct the GAMC to amend its Policy on closed meetings (GAMC Manual, Appendix 1) to provide that corresponding members to the GAMC from the Advisory and Advocacy Committees be included in all closed sessions of the GAMC with the understanding that they are bound by confidentiality.”**

The General Assembly Mission Council suggests that to amend the GAMC Manual of Operations in the manner directed by this recommendation would eliminate the ability for members elected by the General Assembly to discuss appropriate matters in closed sessions. Members elected by the General Assembly have the ultimate responsibility for decision-making for the Council. The General Assembly Mission Council requests that the General Assembly retain a means for these members to restrict their discussion to other elected members, should the subject matter require that degree of sensitivity, in accordance with the General Assembly’s Open Meeting Policy.

The General Assembly Mission Council has two categories of members: voting and non-voting. Voting members include those who have been elected by the General Assembly for service on the Council, and four ex-officio members (current and previous Moderator of the General Assembly, and a representative from both the Presbyterian Women and Presbyterian Men organizations). Non-voting members include corresponding members, ecumenical advisory members, and at-large members of the Audit and Stewardship Committees, elected by the General Assembly.

Corresponding members are representatives from the five other General Assembly agencies and their senior executive, a representative of the Committee on Theological Education, the chairpersons from the Advisory and Advocacy Committees, and the GAMC Executive Director.

In March 2009, the GAMC voted to revise its Manual of Operations to allow the Council the ability to have closed meetings, within the parameters of the General Assembly’s Open Meeting policy, limited to voting members and at-large members of Stewardship Committee and Audit Committee, so that these sensitive matters involving property negotiation, personnel, civil and criminal litigation, or security, could be discussed, if necessary, within the context of members elected by the General Assembly.

The Council retained the ability to invite non-voting members into these discussions if needed.

As of April 2010, since amending the Manual of Operations in March 2009, the Council has only had one closed session limited to members elected by the General Assembly. This session was focused on the third year performance review of the GAMC Executive Director. The Council felt that it was appropriate to discuss this personnel matter without the presence of corresponding members (which would have included the staff colleagues of the executive director from the other five GA agencies, as well as the GAMC Executive Director.)

The GAMC values the work of these committees, and has commissioned several of its own members to serve also as members of the Advisory and Advocacy Committees (3 GAMC members serve on ACSWP, 1 serves on ACWC, and 1 serves on ACREC). Even though there might be meetings in the future that do not include corresponding members, the GAMC would have the benefit of the perspective

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of the Advisory and Advocacy Committees through these members of Council who also serve on those committees, and could if needed vote to allow corresponding members in closed sessions.

Because the Council seeks to preserve a capacity for conversations, limited to members elected by the General Assembly, on sensitive matters, it encourages the General Assembly not to approve this recommendation.

**e. (Item H.108) – Overture 63, On Support of Missionary Funding**

The General Assembly Mission Council is very appreciative to Shenango Presbytery for its long-standing support of international mission co-workers. During 2009-2010, the GAMC has, in fact, reversed the decline in the number of mission co-workers, having made this a priority for this budget cycle. The GAMC increased its financial support for international mission personnel and launched a funds development effort to provide sustained support for this initiative.

Since July of 2009, the GAMC has been engaged in an intensive strategy process for the 2011-2012 ministry cycle. As part of that process, the GAMC sought input from across the Presbyterian Church (U.S.A.), at all levels, regarding strategic priorities for 2013 and beyond. The GAMC conducted stakeholder research (including paired weighings, a Presbyterian Panel survey, and video interviews with church leaders), listening sessions (seeking trends for the future in the world and in the church), and analyzed funding patterns for GAMC mission efforts.

The results of this research showed that Presbyterians look to the GAMC for support across a broad range of ministries, both domestic and international, and there is no consensus top priority ministry.

Over recent years, the GAMC has remained solid in its commitment to international mission personnel, as demonstrated by the percentage of its budget committed to their support. In 2011-2012, the percentage of the GAMC budget committed to mission personnel will increase.

Mission Personnel as a Percentage of GAMC budget						
	2007*	2008*	2009 *	2010	2011	2012
Mission Personnel	\$10,717,823	\$10,169,926	\$9,456,202	\$10,198,702	\$10,867,933	\$10,429,639
GAMC	\$100,196,515	\$94,187,351	\$86,085,504	\$93,841,273	\$82,097,234	\$80,550,613
% of GAMC	11%	11%	11%	11%	13%	13%
* 2007, 2008, and 2009 are actual figures						

In a very real sense, the more that Presbyterians give, the more mission personnel the General Assembly Mission Council will be able to send. We continue to seek the necessary funds to sustain the increase in 2010 and beyond. Our mission workers serve on behalf of the whole church. We need the support of the whole church to continue this long-sought growth.

The General Assembly Mission Council is not able to sustain the increase in mission personnel into 2011-2012 without additional financial support. Therefore, the General Assembly Mission Council requests that the General Assembly not approve this overture, but encourages those who want to see the number of international mission personnel increase to give to Extra Commitment Opportunity account E132192.

**f. (Item H.109) – On the “Report of the General Assembly Review Committee of the Whole of the Presbyterian Church (U.S.A.)”**

The General Assembly Mission Council expresses its appreciation for the work of the General Assembly Review Committee of the Whole of the Presbyterian Church (U.S.A.), the opportunity of each agency individually and the agencies collectively to engage with the Committee, and the affirmation of the Committee of the recent and current efforts by the agencies in “constant, cordial, cooperative and collaborative ministry for the glory of God, the strengthening of the church’s ministry and mission, and the good of God’s creation.” The General Assembly Mission Council recognizes that we are all agencies of the PCUSA, and that our responsibilities are interrelated. Having said that, each agency also has distinct roles and responsibilities, and we need to be vigilant in both coordinating and collaborating with each other and in fulfilling our particular roles and responsibilities. The GAMC provides comments in particular on two recommendations in the report, the first regarding roles and responsibilities, and the second regarding funds development.

**Regarding Roles and Responsibilities (Section XIII – D)**

The GAMC welcomes the review and possible revision of the Organization for Mission of the Presbyterian Church (U.S.A.), with attention specifically given to the roles and responsibilities of the GAMC and its Executive Director, and the Office of the General Assembly and the Stated Clerk.

As currently identified, the Stated Clerk has a responsibility to promote cooperation and collaboration among the General Agencies based on that role’s description in the Organization for Mission. The General Assembly Mission Council has a responsibility to bring mission priorities to the General Assembly according to the Organization for Mission. The General Assembly Mission Council recognizes the Stated Clerk’s role in speaking for the entire church on matters of policy and polity. The staff of the GAMC often resources the Stated Clerk in, for example, interpreting and responding to issues of social witness policy, or that affect international mission partners. On the other hand, the GAMC is charged with responsibility for implementing mission directives and programs of the General Assembly.

To avoid further confusion, the GAMC asks that the General Assembly affirm the role of the GAMC with respect to mission prioritization, as currently found in the Organization for Mission:

*“The General Assembly Mission Council shall advise and respond to the General Assembly on priorities, programs, and strategies for addressing matters of concern for the Ministries of our church. The primary purpose of the General Assembly Mission Council is to lead and coordinate the total mission program.” (Organization for Mission, Section V, page 17.)*

**Regarding Funds Development (Section XIII – F.5)**

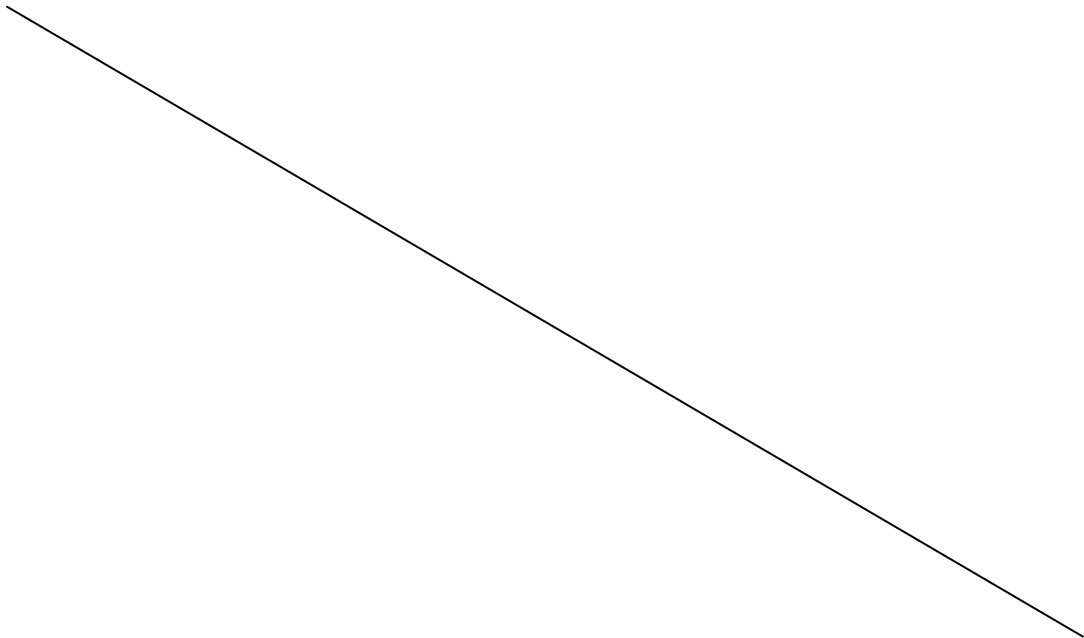
While funding to denominational mission has declined over decades, Presbyterians are giving more to mission than ever before. In recognition of changes in giving trends, the GAMC realizes the importance of engaging in new funds development strategies. The GAMC affirms our commitment to collaborative funds development and has been working together with the other agencies in a number of ways. Some of the collaborative efforts include, for example:

- a joint project by the agencies collaborating to design and develop the new Web site homepage for pcusa.org, for which the GAMC provided the majority of funding;

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Appendix 2 **May 11-12, 2010**

- a January 2010 meeting of development and senior staff of all agencies (approximately 100 participants) titled “One Church”, during which development and other staff became better acquainted in order to foster good working relationships and share information and objectives;
- ongoing meetings and collaborations between the Foundation and GAMC funds development staffs for training, sharing of strategies and planning of particular initiatives;
- all agencies are members of grass roots Kaleidoscope Stewardship network and participated in planning and conducting of Stewardship Conference. 2010; directly after Stewardship Kaleidoscope the GAMC held another Faith and Generosity training session with the Lake Institute of Philanthropy, inviting field staff of agencies in attendance at the conference (this was the third such seminar organized by the GAMC to which other agency representatives have been included);
- all agencies are participating in the review and endorsement of Stewardship in Reformed Tradition as specified by Funding Christ’s Mission passed by 218th General Assembly (2008); and
- BOP and GAMC participating in Special Offering Advisory Task Force Special Offerings project with a report to be made to the 220th General Assembly (2012)



## Rationale for Attendance to the 219th General Assembly (2010)

**Recommendation that the Executive Committee approve the attendance rationale for the 219th General Assembly for a total of 291 persons as displayed in the following chart.**

<i>Ministry and Ministry Areas</i>	<i>Award/Event</i>	<i>GA Support</i>	<i>Exhibit</i>	<i>Corresponding</i>	<i>Cmte. Work</i>
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### Communications and Funds Development ( 50 )

Creative Services ( 6 )	0	4	1	0	1
Deputy Executive Director's Office ( 5 )	0	2	1	1	1
Funds Development ( 13 )	0	10	3	0	0
GA Communication Center ( 14 )	0	14	0	0	0
Mission Communication ( 5 )	0	5	0	0	0
Mission Interpretation ( 3 )	0	2	1	0	0
News Service ( 1 )	0	1	0	0	0
Presbyterian News Service ( 1 )	0	1	0	0	0
Presbyterians Today ( 2 )	0	2	0	0	0

### Executive Administrator ( 40 )

Advisory Committee on Social Witness Policy ( 20 )	0	10	1	0	9
Advocacy Committee for Racial Ethnic Concerns ( 10 )	0	0	0	1	9
Advocacy Committee for Women's Concerns ( 8 )	0	0	0	1	7
Research Services ( 2 )	0	0	1	0	1

### Executive and Administrative ( 22 )

Executive Committee ( 7 )	0	0	0	7	0
Executive Director's Office ( 7 )	0	4	0	2	1
Legal and Risk Management ( 6 )	0	1	1	0	4
Research Services ( 2 )	0	0	1	0	1

<i>Ministry and Ministry Areas</i>	<i>Award/Event</i>	<i>GA Support</i>	<i>Exhibit</i>	<i>Corresponding</i>	<i>Cmte. Work</i>
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**Mission ( 169 )**

Compassion, Peace and Justice ( 30 )	1	3	11	0	15
Deputy Executive Director's Office ( 2 )	0	1	0	1	0
Evangelism and Church Growth ( 18 )	3	3	7	0	5
Mission Personnel to be Commissioned ( 21 )	21	0	0	0	0
Racial Ethnic & Women's Ministries ( 52 )	12	17	3	0	20
Theology Worship and Education ( 21 )	2	0	6	0	13
World Mission ( 25 )	7	10	2	0	6

**Shared Services ( 10 )**

Deputy Executive Director's Office ( 2 )	0	0	0	1	1
Finance and Accounting ( 6 )	0	5	1	0	0
Human Resources ( 1 )	0	0	0	0	1
Presbyterian Distribution Service ( 1 )	0	1	0	0	0

*Category Totals*

<i>Award/Event</i>	<i>GA Support</i>	<i>Exhibit</i>	<i>Corresponding Member</i>	<i>Committee Work</i>	<i>Total</i>
46	96	40	14	95	291