

**To Be APPROVED: September 2015**

**MINUTES OF  
THE PRESBYTERIAN MISSION AGENCY BOARD OF  
THE GENERAL ASSEMBLY OF  
THE PRESBYTERIAN CHURCH (U.S.A)**

**One Hundred and Second Stated Meeting  
Louisville, Kentucky  
April 15-17, 2015**

**As Recorded by the Staff of the  
Office of the Executive Director of the  
Presbyterian Mission Agency  
100 Witherspoon Street  
Louisville, KY 40202**

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**Minutes of the  
PRESBYTERIAN MISSION AGENCY BOARD OF  
THE GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH (U.S.A.)  
April 15-17, 2015**

The one hundred and second stated business meeting of the Presbyterian Mission Agency Board (“Board”) was held on April 15-17, 2015, at The Brown Hotel in Louisville, Kentucky.

**CONVENE** The Presbyterian Mission Agency Board convened at 1:30 p.m. in the Crystal Ballroom of the Brown Hotel in Louisville, Kentucky. Marilyn Gamm, chair of the Presbyterian Mission Agency Board (“the Board”), called the meeting to order with prayer.

Hector Rodriguez, Associate for Congregational Support and Cross-Cultural Ministries, Bryce Wiebe, Manager of Special Offerings, and Almir Dias, Portuguese Language Congregational Support Field Staff, led the Board in opening worship. Gamm led the Board in the recitation of the Board covenant.

**ROLL CALL** Susan Abraham, Associate for Board Meeting Support and General Assembly Coordination in the Office of the Executive Director of the Presbyterian Mission Agency, called the roll by naming the absentees and reporting requests to be excused.

**BOARD MEMBERS** The following members of the Presbyterian Mission Agency Board were present for all or part of the meeting:  
Ruling Elder Marsha Zell Anson, Andrew Barron, Ruling Elder Mary C. Baskin, The Reverend Mark Brainerd, The Reverend Gregory Chan, The Reverend Cecil Corbett, The Reverend James R. Ephraim, Jr., The Reverend David Ezekiel, Ruling Elder Thomas Fleming, Jr., The Reverend Marilyn Gamm, The Reverend Marci Glass, The Reverend Kenneth Godshall, The Reverend Chad Herring, Ruling Elder Jeffrey Joe, Ruling Elder Mary Jorgenson, The Reverend Mihee Kim-Kort, Ruling Elder Regina Meester, Ruling Elder Joseph Morrow, Ruling Elder Susan Osoinach, Ruling Elder Kears Pollock, The Reverend Neal Presa, Moderator of the General Assembly, Heath Rada, The Reverend Nancy Ramsay, The Reverend Marianne Rhebergen, The Reverend Alice Ridgill, Ruling Elder Noelle Royer, Ruling Elder Melinda Lawrence Sanders, The Reverend David Shinn, Ruling Elder Patsy Smith, Ruling Elder Glen Snider, Ruling Elder Josephene Stewart, The Reverend Wendy Tajima, Ruling Elder Kathy Terpstra, The Reverend Landon Whitsitt, and The Reverend Kevin Yoho

**ECUMENICAL  
ADVISORY  
MEMBER** The Reverend James Foucher, Jr.

**AT-LARGE** Ruling Elder Ellen Cason, Ruling Elder Raul Felipe Santiago-Rivera, Ruling Elder

**MEMBERS** Kathy Trott, and Ruling Elder Richard Allen Turpen.

**CORRESPONDING MEMBERS** The Reverend Kerri Allen, Marc Lewis, The Reverend Eileen Lindner, The Reverend Gradye Parsons, Ruling Elder James Rissler, The Reverend Ray Roberts, The Reverend Frank C. Spencer, The Reverend Tom Taylor, Ruling Elder Linda B. Valentine, and The Reverend Raafat Zaki.

**DEPUTY EXECUTIVE DIRECTOR AND SENIOR DIRECTORS** Earline Williams, Terri Bate, and Kathy Francis.

**EXECUTIVE DIRECTOR'S OFFICE STAFF** Susan Abraham, Martha Clark, Barry Creech, April Davenport, Ruth Gardner, Debbie Gardiner, Denise Hayden, Courtney Hoekstra, Michael Kirk, Kathie Lyvers, Lisa Robbins, and Tim Stepp.

**OTHER** Invited Participants, Guests, Observers, and Staff present for all of part of the time were:  
 Simone Adams-Andrade, Greg Allen-Pickett, Jeff Arnold, Michelle Bartel, Shannon Beck, Gregg Brekke, Rob Bullock, Sylvia Carter, Nancy Cavalcante, Deb Coe, Isaac Curley, Brian Ellison, Ruth Farrell, Brian Frick, Marissa Galvan-Valle, Lawrence P. Greenslit, Chip Hardwick, Deborah Harrison, Tom Hay, Rhashell Hunter, Chris Iosso, Becky Johnson, Ray Jones, Curtis A. Kearns, Tamron Keith, Laurie Kraus, Sue Krummel, Sara Lisherness, James Matthews, Tim McCallister, Jewel McCrae, Gary Metoxen, Sterling Morse, Emily Enders Odom, Lonnie J. Oliver, Vince Patton, Hector Rodriguez, Martha Ross-Mockaitis, Leslie Scanlon, Paul Seebeck, Valerie Small, Melody Smith, Alex Sherman, Mienda Uriarte, Tammy Warren, Vera White, and Bryce Wiebe.

**ACTION 1-415**  
**APPROVE EXCUSED ABSENCES** Excuses were offered on behalf of the following persons and, upon motion from the floor, the Board **VOTED** to excuse the following members from the meeting:

- The Reverend Marvin Brangan
- The Reverend Harold Delhagen
- The Reverend Vicki Garber
- The Reverend Lindsay Harren-Lewis
- Ruling Elder Rafael Medina

**QUORUM** A quorum was declared present for the transaction of business.

**ACTION 2-415**  
**APPROVAL OF BOARD MINUTES** The Board **VOTED** to approve the minutes of the stated meeting of the Board on September 17-19, 2014, and the called meeting of the Board on October 8, 2014.

**ACTION 3-415** The Board **VOTED** to adopt the agenda for this meeting ([Appendix 1](#)).

**ADOPT AGENDA**

**ACTION 4-415  
MOVE TO CLOSED  
SESSION**

The Board **VOTED** to convene in closed session at 2:15 p.m. as the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation to discuss personnel and potential litigation matters with only voting members of the Board, non-voting members with voice, and the following individuals, who were invited to remain and attend all or a portion of the closed meeting:

- Linda Valentine, Executive Director
- Grady Parsons, Stated Clerk
- Michael Kirk, Associate General Counsel
- Barry Creech, Director of Policy, Administration and Board Support
- Mark Calloway, counsel, Alston & Bird
- Michael Hoernlein, counsel, Alston & Bird
- Emily McGowan, counsel, Alston & Bird
- John Sheller, counsel, Stoll Kennon Ogden
- Leah Smith, counsel, Stoll Kennon Ogden
- Nancy Nunnelley, stenographer

**ACTION 5-415  
APPROVAL OF  
MOTION IN  
CLOSED SESSION**

After arriving in the closed session room on the 16<sup>th</sup> floor, the Board **VOTED** to approve the following motion:

That the Board of Directors convene in closed session as the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation to discuss personnel and potential litigation matters with only voting members of the Board, and the following individuals, who are invited to remain and attend all or a portion of the closed session meeting:

- Grady Parson, Stated Clerk
- Mark Callaway, counsel, Alston & Bird
- Michael Hoernlein, counsel, Alston & Bird
- Emily McGowan, counsel, Alston & Bird
- John Sheller, counsel, Stoll Keenon Ogden
- Leah Smith, counsel, Stoll Keenon Ogden
- Nancy Nunnelley, stenographer

**ACTION 6-415  
RISE FROM  
CLOSED SESSION/  
RECONVENE**

At 6:04 p.m., the Board **approved** the following motion:

**That the Board rise from closed session and reconvene at 7:00 p.m. based on the motion to close this meeting previously adopted.**

The chair closed with prayer.

**RECONVENE IN  
CLOSED SESSION**

At 7:10 p.m., the Board reconvened with prayer in closed session as per the 6:04 p.m. motion.

**ACTION 7-415**  
**RISE FROM**  
**CLOSED**  
**SESSION/RECONVE**  
**NE**

At 9:16 p.m., the Board **approved** the following motion:

**That the Board rise from closed session and reconvene at 8:30 a.m. on April 16, 2015 based on the motion to close this meeting previously adopted.**

The Chair closed with prayer.

**Thursday, April 16, 2015**

**RECONVENE IN**  
**CLOSED SESSION**

At 8:32 a.m., the Board reconvened with prayer in closed session as per the April 15, 2015 motion made at 9:16 p.m.

**ACTION 8-415**  
**RISE FROM**  
**CLOSED SESSION/**  
**RECONVENE**

At 11:30 a.m., the Board **approved** the following motion:

**That the Board rise from closed session and reconvene at 4:00 p.m. based on the motion to close this meeting previously adopted.**

The Chair closed with prayer.

**COMMITTEE**  
**MEETINGS**

Following lunch, the Board met in committees from 1:30 p.m. to 3:30 p.m.

**RECONVENE IN**  
**CLOSED SESSION**

At 4:04 p.m., the Board reconvened with prayer in closed session as per the 11:30 a.m. motion.

**ACTION 9-415**  
**RISE FROM**  
**CLOSED SESSION/**  
**RECONVENE**

At 6:10 p.m., the Board **approved** the following motion:

**That the Board rise from closed session and reconvene at 7:00 p.m. in the Crystal Ballroom based on the motion to close this meeting previously adopted.**

The Chair closed with prayer.

**RECONVENE IN**  
**OPEN SESSION**

The Board was re-convened in open session at 7:00 p.m. in the Crystal Ballroom of the Brown Hotel.

**ACTION 10-415**  
**ACTIONS TAKEN IN**  
**CLOSED SESSION**

The chair announced that the following actions were taken in closed session:

- 1. That the Board empower attorney John Sheller and team to work with Executive Committee and Executive Director to undertake appropriate steps to resolve employment issues with four named staff.**
- 2. That the Board communicate to the PCUSA our intention to be as transparent as possible as soon as sensitive personnel and legal matters are resolved.**

3. That the Board take appropriate action to ensure that the Incorporation Criteria are posted on CenterNet with other key PMA policies and that the Incorporation Criteria are linked on the PMA website to make them readily available.

**OPENING  
DEVOTION**

Following announcement of actions taken in closed session, Jeffrey Joe led the Board in opening devotion.

**HONORARY LIFE  
MEMBERSHIP**

Rhashell Hunter, director of Racial Ethnic and Women’s Ministries, was honored with the Presbyterian Women Honorary Life Membership Award by Mary Jorgenson, moderator of Presbyterian Women. The Honorary Life Membership program was established to honor faithful service to the Presbyterian Women and to the church.

**NOMINATING &  
GOVERNANCE  
SUBCOMMITTEE  
REPORT**

Wendy Tajima, chair of the Nominating and Governance Subcommittee, presented the report of the subcommittee ([Appendix 2](#)).

**ACTION 11-415  
EXECUTIVE  
COMMITTEE AT  
LARGE MEMBERS**

The Presbyterian Mission Agency Board **VOTED** to elect the following three persons as at-large members of the Presbyterian Mission Agency Board Executive Committee for a one-year term, effective with the Executive Committee Retreat in 2015:

1. **Marsha Zell Anson**                      **WFR**
2. **Mihee Kim-Kort**                      **AFT**
3. **Melinda Lawrence Sanders**      **WFR**

Other elected members of the Executive Committee, effective with the 2015 Executive Committee Retreat, are:

1. Marilyn Gamm, Chair                                      WFT
2. Josephene Stewart, Vice-chair                      WFR
3. James Ephraim, Jr., Justice Committee Chair      BMT
4. Chad Herring, Finance Committee Chair              WMT
5. David Shinn, Worshiping Communities Committee Chair      AMT
6. Kevin Yoho, Leadership Committee Chair              WMT

**KEY:**

<b>F</b> = Female	<b>M</b> = Male	<b>T</b> = Teaching Elder	<b>R</b> = Ruling Elder
<b>A</b> = Asian	<b>B</b> = Black	<b>W</b> = White	

**ACTION 12-415  
REPLACEMENT**

The Presbyterian Mission Agency Board **VOTED** to authorize the Nominating and Governance Subcommittee to nominate for approval by the Executive Committee, a



**FOR GLASS ON  
GHOST RANCH  
ADVISORY BOARD**

replacement for Marci Glass on the Ghost Ranch Advisory Board from June 1, 2015 through May 31, 2016. After that time, Marci Glass would continue in the role.

**ACTION 13-415  
REASSIGN EZEKIEL  
TO WORSHIPING  
COMMUNITIES  
COMMITTEE**

The Presbyterian Mission Agency Board **VOTED** to reassign David Ezekiel from the Leadership Committee to the Worshiping Communities Committee.

**AUDIT  
COMMITTEE  
REPORT**

Mary Baskin, chair of the Audit Committee, presented the report of the committee. The report of the Audit Committee is found in ([Appendix 3](#)).

**ACTION 14-415  
FORWARD AUDIT  
REPORT TO THE  
GENERAL  
ASSEMBLY**

The Presbyterian Mission Agency Board **VOTED** to receive and forward to the General Assembly the audit report of the Presbyterian Church (U.S.A.), A Corporation Consolidated Financial Statements, December 31, 2014.

**EXECUTIVE  
COMMITTEE  
REPORT TWO**

Stewart assumed chair and Gamm presented Report Two of the Executive Committee ([Appendix 4](#)).

**ACTION 15-415  
PRESBYTERIAN  
DISASTER  
ASSISTANCE  
GRANT TO SYNOD  
OF THE  
NORTHEAST**

The Presbyterian Mission Agency Board **VOTED** to ratify the following action taken by the Executive Committee at its March 4<sup>th</sup> meeting and also ratify all actions taken by staff pursuant to the following action:

**That the Presbyterian Mission Agency Board (“Board”) Executive Committee, on an emergency basis and for the sole purpose of responding to the request for aid by the Synod of the Northeast due to the extraordinary winter storms, approve an exception to the limit set by the Board during its May, 2012 meeting which set the amount allocated for Church Assistance Grants at \$5,000 per church and no more than \$25,000 per mid-council per calendar year. The exception is to allow Presbyterian Disaster Assistance to send up to \$300,000 to the Synod of the Northeast to administer on behalf of the Presbytery of Boston and the Presbytery of Northern New England. These disbursements will be done in accordance with all other Presbyterian Mission Agency policies.**

**ACTION 16-415  
BOARD GOALS &  
OBJECTIVES FOR  
APRIL 2015 –  
MARCH 2016**

The Board **VOTED** to adopt the following goals and objectives for April 2015 – March 2016:

- 1. 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.
2. 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.
- 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.
3. 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.

**ACTION 17-415  
REVISIONS TO  
PERSONNEL  
SUBCOMMITTEE  
CHARTER**

The Board **approved** the following revisions to the Personnel Subcommittee Charter (underlining denotes additions):

PRESBYTERIAN MISSION AGENCY BOARD  
PERSONNEL SUBCOMMITTEE CHARTER

*DESCRIPTION OF THE SUBCOMMITTEE*

The Presbyterian Mission Agency Board (“Board”) approved the creation of the Personnel Subcommittee of the Executive Committee on February 17, 2012. The Personnel Subcommittee, in its role as a

mission subcommittee, reviews, provides advice and recommends for action to the Executive Committee of the Board regarding employment-related policies, procedures and initiatives, including but not limited to:

1. personnel policies and procedures of the Board;
2. compensation guidelines within which salaries are administered;
3. equal employment and affirmative action guidelines;
4. recruitment and leadership development;
5. any other responsibilities assigned under the Employee Handbook; and
6. any other employment-related assignment from the Executive Committee or the Board.

#### *AUTHORITY*

The Subcommittee's responsibility is one of review, advice and recommended action to the Executive Committee of the Board within the duties of the Subcommittee listed above. The Subcommittee reports to the Executive Committee of the Board, and in such capacity provides regular reports to the Executive Committee. It is the responsibility of the management of the Presbyterian Mission Agency to administer employment-related programs, manage the program budgets and provide any required or requested expertise to the Board and/or the Subcommittee. The Subcommittee is entitled to rely on the expertise of the Presbyterian Mission Agency staff and its outside consultants, as well as the work of other committees of the Board, as to matters within their authority and expertise. The Subcommittee will receive reports from the Human Resources Department and the Legal/Risk Management Services Office of the Presbyterian Mission Agency. The Subcommittee will invite its equivalent committee of the Committee on the Office of the General Assembly to meet biennially to collaborate on matters of common interest.

#### *MEMBERSHIP AND MEETINGS*

The Personnel Subcommittee consists of five (5) members with voice and vote: two (2) Executive Committee members and three at-large members, and the Executive Director of the Presbyterian Mission Agency a corresponding member with voice and without vote. Each member will serve a term of two (2) years commencing at the next meeting after appointment by the Chair of the Board and expiring the earlier of two (2) years after appointment or the end of the member's term on the Board. Members may serve one additional two-year term. The Subcommittee generally meets

quarterly by phone or in conjunction with the meetings of the Board. During these meetings, the Subcommittee provides reports on its activities and may make recommendations for action to the Executive Committee of the Board. The Subcommittee serves as a consultative body to the Executive Director in the Executive Director's staff management role. The Subcommittee is resourced by staff members of the Human Resources Department and the Legal/Risk Management Services Office.

*PURPOSES*

To further the fulfillment of the vision, mission, values and directional goals of the Presbyterian Mission Agency, the Personnel Subcommittee is called to assist and support the Executive Committee's work and ministry toward ensuring and envisioning a work community for the Presbyterian Mission Agency that is: built on faith; culturally proficient; legally compliant; dynamic; and appropriately positioned to meet the needs of a changing organization.

**JUSTICE  
COMMITTEE  
REPORT**

Justice Committee chair, James Ephraim, presented the report of the committee ([Appendix 5](#)).

**ACTION 18-415  
MRTI PROXY  
VOTING  
RECOMMEND-  
ATIONS**

The Presbyterian Mission Agency Board, in reference to Mission Responsibility Through Investment proxy voting recommendations, **VOTED** to:

- 1. Affirm the proxy voting recommendations of the Committee on Mission Responsibility Through Investment (MRTI) contained in the 2015 Shareholder Resolution Directory.**
- 2. Request the Presbyterian Church (USA) Foundation/ New Covenant Trust Company and the Board of Pensions to vote proxies on the shareholder resolutions submitted to companies in which they own stock in accordance with the recommendations listed in the 2015 Shareholder Resolution Directory.**
- 3. Urge the middle governing bodies, related institutions, congregations and individual members of the Presbyterian Church (USA) to give serious consideration to the proxy voting recommendations when they vote on shareholder resolutions.**

**ACTION 19-415  
PRESBYTERIAN  
DISASTER  
ASSISTANCE (PDA)  
MANUAL OF**

The Presbyterian Mission Agency Board **VOTED** to approve the following amendments to an action of the General Assembly Mission Council from May, 2012 and reflect such changes in the PDA Manual of Operations:

- 1. The amount allocated by PDA to Mid Councils for Initial Response Grants for immediate needs in the community following a disaster**

OPERATIONS  
REVISIONS

will ordinarily be up to \$7,500.

2. **The amount allocated by PDA to Mid Councils for Church Damage Assistance Grants following a disaster that puts the ministry of the particular church at risk will ordinarily be \$5,000 with no more than \$25,000 ordinarily being allocated to a Mid Council in a calendar year.**
3. **Exceptions to this policy will be made with the support of the PDA Advisory Committee, which shall generally be secured by conference call. Exceptions to these amounts will be reported to the Justice Committee and the Presbyterian Mission Agency Board at their next stated meeting.**

LEADERSHIP  
COMMITTEE  
REPORT

Kevin Yoho, chair of the Leadership Committee, presented the report of the committee ([Appendix 6](#)).

**ACTION 20-415**  
**DISCONTINUE**  
**CHRISTMAS JOY**  
**OFFERING BASE**  
**GRANTS TO COOK**  
**NATIVE AMERICAN**  
**MINISTRIES**

The Presbyterian Mission Agency Board **VOTED** to discontinue base grants from the Christmas Joy Offering to Cook Native American Ministries (now The Charles H. Cook Foundation), with thanksgiving for its many years of dedicated educational ministry, as the campus has been sold, and Cook has transitioned from a racial ethnic school to a foundation; and that Cook receive its final disbursement on August 21, 2015.

**ACTION 21-415**  
**EXPLORE FUNDING**  
**FOR COOK**  
**FOUNDATION'S**  
**OPERATIONS**

The Presbyterian Mission Agency Board **VOTED** to direct its Finance Committee to facilitate conversation between representatives from the Charles H. Cook Foundation, The Presbyterian Foundation, and Racial Ethnic & Women's Ministries staff to explore additional funding for Cook Foundation's operations for a limited period of time.

**ACTION 22-415**  
**REPORT OF THE**  
**HISTORICALLY**  
**PRESBYTERIAN**  
**RACIAL ETHNIC**  
**INSTITUTIONS**  
**TASK FORCE**

The Presbyterian Mission Agency Board **VOTED** to approve Recommendation I as amended, refer Recommendation II to the Special Offerings Review Task Force and approve Recommendation III as presented in the report of the Historically Presbyterian Racial Ethnic Institutions Task Force.

- I. **That the Presbyterian Mission Agency Board approve these standards for other Presbyterian-related racial ethnic educational institutions (those not among the Historically Presbyterian Racial Ethnic Institutions):**
  1. **Presbyterian racial ethnic institutions primarily serve students whose socioeconomic circumstances routinely inhibit their access to full educational opportunity. access to full educational opportunity has been routinely inhibited by the constructed**

category of their race as well as by their socioeconomic circumstances.

2. The institutions have a commitment to Christian education and an understanding of Christian life that reflects the Reformed tradition. The institution provides religious education classes that enable students to develop spiritually, to engage in community service opportunities and to take time to pray and worship in chapel.
  3. Presbyterian racial ethnic institutions provide a unique environment for a quality education and have resources and programs to prepare racial ethnic students for life and work in the world in a manner that gives them the tools to be successful while allowing them to preserve their racial ethnic identities.
  4. The institutions empower students to overcome challenges in society and prepare them to successfully compete and to thrive in an increasingly intercultural world.
  5. The institutions have a stated commitment to a diverse school and faculty and demonstrate their commitment through recruitment, employment, retention and promotion.
  6. The institutions have a population that is diverse enough to influence their vision, directions and programs.
  7. The institutions' mission is in harmony with the mission of the PC(USA).
  8. The institutions must be accredited by a U.S. Department of Education accrediting agency that is in alignment with the Historic Principles of Church Order in the *Book of Order – F.3.0101*.
- II. That the Presbyterian Mission Agency Board approve and recommend that the 222<sup>nd</sup> General Assembly (2016) approve that funds from the Christmas Joy Offering continue to be disbursed to eligible Historically Presbyterian Racial Ethnic Institutions through 2024, after which time funds will be allocated for racial ethnic leadership development programs in the Presbyterian Mission Agency.
- III. That the Presbyterian Mission Agency Board encourage the 222<sup>nd</sup> General Assembly (2016) to encourage the Presbyterian Church (U.S.A.) to work in partnership with the Historically Presbyterian Racial Ethnic Institutions to develop new and creative ways to support racial ethnic education.

**ACTION 23-415**  
**PRESBYTERIAN**

The Presbyterian Mission Agency Board **VOTED** to adopt the statement regarding the venue for the 2016 Presbyterian Youth Triennium as it relates to Indiana's

**YOUTH  
TRIENNium/  
INDIANA  
RELIGIOUS  
FREEDOM  
RESTORATION ACT**

Religious Freedom Restoration Act.

**In light of Indiana’s legislative action to revise its earlier Religious Freedom Restoration Act so that it ensures adequate protection against discrimination, the Leadership Committee recommends that the PMAB reaffirm holding the 2016 Presbyterian Youth Triennium at Purdue.**

**We encourage leaders across the state of Indiana, and in other states, to create environments of safety and inclusion for all people. Further, we commend Purdue University for publicly assuring its unwavering commitment to non-discrimination. The state’s quick action to amend this law encourages us to believe we can continue our long relationship with Purdue University while sharing Christ’s love with people in the midst of struggle and change.**

**The Leadership Committee also wishes to commend PMA staff for its sensitivity to this politically charged issue and for working behind the scenes to ensure the youth and adults who attend Triennium have a safe and welcoming place to worship and witness to the love of Christ.**

**WORSHIPING  
COMMUNITIES  
COMMITTEE  
REPORT**

The chair of the Worshiping Communities Committee, David Shinn, presented the report of the committee ([Appendix 7](#)).

**1001 NEW  
WORSHIPING  
COMMUNITIES  
UPDATE**

Gamm invited Chip Hardwick, Director of Theology, Worship and Education/Acting Director of Evangelism and Church Growth, and Vera White, Acting Coordinator for 1001 New Worshiping Communities, to give a brief update on the 1001 New Worshiping Communities initiative.

**FINANCE  
COMMITTEE  
REPORT**

Chad Herring, chair of the Finance Committee presented the report of the committee ([Appendix 8](#)).

**ACTION 24-415  
REVISED 2015 &  
2016 PMAB  
BUDGETS**

The Presbyterian Mission Agency Board **VOTED** to approve the revised 2015 Presbyterian Mission Agency Budget in the total amount of \$76,611,903 and the revised 2016 Presbyterian Mission Agency Budget in the total amount of \$78,027,204.

**ACTION 25-415  
WORLD MISSION  
CONTINGENCY  
EXPENSES**

The Presbyterian Mission Agency Board **VOTED** to approve that \$500,000 of the \$1 million committed in PMPF for World Mission contingency or emergency expenses be restored and returned to undesignated funds.

**ACTION 26-415  
PILP/ FOUNDATION**

The Presbyterian Mission Agency Board **VOTED** to approve the following recommendations for the development of the PILP/Foundation new green initiative



**NEW GREEN  
INITIATIVE  
CHURCH LOAN  
PRODUCT**

Church Loan Product.

**That the Presbyterian Church (USA) Investment and Loan Program, Inc. (“PILP”) be and it hereby is authorized to work with the Presbyterian Church (USA) Foundation to develop a new green initiative Church Loan Program product to be funded from appropriate Church Loan Program Funds, said development to include consultation with relevant Presbyterian Mission Agency ministry offices; and**

**Further that, the Executive Committee be and it hereby is authorized to take any and all action necessary prior to the September 2015 PMA and Presbyterian Church (U.S.A.), A Corporation Board meetings to review and approve on behalf of these boards the offering of this new green initiative loan product, subject to the approval and recommendation to the Executive Committee of the new product by the Mission Development Resource Committee (MDRC).**

**RECESS**

The Board recessed at 8:30 p.m. with prayer offered by Gamm.

**Friday, April 17, 2015**

**RECONVENE**

The Presbyterian Mission Agency Board was reconvened by Gamm on Friday, April 17, 2015 at 8:30 a.m. Opening devotion was led by Alice Ridgill.

**GREETINGS FROM  
THE STATED  
CLERK**

Gradye Parsons, Stated Clerk, brought greetings from the Office of the General Assembly. During his address, Parsons paid tribute to the Reverend Syngman Rhee, Moderator of the 212th General Assembly (2000), who died on January 14 in Atlanta shortly after being diagnosed with an aggressive form of cancer.

**REMEMBERING  
THE ARMENIAN  
GENOCIDE**

Gamm observed that 2015 marks the 100<sup>th</sup> anniversary of the Armenian Genocide. The 221<sup>st</sup> General Assembly (2014) directed the Presbyterian Mission Agency to encourage appropriate observance of this anniversary, including the preparation of educational and liturgical resources.

Gamm invited Hunter Farrell, Director of World Mission, to lead the Board in a few moments of remembrance. David Gambrell, Associate for Theology and Worship, led the Board in a hymn he wrote to commemorate the Genocide.

**ACTION 27-415  
CONVENE AS  
BOARD OF PCUSA,  
A CORPORATION**

The Board **VOTED** to convene as the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation, and Its Constituent Corporation at 9:03 a.m. Gamm assumed the chair.

The Presbyterian Mission Agency Board reconvened at 9:09 a.m.

**EDUCATE A CHILD:  
TRANSFORM THE  
WORLD** Gamm recognized Eileen Lindner, Vice-Chair of the Committee of the Office of the General Assembly and Corresponding Member to the Board, and Hunter Farrell to give a presentation on the “Educate a Child: Transform the World” initiative that was approved by the 221<sup>st</sup> General Assembly (2014) ([Appendix 9](#)).

The churchwide initiative will inspire, equip, and connect congregations, mid councils, and the Presbyterian Mission Agency to improve the quality of education for 1,000,000 children in the U.S. and globally over the next four years. The national initiative will focus on “Strengthening Early Childhood Education” and “Reducing the Dropout Rate of Adolescents.”

Board members were invited to engage in generative discussion using the following questions:

1. Given our Reformed tradition and the promises we make to children when we baptize them, how do we understand our responsibility to all children in this nation and around the world?
2. From your perspective, what are the most critical needs of children today? What factor does education play in meeting these needs?
3. What role can mid-councils play in enabling and celebrating congregations as they engage in shared ministry that addresses the needs of children?

**RECESS** The Board recessed for a break at 9:35 a.m. and reconvened at 9:47 a.m.

**ENVISIONING** The Presbyterian Mission Agency will soon engage in a process to develop the 2017-2020 Mission Work Plan and budget in order to have it approved by the Board in 2016, and then by the General Assembly in June 2016.

Valentine presented the timeline and a description of the process by which the current 2013-2016 Mission Work Plan was developed ([Appendix 10](#)). Following the presentation, Board members met in small groups to discuss where we are in our current work in relation to each of the six directional goals.

Moderator Heath Rada reflected on what he has been seeing and hearing across the church in the 10 months since he was elected moderator. Rada raised questions on how the Board and the Mission Agency can address these issues and undergird the work that we are called to do ([Appendix 11](#)).

Marci Glass and Mark Brainerd led the Board in a time of looking to the future ([Appendix 12](#)).

**RE-EXAMINATION** A motion was made and seconded to direct the Executive Committee to conduct a

**OF MISSION,  
PRIORITIES, AND  
STRUCTURE OF  
THE  
PRESBYTERIAN  
MISSION AGENCY**

re-examination of the mission, priorities, and structure of the Presbyterian Mission Agency, including the following:

- a. consultation across the church,
- b. consultation with COGA to explore a merger of the two agencies;
- c. coordination of this effort with the staff-led Mission Work Plan project for 2017-2020 and the PMA and OGA agency review committees.

**ACTION 28-415  
REFER MOTION TO  
STRATEGY  
ADVISORY GROUP  
AND EXECUTIVE  
COMMITTEE**

The Presbyterian Mission Agency Board **VOTED** to refer the above motion to Strategy Advisory Group and Executive Committee, in consultation with the Strategy Working Group, to come back to the September 2015 Board Meeting with a recommendation on a process to consider a churchwide conversation on the mission, priorities, and structures of the PMA.

**ANNOUNCEMENTS**

Gamm reminded the Board of upcoming events:

- Big Tent on July 30 – August 1, 2015
- Next Board meeting on September 24-25, 2015

**CLOSING WORSHIP**

The Board agreed by consensus to adjourn at the conclusion of closing worship. Since Mark Brainerd had to leave to catch his flight, the Board was led in closing worship by Marci Glass.

**ADJOURNMENT**

The meeting of the Presbyterian Mission Agency Board was adjourned at 12:17 p.m.

Respectfully Submitted,

Susan Abraham  
Associate for Board Meeting Support and  
General Assembly Coordination  
Presbyterian Mission Agency

Appendices

Presbyterian Mission Agency Board

**Called Meeting Full Record**

June 1, 2015 – 10:00 p.m. EDT – Teleconference

Upon duly issued call of the Chair of the Presbyterian Mission Agency Board, voting members of the Presbyterian Mission Agency Board, acting as the Presbyterian Church (USA), A Corp., met by conference call on June 1, 2015, at 10:00am EDT.

The meeting was called to order with prayer by Presbyterian Mission Agency Board Vice-Chair, Ruling Elder Jo Stewart.

Stewart appointed Chad Herring clerk pro-tem for this meeting, and called asked Debbie Gardner to call the roll:

Present:

Marsha Anson  
Marvin Brangan  
Gregory Chan  
Cecil Corbett  
Harold Delhagen  
James Ephraim, Jr.  
David Ezekiel  
Thomas Fleming, Jr.  
Marci Glass  
Kenneth Godshall  
Lindsay Harren-Lewis  
Chad Herring  
Jeffrey Joe  
Mary Jorgenson  
Mihee Kim-Kort  
Susan Osoinach  
Kears Pollock  
Neal Presa  
Heath Rada  
Nancy Ramsay  
Marianne Rhebergen  
Alice Ridgill  
Noelle Royer  
Melinda Lawrence Sanders  
David Shinn  
Patsy R. Smith  
Jo Stewart  
Wendy Tajima  
Kathy Terpstra  
Landon Whitsitt  
Kevin Yoho

Excused:

Andrew Barron  
Molly Baskin

Mark Brainerd  
Marilyn Gamm  
Rafael Medina  
Regina Meester  
Glen Snider

Absent:  
Joseph Morrow

Also present:  
John Sheller, Attorney, Stoll, Keenon, Ogden PLLC  
Leah Smith, Attorney, Stoll, Keenon, Ogden PLLC  
Gradye Parsons, Stated Clerk of the Presbyterian Church (U.S.A.)

Stewart entertained a motion to move into closed session to discuss personnel, legal, and/or property matters, and recognized Chad Herring.

**MOVED that the Presbyterian Mission Agency Board, acting as the Presbyterian Church (U.S.A.), a corp, convene in closed session to discuss personnel and property matters with only voting members of the board, and the following invited guests, to attend all or part of the closed session.**

**John Sheller.  
Leah Smith  
Gradye Parsons**

The board sat in closed session.

Stewart called the closed session to order. Stewart admonished those present that only those listed in the motion may remain and are bound to hold all matters discussed as confidential. Stewart reminded those remaining that the meeting may not be recorded or shared in any manner including but not limited to, sharing through various types of social media, such as blogs, Twitter, or Facebook.

The board discussed various personnel and legal matters.

MOTION to arise from closed session. Seconded and carried.

Stewart called the meeting back to order and announced that no action was taken in closed session.

MOTION to adjourn and close with prayer. Seconded and carried.

Stewart closed the meeting with prayer at 11:17am EDT.

Respectfully Submitted,



Chad Herring  
Clerk Pro-Tem  
Presbyterian Mission Agency Board