

PRESBYTERIAN MISSION AGENCY BOARD

February 5-7, 2014

Justice Committee

**ITEM B.101
FOR ACTION**

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

Subject: Minutes of the September 26, 2013 meeting of the Justice Committee

Recommendation:

That the Justice Committee review and approve the September 26, 2013 Justice Committee minutes and forward to the Presbyterian Mission Agency Board as an information item.

Background:

**Minutes
Justice Committee of the
Presbyterian Mission Agency Board
Presbyterian Church (U.S.A.)
Marriott East Hotel, Louisville, KY
September 26, 2013**

September 26, 2013 Noelle Royer, Chair of the Justice Committee of the Presbyterian Mission
Call to Order Agency Board called the meeting to order at 9:00 A.M. with prayer.

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

Melissa DeRosia	Jan Martin
James R. Ephraim, Jr.	Susan Osoinach
David Ezekiel	Kears Pollock
James E. Fouthier, Jr.	Noelle Royer
Mary Jorgenson	

Excused Roger Gench

Corresponding Carmen Rosario – Advocacy Committee for Racial Ethnic Concerns
Members Raafat Zaki – Advisory Committee on Social Witness Policy
Elizabeth Hinson-Hasty – Advocacy Committee on Women's Concerns

Others Maria Arroyo – Mission Agency Staff, World Mission
Bill Somplatsky-Jarman – Mission Agency Staff, Compassion, Peace and Justice

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Chompaka Srinivasan – Mission Agency Staff, World Mission
Annette Wimsett – Mission Agency Staff, Compassion, Peace and Justice
Hunter Farrell – Mission Agency Staff, World Mission
Sara Lisherness – Mission Agency Staff, Compassion, Peace and Justice
Nathan King – The Layman
Bob Brashear – Presbyterian Health, Education and Welfare Association
Trina Zelle – Presbyterian Health, Education and Welfare Association
Joseph Johnson – Presbyterian Committee on the Self-Development of People
Cynthia White – Mission Agency Staff, Compassion, Peace, and Justice
Chris Iosso – Mission Agency Staff, Compassion, Peace and Justice
Toni Carver-Smith – Mission Agency Staff, Compassion, Peace and Justice
Mark Koenig – Mission Agency Staff, Compassion, Peace and Justice
J. Herbert Nelson – Mission Agency Staff, Compassion, Peace and Justice
Laurie Kraus – Mission Agency Staff, Compassion, Peace and Justice
Amgad Beblawi – Mission Agency Staff, World Mission
Courtney Hoekstra – Mission Agency Staff, Executive Director's Office
Barry Creech – Mission Agency Staff, Executive Director's Office
Roger Dermody – Mission Agency Staff, Deputy Executive Director for Mission
Ruth Farrell – Mission Agency Staff, Compassion, Peace and Justice
Ginna Bairby – Mission Agency Staff, Compassion, Peace and Justice
Kristena Morse – Mission Agency Staff, Communications and Funds Development
Gail Strange – Mission Agency Staff, Communications and Funds Development
Katy Maloy – Mission Agency Staff, Communications and Funds Development
Emily Odom – Mission Agency Staff, Communications and Funds Development
Ruth Gardner – Mission Agency Staff, Executive Director's Office
Lisa Robbins – Mission Agency Staff, Executive Director's Office
Mike Kirk – Mission Agency Staff, Executive Director's Office
Greg Allen-Pickett – Mission Agency Staff, World Mission
Arthur Canada – Presbyterian Mission Agency Board
Sam Locke – Mission Agency Staff, Communications and Funds Development
Rhashell Hunter – Mission Agency Staff, Racial Ethnic & Women's Ministries/Presbyterian Women
Beth Basham – Mission Agency Staff, Deputy Executive Director for Mission
Teresa Grant – Mission Agency Staff, Deputy Executive Director for Mission
Rick Ufford-Chase – Stony Point Conference Center
Chip Hardwick – Mission Agency Staff, Theology, Worship and Education

Welcome

Members, guests and staff were introduced.

Committee Actions

**Approval of Agenda
Item B.100**

The Committee reviewed and approved the agenda with amendments.

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**April 10-11, 2013
Minutes of the Justice
Committee Item B.101**

The Justice Committee **VOTED** to approve the following recommendation:
That the Presbyterian Mission Agency Board review and adopt the April 10-11, 2013 Minutes of the Justice Committee.

Discussion: None

**Creation Justice
Ministries Item B.102**

The Justice Committee **VOTED** to approve the following recommendation:
That the Presbyterian Mission Agency Board approve membership and affiliation with Creation Justice Ministries, the successor organization to the National Council of Churches Eco-Justice Working Group.

Discussion: None

**Alliance to End
Slavery and
Trafficking Item
B.103**

The Justice Committee **VOTED** to approve the following recommendation:
That the Presbyterian Mission Agency Board approve adding the Alliance to End Slavery and Trafficking (ATEST) to the Approved Affiliates List. That the Office of Public Witness and other program areas be given permission to work with this coalition on Human Trafficking; forced labor; and other forms of human slavery. Issues include, but not limited to, policies and laws both internationally and domestic.

Discussion: None

**Information Item
B.200**

The Justice Committee **VOTED** to receive the following information item:
That the Presbyterian Mission Agency Board receive for information the Presbyterian Hunger Program Advisory Committee Minutes, April 4, 2013.

**Information Item
B.201**

The Justice Committee **VOTED** to receive the following information item:
That the Presbyterian Mission Agency Board receive for information the Presbyterian Disaster Assistance Advisory Committee Minutes, March 12-14, 2013.

**Information Item
B.202**

The Justice Committee **VOTED** to receive the following information item:
That the Presbyterian Mission Agency Board receive for information the Jarvie Commonwealth Service Committee Minutes, October 21, 2012.

**Information Item
B.203**

The Justice Committee **VOTED** to receive the following information item:
That the Presbyterian Mission Agency Board receive for information the Presbyterian Committee on the Self-Development of People Minutes, January 19, 2013.

**Information Item
B.204**

The Justice Committee **VOTED** to receive the following information item:
That the Presbyterian Mission Agency Board receive for information Mission Responsibility Through Investment Update – August 2013.

**Information Item
B.205**

The Justice Committee **VOTED** to receive the following information item:
That the Presbyterian Mission Agency Board receive for information Presbyterian Health, Education and Welfare Association Update – August 2013.

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**Information Item
B.206**

The Justice Committee **VOTED** to receive the following information item:
That the Presbyterian Mission Agency Board receive for information the
Jinishian Memorial Program United States Advisory Committee Draft
Minutes, April 25-26, 2013.

**Information Item
B.207**

The Justice Committee **VOTED** to receive the following information item:
That the Presbyterian Mission Agency Board receive for information Jinishian
Memorial Program Commission Meeting Draft Minutes, April 25-26, 2013.

**Information Item
B.208**

The Justice Committee **VOTED** to receive the following information item:
That the Presbyterian Mission Agency Board receive for information the
World Mission Funds Development Report – Year to Date July 31, 2013.

**Information Item
B.209**

The Justice Committee **VOTED** to receive the following information item:
That the Presbyterian Mission Agency Board receive for information the
Special Offerings Report.

**Information Item
B.211**

The Justice Committee **VOTED** to receive the following information item:
That the Presbyterian Mission Agency Board receive for information the
Gender Pay Equity Study, Presbyterian Mission Agency Employees.

Discussion: Ruth Gardner, Human Resources Generalist, gave an overview of
the Pay Equity Study (PES) and addressed questions by the Committee. She
shared that the PES continues to be a work in progress.

- Human Resources (HR) is currently drafting a statement/position on living wages. Once completed, this could possibly impact the results of the PES.
- Equity pricing will be reviewed every other year to address any issues.
- Adjustments of disparity will be addressed every year in the first quarter by reviewing salaries, positions, and ratio of salaries.
- As for theological and moral balance, HR reached out to theologians in the PMA to provide input. HR also referred to the Principals of Workers' Compensation and former General Assemblies to be in alignment. The comp-ratio is based on educational levels and equity issues.
- Presbyterian Church (U.S.A.) ranges may be slightly higher than other non-profit organizations.
- Input from staff consists of their job responsibilities and the new performance management system that relates an employee's performance to the PMA Mission Work Plan Goals and Objectives on an annual basis. This system is used to check alignments and what employees are accountable to.

The PMA Executive Leadership is apprised of the pay equity plan by:

- assessment of data for corrections/adjustments at monthly meetings
- re-evaluating positions when they are vacated
- approval of all salary adjustments and hiring for open positions

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Arthur Canada, chair of the Personnel Subcommittee, affirmed Human Resources' suggestion of the compensation program of a 2%/1% ratio. Salary administration will begin in year 2014.

Pay Raises for PMA Employees

Motion received regarding Information Item B.211:
That effective immediately all pay raises for employees of the Presbyterian Mission Agency will be made on a progressive scale of 3 to 1, thereby giving the largest percentage raises to the employees receiving the lower salaries and the smaller percentages raises to the higher salaries.

Moved and seconded.

The committee **voted to approve** the motion 8-1.

Information Item B.212

The Justice Committee **VOTED** to receive the following information item:
That the Presbyterian Mission Agency Board receive for information the Crisis in Syria report.

Discussion: PMA staff shared a verbal report on the Presbyterian Church (U.S.A.)'s response to the Syrian Crises. They invited members, guests and staff to:

- 1) Be informed via PMA websites at
<http://www.presbyterianmission.org/ministries/pda/syria/> and
<http://www.presbyterianmission.org/ministries/global/news-world-mission-synod-syria-lebanon/>
- 2) Act - based on accurate information
- 3) Support the Humanitarian Response through Presbyterian Disaster Assistance

Reports and Updates

The Committee received a written report from the Advisory Committee on Social Witness Policy.

Adjournment

Noelle Royer adjourned the meeting at 12:00 P.M. with prayer by Melissa DeRosia.

Respectfully submitted,

Noelle Royer, Chair

Maria Arroyo, Resource Staff

Bill Somplatsky-Jarman, Resource Staff

Annette Wimsett, Recorder