

**To Be APPROVED: April 2016**

**MINUTES OF THE  
BOARD OF DIRECTORS**

**PRESBYTERIAN CHURCH (U.S.A)  
A CORPORATION, AND ITS  
CONSITUENT CORPORATIONS**

**Louisville, Kentucky  
February 3-5, 2016**

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

**Minutes of the  
BOARD OF DIRECTORS  
PRESBYTERIAN CHURCH (U.S.A.),  
A CORPORATION, AND ITS CONSTITUENT CORPORATIONS  
February 4, 2016**

- CONVENE** The regular business meeting of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation, and Its Constituent Corporations (collectively “corporation”), was convened at 3:57 p.m. on February 4, 2016, with prayer led by Marilyn Gamm in the in the Crystal Ballroom of the Brown Hotel in Louisville, Kentucky.
- ROLL CALL** Susan Abraham, Office of the Executive Director, Presbyterian Mission Agency, called the roll by naming the absentees and reporting requests to be excused.
- CORPORATE BOARD MEMBERS** The following members of the Board of the Corporation were present for all or part of the meeting:  
Ruling Elder Marsha Zell Anson, Andrew Barron, Ruling Elder Mary C. Baskin, The Reverend Gregory Chan, The Reverend Cecil Corbett, The Reverend Harold Delhagen, The Reverend James R. Ephraim, Jr., The Reverend David Ezekiel, The Reverend Marilyn Gamm, The Reverend Marci Glass, The Reverend Kenneth Godshall, The Reverend Lindsay Harren-Lewis, The Reverend Chad Herring, Ruling Elder Jeffrey Joe, 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, The Reverend Landon Whitsitt, and Ruling Elder Carol Winkler.
- ECUMENICAL ADVISORY MEMBER** The Reverend Vicki Garber
- AT-LARGE MEMBERS** Ruling Elder Ellen Cason, The Reverend Raul Santiago-Rivera, and Ruling Elder Kathy Trott.
- CORRESPONDING MEMBERS** Ruling Elder Marc Lewis, Ruling Elder James Rissler, The Reverend Ray Roberts, Ruling Elder Tony De La Rosa, The Reverend Frank C. Spencer, and The Reverend Tom Taylor.

**EXECUTIVE DIRECTOR'S OFFICE STAFF** Susan Abraham, Martha Clark, Deb Coe, Barry Creech, April Davenport, Ruth Gardner, Debbie Gardiner, Courtney Hoekstra, Michael Kirk, Lisa Robbins, Christy Riggs, and Becca Snipp.

**OTHER** Invited Participants, Guests, Observers, and Staff Present for All of Part of the Time Were:  
Simone Adams-Andrade, Rebecca Barnes, Terri Bate, Stuart Baskin, Shannon Beck, Robert Brashear, Lydia Bailey Brown, Rob Bullock, Lauren Butz, Sylvia Carter, Sera Chung, Christine Darden, Janet DeVries, Susan Jackson Dowd, Kathy Francis, Lawrence P. Greenslit, Chip Hardwick, Rhashell Hunter, Chris Iosso, Laurie Kraus, Tim McCallister, Hunter Farrel, Brian Frick, Ray Jones, Joseph Johnson, Joseph Kinard, Sue Krummel, Michael Kruse, Carmen Fowler LaBerge, Sara Lisherness, Jewel McRae, Rosemary Mitchell, Sterling Morse, Scott O'Neill, Rob Fohr, Emily Enders Odom, Leslie Scanlon, Alex Sherman, Valerie Small, Bill Somplatsky-Jarman, Michael Thompson, Richard Williams, and Rachel Yates.

**OFFICERS OF THE CORPORATION** The Following Officers of the Corporation Were Present:

Marilyn Gamm	Chair
Josephene D. Stewart	Vice Chair
Tony De La Rosa	President
Earline Williams	Executive Vice-President, CFO
Martha E. Clark	Senior Vice President and Secretary
Barry Creech	Vice President
April L. Davenport	Vice President & Assistant Secretary
Denise Hampton	Vice President and Controller
Dorothy Smith	Vice President and Treasurer
Michael K. Kirk	Vice President & Assistant Secretary

**APPROVED EXCUSES** 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 Mark Brainerd
- The Reverend Marvin Brangan
- Ruling Elder Thomas Fleming, Jr.,
- The Reverend Mihee Kim-Kort
- Ruling Elder Rafael Medina
- Ruling Elder Kathy Terpstra
- The Reverend Shannan Vance-Ocampo

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

**RECORDING SECRETARY** Upon motion from the floor, the Board of Directors **VOTED** to designate

Susan Abraham as Secretary Pro-Tem during this meeting.

**REPORT OF PROPERTY,  
LEGAL, AND FINANCE  
COMMITTEE**

A report of recommended corporate actions taken by the Property, Legal, and Finance Committee, was presented by Marilyn Gamm, chair, and received by the Board.

**CONSENT AGENDA**

The Board of Directors **VOTED** to approve the adoption of the following consent agenda items (1-3) from the report of recommended actions taken by the Property, Legal, and Finance Committee as follows:

**APPROVAL OF MINUTES**

1. **That** the corporate Property, Legal, and Finance Committee recommends to the Board of Directors of Presbyterian Church (U.S.A.), A Corporation approval of the attached Minutes of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation and its constituent corporations meeting of September 23, 2015 (**Attachment 1**).

**HOUSING ALLOWANCE  
DESIGNATIONS**

2. **RESOLVED**, that the attached housing allowance designations are ratified; AND further that 40 percent of the salary of every Teaching Elder on the exempt staff, regardless of when hired, is hereby designated for the current year unless otherwise specifically provided (via an express amount listed); AND further that these housing allowance designations are approved for 2016 and all future years unless otherwise provided by the Corporation; AND further that these be attached to the official copy of the minutes (maintained by the corporate secretary) with the designated dollar amounts (**Attachment 2**).

**PACIFIC CONTINENTAL  
BANK RESOLUTION**

3. The Corporation **resolves** that:
1. Pacific Continental Bank (“Bank”) is designated as the provider of depository services for the Corporation.
  2. This Resolution shall continue to have effect until express written notice of its rescission or modification has been received and recorded by the Bank. Any and all prior resolutions adopted by the Board of Directors of the Corporation and certified to the Bank as governing the operation of this Corporation’s deposit account(s), are in full force and effect until the Bank receives and acknowledges an express written notice of its revocation, modification or replacement. Any revocation, modification or replacement of a resolution must be accompanied by documentation, satisfactory to the Bank, establishing the authority for the changes.
  3. The identification of an individual in the Powers Granted section of this Resolution is conclusive evidence of their authority to act on behalf of the Corporation.

4. All transactions, if any, with respect to deposits, withdrawals and agreements by or on behalf of the Corporation with the Bank prior to the adoption of this Resolution are hereby ratified, approved and confirmed.
5. The Corporation agrees to the terms and conditions of any deposit account or auxiliary deposit account service agreement properly executed by any individual identified in this Resolution as a Person of Control or Authority of the Corporation.

Powers Granted:

1. Individuals identified below as a Person of Control or Authority, acting alone, shall have the authority to open deposit accounts, add or delete signers to such accounts and execute agreements for auxiliary deposit account services, including, without limitation, merchant bankcard, ACH origination, remote deposit and online deposit account services. Such individuals shall also have the power to authorize signers for the Corporation's deposit accounts ("Authorized Signer").
2. An Authorized Signer shall have the authority to sign checks, endorse checks and orders for payment of money or otherwise deposit, withdraw or transfer funds of the Corporation on deposit with the Bank.

Persons of Control or Authority are as follows:

Luis Antonio De La Rosa – President

Martha Clark – Sr. VP & Secretary

April Davenport – VP & Assistant Secretary

Robert Creech – Vice President

Earline Williams – Executive VP / CFO

Thomas Hay – Associate for Assembly Operations

See **Attachment 3** for full report.

**RESCIND PREVIOUS  
ACTION RELATED TO  
DUNGGI PROPERTY**

The Board of Directors of the Presbyterian Church (U.S.A.), A Corporation **VOTED** to approve the following resolution (**Attachment 4**):

**RESOLVED:** That the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation and its constituent corporations (hereinafter collectively referred to as "PCUSA") including, but not

limited to, the Commission on Ecumenical Mission and Relations of the Presbyterian Church (U.S.A.) (hereinafter “COEMAR”), hereby rescinds, upon the approval of this action, the following action taken at its September 26, 1997 meeting as such action relates to the property in Lahore, Pakistan known as the “Dunggi Property” and also known as Property Number “PKLA008” and “PCSIR Laboratory”(hereinafter the “Dunggi Property”):

On the recommendation of WMD [Worldwide Ministries Division], the following schedule for distribution of the proceeds from the sale of surplus property in Pakistan be adopted:

- a. 10% of the proceeds is to be set aside for transition expenses incurred in the transfer for the PCUSA properties to the Pakistan Property Trust.
- b. The next 1 Crore Rupees are to be set aside in the Pastors’ Support Endowment under the terms adopted by the WMD in 50-06-96 through 54-06-96.
- c. Contributions are to be made to the Pastors’ Subsidy Endowment until the principal of the endowment reaches 2 Crore Rupees provided the past contributions of the PCP to this or any similarly intended endowment are transferred to the management of the Pakistan Property Trust.
- d. The remainder of the proceeds, if any, is to be divided equally between the Pension Plan for Presbyterian Ministers and Evangelists and the expenses of the PCUSA General Assembly activities related to Pakistan.

and replaces this prior board designation on the use of the Dunggi Property sale proceeds with the following designation:

**“The Dunggi Property proceeds may be used by Presbyterian Church (U.S.A.), A Corporation as seed money to cover the costs incurred to develop and implement a plan to (1) sell property not in active mission use by mission partners and (2) transfer title ownership of remaining PCUSA or COEMAR properties in Pakistan to mission partners. Such costs may include but are not limited to attorneys’ fees, commercial realtor fees, and consultant’s fees.”**

**ADJOURN**

Following the above actions, the Board of Directors **VOTED** to rise from the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation, and Its Constituent Corporations, and reconvene as the Presbyterian Mission

Agency Board.

There being no further business for consideration, the meeting of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporations and Its Constituent Corporations, was adjourned at 4:03 p.m. with prayer offered by Gamm.

Respectfully Submitted,

Susan Abraham  
Recording Secretary

Attachments

**APPROVED: February 2016**

**MINUTES OF THE  
BOARD OF DIRECTORS**

**PRESBYTERIAN CHURCH (U.S.A)  
A CORPORATION, AND ITS  
CONSTITUENT CORPORATIONS**

**Louisville, Kentucky  
September 23-25, 2015**

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



**Minutes of the  
BOARD OF DIRECTORS  
PRESBYTERIAN CHURCH (U.S.A.),  
A CORPORATION, AND ITS CONSTITUENT CORPORATIONS  
September 25, 2015**

<b>CONVENE</b>	The regular business meeting of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation, and Its Constituent Corporations (collectively “Corporation”), was convened at 10:40 a.m. on September 25, 2015, with prayer led by Marilyn Gamm in the in the Crystal Ballroom of the Crowne Plaza in Louisville, Kentucky.
<b>ROLL CALL</b>	Susan Abraham, Office of the Executive Director, Presbyterian Mission Agency, called the roll by naming the absentees and reporting requests to be excused.
<b>CORPORATE BOARD MEMBERS</b>	<p>The following members of the Board of the Corporation were present for all or part of the meeting:</p> <p>Ruling Elder Marsha Zell Anson, Andrew Barron, Ruling Elder Mary C. Baskin, The Reverend Mark Brainerd, The Reverend Cecil Corbett, The Reverend Harold Delhagen, 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 Lindsay Harren-Lewis, The Reverend Chad Herring, Ruling Elder Jeffrey Joe, The Reverend Mihee Kim-Kort, Ruling Elder Regina Meester, Ruling Elder Joseph Morrow, Ruling Elder Susan Osoinach, 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, Ruling Elder Carol Winkler, and The Reverend Kevin Yoho</p>
<b>ECUMENICAL ADVISORY MEMBERS</b>	The Reverend Vicki Garber
<b>AT-LARGE MEMBERS</b>	Ellen Cason, Raul Santiago-Rivera, Kathy Trott, and Richard Allen Turpen.
<b>CORRESPONDING MEMBERS</b>	Marc Lewis, Eileen Lindner, Gradye Parsons, Ray Roberts, Frank C. Spencer, Tom Taylor, Flo Watkins, and Raafat Zaki.
<b>EXECUTIVE DIRECTOR’S OFFICE STAFF</b>	Susan Abraham, Martha Clark, Barry Creech, April Davenport, Ruth Gardner, Debbie Gardiner, Teresa Grant, Denise Hayden, Courtney Hoekstra, Michael Kirk,

Kathie Lyvers, Lisa Robbins, and Becca Snipp.

**OTHER**

Invited Participants, Guests, Observers, and Staff Present for All of Part of the Time Were:

Simone Adams-Andrade, Jeff Arnold, Rebecca Barnes, Michelle Bartel, Terri Bate, Shannon Beck, Gregg Brekke, Laura Bryan, Sylvia Carter, Molly Casteel, Sera Chung, Deb Coe, Isaac Curley, Chip Hardwick, Greg Allen-Pickett, Christine Darden, Shawn Ellison, Hunter Farrell, Penny Franklin, Thomas Hay, Chris Iosso, Ruth Farrell, Kathy Francis, Arlene Gordon, Barry Ensign George, Rhashell Hunter, Selma Jackson, Joseph Johnson, Ray Jones, Tamron Keith, Mark Koenig, Laurie Kraus, Sue Krummel, Michal Kruse, Carmen Fowler LaBerge, Jeffrey Lawrence, Joey Lee, Sara Lisherness, William McConnell, Kathy Melvin, Kristena Morse, Danny Murphy, Martha Ross-Mozkaiter, Emily Odom, Vince Patton, Ann Philbrick, Cristina Pitts, Jason Santos, Paul Seebeck, Leslie Scanlon, Alex Sherman, Valerie Small, Toni Carver Smith, William Somplatsky-Jarman, Melonee Tubb, Rick Ufford-Chase, Sally Watson, Vera White, Bryce Wiebe, Charles Wiley, and Donald R. Wilson.

**OFFICERS OF THE CORPORATION**

The Following Officers of the Corporation Were Present:

Marilyn S. Gamm	Chair
Josephene D. Stewart	Vice Chair
Earline Williams	Executive Vice-President, Chief Financial Officer
Martha E. Clark	Senior Vice President and Secretary
Barry Creech	Vice President
April L. Davenport	Vice President and Assistant Secretary
Denise Hampton	Vice President and Controller
Michael K. Kirk	Vice President and Assistant Secretary

**OFFICER EXCUSED**

Dorothy J. Smith Vice President and Treasurer

**APPROVED EXCUSES**

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 Gregory Chan
- Ruling Elder Rafael Medina
- Ruling Elder Kears Pollock

**QUORUM**

A quorum was declared present for the transaction of business.

**RECORDING SECRETARY**

Upon motion from the floor, the Board of Directors **VOTED** to designate Susan Abraham as Recording Secretary during this meeting.

**REPORT OF PROPERTY,**

A report of recommended corporate actions taken by the Property, Legal, and

**LEGAL, AND FINANCE  
COMMITTEE**

Finance Committee, was presented by Marilyn Gamm, chair, and received by the Board.

**CONSENT AGENDA**

The Board of Directors **VOTED** to approve the adoption of the following consent agenda items (1-7) from the report of recommended actions taken by the Property, Legal, and Finance Committee as follows:

**APPROVAL OF MINUTES**

1. **That** the corporate Property, Legal, and Finance Committee recommends to the Board of Directors of Presbyterian Church (U.S.A.), A Corporation approval of the attached Minutes of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation and its constituent corporations meeting of April 15, 2015 (**Attachment 1**).

**ELECTION OF OFFICERS**

2. **RESOLVED**, That the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation ("Corporation") hereby elects the listed officers of the Corporation and its Constituent Corporations effective immediately to serve for a period of one (1) year or until their death, resignation, removal, until a successor is elected or until their employment status with the Corporation is terminated:

Marilyn S. Gamm	Chair
Josephene D. Stewart	Vice Chair
Earline B. Williams	Executive Vice President/Chief Financial Officer
Martha E. Clark	Senior Vice President and Secretary
Barry Creech	Vice President
April L. Davenport	Vice President and Assistant Secretary
Denise Hampton	Vice President and Controller
Michael K. Kirk	Vice President and Assistant Secretary
Dorothy J. Smith	Vice President and Treasurer
Toni R. Carver-Smith	Assistant Treasurer

**FURTHER RESOLVED**, that until such time as an Executive Director or Interim Executive Director commences work in that position, the Executive Vice President/CFO is authorized to perform any and all duties of the president of the Corporation (**Attachment 2**).

**HOUSING ALLOWANCE  
DESIGNATIONS**

3. **RESOLVED**, that the attached housing allowance designations are ratified; AND further that 40 percent of the salary of every Teaching Elder on the exempt staff, regardless of when hired, is hereby designated for the current year unless otherwise specifically provided (via an express amount listed); AND further that these housing allowance designations are approved for 2015 and all future years unless otherwise provided by the Corporation; AND further that these be attached to the official copy of the minutes (maintained by the corporate secretary) with the designated dollar amounts (**Attachment 3**).

**AUTHORIZATION OF  
CONTRACT SIGNORS**

4. **RESOLVED**, that the following positions be and hereby are granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts calling for the payment of Ten Thousand Dollars (\$10,000.00) or less (**Attachment 4**).

Office of the General Assembly Staff:

Manager, Budgets  
 Manager, Ecumenical Education  
 Manager, GA Business and OGA Records  
 Manager, General Assembly Nominating Committee  
 Manager, Judicial Process and Social Witness  
 Manager, Leadership Development and CLC  
 Manager, Office of Immigration Issues  
 Manager, OGA Publications and PHS Records Support  
 Manager, OGA Records  
 Manager, OGA Web Services  
 Manager, OGA Technologies  
 Manager, Preparation for Ministry/Exams  
 Manager, Committee on Representation  
 Manager, Ruling Elder Resources and Educator Certification

Presbyterian Mission Agency Staff:

Administrative Project Manager, Communications and Funds Development  
 Associate for Board Meeting Support and General Assembly Coordination  
 Associate, Mission Program Administration  
 Associate Mission Director for Administration (effective date position is filled)  
 Associate Mission Director for Program (effective date position is filled)  
 Associate Mission Director, Compassion, Peace & Justice  
 Associate Mission Director, Mission Effectiveness and Administration  
 Associate Mission Director, Theology, Formation & Evangelism  
 Co-director, Stony Point Center  
 Coordinator, Research Services  
 Director, Communication Services  
 Director, Human Resources  
 Director, Mission Communications  
 General Manager, World Mission (expires November 20, 2015)  
 Manager, Special Offerings  
 Mission Director, Compassion, Peace & Justice  
 Mission Director, Racial Ethnic & Women's Ministries  
 Mission Director, Theology, Formation & Evangelism  
 Mission Director, World Mission  
 Publisher

**RESOLVED**, that the following position be and hereby is granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts calling for the payment of Thirty Thousand Dollars (\$30,000.00) or less.

Executive Director, Ghost Ranch

**RESOLVED**, that the following positions be and hereby are granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts.

Office of the General Assembly Staff:

The Stated Clerk of the General Assembly

Director of Assembly Operations

Director of Communications

Director of Constitutional Interpretation

Director of Ecclesial Ministry

Director of Ecumenical Relations

Director of Mid Council Relations

Director of Records and History

Director of Ordered Ministry and Certification

Manager, Meeting Services

Executive Director, Presbyterian Historical Society

Presbyterian Mission Agency Staff:

Senior Director of Communications Ministry

Senior Director of Funds and Development

**RESOLVED**, that the Executive Committee, sitting as the Executive Committee of Presbyterian Church (U.S.A.), A Corporation, be and it hereby is authorized to take any and all action to revise or amend the positions authorized to sign contracts and the monetary levels at which positions are authorized to sign contracts.

- PNC BANK RESOLUTION** 5. **RESOLVED**, that all previous resolutions authorizing signatories to the accounts listed on Exhibit A be and they hereby are revoked and superseded effective the date of this resolution; and (**Attachment 5**)

**FURTHER RESOLVED**, that the officers specified in Exhibit A (“designated signers”) be and they hereby are authorized (1) to sign, for and on behalf of this Corporation, any and all checks, drafts or other orders with respect to any funds to the credit of this Corporation with the institutions listed on Exhibit A, (hereinafter “Institutions”) against the Corporation’s listed accounts at those Institutions maintained at any time with these Institutions, inclusive of any such checks, drafts, or other orders in favor of any of the designated signers and/or other person(s), and/or (ii) to make withdrawals of any such funds from these

accounts by any other means authorized by the Institution, that the Institutions be and hereby are authorized (a) to pay such checks, drafts or orders, and/or to honor such withdrawals; (b) to receive for deposit to the credit of the Corporation, and/or for collection for these accounts of this Corporation, any and all checks, drafts, notes or other instruments for the payment of money which may be submitted to it for such deposit and/or collection; to receive, as the act of this Corporation, any and all stop payment instructions with respect to any such checks, drafts or other orders when signed by any one or more of the designated signers as hereinafter designated.

**FURTHER RESOLVED THAT** the designated signers be and they hereby are authorized, for and on behalf of this Corporation, to transact any and all other business with or through the Institutions which at any time may be deemed by said designated signers transacting the same to be advisable EXCEPT THE BORROWING OF MONEY, OR THE OBTAINING OF ANY FORM OF CREDIT, FROM THE INSTITUTIONS, EITHER DIRECTLY OR INDIRECTLY, WITH OR WITHOUT SECURITY.

That the Institutions are further authorized to pay to the debit of these accounts any and all checks, drafts and other instruments for the payment of money drawn in the name of the Corporation bearing or purporting to bear the facsimile signature(s) of the President, Vice President, or Executive Vice President/Chief Financial Officer inclusive of and in favor of any person whose facsimile signature appears thereon, if the facsimile signature(s) thereon, resemble(s) the specimen(s) filed with the Institutions.

That the Institutions are hereby notified that any check in excess of Twenty-five Thousand Dollars (\$25,000.00) requires two signatures, one which may be a facsimile signature.

<b><u>Exhibit A</u></b>		
<b>PNC Bank Louisville, KY 40202</b>		
<b>Account #</b>	<b>Account Name</b>	<b>Officers Authorized to Sign</b>
XXXXXX4740	Operating Cash	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President

XXXXXXX3576	Pittsburgh Operating	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President
XXXXXXX5692	Murdock Estate	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President
XXXXXXX9378	Incoming Wire Transfer	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President
XXXXXXX9474	Korea Office	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President Eval.Field Treasurer Mission Co-Worker
XXXXXXX9392	Per Capita	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President
XXXXXXX4368	Hubbard Press	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President
XXXXXXX7542	Working Cash Transfer (Lockbox)	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President

**JP MORGAN CHASE  
BANK RESOLUTION**

6. **RESOLVED**, that all previous resolutions authorizing signatories to the accounts listed on Exhibit A be and they hereby are revoked and superseded effective the date of this resolution; and (**Attachment 6**).

**FURTHER RESOLVED**, that the officers specified in Exhibit A (“designated

signers”) be and they hereby are authorized (1) to sign, for and on behalf of this Corporation, any and all checks, drafts or other orders with respect to any funds to the credit of this Corporation with the institutions listed on Exhibit A, (hereinafter “Institutions”) against the Corporation’s listed accounts at those Institutions maintained at any time with these Institutions, inclusive of any such checks, drafts, or other orders in favor of any of the designated signers and/or other person(s), and/or (ii) to make withdrawals of any such funds from these accounts by any other means authorized by the Institution, that the Institutions be and hereby are authorized (a) to pay such checks, drafts or orders, and/or to honor such withdrawals; (b) to receive for deposit to the credit of the Corporation, and/or for collection for these accounts of this Corporation, any and all checks, drafts, notes or other instruments for the payment of money which may be submitted to it for such deposit and/or collection; to receive, as the act of this Corporation, any and all stop payment instructions with respect to any such checks, drafts or other orders when signed by any one or more of the designated signers as hereinafter designated.

**FURTHER RESOLVED THAT** the designated signers be and they hereby are authorized, for and on behalf of this Corporation, to transact any and all other business with or through the Institutions which at any time may be deemed by said designated signers transacting the same to be advisable EXCEPT THE BORROWING OF MONEY, OR THE OBTAINING OF ANY FORM OF CREDIT, FROM THE INSTITUTIONS, EITHER DIRECTLY OR INDIRECTLY, WITH OR WITHOUT SECURITY.

That the Institutions are further authorized to pay to the debit of these accounts any and all checks, drafts and other instruments for the payment of money drawn in the name of the Corporation bearing or purporting to bear the facsimile signature(s) of the President, Vice President, or Executive Vice President/Chief Financial Officer inclusive of and in favor of any person whose facsimile signature appears thereon, if the facsimile signature(s) thereon, resemble(s) the specimen(s) filed with the Institutions.

<b><u>Exhibit A</u></b>		
<b>JPMorgan Chase Bank Louisville, KY 40202</b>		
<b>Account #</b>	<b>Account Name</b>	<b>Officers Authorized to Sign</b>
XXXXXX4896	Presbyterians Today Subscriptions	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President



XXXXXX7265	UN Office Expense Account	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President Director
XXXXXX3893	Presbyterian Church (U.S.A.), A Corporation Stony Point	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President Co-Director Co-Director Business & HR Manager

**PNC BANK RESOLUTION**

7. **RESOLVED**, that all previous resolutions authorizing signatories to the accounts listed on Exhibit A be and they hereby are revoked and superseded effective the date of this resolution; and (**Attachment 7**)

**FURTHER RESOLVED**, that the officers specified in Exhibit A (“designated signers”) be and they hereby are authorized (1) to sign, for and on behalf of this Corporation, any and all checks, drafts or other orders with respect to any funds to the credit of this Corporation with the institutions listed on Exhibit A, (hereinafter “Institutions”) against the Corporation’s listed accounts at those Institutions maintained at any time with these Institutions, inclusive of any such checks, drafts, or other orders in favor of any of the designated signers and/or other person(s), and/or (ii) to make withdrawals of any such funds from these accounts by any other means authorized by the Institution, that the Institutions be and hereby are authorized (a) to pay such checks, drafts or orders, and/or to honor such withdrawals; (b) to receive for deposit to the credit of the Corporation, and/or for collection for these accounts of this Corporation, any and all checks, drafts, notes or other instruments for the payment of money which may be submitted to it for such deposit and/or collection; to receive, as the act of this Corporation, any and all stop payment instructions with respect to any such checks, drafts or other orders when signed by any one or more of the designated signers as hereinafter designated.

**FURTHER RESOLVED THAT** the designated signers be and they hereby are authorized, for and on behalf of this Corporation, to transact any and all other business with or through the Institutions which at any time may be deemed by said designated signers transacting the same to be advisable EXCEPT THE BORROWING OF MONEY, OR THE OBTAINING OF ANY FORM OF CREDIT, FROM THE INSTITUTIONS, EITHER DIRECTLY OR

INDIRECTLY, WITH OR WITHOUT SECURITY.

That the Institutions are further authorized to pay to the debit of these accounts any and all checks, drafts and other instruments for the payment of money drawn in the name of the Corporation bearing or purporting to bear the facsimile signature(s) of the President, Vice President, or Executive Vice President/Chief Financial Officer inclusive of and in favor of any person whose facsimile signature appears thereon, if the facsimile signature(s) thereon, resemble(s) the specimen(s) filed with the Institutions.

That the Institutions are hereby notified that any check in excess of Twenty-five Thousand Dollars (\$25,000.00) requires two signatures, one which may be a facsimile signature.

<b><u>Exhibit A</u></b>		
<b>PNC Bank Louisville, KY 40202</b>		
<b>Account #</b>	<b>Account Name</b>	<b>Officers Authorized to Sign</b>
	Department of History	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President Executive Director Director of Administration Associate for Administration

#### GRANT POLICY

The Board of Directors of the Presbyterian Church (U.S.A.), A Corporation **VOTED** to approve the following resolution:

**RESOLVED**, that the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation (“**Corporation**”) hereby approves the Grant Policy, attached as **Attachment 8**, which outlines the standards and procedures for the administration of all grant proposals received by any Presbyterian Mission Agency (PMA) ministry grant program, with the Grant Policy not applicable to the grants referenced in the Mission Development Resources Committee Grant Policies and Procedures adopted by the Corporation on April 17, 2015.

#### HOW FEDERAL STUDENT LOAN FORGIVENESS IN 2017 AFFECTS UNDERGRADUATE AND

The Presbyterian Mission Agency Board and the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation **VOTED** to approve the following recommendations from the corporate Property, Legal, and Finance Committee and

**GRADUATE LOANS  
OFFERED BY FINANCIAL  
AID FOR SERVICE**

the Leadership Committee: (**Attachment 9**)

1. Recognize that loans offered through Financial Aid for Service no longer offer a significant advantage for or lower costs to Presbyterian students or parents (*this program is completely separate from our financial support for seminary students*).
2. Direct the Presbyterian Mission Agency through its Financial Aid for Service office to cease all student and parent loan origination activity for undergraduate and graduate loans effective April 1, 2016. Transformational Leadership Debt Assistance and Season of Service Loan Assistance programs will continue.
3. In anticipation of the October 2017 effective date for loan forgiveness through Public Service Loan Forgiveness (PSLF), direct Presbyterian Mission Agency to:
  - a. Explore means to forgive existing PCUSA student loan balances for teaching elders serving congregations in pastoral positions and borrowers that entered repayment since 2007 and would qualify for relief under the PSLF guidelines.
  - b. Propose alternatives to lending with particular emphasis on expanding repayment assistance for a) teaching elders, b) missionaries serving through World Mission, and c) church members presumably ineligible for Public Service Loan Forgiveness because their employment activity encompasses worship, religious instruction, and proselytizing.
4. Direct the Presbyterian Mission Agency staff to coordinate this work with the Foundation and Board of Pensions staff in the following ways:
  - a. Coordinate with the Foundation to invest accumulated interest and seek maximum yield for the program resulting from 2.b. above.
  - b. Coordinate with the Board of Pensions to improve awareness of plan members to manage educational debt and avoid or reduce redundancies in programs for student loan repayment assistance.
5. Direct the Presbyterian Mission Agency staff to reserve the unused portion of 2015 and 2016 budget (the portion for loans that otherwise would have been originated) for servicing of existing loans, and administrative and legal expenses that may be incurred by Financial Aid for Service to design a new program and create education debt management resources.

**ADJOURN**

Following the above actions, the Board of Directors **VOTED** to rise from the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation, and Its Constituent Corporations, and reconvene as the Presbyterian Mission Agency Board.

There being no further business for consideration, the meeting of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporations and Its Constituent

Corporations, was adjourned at 10:53 a.m. with prayer offered by Gamm.

Respectfully Submitted,

Susan Abraham  
Recording Secretary

Appendices

**ITEM E.102  
FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>			
<b>A. Finance</b>	X	<b>E. Corporate Property, Legal, Finance</b>	<b>J. Board Nominating &amp; Governance Subcommittee</b>
<b>B. Justice</b>	X	<b>F. PC(USA), A Corporation</b>	<b>P. Plenary</b>
<b>C. Leadership</b>		<b>G. Audit</b>	
<b>D. Worshiping Communities</b>		<b>H. Executive Committee</b>	

**Subject:           2016 Manse Allowance**

**Recommendation:**

That the corporate Property, Legal, and Finance Committee, ratifies the attached housing allowance designations; **AND** further that this action by the Committee be reported to the Corporate Board of Directors for its approval; **AND** further that 40 percent of the salary of every Teaching Elder on the exempt staff, regardless of when hired, is hereby designated for the current year unless otherwise specifically provided (via an express amount listed); **AND** further that these housing allowance designations are approved for 2016 and all future years unless otherwise provided by the Corporation; **AND** further that these be attached to the official copy of the minutes (maintained by the corporate secretary) with the designated dollar amounts.

**RESOLUTION**

**RESOLVED**, that the attached housing allowance designations are ratified; **AND** further that 40 percent of the salary of every Teaching Elder on the exempt staff, regardless of when hired, is hereby designated for the current year unless otherwise specifically provided (via an express amount listed); **AND** further that these housing allowance designations are approved for 2016 and all future years unless otherwise provided by the Corporation; **AND** further that these be attached to the official copy of the minutes (maintained by the corporate secretary) with the designated dollar amounts.

**Background:**

In compliance with IRS regulations the legal employer, Presbyterian Church (U.S.A.), A Corporation, must review all housing allowance designations and approve these in advance. Therefore, a designated officer has reviewed the following housing allowances for approval:

**PRESBYTERIAN MISSION AGENCY BOARD**

February 3-5, 2016

Legal/Risk Management Services Office

Attachment 2

**MINISTER EMPLOYEES AT PRESBYTERIAN CENTER & CONFERENCE CENTERS**

<u>EMPLOYEE</u>	<u>2016 ANNUAL MANSE</u>
Anderson, Rachel Allane	39,300.00
Ashley, Sandawna G.	41,172.00
Atiemo, Samuel K.M.	13,315.00
Bairby, Virginia Kathryn	12,340.00
Barnes, Rebecca J.	12,650.00
Bartel, Michelle J.	26,400.00
Braaksma, Debra Ann	16,880.00
Brekke, Gregg D.	16,896.00
Cargal, Timothy B.	31,500.00
Casteel, Molly N.	24,170.00
Cushman, Cynthia L.	25,504.00
Davis, Melissa Garrett	26,350.00
Dias, Almir D.	34,054.16
Enders Odom, Emily J.	15,000.00
Ensign-George, Barry A.	26,370.00
Farrell, Bennett H.	17,832.00
Franca, Valdir X.	25,200.00
Galvan-Valle, Marissa I.	15,902.00
Gambrell, David P.	17,380.00
Girgis, Magdy B.	8,958.00
Gnatuk, Wayne A.	15,924.00
Hardwick, Charles B.	48,000.00
Hay, Thomas D.	39,000.00
Hayden, Sara A.	24,000.00
Heery, Patrick D.	16,148.00
Hessel, Beth S.	42,400.00
Horton, Carl E.	28,000.00
Hunter, Rhashell D.	16,150.00
Iosso, Christian T.	17,640.00
Johnson, Alonzo T.	18,000.00
Jones, Ray Glenn	23,028.00
Kim, Sun B.	31,680.00
Kiser, Shannon S.	54,172.00
Koenig, William M.	21,000.00
Kraus, Laurie Ann	42,900.00
Krummel, Susan D.	7,200.00
Lai, Mei-Hui	23,762.00
Lieberman, Joyce E.	13,600.00
Ligonde, Aqueelah S.	34,794.00
Loleng, David M.	57,000.00
Miller, Emily W.	12,000.00
Minter, Cazden N.	31,500.00
Mitchell, Rosemary C.	48,000.00

**PRESBYTERIAN MISSION AGENCY BOARD**

February 3-5, 2016

Legal/Risk Management Services Office

Attachment 2

Moore, Jonathan S.	40,000.00
Morse, Sterling	14,300.00
Nelson, James Herbert	37,400.00
Park, Sunkyoo	24,000.00
Parsons, Gradye M.	32,600.00
Philbrick, Ann	33,600.00
Porter, Irvin R.	23,664.00
Richards, Toya Lynn	25,000.00
Rodriguez, Hector L.	20,412.00
Roseland, Chris H.	29,500.00
Russell, Karen S.	15,000.00
Santos, Jason B.	24,880.00
Sarmiento, Juan J.	27,220.00
Seebeck, Paul R.	18,720.00
Somplatsky-Jarman, William	30,580.00
Uriarte, Mienda A.	33,000.00
Wiley, Charles A.	18,300.00
Williams, Richard Andrew	24,600.00
Winbush, Robina M.	40,417.00
Wright, Sally S.	18,000.00

**MINISTER EMPLOYEES IN MISSION PERSONNEL POSITIONS**

<u>EMPLOYEE</u>	<u>2016 ANNUAL MANSE</u>
Adams, Mark S.	11,449.00
Armstrong, Sara G.	11,530.00
Baker, Douglas R.	15,364.00
Bennett, Marta D.	12,443.00
Blane, Debra Ruth	23,548.00
Bryant, Sharon L.	12,000.00
Carriker, Charles T.	16,220.00
Chang, Catherine Sujean	19,200.00
Choi, Dong Ho	29,400.00
Cortes-Fuentes, David	65,700.00
Dawson, Barry Paul	20,100.00
Ellington, Dustin W.	11,000.00
Esslinger, Kurt W.	15,940.00
Garbat-Welch, Jeremy A.	7,849.00
Gartrell, David G.	5,788.00
Griffin, Kathleen M.	6,000.00
Harcourt, Brenda S.	5,440.00
Heikkila, Joshua David	24,000.00
Henken, Sarah Ann	5,500.00
Holman, Jo Ella W.	7,065.00
Koball, Jed H.	9,600.00
Koll, Karla A.	7,440.00
Lim, Choon S.	12,000.00

**PRESBYTERIAN MISSION AGENCY BOARD**

**February 3-5, 2016**

**Legal/Risk Management Services Office**

**Attachment 2**

Ludwig, Michael Carl Thomas	28,000.00
McCall, John S.	9,000.00
Moore, William L.	18,400.00
Smith-Mather, Nancy M.	2,000.00
Smith-Mather, Shelvis S.	2,000.00
Stelle, Stephen K.	25,700.00
Sundberg, Renee L.	17,800.00
Vogel, Leslie S.	12,360.00
Wakeman, Esther P.	7,200.00
Weller, Michael S.	4,000.00
White, Ryan A.	16,917.00



**ITEM E.103**  
**FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>			
<b>A. Finance</b>	<b>X</b>	<b>E. Corporate Property, Legal, Finance</b>	<b>J. Nominating Committee</b>
<b>B. Justice</b>		<b>F. PC(USA), A Corporation</b>	<b>P. Plenary</b>
<b>C. Leadership</b>		<b>G. Audit</b>	
<b>D. Worshiping Communities</b>		<b>H. Executive Committee</b>	

**Subject:           Open General Assembly Bank Account at Pacific Continental Bank**

**Recommendation:**

That the corporate Property, Legal, and Finance Committee of the Presbyterian Church (U.S.A.), A Corporation, approve the following resolutions and Exhibit A at Pacific Continental Bank for the account detailed in the following pages, and recommends to the Board of Directors of the Corporation for approval.

**Background:**

To open an account with Pacific Continental Bank for the 222nd General Assembly (2016) in Portland, OR.

**PACIFIC CONTINENTAL BANK RESOLUTION**

The Corporation resolves that:

1. Pacific Continental Bank (“Bank”) is designated as the provider of depository services for the Corporation.
2. This Resolution shall continue to have effect until express written notice of its rescission or modification has been received and recorded by the Bank. Any and all prior resolutions adopted by the Board of Directors of the Corporation and certified to the Bank as governing the operation of this Corporation’s deposit account(s), are in full force and effect until the Bank receives and acknowledges an express written notice of its revocation, modification or replacement. Any revocation, modification or replacement of a resolution must be accompanied by documentation, satisfactory to the Bank, establishing the authority for the changes.
3. The identification of an individual in the Powers Granted section of this Resolution is conclusive evidence of their authority to act on behalf of the Corporation.
4. All transactions, if any, with respect to deposits, withdrawals and agreements by or on behalf of the Corporation with the Bank prior to the adoption of this Resolution are hereby ratified, approved and confirmed.
5. The Corporation agrees to the terms and conditions of any deposit account or auxiliary deposit account service agreement properly executed by any individual identified in this Resolution as a Person of Control or Authority of the Corporation.

**PRESBYTERIAN MISSION AGENCY BOARD**

**February 3-4, 2016**

**Finance and Accounting**

**Item E.103**

**Attachment 3**

**Powers Granted:**

1. Individuals identified below as a Person of Control or Authority, acting alone, shall have the authority to open deposit accounts, add or delete signers to such accounts and execute agreements for auxiliary deposit account services, including, without limitation, merchant bankcard, ACH origination, remote deposit and online deposit account services. Such individuals shall also have the power to authorize signers for the Corporation's deposit accounts ("Authorized Signer").
2. An Authorized Signer shall have the authority to sign checks, endorse checks and orders for payment of money or otherwise deposit, withdraw or transfer funds of the Corporation on deposit with the Bank.

Persons of Control or Authority are as follows:

Luis Antonio De La Rosa – President  
Martha Clark – Sr. VP & Secretary  
April Davenport – VP & Assistant Secretary  
Robert Creech – Vice President  
Earline Williams – Executive VP / CFO  
Thomas Hay – Associate for Assembly Operations

**PRESBYTERIAN MISSION AGENCY BOARD**

**February 3-4, 2016**

**Finance and Accounting**

**Item E.103**

**Attachment 3**

**Exhibit A**

**Pacific Continental Bank  
Portland, OR**

<b>Account #</b>	<b>Account Name</b>	<b>Officers Authorized to Sign</b>
	Presbyterian Church USA 222 General Assembly	President Executive Vice President/CFO Sr. Vice President and Secretary Vice President and Assistant Secretary Vice President Associate for Assembly Operations

**ITEM B.102  
 FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>			
	A. Finance		E. Corporate Property, Legal, Finance
X	B. Justice		F. PC(USA), A Corporation
	C. Leadership		G. Audit
	D. Worshiping Communities		H. Executive Committee
			J. Board Nominating & Governance Subcommittee
			P. Plenary

**Subject:           Dunggi Property (Lahore, Pakistan) Proceeds Redesignation**

**Recommendation:**

That the Justice Committee recommend to the Board of Directors of Presbyterian Church (U.S.A.), A Corporation and its constituent corporations including, but not limited to, the Commission on Ecumenical Mission and Relations of the Presbyterian Church (U.S.A.), the adoption of the following resolution:

**RESOLVED:** That the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation and its constituent corporations (hereinafter collectively referred to as “PCUSA”) including, but not limited to, the Commission on Ecumenical Mission and Relations of the Presbyterian Church (U.S.A.) (hereinafter “COEMAR”), hereby rescinds, upon the approval of this action, the following action taken at its September 26, 1997 meeting as such action relates to the property in Lahore, Pakistan known as the “Dunggi Property” and also known as Property Number “PKLA008” and “PCSIR Laboratory”(hereinafter the “Dunggi Property”):

**On the recommendation of WMD [Worldwide Ministries Division], the following schedule for distribution of the proceeds from the sale of surplus property in Pakistan be adopted:**

- a. 10% of the proceeds is to be set aside for transition expenses incurred in the transfer for the PCUSA properties to the Pakistan Property Trust.
- b. The next 1 Crore Rupees are to be set aside in the Pastors’ Support Endowment under the terms adopted by the WMD in 50-06-96 through 54-06-96.
- c. Contributions are to be made to the Pastors’ Subsidy Endowment until the principal of the endowment reaches 2 Crore Rupees provided the past contributions of the PCP to this or any similarly intended endowment are transferred to the management of the Pakistan Property Trust.
- d. The remainder of the proceeds, if any, is to be divided equally between the Pension Plan for Presbyterian Ministers and Evangelists and the expenses of the PCUSA General Assembly activities related to Pakistan.

**and replaces this prior board designation on the use of the Dunggu Property sale proceeds with the following designation:**

**“The Dunggu Property proceeds may be used by Presbyterian Church (U.S.A.), A Corporation as seed money to cover the costs incurred to develop and implement a plan to (1) sell property not in active mission use by mission partners and (2) transfer title ownership of remaining PCUSA or COEMAR properties in Pakistan to mission partners. Such costs may include but are not limited to attorneys’ fees, commercial realtor fees, and consultant’s fees.”**

**Background:**

The board action taken in 1997 was the result of a consultative process between the members of a board task force made up of elected members from both the mission committee (Worldwide Ministries Division Committee) and the corporate committee (Corporate and Administrative Services Committee) and the then World Mission area coordinator for the area which included Pakistan. It has taken since the late 1990s to secure the sale proceeds from the Dunggu property. The proceeds were received in Presbyterian Church (U.S.A.), A Corporation’s PNC bank account August 14, 2015 and total approximately \$260,000.

COEMAR is on the title as the owner of approximately 60 properties in Pakistan.

Our contracted employee in Pakistan who has managed this property portfolio for us is retiring at the end of 2015, and World Mission believes the best thing to do at this time is to sign over title to most of the properties, and sell those that are not in use for ministry.

Approximately 55 of properties are in use by a ministry partner in Pakistan, and we wish to transfer title from COEMAR to a local partner (either the Church of Pakistan, Pakistan Education Board (PEB), or another ministry partner). We hope to sell the remaining 5 properties.

Pakistan is a very litigious society, such that many of the properties have legal claims against them and property transfer taxes are also high, which has been prohibitive in past efforts to transfer properties to mission partners. We have attempted to liquidate these properties twice in the past 20 years with very little success.

World Mission is taking a new approach to transfer properties to mission partners by engaging with commercial real estate firm with an office in Pakistan. We believe their commercial real estate expertise and network can help us achieve our objective.

With regard to mission partner engagement, Presbyterian World Mission has intentionally limited engagement with individuals and groups within global partner organizations related to properties in Pakistan owned by COEMAR. Cultural customs, practices and expectations inform us that until we have ordered our plan in thorough detail, it is unadvisable for us to enter into such communication. Use of these funds will enable us to put together a thorough plan so that we may fully engage all who will be impacted.