

PRESBYTERIAN MISSION AGENCY BOARD

February 5-7, 2014

Leadership Committee

**ITEM C.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
	B. Justice		F. PC(USA), A Corporation		P. Plenary
X	C. Leadership		G. Audit		
	D. Worshipping Communities		H. Executive Committee		

Subject: Minutes of the September 26, 2013 Meeting of the Leadership Committee

Recommendation:

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

Background:

**Minutes of the Leadership Committee of the
Presbyterian Mission Agency of the Presbyterian Church (U.S.A.)
Marriott East – Embassy Square – Bluegrass Ballroom C
September 26, 2013**

**CALL TO ORDER AND
WORSHIP**

The meeting of the Leadership Committee of the Presbyterian Mission Agency Board was called to order at 8:30 AM on September 26, 2013 by Chair, Joyce Smith. Joyce led the group in prayer.

ATTENDANCE

Elected Members

Joyce Smith, Chair
Cruz Negron Torres, Vice Chair
Cathryn Piekarski
Nancy Ramsay
Glen Snider
Kevin Yoho
Bruce Stevens

Corresponding Members

Linda Valentine

Others

Clare Lewis – Theology Worship & Education Ministry Area
Vince Patton – Racial Ethnic and Women's Ministries/PW
Penny Franklin – Theology, Worship & Education Ministry Area
Rebecca Snipp – Officer of the Deputy Executive Director for Mission
Charles Wiley – Theology, Worship & Education Ministry Area
Chip Hardwick – Theology, Worship & Education Ministry Area

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Rhashell Hunter – Racial Ethnic and Women’s Ministries/PW
Ed Brogan – Presbyterian Council of Chaplains and Military
Personnel

James Ephraim – Presbyterian Mission Agency Board

Mary Jorgenson – Racial Ethnic and Women’s Ministries/PW

Roger Dermody – Office of the Deputy Executive Director for
Mission

Lee Hinson-Hasty – Theology, Worship and Education Ministry
Area

Nancy Cavalcante – World Mission

Tim Cargal – Office of the General Assembly

William McConnell – Presbyterian Association of Musicians

Neal Presa – Moderator of the 220th General Assembly (2012)

Jomaris DeJesus – Communications Office

Rob Fohr – Office of the Deputy Executive Director for Mission

Sam Locke – Funds Development

Gail Strange – Communications Office

Gary Luhr – Association of Presbyterian Colleges and Universities

James McDonald – San Francisco Theological Seminary

Matt Schramm – Presbyterian Mission Agency Board

Beth Basham – Office of the Deputy Executive Director for Mission

Lisa Robbins – Executive Director’s Office – Human Resources

Eric Hoey – Evangelism and Church Growth Ministry Area

Ruth Gardner – Executive Director’s Office – Human Resources

Susan Ochs – Executive Director’s Office – Human Resources

Excused

Jung Nam Lee

C.100 - AGENDA

Joyce Smith reviewed the agenda and the committee **VOTED** to adopt it.

**C.101- MINUTES –
LEADERSHIP MISSION
COMMITTEE – APRIL 11,
2013**

The Leadership Committee **VOTED** to approve the April 11, 2013 minutes of the Leadership Committee. These minutes will be reported as an information item to the Presbyterian Mission Agency Board.

**C.102 – CONSULTATION ON
THEOLOGICAL
EDUCATION IN ASIA –
REPORT AND AGREEMENT**

Chip Hardwick, Director of the Theology, Worship and Education Ministry Area, and Neal Presa, Moderator of the 220th General Assembly (2012), reported on the Consultation on Theological Education in Asia, which took place April 26-28, 2013 in Dumaguete City, Negros, Philippines, in cooperation with Silliman University and Divinity School.

The Office of Asia and the Pacific in World Mission and the Office of Theology, Worship, and Education have joined together in engaging and coordinating conversation and participation around theological education in Asia. Conversations with global partners

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reveal an expressed desire to expand relationships, and thereby build the capacity of seminaries and theological institutions in Asia with seminaries and theological institutions in the United States.

The Committee **VOTED** to recommend that the Presbyterian Mission Agency Board receive the report and affirm World Mission and Theology, Worship, Education ministry areas in their work with COTE and PC(USA) seminaries to explore implementing its findings.

**C.103 – CHRISTMAS JOY
OFFERING INSTITUTIONAL
STANDARDS**

Rhashell Hunter, Director of Racial Ethnic Ministries/PW presented the amended language of item 1.D.1 of the Christmas Joy Offering Institutional Standards, as requested by an action of the Leadership Committee on April 11, 2013.

After discussion, two motions were made and approved as follows:

The Leadership Committee **APPROVED A MOTION** to delay action on Item C.103 (Christmas Joy Offering Institutional Standards) and appoint Nancy Ramsay to work with April Davenport to work out wording and bring the wording back to the February 2014 meeting.

The Leadership Committee **APPROVED A MOTION** to invite the Special Offerings Task Force to review the wisdom of a wider inclusion of the Racial Ethnic schools that are actively related to the Presbyterian church for participation in the Christmas Joy Offering.

**C.207, C.208 – RACIAL
ETHNIC SCHOOLS AND
COLLEGES REPORT**

James Ephraim distributed a report updating the committee on all of the Historically Presbyterian Racial Ethnic Schools and Colleges that participate in the Christmas Joy Offering, and spoke specifically on the following three schools:

Cook Native American Ministries (CNAM)

A six-month contract with a new real estate broker, Hendricks Berkadia of Phoenix, was finalized in March. The new broker began aggressively marketing the campus land at a sale price of \$8.5M in April.

The broker kept the bidding period open through June. Several offers were received and three of them exceeded the asking price. On July 10th, Letters of Intent were reviewed and a prospective buyer was determined based on amount of offer, earnest deposit process, project timeline/viability and proof of secured financial partners. The sale is in escrow. All proceeds from the property will go directly into an endowment managed by the Presbyterian Church (U.S.A.) Foundation.

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There were no exceptions found in the financial audit and the school has no debt.

Knoxville College

As of August 2013 Knoxville College is not accredited and is in the beginning stages of the process of accreditation. Knoxville College is awaiting a site visit by the Accrediting Council for Independent Colleges and Schools, with a possible decision by December 2013.

Financial statements for Knoxville College have been provided to the committee.

Stillman College

On September 5, 2013, Stillman College Board of Trustees Chairperson Tracy Rosser announced the departure of Stillman College president Dr. Ernest McNealey. Rosser also announced that Stillman College Provost and Vice President for Academic Affairs since 2012, Dr. Peter Millet, will serve as acting president.

**C.212 – INVITATION TO
CONVERSATION AND
CONSTRUCTIVE
COLLABORATION**

Leadership Committee members Nancy Ramsay and Kevin Yoho presented Item C.212, a letter drafted to invite wider conversation and collaboration around matters of importance to the church.

Conversation ensued on how to move forward with the ideas presented in the letter, which include providing Presbyterians with not only theological and biblical perspectives on matters of importance in the church, but also with resources from other fields of study, such as the social sciences. The letter also suggests exploring innovations derived from a range of sources including business, education, and government, which are informing new missional strategies in a variety of thriving local Presbyterian faith communities and presbyteries in response to our shifting social, religious, and denominational contexts.

Nancy and Kevin will bring a proposal to the February 2014 Leadership Committee meeting that will more clearly suggest next steps.

**C.200 – MISSIONAL
RELATIONSHIP AGREEMENT
WITH THE PRESBYTERIAN
ASSOC. OF MUSICIANS**

Chip Hardwick, Director of Theology, Worship, and Education, and William McConnell, Executive Director of the Presbyterian Association of Musicians, presented the Missional Relationship Agreement between the Presbyterian Mission Agency and the Presbyterian Association of Musicians (PAM).

Celebrating fact that PAM has been in a missional relationship with the PC(USA) since 1970, William gave background on the responsibilities of the PAM.

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The Presbyterian Mission Agency will:

- Continue to invite PAM into conversations and collaboration with the various PMA ministries, including the Office of Theology, Worship, and Education, on pertinent aspects of the worship life of congregations, mid-councils, agencies, and the national church.
- Provide vehicles for publicizing and promoting PAM worship and music events to the national church.
- Provide opportunities for PAM to participate in and support PMA events where worship and music are included.
- Make members of the PMA staff available, as appropriate, to provide leadership, consultation, and participation in PAM conferences and activities.

The Presbyterian Association of Musicians will:

- Continue to organize and present worship and music conferences in service of the national church at various locations throughout the country
- Continue to invite leaders of the six agencies, including PMA, to serve in positions of leadership and consultation in PAM conferences and events
- Continue to collaborate with the Office of Theology, Worship and Education on projects, publications, and other activities that serve local churches, pastors, church musicians, presbyteries, and the national church
- Continually explore ways that PAM and the various ministries within PMA could collaborate to serve local churches, pastors, church musicians, presbyteries, and the national church
- Continue to provide educational opportunities for professional church musicians, assisting them toward certification and recognition in alignment with Book of Order G-2.1101 and G-2.1102.

**C.201 – RESTRUCTURING OF
FOR SUCH A TIME AS THIS
PASTORAL RESIDENCY
PROGRAM**

Charles Wiley, Coordinator for the Office of Theology and Worship, presented the plan for restructuring the For Such A Time As This Pastoral Residency Program to widen the impact of the program. Key changes that will take place for the class of 2014 are as follows:

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1. Churches can seek a resident directly through the Church Leadership Connection (CLC) search process rather than applying through the For Such A Time As This program office.
2. The modest Salary Support Grants for participating congregations (\$4000/year for the 2-year period of the residency), will be shared by the For Such A Time As This program office and the Presbytery.
3. The cost of the annual gatherings for the training of residents, mentors and presbytery representatives will be shared in the following way:

Orientation Gathering – *For Such A Time as This* office pays in full

Midpoint Gathering – *For Such a Time as This* office pays half, presbytery/congregation/resident pay half

Closing Gathering – Presbytery/congregation/resident pay in full

4. Presbyteries will be invited to send other first call pastors to the annual trainings at the expense of the presbytery/congregation/first call pastor.

C.204 – COMMITTEE ON THEOLOGICAL EDUCATION (COTE) MINUTES

Lee Hinson-Hasty, Coordinator of the Office of Theological Education, presented the minutes of the March 29-31 meeting of the Committee on Theological Education (COTE). One of the discussion topics at the COTE meeting was “Why do Presbyterian Seminaries Matter?” Lee then showed a video clip addressing that question.

C.205 – APPOINTMENT ACTIONS FOR MISSION PERSONNEL

Nancy Cavalcante entertained questions about the recent Mission Personnel actions. The Committee reviewed the Mission Personnel Actions for April - July 2013 and will report them out as an information item to the Presbyterian Mission Agency Board.

Jan Dowlearn, who was on the Mission Personnel Sub-Committee, has resigned and Glen Snider was appointed to replace her.

VERBAL REPORT – UPDATE ON GA SPECIAL COMMITTEE ON PREPARATION FOR MINISTRY

Tim Cargal, Interim Coordinator for Preparation for Ministry, reported on the progress of the 220th General Assembly (2012) Special Committee to Review the Preparation for Ministry Process and Standard Ordination Exams.

The Committee is charged with reexamining, reevaluating, and reassessing the processes of preparation for ministry and standard ordination exams, and reporting recommendations back to the 221st General Assembly (2014).

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The Committee met in December 2012 for background work and to make research assignments, and met again in May 2013 to review findings and formulate preliminary recommendations. A preliminary report is currently being drafted, seeking additional feedback from across the church. The Committee will meet again in January 2014 to finalize its report and forward its recommendations to the 221st General Assembly (2014).

The Leadership Committee then engaged in discussion on what they would like the Special Committee to consider.

**C.202 – UPDATE ON
TRANSFORMATIONAL
LEADERSHIP ACTION
IMPLEMENTATION TEAM**

Chip Hardwick, Director of Theology, Worship, and Education and Vince Patton, Racial Ethnic Leadership Development Manager, gave background information on the Transformational Leadership Action Implementation Team, reported on team progress to date, and discussed current ministries that are developing transformational leaders.

GENERATIVE DISCUSSION

The following questions were then posed to the committee:

1. What is the most effective role for the Presbyterian Mission Agency in inspiring, equipping and connecting the church to cultivate and nurture diverse, transformational leaders?
2. How will we know if we've been successful in our efforts?
3. How will we know if we have failed?
4. Can you identify current PMA programs that are effectively cultivating and nurturing diverse, transformational leaders?

The generative discussion that followed included the following observations:

Success is identified by growing communities of faith.

Transformational leaders will transform existing communities into growing communities. We will know the effort has failed if we do not have growing churches or continuing effective ministries.

When we train a leader we must realize that one of the great opportunities is to be an example of how faith integrates with all of life.

The definition/document doesn't *show* what Transformational Leadership is. What does it look like? How will we know it when we see it? What are characteristics of the "changed" journey when one knows that he or she has had a transformational experience because of their commitment to Jesus Christ?

Needs to be included in the definition:

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- Adequate accountability
- Importance of trust
- Greater clarity about what outcomes are expected
- Obstacles to empowering and encouraging others
- Prophetic discipleship

How is God's transforming work revealed and expressed in and through transformational leaders? What do transformational leaders need to exude and exemplify?

Be more intentional about equipping leaders on *how* they need to be and what they need to do as transformational leaders – train disciples; provide prophetic discipleship (what does this mean?)

Look at "Above all..." paragraph. Too jargoned, Get away from jargon and tell stories of who reflects transformational leadership qualities because of his or her encounter with Christ. Transformed by what experience into what?

What is unique about one being "transformational" in "...rapidly changing contexts"?

Encouraging transformational leaders resides with seminaries – MDiv, DMin.

San Francisco Theological Seminary has a new Center for Innovation in Ministry. Every seminary should be thinking about this function.

We must affirm seminaries, but also non-seminarians.

Every pastor should be involved. More and more people can be transformational leaders in communities as well as in church. Pastors should build leaders throughout communities and for the church.

Spiritual formation is important.

We must capture the catholic vision of vocation.

The Presbyterian Mission Agency can:

- Get information out to the churches and mid-councils. We have to get the information all the way down.
- Be more intentional and effective in equipping leaders with the information that they need.
- Help the church think about placement issue/range of options/mindset/broader point of view.

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Current PMA programs that are effectively cultivating and nurturing diverse, transformational leaders:

- 1001 Worshiping Communities
- Innovative funding of seminary graduates, however, spiritual pilgrimage is missing.

**C.209, C.210 – REPORT FROM
PRESBYTERIAN WOMEN**

**Presbyterian Women (PW) USA Mission Experience 2013 —
“Unto these Hills”**

Presbyterian women from 15 of the 16 synods in the PC(USA) gathered in June at Warren Wilson College, a historically Presbyterian school, to begin a partnership and learning tour of southern Appalachia. The group traveled to sites in eastern Tennessee and western North Carolina, visiting church-related and sponsored ministries that respond to the needs of people living in this part of Appalachia. Participants stayed at Presbyterian colleges, learned the history of the region from historians at Warren Wilson College and East Tennessee State University and encountered the culture of the region through music, food and worship.

Participants have prepared a statement that commits PW to action on the issues encountered during the trip. The statement will be published in the September/October issue of *Horizons* magazine.

Celebrating PW’s 25th Anniversary

This year, Presbyterian Women in the PC(USA), Inc., is celebrating 25 years of mission and ministry as a unified women’s organization. Building on the work of Presbyterian women’s organizations since the first missionary society in 1803, PW has diligently pursued the purpose that grew out of this strong legacy. Presbyterian women are committed to nurturing their faith through prayer and Bible study, working for justice and peace, supporting the mission of the church, and creating an inclusive community of women that strengthens the PC(USA).

For PW’s 25th anniversary information and resources, visit www.presbyterianwomen.org.

**C.206, C.211 – RE&WM/PW
LEAD RESOURCE STAFF
REPORT**

African American Mentoring Event

The African American Mentoring Event was held April 21-24, 2013, at Montreat Conference Center. The leadership event included the launch of a mentoring program that will allow relationships to develop more fully over time and foster long-term leadership.

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In addition to relationship building, the event was also designed to develop skills in areas that aren't generally covered in seminary, such as managing large staff organizations, understanding multimillion-dollar budgets, employment and legal issues, interviewing skills, and human resources policies.

Participants in the mentoring program are encouraged to be in communication with their mentoring partners during face-to-face visits, via email, text-message or to schedule time to visit together when attending conferences and church events. They are required to participate in three webinars that will include informative sessions on a variety of aspects of leadership. The mentoring program, which launched with the event at Montreat, will officially conclude in June 2014 just before the start of the General Assembly.

RE&WM/PW Big Tent Events

More than 150 people participated in the Racial Ethnic and Immigrants Convocation and the National Multicultural Church Conference, the two conferences sponsored by Racial Ethnic & Women's Ministries during the Big Tent. These conferences provided participants with opportunities to be in fellowship and prayer with people from various cultures and backgrounds, to explore ways to increase diversity in the Presbyterian Church (U.S.A.), to engage in transformational leadership training, and to learn about new models for multicultural worship. In addition, Women's Ministries and Presbyterian Women offered workshops that informed participants about ministries and programs for young women in the church and promoted resources advocating racial and gender justice and cultural proficiency.

**VERBAL – MILITARY
CHAPLAIN'S REPORT**

Ed Brogan, Director of the Presbyterian Council for Chaplains and Military Personnel (PCCMP), gave an update on the recent work of the PCCMP. He reported on the Chaplain Candidate Program, which allows individuals to explore the military ministry option while attending seminary. It is designed to expose the seminarian to the diverse and demanding role of chaplains in a variety of settings. It is also an excellent way to earn extra income for seminary and to test a possible call to military chaplaincy.

Ed also reported that a search is underway for his successor.

**ADJOURNMENT WITH
APPRECIATION AND
PRAYERS**

Kevin Yoho closed the meeting with thanks and prayer. The meeting adjourned at 12:00.

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Respectfully Submitted,

Joyce Smith
Chair

Clare Lewis
Vince Patton
Lead Resource Staff

Penny Franklin
Recorder