

ITEM H.105
FOR ACTION

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>			
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. Worshiping Communities	X	H. Executive Committee	

Subject: Comment on Recommendation 1 of “A Review of Efforts Regarding Cultural Proficiency and Creating a Climate for Change in the Presbyterian Church (U.S.A.) – Report to the 221st General Assembly (2014) from the Advocacy Committee for Racial Ethnic Concerns”

“Direct the Presbytery Mission Agency (PMA) to reestablish and fill the position of Associate for Organizational Diversity, Education, and Recruitment or an appropriate alternative.”

Recommendation: That the Executive Committee forward the following comment on Recommendation 1 of “A Review of Efforts Regarding Cultural Proficiency and Creating a Climate for Change in the Presbyterian Church (U.S.A.) – Report to the 221st General Assembly (2014)” to the Presbyterian Mission Agency Board with a recommendation to approve and forward to the 221st General Assembly (2014):

Comment:

The Presbyterian Mission Agency is appreciative of the important work of the Advocacy Committee for Racial Ethnic Concerns and enjoys a collaborative, productive relationship with regular consultation. While the Presbyterian Mission Agency agrees with the importance of cultural proficiency and anti-racism work within the denomination, and the Mission Agency in particular, it disagrees with the Advocacy Committee on how to best fulfill this responsibility.

When the former incumbent of the Associate for Organizational Diversity, Education and Recruitment position left the Mission Agency, work was redistributed within the Human Resources office. No mandates for the work of the Presbyterian Mission Agency were changed, only the manner in which this work is done.

Currently the Presbyterian Mission Agency Human Resources staff includes a position that focuses on recruitment and organizational diversity (through the Diversity in Leadership Network). Education is achieved through a large selection of online career and personal development courses.

The Presbyterian Mission Agency believes this approach fulfills the General Assembly’s mandate for cultural proficiency training while also achieving good stewardship of financial resources. No other General Assembly agency has employed a full-time staff position focused on their cultural proficiency work. The work currently mandated by the General Assembly is fully reflected in the budget that has been proposed for General Assembly approval. Creating an additional position for this work will have a financial implication which requires reductions in other programmatic areas of the Presbyterian Mission Agency.