

PRESBYTERIAN MISSION AGENCY BOARD
April 15-17, 2015
Board Nominating and Governance Subcommittee

ITEM H.104
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 |
| | C. Leadership | | G. Audit | |
| | D. Worshiping Communities | X | H. Executive Committee | |

Subject: Presbyterian Mission Agency Board of Director Goals for April 2015 – March 2016

Recommendation:

That the Executive Committee recommend to the Presbyterian Mission Agency Board the adoption of the following goals and objectives for April 2015 – March 2016:

- I. Increase Board member engagement and satisfaction.

Measured by attendance (full Board and committee meetings, on-site and virtual), participation in, and results of surveys following each full board meeting.

Objectives April 2015 – March 2016:

A. Develop annual goals for the Presbyterian Mission Agency Board (PMAB) to assess its own performance, publish in a dashboard format for ready use by the Board, and review achievement of goals regularly.

B. Integrate new members into the Board's work and provide mentors for each.

C. Assist the PMAB Nominating and Governance Subcommittee and General Assembly Nominating Committee to identify individuals with the skills, talents, gifts, and diversity needed by the PMA Board.

D. The Executive Committee will work to focus Board meeting time on action items related to mission and vision and less time on routine agenda items and presentations from non-Board members.

- II. Stabilize revenue from all sources to equal the revenue benchmark of 2014, ensuring confidence in the mission, work and management of Presbyterian Mission Agency.

Measured by actual income received from all sources in 2014, Board survey in September 2015 and January 2016, and achievement of the following objectives.

Objectives April 2015 - March 2016

A. Each Board member will make a financial contribution to the work of the Presbyterian Mission Agency.

PRESBYTERIAN MISSION AGENCY BOARD
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- B. Each Board member will familiarize him/herself with the Ambassador Toolkit provided by PMA (including both print and digital media), and contact presbyteries in his/her region with offer to make presentations concerning the work of the Presbyterian Mission Agency.
- C. Each Board member will invite at least one speaker from the Presbyterian Mission Agency (staff or elected) to speak in his/her congregation and/or presbytery.
- D. In 2015, the Finance Committee will draft for presentation to the full Board contingency plans to address the expiration of unrestricted reserve funds anticipated in late 2016.
- E. By the end of 2015, each Board member will understand and be able to articulate contingency plans for unrestricted funds.

III. Develop the next Mission Work Plan, stressing input from the larger church, prioritization of core values and ministries of the Agency, and collaboration with other PC(USA) agencies to raise larger church confidence in the Agency, eliminate redundancies, and increase efficiencies.

Measured by participation of PMAB members in at least one listening session, and achievement of the following objectives.

Objectives April 2015 – March 2016

- A. Develop a plan by the end of 2015 to facilitate ongoing input from the larger church concerning priorities for the Agency's work.
- B. Engage in a process to prioritize agency initiatives and programs in February 2016.
- C. Receive and give input into the new PMA communications strategy in September 2015.
- D. In September 2015, receive recommendations from staff on steps to increase the use of electronic communications to reduce costs, improve the timeliness of communication, and facilitate interaction with the larger church.
- E. The Board will communicate key objectives to the Executive Director and the Agency as a whole, and ensure evaluation standards are consistent with those objectives.
- F. The Board will develop and approve a succession plan for the Executive Director.

Background:

Following the governance training session at the September 2014 Mission Agency Board meeting, several board members discussed an interest in having annual Board Goals. A draft set of goals were prepared by one member, and submitted to the Board's Nominating and Governance Subcommittee. The Nominating and Governance Subcommittee took the suggestion to the Executive Committee for review. Earlier this year, the Executive Committee assigned the task of reviewing and refining the goals to the Nominating and Governance Subcommittee.

After initial revisions to the document, the subcommittee invited Board members to discuss and give input into the goals during a webinar on February 26th. Suggestions offered during the webinar were incorporated into the original list which contained 11 goals. The Nominating and Governance Subcommittee narrowed the list down to three broad goals that were measurable and for the Board's focus

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for April 2015 – March 2016. Most of the other proposed goal statements have been converted into actionable objectives under one of the three larger goals.