

ITEM C.103
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: Mission Personnel Sub-Committee Actions

Recommendation:

NOW, THEREFORE, BE IT RESOLVED, THAT:

- 1. The April 2008 action and the September 2008 action authorizing a subcommittee of the Leadership and Vocation committee to approve mission personnel appointments and actions be rescinded as of the date of this meeting of the Presbyterian Mission Agency Board (PMAB); and**
- 2. The staff of the PMA be, and hereby are, authorized to revise The Presbyterian Mission Agency of the Presbyterian Church (U.S.A.) Mission Co-Worker Handbook consistent with this action and report revisions to the next PMAB meeting; and**
- 3. Direct that all mission personnel actions be implemented by PMA staff in the manner set forth in the revised Handbook; and**
- 4. Direct PMA staff to report all Mission Personnel appointments and reappointments to the PMAB through its Leadership Committee for information and to make elected members aware of prayer and support needs.**

Background:

The General Assembly Council (GAC) (now Presbyterian Mission Agency Board)(PMAB) took an action at its April 2008 meeting to create a subcommittee and delegate the authority to the subcommittee to officially approve any “mission personnel action” in the name of the GAC, said action to be brought to the GAC for confirmation. At its September 2008 meeting, the GAC’s action naming the subcommittee members indicated the subcommittee was authorized to work with Mission Personnel Relations Office so that “mission personnel appointments” could continue between GAC meetings.

The April 2008 and September 2008 actions of the General Assembly Council as well as The Presbyterian Mission Agency of the Presbyterian Church (U.S.A.) Mission Co-Worker Handbook appear to be in conflict, and not clear on appointment, reappointment, end of service and terminations of service, which has resulted in confusion. The above action is recommended to eliminate the confusion by changing the policy and revising the Handbook. If the above recommendation is approved, the result would be to

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eliminate the subcommittee, revise the Handbook accordingly, and bring mission personnel appointments and reappointments to the Leadership Committee and PMAB as information items, not action items. The PMAB relies on the PMA staff to take Mission Personnel actions in compliance with the PMAB approved Handbook.

For ease of reference the April 2008 and September 2008 actions read as follows:

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| <p>April 2008</p> <p>Board Action 9-408 in consent agenda of committee (as reflected in the minutes):</p> | <p>“a. Authorize an interim committee of Bill Saul, Betty Jones, Doug Megill, and Andy Sonneborn to work with the Mission Personnel Relations Office so mission personnel appointments may continue to be made between GAC meetings. A new committee will be named at the September 2008 GAC meeting;</p> <p>b. Authorize this sub-committee and future appointed subcommittees of the Vocation Mission Committee the designated authority to officially approve any mission personnel actions in their name and on their behalf. The actions they approve would then be brought to the GAC for confirmation only. (The Mission Personnel Handbook will be amended per this action).”</p> |
| <p>Original recommendation received by Leadership and Vocation Committee with Background</p> | <p>“Subject: Interim committee to work with Mission Personnel Relations Office of World Mission in approving mission personnel appointments between GAC meetings.</p> <p>Recommendations:</p> <ol style="list-style-type: none"> 1. That the Leadership and Vocation Committee authorize an interim committee of Bill Saul, Betty Jones, Doug Megill, and Andy Sonneborn to work with the Mission Personnel Relations Office so mission personnel appointments may continue to be made between GAC meetings. A new committee will be named at the September GAC meeting. 2. That the General Assembly Council will give this sub-committee and future appointed subcommittees of the L & V Committee the designated authority to officially approve any mission personnel actions in their name and on their behalf. The Actions they approve would then be brought to the GAC for confirmation only. <p>Background: According to the Mission Co-Worker Handbook of the Presbyterian Church (USA) approved by the General Assembly Council in February 2001 the following is required for their appointment:</p> <p>(Handbook pg. 14) <u>B. Appointment Action</u> Mission personnel of World Mission are employees of the General Assembly. As mission personnel, an appointment “Action” which defines the term of service and details of appointment will be reviewed and submitted for approval by the General Assembly Council at one of its regular meetings. At the conclusion of Orientation a</p> |

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| | <p>copy of the appointment Action will be mailed to the church, (or presbytery) of each newly appointed person.</p> <p>The current process for approving Mission Personnel Actions has been for a sub-committee of the Leadership & Vocation committee to look closely at the actions and send the approval to the Mission Personnel Relations Office in World Mission. Then all the Actions that have been approved by the subcommittee are brought to the GAC for general approval. These personnel actions are happening on a regular basis and thus a committee needs to be available to review and approve them before each GAC meeting. Since most of the members of the Leadership and Vocation committee are rotating off in June, the above action makes provision for continuing this responsibility.</p> <p>Also, an internal audit has illuminated the fact that many mission personnel are appointed before they can be officially approved at a GAC meeting. In order to comply with our guidelines we ask that the sub-committee have the authority to approve the Actions when GAC is not meeting.”</p> |
| Sept 2008 | |
| Board action 9-908 from the consent agenda (as reflected in the minutes) | “The authorization of a permanent committee consisting of four members (Cathy Piekarski, Clark Cowden, Cruz Negron-Torres, and Bob James) to work with the Mission Personnel Relations Office so mission personnel appointments may continue to be made between GAC meetings.” |