

**ITEM D.105
FOR ACTION**

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

Subject: Community of Mission Practice: A New Role for Mid Councils and Congregations in the Sending of Mission Personnel

Recommendation:

That the Presbyterian Mission Agency Board approve the New Role of Community of Mission Practice in the Sending of Mission Personnel as amended.

“When 50% or more of the money needed to fully fund a mission worker(s) is committed in advance by a mission network, presbytery or congregation (either alone or collaborating intentionally together) as restricted gifts specifically designated for the position, they will be included as key constituents and ~~may offer advice~~ *shall be consulted* in the discernment, recruitment, interview, call, support and assessment of the candidates for the mission service position.”

Background:

Presbyterians have started to work intentionally in “Communities of Mission Practice.” Communities of Mission Practice are the space where PC(USA) mission participants, global partners and Presbyterian World Mission (PWM) commit to interact regularly to learn and grow as a community; come together to share an identity derived from a common mission passion; and are guided and shaped by the practices of prayer and reflection. In some cases, PWM would not validate, prioritize, and post a mission worker position due to funding constraints. This recommendation creates an exception in which 50% or more of the necessary financial support is committed by key constituents, and it articulates a process for engagement of those presbyteries, congregations, mission networks, and global partners by offering advice in the discernment, recruitment, interview, call, support and assessment of mission personnel serving under the auspices of Presbyterian World Mission (PWM), with the Presbyterian Church (U.S.A.), A Corporation (“A Corporation”), serving as the employer of mission personnel and making all decisions related to employment of mission personnel. Despite the commitment of these key constituents, PWM and A Corporation retain the discretion to require 100% funding committed for the term before PWM will move forward to recruit and fill the position.

Recruitment and Discernment of Call

Qualified individuals with appropriate PC(USA) backgrounds and/or affinities are encouraged to engage in the discernment of a call to mission service through their presbytery, congregation and PWM by

applying for the positions that are posted in One Door. The presbytery, congregation and/or mission network is also encouraged to engage with individuals who are qualified candidates for mission service and support them in the process of applying for mission service positions. PWM will provide support as well to applicants.

Discernment and Interview Process

PWM will organize a search committee consisting of appropriate PWM staff, up to three representatives from key constituents to be named by the mission networks, presbyteries, congregations, and a representative from the global partner if at all possible. If there are key constituents but no mission network, the regional liaison and area coordinator will work with them to name three representatives for the search committee. This search committee will select and interview the top candidates and make appropriate recommendations to PWM. The Coordinator for Mission Personnel facilitates the discernment/interview process and will make use of Skype or conference calls with the candidates and the search committee to ensure each stage of the interview process is collaborative. When a candidate or couple have been selected by the search committee and have agreed to serve and there is consensus with the candidate, this will be shared with the global partner for their input and acceptance of the candidate that is recommended by the search committee. The final hiring decision is made by PWM after receiving input from the key constituent representatives, the global partner, PWM, and the candidate.

Support

Presbyteries, congregations and mission networks are fundamental to the ongoing support and care of mission workers. Creating opportunities for mission workers to visit presbyteries and congregations and mission network partners prior to being sent into field is important. Such visits will enhance the sense of the joint nature of the sending of mission workers for all parties. Opportunities for these visits will be a part of the sending interpretation assignment.

The key constituents will commit to support of the mission worker. In addition to the 50% or more funding commitment, key constituents will provide other forms of support including: prayer support, engagement with the mission worker in the ministry, reading their newsletters, writing to them, listing them in the bulletin, encouragement, seeking other financial support, etc. Every effort will be made by the key constituents to develop support structures for mission workers through the candidate's congregation, session and/or presbytery. There will be a plan developed for regular conversations with the key constituent representatives, the regional liaison and the mission worker. These conversations will be to receive information about the ongoing work and to offer observations about and support for the work.

Assessment of Performance

The global partner agency has the responsibility for day-to-day supervision. The primary assessment of the mission worker will be done by the global partner along with the regional liaison and/or area coordinator using the standard forms and procedures for the annual evaluation. Written assessments of relevant experiences and work with the mission worker will be received and compiled from the key constituent representatives on the form provided by PWM. These written assessments will be sent to the area coordinator to be shared with the mission co-worker and regional liaison as part of the annual review process. PWM will prepare the final evaluation on behalf of the employer, the A Corporation.

End of Term Review

The primary end of term review of the mission worker will be done by the global partner together with the regional liaison and/or area coordinator using the standard forms and procedures for the end of term evaluation. Written assessments and recommendations regarding the continuation of the position and the mission worker in the position may be received from the key constituent representatives at the end of each term on the form provided by PWM. If requested by anyone in the community of mission practice, a review committee comprised of PWM staff, key constituent representatives, and the global partner can be organized to review and make recommendations regarding the status of the position and the mission worker serving in that position. The review committee will make a recommendation to determine the ongoing status of the position and make a recommendation regarding the continuation of the mission worker in that position based on available funding, performance, the present and future needs of the global partner, and the ongoing commitment of the presbyteries, congregations and mission networks.