

**ITEM H.105
FOR ACTION**

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

Subject: 2017-2018 Mission Work Plan

Recommendation:

The Presbyterian Mission Agency Board recommends that the 222nd General Assembly (2016) approve the following theological foundation, vision, mission, directional goals, and core values for the Presbyterian Mission Agency as its 2017–2018 Mission Work Plan:

Theological Foundation:

The Great Ends of the Church (adapted from F-1.0304) are:

- **the proclamation of the gospel for the salvation of humankind**
We share the ways God has saved us and shows God's love for all people through the good news of Jesus Christ. (Matthew 10:7-8, John 3:16-17, Romans 1:16-17, Ephesians 2:13-14, 1 John 4:14-16)
- **the shelter, nurture, and spiritual fellowship of the children of God**
We connect and grow as God's people, called to be a community of faith, hope, love, and witness. (John 15:12-15, Acts 2:41-47, Romans 12:3-21, Ephesians 4:1-5 and 15-16)
- **the maintenance of divine worship**
We praise God, from whom all blessings flow. (2 Samuel 6:12-19, Psalm 22:22-27, Matthew 5:23-24, John 4:23-26, 1 Corinthians 11:23-34, Colossians 3:12-17)
- **the preservation of the truth**
We speak truth that sets us free to love. (Psalm 15, John 8:31-32, John 18:36-37, Ephesians 4:11-15, Ephesians 6:14-15)
- **the promotion of social righteousness**
We follow Christ, who healed the sick, fed the hungry, freed the oppressed, and broke bread with outcasts and sinners. (Matthew 9:9-14, Luke 4:18-19, Luke 7:22, James 1:22-2:8)
- **the exhibition of the Kingdom of Heaven to the world.**
And, just like Christ, we live as citizens of God's reign, offering a life-giving alternative to a broken world. (Matthew 5:13-16, Romans 12:2, 1 Peter 2:9-10)

We recognize these to be the goals for the Church, because we have been redeemed and called into ministry by Jesus Christ, because we live in gratitude for the grace given to us by God, and because we understand ourselves to be joined and empowered by the Holy Spirit to be the body of Christ.

As the Presbyterian Mission Agency in 2017-2018, we know that we are not solely responsible for the achievement of all these *Great Ends*. We understand that our role is to be faithful stewards of God's blessings by focusing only on what the Church needs from the national church today, using the unique resources of the Presbyterian Mission Agency.

Vision:

Presbyterians joyfully engaging in God's mission for the transformation of the world.

Mission:

Inspire, equip and connect the PC(USA) in its many expressions to serve Christ in the world through new and existing communities of faith, hope, love and witness.

Directional Goals:

We will inspire, equip and connect existing and new worshipping communities to engage in God's mission through:

- **Evangelism & Discipleship**

- Grow, proclaim and live out our faith in Jesus Christ by working with our partners, here and around the world, to build communities that witness to the gospel of Christ's love for the rich diversity reflected in all humankind.

- **Servant Leader Formation**

- Seek, develop and energize diverse leaders who are answering God's call to equip the Church to be a welcoming place of worship, mission and spiritual nurture for all of God's children, especially those who have been marginalized.

- **Justice & Reconciliation**

- Galvanize the church to act on issues of racism, violence and poverty as a prophetic witness to Christ's transforming justice by speaking and living out God's truth and compassion as we call ourselves and the world to account for injustice and oppression.

Core Values:

Faith, Compassion, Accountability, Teamwork, Dedication, Service, Justice

Rationale

The General Assembly has directed the Presbyterian Mission Agency, through the *Organization for Mission*, to "develop and propose, for General Assembly approval, the mission directions, goals, objectives, and priorities of the Presbyterian Mission Agency; doing so by taking into account the mission

PRESBYTERIAN MISSION AGENCY BOARD

April 15, 2015

Executive Committee

H.105

work being done by sessions, presbyteries, and synods, and to propose for General Assembly approval an accompanying budget that will implement the mission work plan of the Presbyterian Mission Agency.” The Presbyterian Mission Agency fulfills this directive through presentation of the accompanying Mission Work Plan and Budget for approval.

In recent years, the Mission Work Plan covered a four year period, while budgets were recommended to the General Assembly biennially. This Mission Work Plan is more limited in scope, and will serve as an interim work plan over the next 2-3 year period, in light of transitions in leadership for the Presbyterian Mission Agency and conversations regarding agency consolidation.

In the spring of 2015, the Presbyterian Mission Agency Board established a Strategy Advisory Group of elected board members to work alongside the staff team in developing this Mission Work Plan. Work progressed steadily from June 2015 through January 2016.

In light of the decision to create an interim bridge plan, it was determined that development of a comprehensive, multi-year strategy would not be the best use of time. Whatever corporate structure for Presbyterian mission emerges after the interim period would likely develop its own comprehensive strategic plan. Therefore, effort has focused on refining the 2013-2016 Mission Work Plan, and addressing concerns that have arisen during its evaluation.

One of the most frequent observations has been the lack of theological grounding for the Mission Work Plan. Therefore, staff and the Strategy Advisory Group gave focused time to understanding and documenting a theological framework for the work of the Mission Agency, using the constitutional language of the “Great Ends of the Church.”

The Vision and Mission sections of the 2013-2016 Mission Work Plan were left unchanged in this interim plan for 2017-2018. They continue to encapsulate our hopes and calling as the Presbyterian Mission Agency.

At the heart of the Mission Work Plan are directional goals, which serve as strategic beacons for the work of the agency. In the 2013-2016 plan, effort was given to ensure that all areas of Mission Agency work were reflected somewhere in the strategic plan. Thus, General Assembly Engagement was a directional goal in the former plan, along with Organizational Integrity (incorporating the infrastructure provided by many of our support areas).

A major adjustment in the 2017-2018 plan, however, is a sharpening of focus. Rather than six directional goals, to which each program must find some element of alignment, there are three strategic directions for the Mission Agency. As a new mode of implementation, each area of the Mission Agency’s organization must develop ways that they will contribute to all of the directional goals.

The Strategy Advisory Group and staff developed a research plan that would seek input from mid council representatives, constituency groups, leaders within various ministries of the church, board members and staff. The results of the research did not dictate the strategic directions, but they did provide crucial information regarding the context for ministry within the Presbyterian Church (U.S.A.) and the more focused role that can only be played by the Presbyterian Mission Agency. The plan does not tell us which ministry areas will continue, nor is it intended to.

The directional goals build upon the work done within the 2013-2016 Mission Work Plan, and address some of the perceived shortcomings of that plan:

PRESBYTERIAN MISSION AGENCY BOARD

April 15, 2015

Executive Committee

H.105

- The 2013-2016 Mission Work Plan seemed to have an exclusive focus on new worshiping communities, without directing attention to existing congregations. The proposed Mission Work Plan lifts up both new and existing worshiping communities as vital contexts for ministry. We expect to continue the emphasis on developing new worshiping communities, while also nurturing the vitality of existing congregations through each element of the Mission Work Plan.
- Some of the former directional goals were very general in nature. In the proposed goals, descriptors have been added which will help in narrowing the scope of the goals. The new requirement that programs have an impact in all three directional goals will also provide for more directed mission activity.

The Core Values section has been completely re-written. The former list of core values had served the organization since 2006. As part of the new Interim Executive Director's orientation to the Mission Agency, staff were asked to select personal and organizational core values from an extensive list of possible values. The results of that exercise identified actual, rather than aspirational, core values for the organization. Similar responses were combined, and these seven values were the most common responses.

Conclusion

The General Assembly will consider several action items that will have impact on the work of the Presbyterian Mission Agency. It is impossible to know in advance where these proposals and the Assembly's discernment will lead. Whatever the outcome, the Mission Agency will need strategic direction and a budget for the next two year period. The 2017-2018 Mission Work Plan is intended to provide direction for that interim period, ensuring continuity with what has gone before, while being open to the movement of God's Spirit in the years ahead.