

**ITEM C.106  
 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. Worshiping Communities	H. Executive Committee	

**Subject:**

**Recommendation from the Advisory Committee on the Allocation of Racial Ethnic Leadership Development Funds from the Christmas Joy Offering.**

**Recommendation:**

**The Advisory Committee on the Allocation of Racial Ethnic Leadership Development Funds from the Christmas Joy Offering recommends that the Presbyterian Mission Agency:**

**a) Maintain funding to the remaining Historically Presbyterian Racial Ethnic Institutions (HPREIs) at current percentages of the Christmas Joy Offering (CJO). As of the date of this report the HPREIs that qualify for funding through the CJO are Menaul School, Presbyterian Pan American School and Stillman College.**

**b) Allocate funds that have become available from HPREIs that no longer qualify for funding through the CJO to support the work of the Racial Ethnic Leadership Development Office (including staffing if needed). Further, the Advisory Committee requests the Racial Ethnic Leadership Development Office to work in cooperation with PC(USA) staff who have appropriate relational ties and expertise, to work toward:**

**1) the convening of a consultation, by the conclusion of 2017, to address how intercultural, interracial, and interreligious proficiencies can become norms of excellence in church leadership. As envisioned by the Advisory Committee, this consultation will bring together a) leaders (presidents and deans) of institutions of higher theological education (seminaries and divinity schools) across different ecclesial bodies and b) national denominational officers who bring expertise in intercultural, interracial, and interreligious work. It is expected that the body of participants will be racially and ethnically diverse. Participants will be invited and expected to present their work on these fronts. The consultation will be designed for the sharing of current practices and insights gained from participants as well as generating new wisdom and innovative practices that will equip institutions to be more effective in the formation of church leaders.**

**2) the initiation and support of a network of professionals engaged in the formation of church leaders across institutions of higher theological education, national ecclesial bodies, and congregational and mid-council leaders who are deliberate in their work of crossing religious and cultural boundaries; and**

**3) the development of resources that will support a) ongoing work to this end, which may include multiracial peer groups and interreligious peer groups at mid-council and local levels, b) ways to recognize and honor leaders who exhibit these proficiencies, and c) communications highlighting the valuable work of church leaders on these fronts.**

**Rationale:**

The 221st General Assembly (2014) approved the following recommendation of the Special Offerings Advisory Task Force (SOATF):

“That an Advisory Committee on the Allocation of Racial Ethnic Leadership Funds from the Christmas Joy Offering be established by the Presbyterian Mission Agency Board (PMAB), reporting back to the PMAB by the end of 2015, to examine the implications of how the church can best

- (a) be true to its commitment to the Historically Presbyterian Racial-Ethnic Institutions with whom it has covenanted;
- (b) ensure adequate provisions for an effective program of racial ethnic leadership development for the future racial ethnic leadership needs of the church.”

In order to accomplish item (a), we affirm that maintaining our historic commitment to the Historically Presbyterian Racial-Ethnic Institutions can be best done by continuing their participation in receiving the Christmas Joy Offering. The current division of the funds of the CJO should be sufficient to maintain this important and historic commitment.

In order to accomplish item (b), we recommend a new and innovative effort that supports while seeking to enhance the current work of the “racial ethnic institutes” of the Leadership Development Office of Racial Ethnic and Women’s Ministries (RE&WM). The Advisory Committee believes that intercultural, interracial, and interreligious proficiencies should become norms of excellence in church leadership. Toward this aim, we are recommending a consultation of current church leaders in strategically positioned educational and formational ministries to address how these proficiencies can become incorporated into the formation of current and future church leaders. This consultation will allow church leaders to have access to the current best practices in intercultural, interracial, and interreligious ministries.

Once this consultation has met, the work will be continued through an ongoing network of these church leaders. The purpose of this network will be to continue to develop resources such as multiracial peer groups and interreligious peer groups at mid-council and local levels, ways to recognize and honor leaders who exhibit these proficiencies, and communication highlighting the valuable work of church leaders on these fronts. This consultation will allow church leaders to have access to the current best practices of theological education for ministry in an intercultural, interracial, and interreligious world.

We believe this approach builds upon the work and purpose of RE&WM, and that it can be accomplished within the limited time frame and with limited resources available in this funding cycle. Our larger purpose is to help embed the best ideas gained through RE&WM into church institutions crucial to church leadership formation, such as institutions of higher theological education. Our hope is to equip all church leaders, necessarily including racial ethnic persons, but not exclusive to them, to be able to do ministry that is contextually rooted while prophetically facing outward. Furthermore, we hope to help the PC(USA) to strengthen its ties with ecumenical partners to equip the whole church for its mission in an interreligious landscape.