

ITEM P.201
FOR INFORMATION

PRESBYTERIAN MISSION AGENCY REVIEW COMMITTEE
PRELIMINARY DRAFT OUTLINE OF REPORT
APRIL 22, 2015

WE CELEBRATE...

1. DEDICATED, HARDWORKING, TALENTED STAFF WHO CONTINUE SERVING UNDER DIFFICULT CIRCUMSTANCES
2. INCREASE IN NUMBERS AND RACIAL-ETHNIC DIVERSITY OF NEW WORSHIPING COMMUNITIES
3. WORLD MISSION EQUIPPING LOCAL CHURCHES
4. CREATIVE WAYS TO PROVIDE SUPPORT FOR AND THE EXPANSION OF YOUNG ADULT VOLUNTEER PROGRAM
5. WORLD MISSION WELL-RESPECTED AROUND THE WORLD
6. IMPACT OF TRIENNIUM
7. SYSTEMS IN PLACE TO DISCOVER PROBLEMS AND WILLINGNESS TO ADDRESS
8. HELPFUL DIRECTIONAL GOALS
9. NEW GRACE AND GRATITUDE CURRICULUM IN ENGLISH AND SPANISH
10. NEW COMMUNICATION PLAN
11. RELATIONAL MINISTRY OF RACIAL/ETHNIC AND WOMEN'S CONCERNS
12. IMPACT OF PRESBYTERIAN DISASTER ASSISTANCE

WE OBSERVE...

1. THE NEED TO LIVE INTO THE CHURCH WE HAVE BECOME/ARE BECOMING
2. COLLABORATION, COMMUNICATION, PEACE AND HEALTH ARE DISRUPTED BY:
 - CULTURE OF ANXIETY, FEAR, DISTRUST AND CONFLICT AVOIDANCE
3. A NEED TO BE INFORMED BY CULTURAL HUMILITY
 - DIRECTIONAL GOAL FOR PMA STAFF
 - INFORM THE CHURCH AS A WHOLE
4. THE TENDENCY FOR PMA STAFF TO EMPHASIZE OUTCOMES AND OUTPUTS WHILE ORGANIZATIONAL CULTURE, PROCESS & MANAGEMENT ARE DEFICIENT
5. NEED FOR STRENGTHENING SPIRITUAL LEADERSHIP FOR AND AMONG THE STAFF
6. MISSION AND PRIORITY DECISIONS SEEM TO BE RESOURCE DRIVEN
7. AN ACROSS-THE-BOARD EMPHASIS ON ORGANIZATIONAL INTEGRITY IN ALL INTERVIEWS
8. A NEED FOR INCREASED TRANSPARENCY, COLLABORATION, CLARITY
9. A DESIRE FOR RECONFIGURATION/RE-ENVISIONING OF BOARD STRUCTURE AND ROLE
 - NEED TO ALIGN BOARD GOVERNANCE STRUCTURE WITH FIDUCIARY AND STRATEGY ROLES
10. A DESIRE FOR A MORE INTEGRATED VISION OF ALL 6 AGENCIES