

Approved – May 11, 2010

**Minutes of the Executive Committee of the  
General Assembly Mission Council (GAC)  
Of the Presbyterian Church (U.S.A.)  
Conference Call  
April 20, 2010 – 3:00 p.m. EST**

**CALL TO ORDER**

Mrs. Carol Adcock, GAMC Executive Committee Chair, called the meeting to order with prayer at 3:00 p.m., followed by a recitation of the Executive Committee Covenant.

**ATTENDANCE**

Mrs. Adcock called upon Ms. Nancy Hamilton, meeting recorder, to call the roll. 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  
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, Shared Services  
Curtis Kearns -- Executive Administrator  
Karen Schmidt – Deputy Executive Director for Communications and Funds Development  
Marcia Myers – for Deputy Executive Director for Mission

*Recorder*

Nancy Hamilton – GAMC Staff, Office of the Executive Director

*Others*

Martha Clark – GAMC Staff, Legal Services  
Barry Creech – GAMC Staff, Communications and Funds Development  
April Davenport – GAMC Staff, Legal Services  
Roger Dermody – Deputy Executive Director for Mission (eff. June 2010)  
Jay Hudson – Presbyterian Investment and Loan Program, Inc.  
Lisa Robbins – GAMC Staff, Human Resources

*Excused*

Esperanza Guajardo – Member-at-large

**PURPOSE OF MEETING**

Mrs. Adcock stated that the purpose of the conference call meeting is the assignment of business for the May 2010 GAMC meeting, and to act on various items of business between meetings of the GAMC.

**ADOPT AGENDA  
ACTION 1-EC-410**

Mrs. Adcock reviewed and the Executive **VOTED to adopt** the agenda for the meeting (**Appendix 1**).

**APPROVAL OF MINUTES  
ACTION 2-EC-410**

The Executive Committee reviewed and **VOTED to approve** the following minutes:

- February 23
- Conference call meeting of March 10

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APPROVAL OF  
ADMINISTRATIVE RECORD  
ACTION 3-EC-410

The Executive Committee reviewed and **VOTED to approve** the administrative record for the Personnel Committee meeting of February 23.

ASSIGNMENT OF BUSINESS  
TO MAY GAMC MISSION  
COMMITTEES  
ACTION 4-EC-410

The Executive Committee reviewed and **VOTED to approve** the assignment of business to the GAMC Mission Committees for the GAMC meeting of May 12-14, 2010 (**Appendix 2**).

WALTON AWARDS FOR  
2010  
ACTION 5-EC-410

The Executive Committee, acting on behalf of the General Assembly Mission Council, **VOTED to approve** the following recipients of the 2010 Sam and Helen Walton Awards and recommend that the 219<sup>th</sup> General Assembly (2010) recognize them: (**Appendix 3**):

1. Ramseyer Presbyterian Church, Columbus, Ohio, Synod of the Covenant, Scioto Valley Presbytery
2. Palmetto Presbyterian Church, Mt. Pleasant, South Carolina, Synod of South Atlantic, Charleston-Atlantic Presbytery
3. Thien An Presbyterian Church of Houston, Houston, Texas, Synod of the Sun, New Covenant Presbytery
4. Christian Arabic Church, Richmond, Virginia, Synod of the Mid-Atlantic, Presbytery of the James

HPREI COVENANT  
ACTION 6-EC-410

The Executive Committee, acting on behalf of the General Assembly Mission Council, **VOTED to affirm** the revised “Historically Presbyterian Racial Ethnic Institutions (HPREI) Covenant (attached). Revisions are shown using track changes (**Appendix 4**).

**Background**

The Covenant was approved during the February 2010 GAMC meeting, however, since that meeting, it has undergone some revisions. The revisions are for clarity and refinement of the document. The President’s Roundtable has reviewed and affirmed the revised covenant. The Covenant will be approved by the 219<sup>th</sup> General Assembly (2010).

CELEBRATION OF HOLY  
COMMUNION  
ACTION 7-EC-410

The Executive Committee **VOTED to affirm** the Chair’s decision to permit the celebration of Holy Communion during the Korean Ministries Consultation, held in the Presbyterian Center on March 23, 2010.

**Rationale**

Request for permission was received following the March 10 Executive Committee Conference Call. Since the next conference call was not scheduled until after the date of the Korean Ministries Consultation, Mrs. Adcock, in her position as GAMC Chair, and on behalf of the Executive Committee, gave permission for the celebration of Holy Communion.

PROCEDURES  
SUBCOMMITTEE REPORT  
ACTION 8-EC-410

Mr. Doug Megill, Procedures Subcommittee Committee Chair, reported. The Executive Committee **VOTED to approve** the following recommendations of the Procedures Subcommittee report (**Appendix 5**):

1. a comment be prepared by the Compassion, Peace, and Justice Ministry on ACWC’s “Resolution to Study Violence against Women and Children on the Mexico-U.S. Border”.
2. the Executive Director, with appropriate staff, to prepare a comment on

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the “Report of the General Assembly Review Committee of the Whole of the Presbyterian Church (U.S.A.) to the 219<sup>th</sup> General Assembly (2010)”.

3. staff in Racial Ethnic and Women’s Ministry/Presbyterian Women to include in the comment they are preparing for ACWC’s “Resolution to Ensure full-time staffing for Women’s Advocacy in the PC(USA)” clarification of the following:
  - that the full-time staffing requested is for the REWM/PW and not for the Advocacy Committee on Women’s Concerns;
  - the role of advocacy as part of programmatic efforts; and to
  - Make the general observation that the comments of the GAMC over any report with financial implications should be consistent with our recommended budgets for 2011-12.
4. staff in Communications and Funds Development to include in the comment they are preparing for the ACREC’s recommendation “To Develop a Task Force to Review Mission Funding and Develop New Ways to Raise and Sustain Funding”, clarification about whether this recommendation applies to all mission funding efforts or just as it relates to the Racial Ethnic Church Growth.

REDUCTION IN FORCE  
PROCESS AND SELECTION  
CRITERIA  
ACTION 9-EC-410

Mr. Mike Kruse reviewed and the Executive Committee **VOTED to endorse** the “General Assembly Mission Council Reduction in Force Process and Selection Criteria” (**Appendix 6**).

CLOSED SESSION  
ACTION 10-EC-410

The Executive Committee **VOTED to move** into closed session at 3:50 p.m. to discuss property and personnel matters. Mr. Jay Hudson, Ms. April Davenport, Ms. Martha Clark, Ms. Linda Valentine, Mr. Barry Creech, Mr. Joey Bailey, Mr. Curtis Kearns, and Ms. Nancy Hamilton were invited to remain for the closed session.

ACTION 11-EC-410  
PROPERTY

The Executive Committee, acting between regular meetings of the Presbyterian Church (U.S.A.), A Corporation and sitting as the Executive Committee of the Presbyterian Church (U.S.A.), A Corporation, **VOTED to approve** the following resolution:

**RESOLUTION**

RESOLVED, that, if appropriate proceeds, as defined below, from the sale of the church building (“Church Building”) of Zion Central Presbyterian Church (“Church”) in Cypress, CA are received by Presbyterian Church (U.S.A.), A Corporation within 60 days of the approval of this Resolution, the amount of interest due on loan numbers 11166600 and 33031001 shall be reduced by an amount equal to 25% of the total interest charged during the life of the loans. If the appropriate proceeds from the sale of the Church Building are received after 60 days of this Resolution’s approval, the amount of interest due on the two (2) loans shall be reduced by an amount equal to 20% of the total interest charged during the life of the loans. “Appropriate proceeds” shall be deemed to equal the full principal balance on each of the loans and the interest balance due on each of the loans minus the interest reduction for each loan associated with the time (described above) the appropriate proceeds are received by Presbyterian Church (U.S.A.), A Corporation.

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PERSONNEL

Ms. Linda Valentine introduced the Rev. Roger Dermody, chosen for the position of Deputy Executive Director for Mission. Mr. Dermody addressed the Executive Committee.

RISE FROM CLOSED  
SESSION  
ACTION 12-EC-410

The Executive Committee **VOTED to rise** from closed session and reconvene in open session at 4:03 p.m.

OPEN SESSION

Mrs. Adcock announced the closed session action of the Executive Committee as stated above.

PRAYER AND  
ADJOURNMENT

Ms. Sue Ezell closed the Executive Committee meeting with prayer. Mrs. Adcock adjourned the meeting at approximately 4:05 p.m.

Respectfully Submitted,

\_\_\_\_\_  
Mrs. Carol Adcock  
Chair, General Assembly Mission Council

\_\_\_\_\_  
Ms. Linda Valentine  
Executive Director, General Assembly Mission Council

**GAMC EXECUTIVE COMMITTEE**  
**APRIL 20, 2010 – 3:00 PM EASTERN TIME**

**AGENDA**

**3:00 p.m.**

**I. Convene Meeting – Carol Adcock**

- Prayer
- Roll Call
- 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. Business for this Meeting:**

- Approve Proposed Agenda for this Meeting (**Paper 1**) -- Carol Adcock
- Approve Executive Committee Minutes of February 23, 2010 (**Paper 2**) and Conference Call Minutes of March 10, 2010 (**Paper 3**) – Carol Adcock
- Approve Personnel Committee Administrative Record of February 23, 2010 (**Paper 4**) – Mike Kruse
- Assignment of Business to GAMC Committees (**Paper 5**) – Curtis Kearns
- Approve Walton Awards for 2010 (**Paper 6**) – Curtis Kearns
- Affirm Revised Historically Presbyterian Racial Ethnic Institutions (HPREI) Covenant (**Paper 7**) – Curtis Kearns
- Affirm Permission to Celebrate Holy Communion (**Paper 8**) – Carol Adcock
- Procedures Subcommittee Report (**Paper 9**) – Doug Megill
- Reduction in Force Process and Selection Criteria (**Paper 11**) – Mike Kruse

**III. Other Business**

**4:00 p.m.**

**IV. Closed Session (Property and Personnel)**

- Cyprus Zion Presbyterian Church (**Paper 10**) – April Davenport
- *Order of the Day* (4:10 p.m.) – Personnel Matter – Linda Valentine

**4:30 p.m.**

**V. Adjournment with Prayer**

**Assignments for General Assembly Mission Council Meeting – May 12-14, 2010**

BUSINESS ITEM	FROM MINISTRY	ASSIGNMENT	ITEM #
1. Discipleship Committee Minutes – February	Theology, Worship & Education	Discipleship	
2. Comment on Ovt 088 – On Removing the Confusing and Theologically Incompatible Call for the Presbyterians to Engage Other Faiths	Theology, Worship & Education	Discipleship	
3. Comment on ACWC #3 – Resolution to Ensure Full-Time Staffing for Women’s Advocacy in the PC(USA)	Racial Ethnic & Women	Discipleship	
4. Comment on Ovt 12 – On Designating May 1 Every Year as a Day of Prayer for Healing	Communication & Funds Develop.	Discipleship	
5. Appoint Member to Creative Ministries Offering Committee	Racial Ethnic & Women	Evangelism	
6. Evangelism Committee Minutes – February	World Mission	Evangelism	
7. Comment on Ovt 105 – On Supporting Mission and Ministry in North Korea	World Mission	Evangelism	
8. Comment on Ovt 096 – On Young Adult Advisory Delegate Participation	Evangelism and Church Growth	Evangelism	
9. Comment on Ovt 102 – On Reestablishing an Office of Collegiate Ministries as a Vital Part of Ministry and Mission	Evangelism and Church Growth	Evangelism	
10. Comment on Ovt 63 – On Support of Missionary Funding	Executive Leadership Team	Executive	
11. Comment on Ovt 71 – On Amending the GAMC Manual to Require Certain Staff to Actively Participate in the Work/Worship of a Congregation	Executive Leadership Team	Executive	
12. Comment on the Advocacy & Advisory Committee Review Team Report (re: Closed Sessions)	Executive Leadership Team	Executive	
13. Comment on ACSWP’s Neither Riches or Poverty: Compensation, Equity, and the Unity of the Church (#4) 5:1 ratio between highest and lowest paid employees	Executive Leadership Team	Executive	
14. Comment on Ovt 107 – On Iraq	World Mission	Justice	
15. Comment on Ovt 84 – On Recognition that Israel’s Laws, Policies, and Practices Constitute Apartheid Against the Palestinian People	World Mission	Justice	

**Assignments for General Assembly Mission Council Meeting – May 12-14, 2010**

BUSINESS ITEM	FROM MINISTRY	ASSIGNMENT	ITEM #
16. Comment on Ovt 85 – On Commending “A Moment of Truth: A Word of Faith and Hope from the Heart of Palestinian Suffering” as an Advocacy Tool	World Mission	Justice	
17. Justice Committee Minutes – February	Compassion, Peace & Justice	Justice	
18. Commitment to Peacemaking	Compassion, Peace & Justice	Justice	
19. Comment on Ovt 08 – On Partnering for Peace in Sudan	Compassion, Peace & Justice	Justice	
20. Stewardship Committee Administrative Notes – February	Shared Services	Stewardship	
21. Financial Reports to the 219 <sup>th</sup> General Assembly (2010)	Shared Services	Stewardship	
22. Comment on ACREC #3 – Task Force to Review Mission Funding	Communication & Funds Develop.	Stewardship	
23. Comment on Ovt 34 – On Considering that All Undesignated Funds from the Foundation to the GA Level be Allocated Directly to Individual Presbyteries <b>(if not withdrawn by presbytery)</b>	Communication & Funds Develop	Stewardship	
24. Corporate Minutes – February	Legal Services	Stewardship	
25. Manse Allowances	Legal Services	Stewardship	
26. Capital Budget Request	Shared Services	Stewardship	
27. 2011 National Mission Partnership Funds Allocations	Shared Services	Stewardship	
28. IARP Reallocation	Shared Services	Stewardship	
29. 2011-2012 Mission Budgets	Shared Services	Stewardship	
30. PILP Narrative Report to the 219 <sup>th</sup> GA (2010)	PILP	Stewardship	
31. Comment on Ovt 003 – Expanding the Role of the Commissioned Lay Pastor	Theology, Worship & Education	Vocation	
32. Vocation Committee Minutes – February	Vocation	Vocation	
33. Loan Forgiveness to Theological Student Loans	Vocation	Vocation	

**APPENDIX 3**

**That the Executive Committee , acting on behalf, of the General Assembly Mission Council approve the following recipients of the 2010 Sam and Helen Walton Awards and recommend that the 219<sup>th</sup> General Assembly (2010) recognize them:**

**1. Ramseyer Presbyterian Church, Columbus, Ohio, Synod of the Covenant, Scioto Valley Presbytery**

As the first African Immigrant NCD experiment in this presbytery, Ramseyer's success reflects the spirit of diversity which spurs enduring growth in every institution. Since their inception, Ramseyer has worshipped in temporary facilities, currently renting a fellowship hall in a Baptist church. In 2008, this congregation purchased 14 acres, started a capital campaign and paid off the remaining cost just a year later. The Walton Award will enable Ramseyer to develop their site by extending the basic utilities from Columbus to their land.

**2. Palmetto Presbyterian Church, Mt. Pleasant, South Carolina, Synod of South Atlantic, Charleston-Atlantic Presbytery**

On January 10, 2010, the congregation of Palmetto Presbyterian Church celebrated a service for Epiphany as they worshipped for the first time in their new 500 seat sanctuary and education building. They are a high-energy, hardworking congregation that takes their mission as a new church seriously, yet still know how to have fun as evidenced by the many social events that consistently attract upwards of 300 people. Palmetto will use the Walton Award to reduce the mortgage on their new building.

**3. Thien An Presbyterian Church of Houston, Houston, Texas, Synod of the Sun, New Covenant Presbytery**

Thien An Presbyterian Church began in May 2001 with the vision "to become a new congregation serving the 150,000 people of the Vietnamese community in southwest Houston." From 2001 to 2009, Thien An grew from 18 to 134 members and ordained seven elders on May 25, 2008, the day the church was chartered. In 2005, Thien An's disaster team helped hundreds of Hurricane Katrina victims by providing blankets, personal hygiene kits and transportation, in addition to giving \$10,000 to the presbytery's Katrina relief fund. Thien An will use the Walton Award to purchase a site or church building in southwest Houston.

**4. Christian Arabic Church, Richmond, Virginia, Synod of the Mid-Atlantic, Presbytery of the James**

The Christian Arabic Church (CAC) began as an Arabic language Bible study group in 1982 and grew into a fellowship by 1999. Made up of people primarily from Egypt, this church has placed great emphasis on both evangelism and on practical outreach ministry by assisting immigrants in Richmond. CAC remains the only Arabic-speaking congregation in the presbytery and has met and often exceeded its evangelism and outreach goals. The funds from the Walton Award will be used to supplement the approximately \$130,000 already saved by the congregation for their new church home.

**RATIONALE**

In late December 1991, Sam and Helen Walton made a generous gift through the Presbyterian Foundation of \$6 million dollars that included \$3 million to be used for new church developments that have placed an emphasis on site acquisitions. All nominees meet the qualifications as set forth in the application.



## PARTNERSHIP COVENANT BETWEEN THE GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH (U.S.A.) AND THE HISTORICALLY PRESBYTERIAN RACIAL ETHNIC INSTITUTIONS

### Preamble:

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

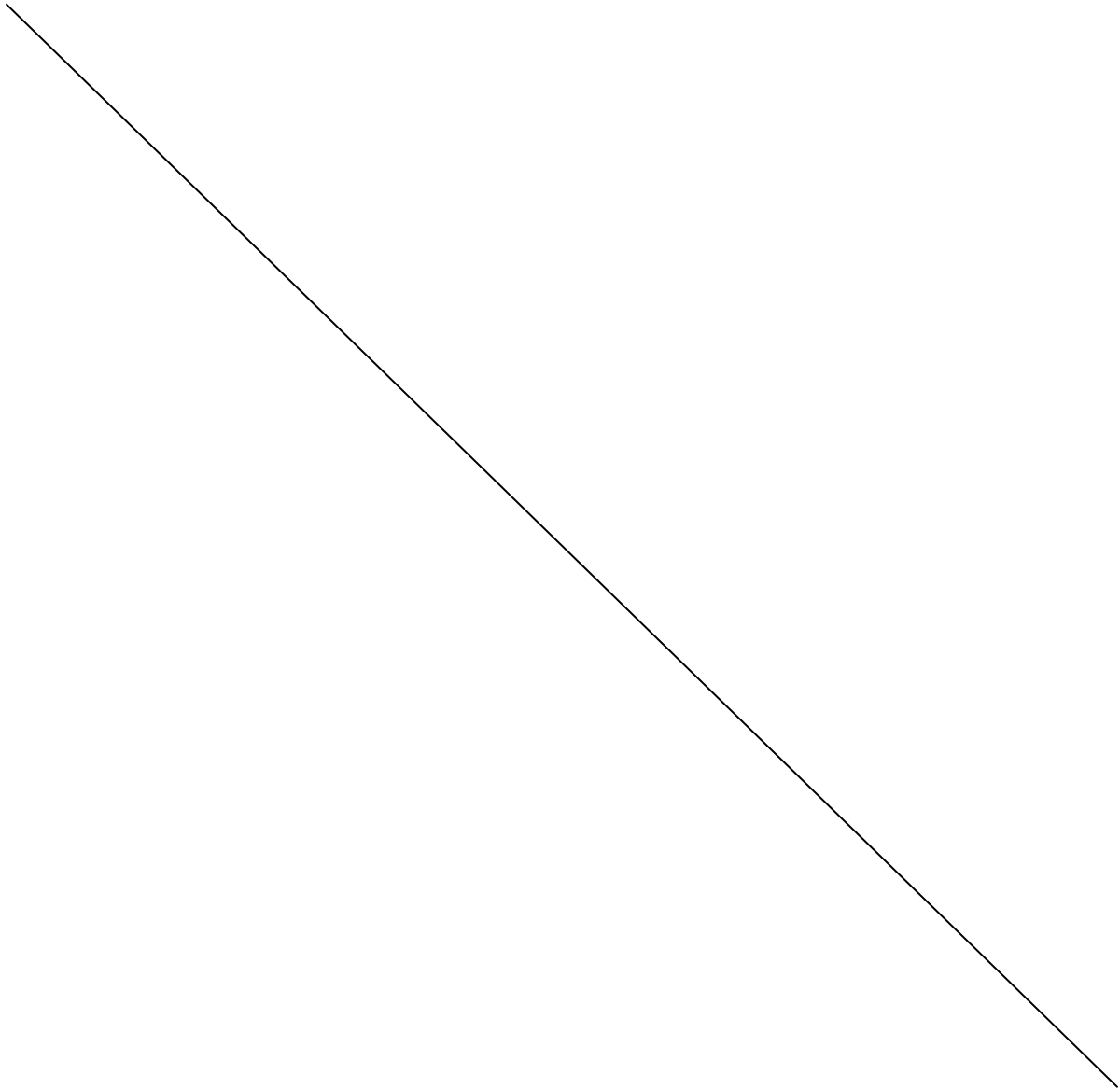
Westward expansion, the Civil War, and Reconstruction gave rise to new obligations and opportunities. The Church expanded its mission by providing access to education for those persons previously excluded. The establishment of African-American, Native American, and Hispanic educational institutions became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

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

The Presbyterian Church's commitment to this historic mission produced over 150 educational institutions, of which seven racial ethnic educational institutions continue to relate directly to the General Assembly through a covenant of understanding. They are as follows:

<b>Schools and Colleges</b>	<b>Location</b>	<b>Year</b>
Barber-Scotia College	Concord, NC	1867
Cook Native American Ministries	Tempe, AZ	1911
Knoxville College	Knoxville, TN	1875
Menaul School	Albuquerque, NM	1881
Presbyterian Pan American School	Kingsville, TX	1911
Sheldon Jackson College	Sitka, AK	1878
Stillman College	Tuscaloosa, AL	1876

The Historically Presbyterian Racial Ethnic Institutions listed above (“Institutions”) are essential to the Presbyterian Church (U.S.A.)’s mission of educating and equipping women and men for lives of committed leadership within society and the Church. These Institutions seek to guide and challenge individuals and to affirm them in their quest for values, knowledge and truth. The Institutions endeavor to provide students with the knowledge and understanding to make ethical decisions and to be responsible to family, community, church, and nation. Each institution integrates faith and learning in a Christian environment, and each is committed to meeting special needs in order to develop the unique potential of their students.



## **MUTUAL AFFIRMATIONS**

The General Assembly of the Presbyterian Church (U.S.A.) and the Institutions uphold education as a continuing priority of the Church. The General Assembly officially names the General Assembly Mission Council (“GAMC”) and its programmatic offices as its representative for program administration and ongoing relations. The General Assembly recognizes the Presidents’ Roundtable as the instrument through which the relationship of the Institutions is affected.

The parties to this covenant therefore mutually affirm that:

1. Our involvement in education is rooted in the Bible and the Reformed tradition and grows out of our commitment to Jesus Christ as Lord.
2. Our common mission is guided by “The Great Ends of the Church” (Book of Order, G-1.0200).
3. Our continuing commitment is to be involved together in service to God and society through education.
4. Our continuing partnership in mission is declared in this covenant, setting the basic guidelines for the joint and separate responsibilities of the General Assembly and the GAMC and the Institutions through their association named the Presidents’ Roundtable.

## **THE COMMITMENT OF HISTORICALLY PRESBYTERIAN RACIAL ETHNIC INSTITUTIONS**

In affirmation of this covenant, the Institutions pledge (individually and mutually) to extend the Gospel of Jesus Christ through education which is open to all people. Each institution is an instrument of witness for the Presbyterian Church (U.S.A.), implementing a vision of people who “enter to learn and depart to serve” (Dr. Charles Stillman). In fulfillment of this shared mission and in support of the continuing relationship with the Presbyterian Church (U.S.A.), the Institutions pledge to be loyal to this mission of education.

1 We will continue the Church’s commitment to education and maintain the heritage of the racial ethnic mission of each school by emphasizing quality educational experiences for people of color within Institutions that are open to all. We will continue the commitment through programs that teach and model Christian values that adhere to standards of academic freedom, that maintain high standards of education, and that emphasize individual and corporate service to humankind.

2. We will interpret our collective and individual missions on behalf of the Presbyterian Church (U.S.A.). Throughout the Church, we will lift up this covenant relationship in publications and other communications of each Institution and will cooperate with efforts which provide interpretation of and advocacy for our Institutions within the life of the Presbyterian Church (U.S.A.).

3. We will provide opportunities for the guidance and interpretation of the mission and program of each Institution by having members of the Presbyterian Church (U.S.A.) on each school’s Board of Trustees as is appropriate for each Institution.

4. Through a biennial report to the General Assembly, we will share the accomplishments and concerns of each Institution in fulfillment of its mission and this covenant.

5. We will develop relationships with other entities within the Presbyterian Church (U.S.A.) for mutual support and affirmation. These relationships include but are not limited to the synods and presbyteries within which the Institutions are located, The Racial Ethnic and Women's Ministries area of the GAMC, the Mission Interpretation Area of the GAMC, the Presbyterian Church (U.S.A.) Foundation, and the Board of Pensions. We will encourage them to explore avenues of mutual partnership.

6. We will exercise responsible stewardship of the resources provided through the Presbyterian Church (U.S.A.), by way of the Christmas Joy Offering and other designated funds and continue the pursuit of financial strength for ongoing fiscal operations. We will document our efforts through annual independent audits and annual program reports to the GAMC.

7. We will encourage use of the facilities, faculty and staff of each Institution by various entities of the Presbyterian Church (U.S.A.).

### **THE COMMITMENT OF THE GENERAL ASSEMBLY**

The General Assembly in covenant partnership with the Institutions will work through the Discipleship Committee of GAMC and its appropriate ministry areas to affirm this commitment. The commitment of the General Assembly is expressed in several documents of the Presbyterian Church (U.S.A.). 8.4 of the Articles of Agreement, the document that guided the Church in the Reunion of the two streams in 1983, is clear:

*Racial ethnic educational institutions have been the primary source from which racial ethnic church leadership has developed. Consistent with the dire need for racial ethnic church leadership, the General Assembly Council shall propose to the General Assembly ways whereby the General Assembly shall be able to fulfill its responsibility for education through colleges and secondary schools and for meeting the operational and developmental needs of those Presbyterian schools that historically have served Black Americans and those serving other racial ethnic groups.*

In fulfillment of this shared mission and in support of the continuing relationship with the Institutions, the Presbyterian Church (U.S.A) pledges to be loyal to the mission of education In the following ways:

1. The General Assembly will call upon the GAMC and its ministry areas to report biennially to the General Assembly and other appropriate governing bodies on the mission of the Institutions.

2. The General Assembly through the GAMC will provide information regarding opportunities for funds development.

3. The General Assembly through the GAMC will support and articulate the unique challenges and blessings of educating poor people and partner in enhancing the success of the Christmas Joy Offering.

4. The General Assembly through the GAMC will provide transparent stewardship of funds intended for this mission and will provide official, audit-based reports of the Christmas Joy Offering to the Presidents' Roundtable on an annual basis

5. The General Assembly through the GAMC and its ministry areas will develop appropriate linkages to support and advocate the mission of the Institutions within the national Church. GAMC will also encourage middle governing bodies to establish and maintain supportive relationships with the Institutions for continued mutual support.

6. The General Assembly through the GAMC and its ministry areas will provide avenues of interpretation of the mission of the Institutions throughout the Church. The GAMC will also seek to utilize the expertise and facilities of the Institutions to resource the Presbyterian Church (U.S.A.).

### **IMPLEMENTATION**

The covenant relationship between the General Assembly and the Institutions shall be facilitated by the Institutions through the Presidents' Roundtable and by biannual reports to the General Assembly. The reports to the General Assembly will be prepared by the Presidents' Roundtable and the GAMC Office of Educational and Financial Support and will be submitted first to the Discipleship Committee, then to the GAMC and finally to the General Assembly.

The covenant will be implemented by the General Assembly through the GAMC, and in particular the Office of Educational and Financial Support which is lodged in the Racial Ethnic and Women's Ministries area. It is the Office of Educational and Financial Support that has the primary responsibility for day-to-day activity in reference to the affirmations of the covenant. These responsibilities include the administration of the Christmas Joy Offering fund, administration of several endowments for the Institutions, administrative support to the Presidents' Roundtable, and visits to the Institutions.

### **FORMAL APPROVAL**

The Partnership Covenant between the General Assembly of the Presbyterian Church (U.S.A.) and the Historically Presbyterian Racial Ethnic Institutions will be made available to each member of the Boards of Trustees of the Institutions as well as other appropriate bodies for implementation. This Covenant becomes operable upon its ratification by the Trustees of the Institutions named and by the General Assembly.

Recommendations for substantive changes whether initiated by the Church or the Institutions will be referred to the GAMC and its appropriate ministry area for preparation and action by the parties of the covenant.

**REVIEW AND RENEWAL CYCLE**

The General Assembly through the GAMC and its appropriate ministry areas and the Institutions through the Presidents' Roundtable shall review, and when necessary, suggest revisions to this covenant. Revisions will generally be made at four-year intervals beginning with the date of adoption by the Presidents' Roundtable and the Office of Educational and Financial Support on behalf of the Institutions and the GAMC.. Copies of the covenant shall be given to the General Assembly through the GAMC and the Boards of Trustees of the Institutions through the Presidents' Roundtable.

**HISTORICALLY PRESBYTERIAN RACIAL ETHNIC INSTITUTIONS**

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BARBER-SCOTIA COLLEGE  
Dr. David Olah, President

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PRESBYTERIAN PAN AMERICAN  
SCHOOL  
Dr. James Matthews, President

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COOK NATIVE AMERICAN MINISTRIES  
, President

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SHELDON JACKSON COLLEGE  
Rev. David Dobler, President

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KNOXVILLE COLLEGE  
Dr. Horace Judson, Interim President

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STILLMAN COLLEGE  
Dr. Ernest C. McNealey, President

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

**THE GENERAL ASSEMBLY**

**THE GENERALASSEMBLY MISSION COUNCIL**

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GENERAL ASSEMBLY  
219th Moderator (2010)

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GENERAL ASSEMBLY MISSION COUNCIL  
Moderator

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GENERAL ASSEMBLY  
Rev. Dr. Gradye Parsons, Stated Clerk

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GENERAL ASSEMBLY MISSION COUNCIL  
Elder Linda Valentine, Executive Director

**Procedures Subcommittee Report to the Executive Committee**

The Procedures Subcommittee met by conference call on April 8, 2010 to review reports of other agencies/entities to the 219<sup>th</sup> General Assembly (2010).

**FOR ACTION:**

**The Procedures Subcommittee recommends that the GAMC Executive Committee approve the following recommendations requesting:**

2. **a comment be prepared by the Compassion, Peace, and Justice Ministry on ACWC's "Resolution to Study Violence against Women and Children on the Mexico-U.S. Border".**

**Rationale:**

The Procedures Subcommittee supports the resolution and understands that the recommendations were written from the perspective of the Advocacy Committee for Women's Concerns; however, they also recognize that the issue is much broader as violence is endemic in northern Mexico.

2. **the Executive Director, with appropriate staff, to prepare a comment on the "Report of the General Assembly Review Committee of the Whole of the Presbyterian Church (U.S.A.) to the 219<sup>th</sup> General Assembly (2010)".**

**Rationale:**

The Procedures Subcommittee expressed a desire for an overall comment on this report with particular attention to Sections XII and XIII as follows:

- **Section XII** – Speaks to the desire for one voice to speak for the entire church and **Section XIII, D.** recommends that the voice is that of the Stated Clerk. There should be some clarification of the respective roles of the GAMC and the Office of the General Assembly.
  - **Section XIII** – F.5 (bottom of page 20 and top of page 21) speaks to the concern of the review committee about the GAMC 's recent mission fund-raising activities and recommends that all six-agencies collaborate in planning and funds development.
5. **staff in Racial Ethnic and Women's Ministry/Presbyterian Women to include in the comment they are preparing for ACWC's "Resolution to Ensure full-time staffing for Women's Advocacy in the PC(USA)" clarification of the following:**
    - **that the full-time staffing requested is for the REWM/PW and not for the Advocacy Committee on Women's Concerns;**
    - **the role of advocacy as part of programmatic efforts; and to**
    - **Make the general observation that the comments of the GAMC over any report with financial implications should be consistent with our recommended budgets for 2011-12.**

**Rationale:**

The Procedures Subcommittee found that the resolution is not clear that the position is a staff position within the REWM/PW. Does the GAMC intend for staff to "advocate"? If so, how does that relate to the Advocacy Committee for Women's Concerns. These items should be clarified in the comment being prepared by REWM/PW.

6. **staff in Communications and Funds Development to include in the comment they are preparing for the ACREC's recommendation "To Develop a Task Force to Review Mission Funding and Develop New Ways to Raise and Sustain Funding", clarification about whether this recommendation applies to all mission funding efforts or just as it relates to the Racial Ethnic Church Growth.**

**Rationale:**

The Procedures Subcommittee found the ACREC's recommendation is not clear in this respect and asks that it be clarified through the comment that is being prepared by Communications and Funds Development.

**FOR INFORMATION:**

The Procedures Subcommittee reports the review of the following recommendations/resolutions and reports to the 219<sup>th</sup> General Assembly and also reports that the subcommittee has offered appropriate feedback on the work:

- **ACSWP** – Human Rights Update; On Living a Human Life Before God; Gun Violence, Gospel Values: Mobilizing in Response to God's Call; Living Through Economic Crisis; Neither Poverty Nor Riches: Compensation, Equity, and the Unity of the Church; Becoming an HIV/AIDS Competent Church: Prophetic Witness and Compassionate Action; Loving Our Neighbors: Equity and Quality in Public Education
- **ACWC** – Resolution to Study Violence Against Women and Children on the Mexico-U.S. Border; A Resolution to Explore the Intersection of Gender and Race; A Resolution to Reaffirm Support for the Convention on the Elimination of All Forms of Discrimination Against Women; A Resolution to Adopt the Session Annual Statistical Report; A Resolution to Ensure Staffing for Women's Advocacy in the PC(USA); Responses to Referrals
- **ACREC** – A Review of Efforts Regarding Cultural Proficiency and Creating a Climate of Change in the Presbyterian Church (U.S.A.); Recommendation for the Development of a Task Force to Review Mission Funding and Develop New Ways to Raise and Sustain Funding; Recommendation to Form a Committee to Study the Nature of the Church for the 21<sup>st</sup> Century; Recommendation regarding a New Name for ACREC; Recommendation for a Task Force to Study New Immigrant Church Growth; Responses to Referrals
- **Restricted** Funds Resolution Committee Report
- **Committee** on Ecumenical Relations Report and Recommendations
- **General Assembly** Review Committee of the Whole of the Presbyterian Church (U.S.A.)
- **Youth** Task Force Recommendations and Report
- **GA** Nominating Committee Recommendations for Book of Order Changes
- **Committee** on Representation Recommendations and Report
- **Report** of the Special Committee to Study Issues of Civil Union and Christian Marriage and it's Minority Report



## RECOMMENDATION

**That the GAMC Executive Committee endorse the following “General Assembly Mission Council Reduction in Force Process and Selection Criteria”:**

### GENERAL ASSEMBLY MISSION COUNCIL REDUCTION IN FORCE PROCESS AND SELECTION CRITERIA March, 2010

**Rationale:** Section 218 of the Employee Handbook states that a reduction in force (RIF), reorganization and/or position eliminations may occur due to “...change in objectives, reorganization, or a change in financial outlook or conditions...” of the organization.

Program areas may be eliminated or reorganized, program activities may be eliminated or shifted from one program area to another or service levels may be reduced. Before regular full-time and part-time positions are affected, temporary and vacant positions should be selected for position elimination. As set forth in the Employee Handbook at Section 103, separations “...will be administered without discrimination based upon race, color, national origin, gender, age, marital status, sexual orientation, creed, protected disability status, citizenship status, genetic information, uniformed service (e.g., U.S. Armed Forces or National Guard) or status as a Vietnam Era or special disabled veteran in accordance with applicable federal, state and local laws, or veteran status, or religious affiliation (except where a category is a bona fide occupational qualification), or any other characteristic protected by law.”

A voluntary separation package has been offered to approximately 30 employees that met the criteria of 10 or more years of service and age 60 or older by March 17, 2010. The offer is open until May 3, 2010. At this time it is unknown who will accept the voluntary separation offer. Therefore the specific employees and/or positions to be impacted by a RIF are subject to change until May 10, 2010. If an employee who is eligible for the voluntary RIF asks about a possible involuntary RIF, the only response that management should give is that some additional budget cuts will probably be made that impact employees, but that no final decisions have been made yet.

As outlined in Section 218 of the Employee Handbook, objective selection criteria have been developed in consultation with the Executive Committee of the General Assembly Mission Council to be used to determine which employees and positions will be impacted by the RIF. Recommendations for position elimination and reorganizations will be made by segments of the Office of the Executive Director, Deputy Executive Director’s and by the respective ministry areas. Decisions on staffing will be made in consultation with the Director of Human Resources and the Legal Services Office. A written rationale for the elimination of each position must be prepared. If work is shifted to an existing position, the job description will be promptly updated to reflect any changes in job duties and responsibilities and the grade level of the position reevaluated. The General Assembly Mission Council Executive Committee will review the recommendations.

The following outlines the position elimination selection process and criteria.

- A. Programs and Program Activities Eliminated, Outsourced and/or Shifted or Service Levels Reduced.**
  - 1. Identify programs or program activities to be eliminated, outsourced or shifted or service levels reduced.

2. Identify the positions that staff these identified programs and program activities.
  - a. Eliminate these positions.
  - b. Generally, if 50% or more of a position's functions are eliminated, shifted or reduced, the position should be eliminated.

**B. Unnecessarily Duplicative or Redundant Work.**

1. Identify programs and program activities not being eliminated or shifted or service levels reduced, and review for work that is unnecessarily duplicative or redundant.
2. Identify positions performing unnecessarily duplicative or redundant work.
  - a. If identified positions are performing unnecessarily duplicative work, the selection decision must be made based on the following:
    - 1) job performance as documented by the most recent performance evaluation; then
    - 2) individual experience, qualifications for the job and need for specific skills; then
    - 3) the above two items being equal, then selection is made based on length of service in the job grade.
  - b. Generally, if 50% or more of a position's functions are unnecessarily duplicative or redundant, the position should be eliminated.

