

Report H.002
EXECUTIVE COMMITTEE
Presbyterian Mission Agency Board
September 23-25, 2015

Report Two

The Presbyterian Mission Agency Board Executive Committee reports the activities of the Executive Committee meetings of June 25 and September 22-23, 2015:

June 25, 2015

FOR ACTION

The Executive Committee recommends that the Presbyterian Mission Agency Board:

- 1. Eliminate the vacant Deputy Executive Director for Mission position**
- 2. Eliminate the Mission ministry area, and**
- 3. Move functions that previously reported to the Deputy Executive Director for Mission to the Executive Director's Office.**
- 4. Approve a revised Appendix 2A in the Manual of Operations. (Additions are underlined, deletions are shown with a strike through)**

APPENDIX 2A

Presbyterian Mission Agency Staff Organization

The Executive Director carries out responsibilities with staff in the following ministries: the Office of the Executive Director, Compassion Peace and Justice, Racial Ethnic and Women's Ministries, Theology, Formation and Evangelism, World Mission, ~~Mission~~, Shared Services, Communications and Funds Development.

I. Mission Administration

A. Office of the Executive Director

The primary purpose of the office is to provide overall leadership and support for the mission of the Presbyterian Church (U.S.A.) working with and through the Presbyterian Mission Agency Board and the Ministries. The office is divided into mission administration areas, one of which is shared with the Office of the General Assembly:

1. Advocacy Committee Support which includes, Advocacy Committee for Racial Ethnic Concerns, and Advocacy Committee for Women's Concerns.
2. Human Resources
3. Internal Audit
4. Legal & Risk Management
5. Policy, Administration and Board Support
6. Research Services

- B. Shared with the Office of the General Assembly
 - 1. Mid Council Relations

~~C. Deputy Executive Directors Ministries~~

The Ministries are led by ~~a two~~ Deputy Executive Directors, ~~and~~ two Senior Directors, and four ministry directors, reporting to the Executive Director.

~~1. Deputy Executive Director for Mission~~

- ~~a) Evangelism and Church Growth~~
- ~~b) Compassion, Peace and Justice~~
- ~~c) Racial Ethnic and Women's Ministries/Presbyterian Women~~
- ~~d) Theology, Worship and Education~~
- ~~e) World Mission~~
- ~~f) Research Services~~

1. Deputy Executive Director for Shared Services

- a) Finance and Accounting
- b) Information Technology
- c) Presbyterian Center Services
- d) Presbyterian Distribution Services

2. Senior Director for Communications

- a) Mission Communications
- b) Communications Services

3. Senior Director for Funds Development Ministry

- a) Major Gifts
- b) Church Support
- c) Special Offerings and Appeals
- d) Relationship and Development Operations

4. Compassion, Peace and Justice

5. Racial Ethnic and Women's Ministries

6. Theology, Formation and Evangelism

7. World Mission

II. Changes to the staff structure

- A. Changes to the ministry area structure of the Presbyterian Mission Agency (Communications, Funds Development, ~~Mission~~, Office of the Executive Director, and Shared Services) must be approved by the Presbyterian Mission Agency Board, upon recommendation by the Executive Committee and the Executive Director.
- B. Changes to the structure within a ministry area must be approved by the Presbyterian Mission Agency Board Executive Committee, upon recommendation by the Executive Director.

Rationale:

At its June 25, 2015 meeting, the Executive Committee received the report of the Executive Director regarding the restructuring of the Mission Agency staff following an extended period of administrative leaves in several positions. The Executive Director gave an overview of the processes and the assumptions that led to the structural changes.

Processes

- Conversations with employees – group and individual
- Conversations with certain individuals who will be affected by changes
- Review with and input from the Personnel Subcommittee
- Executive Committee approval in June
- Public announcements and implementation – early July.
- Board to consider confirmation of Executive Committee approval and Manual of Operations changes in September

Assumptions

- This is the organizational structure for moving forward at this point
- The four positions will not be replaced
- We will move internal people to new roles, without new hires
- Further changes likely as planning proceeds

September 22-23, 2015

I. FOR CONSENT:

The Executive Committee recommends that the Presbyterian Mission Agency Board approve the list of General Assembly Mission restricted funds grants ([H.105](#)).

II. FOR ACTION:

1. **The Executive Committee recommends that the Presbyterian Mission Agency Board approve the proposed changes to the *Presbyterian Mission Agency Manual of Operations* ([H.104](#)):**

Recommended Changes (Additions are underlined, deletions are shown with a strike through)	Rationale
<p>IV. Citation of Major Documents, page 3</p> <p>The following documents guide the work of the Presbyterian Mission Agency Board and are maintained in offices engaged in work related to their subject matter. Unless appended, these documents are available on the Presbyterian Mission Agency Website, with printed copies available by request.</p> <p>A. Mission Policy Guide: Text of policies is available in the Minutes of prior General Assemblies. The guide is prepared by the Presbyterian Mission Agency.</p> <p><u>B.A.</u> Churchwide Equal Employment Opportunity and Affirmative Action Plan Approved by General Assembly. The plan is available from the Presbyterian Mission Agency Office of Human Resources.</p> <p><u>C.B.</u> “Policies Regarding Public Statements by the Board” approved by the Presbyterian Mission Agency Board (Appendix 3).</p> <p><u>D.C.</u> Current Mission Work Plan.</p> <p><u>E.D.</u> Organization for Mission.</p> <p><u>F.E.</u> Seeking to be Faithful Together: Guidelines for Presbyterians During Times of Disagreement.</p>	<p>The Mission Policy Guide is a resource that contains brief descriptions of major actions of the General Assembly (GA) from 1973 through the current GA. It was intended to assist persons doing research on actions of the General Assembly by directing them to the appropriate General Assembly Minutes for the full official action. It was available in print format until four years ago when it became an online product with the database accessible through the website.</p> <p>A lot of work each year went into keeping it current with GA actions. However, we were not sure of the impact of that effort. After the 2014 GA, we made the decision to continue doing the work but to take down the online link in order to determine if it was widely used. We went over a year, and had only one request from someone within the Executive Director’s Office. This told us that no one was using it, and that the impact of all that work to update it each year was negligible. Work without impact gets stopped, so we stopped the Mission Policy Guide.</p> <p>Actions taken by GA are available on the web at http://index.pcusa.org. It covers 1987-2012 Minutes, and OGA will be adding 2014 soon.</p>
<p>Appendix 1C: “Presbyterian Mission Agency Board Committees and Task Forces”</p> <p>I.B.2.a “Leadership Committee”</p> <p>Relationships</p> <p>The work of the Leadership Committee connects in relationship with a variety of other groups, including Board-related committees, missional relationships, committees/boards where the Board has a</p>	<p>The Presbyterian Mission Agency has had a long and vibrant relationship with the Association of Presbyterian Colleges and Universities (APCU), celebrated most recently with the approval of a missional relationship agreement in 2012.</p> <p>This relationship was not noted in the Manual of Operations, with other missional relationships, and the linkage between APCU</p>

<p>representative, and ecumenical advisory members.</p> <p>1) Board-related committees</p> <p style="padding-left: 20px;">a. None</p> <p>2) Missional relationships:</p> <p style="padding-left: 20px;">a. Presbyterian Council for Chaplains and Military Personnel – PCCMP</p> <p style="padding-left: 20px;">b. Association of Presbyterian Church Educators – APCE</p> <p style="padding-left: 20px;">c. <u>Association of Presbyterian Colleges and Universities – APCU</u></p>	<p>and the Leadership Committee was not clearly stated. This amendment remedies both concerns.</p>
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2. In response to the April 2015 Board action regarding a churchwide conversation on the mission, priorities, and structures of the PMA, the Executive Committee recommends that the Presbyterian Mission Agency Board ([H.106](#)):

- a. **Embrace the churchwide listening effort sponsored by the Committee on the Office of the General Assembly (COGA) regarding denominational identity as a priority during the lead-up to the 222nd General Assembly (2016).**
- b. **Focus its present attention on developing a two-year interim strategy to guide the Mission Agency to 2018.**
- c. **Recommend that the 222nd General Assembly (2016) forward the results of the research from the Committee on the Office of the General Assembly, the reports of the Presbyterian Mission Agency Review Committee and the Office of the General Assembly (OGA) Review Committee, and other studies as appropriate, as input for the next agency review cycle, which during 2016-2018 is already designed to focus on “the review of the whole of the Presbyterian Church (U.S.A.) and its six agencies, focusing broadly on the effectiveness of the six agencies and other governing bodies in working collaboratively to implement the General Assembly’s mission directives.”**

III. FOR INFORMATION:

The Executive Committee:

1. Adopted the Executive Committee Agenda with the following amendments:
 - Replaced Interim Executive Director Search Report with Review of the PMAB Agenda on Wednesday morning.
 - Add Closed Session at 11:30 a.m. to discuss personnel matters.
2. Approved the minutes of the following meetings ([H.101](#)):
 - April 15, 2015
 - May 6, 2015
 - May 22, 2015
 - May 31, 2015

- June 4, 2015
- June 12, 2015
- June 16, 2015
- June 18, 2015
- June 25, 2015
- July 8, 2016
- July 14, 2015
- July 22-24, 2015
- August 28, 2015
- September 9, 2015
- September 14, 2015

3. Ratified the following appointments by the chair (**H.102**):

- a. Nominating and Governance Subcommittee, Class of 2017:
 - 1) Mark Brainerd
 - 2) Jeffrey Joe

- b. Personnel Subcommittee, Class of 2017
 - 1) Cecil Corbett, At-large Member (first term)
 - 2) Nancy Ramsay, At-large Member (second term)
 - 3) Kevin Yoho, Executive Committee Member (first term)

- c. Restricted Funds Oversight Subcommittee, Class of 2017
 - 1) Susan Osoinach

Marci Glass – appointed as chair.

- d. Foundation Work Group
 - 1) Josephene Stewart – re-appointed until September 2016

3. Approved the celebration of Holy Communion at (**H.103**):

- a. 2016 Presbyterian CREDO conferences:

Dates	Location
March 6-14, 2016	Mo Ranch
March 28-April 4, 2016	Roslyn (RO)
April 18-25, 2016	Ferncliff
May 2-9, 2016	Wooded Glen
May 16-23, 2016	Lake Logan (RO – year 2)
June 6-13, 2016	Lake Logan (RO)
Sept. 12-19, 2016	Roslyn
October 3-10, 2016	Ferncliff
October 18-24, 2016	Wooded Glen (RO – year 2)
October 31 – Nov. 7, 2016	Solomon
Nov. 8-14, 2016	Wooded Glen (RO)

- b. Events sponsored by Racial Ethnic & Women’s Ministries this fall.
 - October 1-3 Study on the Status of Women Consultation, Chicago, IL
 - October 22-25 Racial Ethnic & New Immigrant Seminarians Conference, Clinton, TN
 - November 5-7 Race & Ethnicity Conference, Stony Point, NY
 - November 10-12 Native American Leadership Development Institute, Greensboro, NC
 - November 11-13 Racial Ethnic & New Immigrant Coaches Training Event, Greensboro, NC
 - November 12-14 Women of Color Consultation, Greensboro, NC
 - c. Polity Conference, Opening Worship on Sunday, October 11.
 - d. Worship at the pre-conferences, Association of Mid Council Leaders, Association of Stated Clerks, General Assembly Committee on Representation (Synod Committees on Representation will be their guests), Moderators Conference, New Stated Clerk Training on Friday, October 9 - Sunday, October 11.
4. Approved changes to Appendix 2B of the *Manual of Operations* (**H.104**):

<p>Appendix 2B: “General Assembly Ministries”</p> <p>I. Mission Ministries:</p> <p>A. Evangelism and Church Growth</p> <p>The Evangelism and Church Growth Ministry equips, empowers, and inspires individuals, congregations and governing bodies to share their personal faith in Christ and to become connected to a community of faith. This work is done in partnership with synods and presbyteries. Work area offices carry out this ministry by coaching and training leaders to plant new churches, to transform existing congregations, and to effectively share and live out the Gospel in our increasingly multicultural world.</p> <p><u>B.A.</u> Compassion, Peace and Justice</p> <p>The Compassion, Peace and Justice Ministry seeks to support, assist and involve congregations and mid councils in ministries of compassion, justice, and peacemaking. This ministry responds to disasters, provides support for sustainable community development, and works to</p>	<p>At the June 25th meeting, the Executive Committee approved the Executive Director’s recommendation to:</p> <p>Merge the Evangelism and Church Growth Ministry Area and the Theology, Worship and Education Ministry Area into a new Theology, Formation and Evangelism Ministry Area.</p> <p>The coming together of these two ministry areas allows for programs and staffs which support leadership development, Christian formation/discipleship, the formation and reformation of worshiping communities, evangelism, and theological rigor to learn from and partner with each other.</p> <p>The revisions proposed in Appendix 2B in the <i>Manual of Operations</i>, reflect the changes previously approved by the Executive Committee, and do not require Board approval.</p>
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alleviate hunger and poverty nationally and around the world. It also addresses injustice in all arenas of life and advocates for just and peaceful solutions to situations of violence, conflict and oppression. This work is done in collaboration with mid councils, partner churches, ecumenical partners and community-based organizations. Work areas and offices carry out this ministry in a variety of ways, providing resources, supporting networks, sponsoring events that equip congregations to witness to God's healing and reconciling activity in the world.

C.B. Racial Ethnic and Women's Ministries

The Racial Ethnic and Women Ministries seek to develop leaders, to work for racial and gender justice and equality, and to cultivate Presbyterian communities of faith that truly reflect the increasing multicultural makeup of our society. Work areas and offices carry out this ministry through networks, events, publications, communication, advocacy, and financial support.

~~D. Theology, Worship, and Education~~

~~The Theology, Worship, and Education Ministry assists the whole church in its common calling to explore the riches of the gospel, worship the one Triune God, and strengthen the ministries of the church. In partnership with congregations, presbyteries, and seminaries, Theology, Worship, and Education develops educational materials, worship resources, leader development programs, spiritual enrichment processes, and theological studies that support the church's faith and life. This Ministry also bears~~

~~responsibility for Faith and Order
ecumenical work on behalf of the entire
Presbyterian Mission Agency.~~

C. Theology, Formation, and Evangelism

This ministry area seeks to support churches and church leaders in terms of leadership development, Christian/theological/ecclesiological formation, and evangelism. The ministry is divided into two units, Theology and Evangelism. Theology includes (1) Theology and Worship (Company of New Pastors, Small Church Residency Program, Financial Aid for Service, interfaith, and worship resources), (2) Theological Education (support of seminaries), and (3) Congregational Ministries Publishing (discipleship curriculum for all ages). The Evangelism unit includes (1) 1001 New Worshiping Communities, (2) Youth/College/Young Adults/Camps and Conferences, (3) New Beginnings church revitalization efforts, and (4) evangelism resources.

~~E.~~ D. World Mission

The World Mission Ministry carries on the Presbyterian calling and tradition of sending missionaries, sharing and living out the gospel, and supporting partner Christian ministries around the globe. Work areas and offices in this ministry include supporting dozens of partner churches in many countries, working with international ecumenical bodies, and sending hundreds of full time, part time, and volunteer mission personnel to over 60 countries around the world. World Mission supports mission involvement throughout the PC(USA) by providing mission education, networking opportunities, opportunities to volunteer

<p>nationally, and leadership development for young adults serving nationally and internationally.</p>	
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5. Approved the following amendments to the September 2015 Presbyterian Mission Agency Board Agenda:

Thursday, September 24, 2015

- Start at 8:00 a.m. (originally scheduled to start at 8:30 a.m.)
- Shorten lunch from 90 minutes to 60 minutes - gaining one hour.
- End the Cultural Humility training at 4:00 p.m. instead of 5:00 p.m.
- Begin ACREC and ACWC presentations at 4:00 p.m. and end at 4:30 p.m.
- Add closed session with outside counsel from 4:30 p.m. to 5:30 p.m.
- Move the closed session scheduled for Thursday night to Friday morning from 8:50 a.m. to 10:05 a.m.

Friday, September 25, 2015

- Move items scheduled for Friday morning from 8:50 a.m. to 10:05 a.m. to Thursday night.
 - Finance Committee Report
 - Executive Committee Report
 - Discussion – Strategy Process
 - Justice Committee Report
 - Leadership Committee Report
6. Heard a report on the work of the Special Offerings Task Force from the chair, Mike Kruse.
7. Approved the compensation package for the interim Executive Director in closed session.
8. Met with co-chairs of the Advisory Committee for Social Witness Policy (ACSWP), Christine Darden and Ray Roberts, and staff to ACSWP, Chris Iosso, during lunch.