

**Report H.002**  
**EXECUTIVE COMMITTEE**  
**Presbyterian Mission Agency Board**  
**April 23-25, 2014**

**Report Two**

The Presbyterian Mission Agency Board Executive Committee reports the activities of the Executive Committee meeting of April 23, 2014:

**APRIL 23, 2014 EXECUTIVE COMMITTEE MEETING:**

**FOR CONSENT:**

**The Executive Committee recommends that the Presbyterian Mission Agency Board approve the Attendance Rationale for the 221st General Assembly (2014). (H.103)**

**FOR ACTION:**

**The Executive Committee recommends that the Presbyterian Mission Agency Board:**

**1. Approve comments to the 221st General Assembly (2014): (Attachment 1)**

- A. “Resolution to Develop a Church-wide Anti-Racism Policy from the Advocacy Committee for Racial Ethnic Concerns”
- B. “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”
- C. “Resolution to Educate Against and Help Prevent Voter Suppression from the Advocacy Committee for Racial Ethnic Concerns”
- D. “A Resolution to Define and Interpret Standards for PC(USA) Racial Ethnic Schools and Colleges from the Advocacy Committee for Racial Ethnic Concerns”
- E. “A Resolution to Support Hotel & Hospitality Workers through the Adoption of Just Policies in the Presbyterian Church (U.S.A.) from the Advocacy Committee for Women’s Concerns (ACWC)”
- F. “The Self-Study Report of the Advocacy Committee for Women’s Concerns of the Presbyterian Church (U.S.A.) to the 221st General Assembly (2014)”
- G. “The Gospel from Detroit: Renewing the Church’s Urban Vision” – From the Advisory Committee on Social Witness Policy
- H. “Resolution on Sexual Violence within the U.S. Military Services: A 2014 Human Rights Update” – From the Advisory Committee on Social Witness Policy
- I. “Ministerial Compensation and the Theology of Compensation: Incentives and Solidarity,” from the Advisory Committee for Social Witness Policy”

2. Approve the comment on Overture 053 “A Resolution of Spiritual and Material Support for the Persecuted Church—From the Presbytery of Upper Ohio Valley.” (H.113)
3. Ratify a 3% salary increase pool for the staff of the Presbyterian Mission Agency, effective April 1, 2014, with a standard percentage of two percent (2%) and a merit increase taken from a 1% pool. (Attachment 2)

**FOR INFORMATION:**

**The Presbyterian Mission Agency Board Executive Committee:**

1. **VOTED** to approve the minutes of the following Executive Committee meetings as presented (H.101)
  - February 5, 2014
  - April 2, 2014
2. **VOTED to ratify** the appointment of the following individuals to the Historically Presbyterian Racial Ethnic Educational Institutions Task Force (H.102):
  1. Mr. Lindsey Gilbert
  2. Rev. Doug Dalglish
  3. Dr. Peter Millet
  4. Dr. James Matthews
  5. Rev. Dr. Richard Rojas Banuchi
  6. Rev. Curtis Kearns Jr.
  7. Rev. Martha Sadongei
3. Met in closed session to discuss personnel matters.

**PRESBYTERIAN MISSION AGENCY**  
**Comments to the 221st General Assembly (2014)**

**I. “Resolution to Develop a Church-wide Anti-Racism Policy from the Advocacy Committee for Racial Ethnic Concerns”**

**Recommendation 1, Direct the Presbyterian Mission Agency to develop a church-wide anti-racism policy similar to the existing anti-discrimination policies.**

**Comment:**

In 1999, the General Assembly adopted a church wide policy statement on antiracism, titled “Facing Racism: A Vision of the Beloved Community.”

[http://www.pcusa.org/site\\_media/media/uploads/resolutions/facing-racism.pdf](http://www.pcusa.org/site_media/media/uploads/resolutions/facing-racism.pdf)

The Stated Clerk of the General Assembly distributed the comprehensive policy document church-wide.

As policy already exists, the Presbyterian Mission Agency calls for more action to implement the vision of the beloved community as set forth in the existing policy.

Since 1999, Racial Ethnic & Women’s Ministries/PW has provided antiracism training at general assemblies. Antiracism training has also been offered at The Big Tent, National Presbyterian Multicultural Church Conferences, Multicultural Church Institutes, and in presbyteries and congregations, as requested.

**Recommendation 2, Direct the Presbyterian Mission Agency to develop procedures and evaluation criteria for the implementation of a church-wide anti-racism training program. The Presbyterian Mission Agency will report back to the 222nd General Assembly (2016) regarding actions taken and results achieved.**

**Comment:**

Church-wide antiracism trainings are offered by the office of Gender and Racial Justice in Racial Ethnic & Women’s Ministries/PW. Racial justice training opportunities include:

<http://www.presbyterianmission.org/ministries/racialjustice/training/>

**Building the Beloved Community** – Understanding the dynamics of privilege and systemic racism.

**Faces of the Enemy** – A guided discussion based upon the documentary “Faces of the Enemy.” This course explores enemy making, the media, propaganda, racism, and war.

**Gender, Race and Class: Exploring Intersectionality** – How class and gender intersect with systemic racism in social organizations and institutions.

**Internalized Oppression** – This course uses biblical characters to explore the effects of internalized oppression.

**Power and Privilege** – This workshop explores the issues of power and privilege and creates a safe place to discuss how they affect our lives and church.

**Worship Where Faith and Culture Meet** – This workshop includes an introduction to African American, Latino/Latina, Asian, Middle Eastern, Native American, and Euro-American cultures in the United States.

**Cultural Proficiency 101** – An overview of the gender and racial justice components: anti-racism, anti-sexism and power and privilege.

**Equipping the Church for Ministry with God's Diverse Family** – This conversation focuses on the tools and resources available for Presbyterians who seek to face and dismantle racism.

**A Conversation on Inclusive and Expansive Language and Cultural Diversity** – This conversation focuses on utilizing bias-free and culturally-responsive communication, for the purpose of promoting transformation in individuals and in the larger church.

**Recommendation 4, Direct the Presbyterian Mission Agency to develop tools, assessment instruments, and training materials for the presbyteries and congregations in order to develop clear and effective understanding of systemic racism - including white privilege, power, and prejudice in relation to race.**

**Comment:**

The office of Gender and Racial Justice provides antiracism training materials, tools, and resources for Presbyterians who seek to continue the Presbyterian Church's long-standing commitment to face and dismantle racism. This training is designed to assist individuals, mid councils, agencies and worshipping communities with their efforts to understand the dynamics of privilege and systemic racism.

The Antiracism Manual, as well as a roster of antiracism trainers, is located in the office of Gender and Racial Justice. The practice is to provide the antiracism manual to nationally trained facilitators and to send the facilitator with training materials to mid councils, congregations, General Assembly, the Big Tent, General Assembly agencies, and to other groups, as training is requested.

The Antiracism Manual was recently expanded. New modules include:

- The Intersectionality of Race, Gender and Class (completed in 2010),
- a module on Internalized Oppression (Race & Gender) (completed in 2011), and
- a module on White Privilege and Male Privilege (coming in 2014).

**II. “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”**

**Recommendation 1, “Direct the Presbytery Mission Agency (PMA) to reestablish and fill the position of Associate for Organizational Diversity, Education, and Recruitment or an appropriate alternative.”**

**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.

**III. “Resolution to Educate Against and Help Prevent Voter Suppression from the Advocacy Committee for Racial Ethnic Concerns”**

**Recommendation 6, “Direct the Office of Public Witness to develop advocacy strategies to work against voter suppression and for greater freedom in voting and access to voting, and to share news of these efforts across the church.”**

**Comment:**

The Presbyterian Church (U.S.A.) Office of Public Witness is closely monitoring federal and statewide voter suppression in some key states including North Carolina, Georgia and South Carolina. These states were chosen based on constituent calls and contacts asking for our advice on responding to voter suppression in their states. We remain actively engaged with local advocates and civil rights organizations in Alabama, Mississippi, ~~and~~ Florida ~~whose~~ and other states that remain wedded to restrictive voting laws.

Many Presbyterians are involved in challenging voter suppression in their local communities and states. We are witnessing and participating in anti-voter suppression movements on state levels

including Moral Monday organizing around voter suppression and legislative trends in North Carolina and Georgia.

This resolution will strengthen the PCUSA's existing voting rights policy "Lift Every Voice: Democracy, Voting Rights and Electoral Reform." <http://www.pcusa.org/resource/lift-every-voice-democracy-voting-rights-and-elect/>

**IV. "A Resolution to Define and Interpret Standards for PC(USA) Racial Ethnic Schools and Colleges from the Advocacy Committee for Racial Ethnic Concerns"**

**"Direct the Presbyterian Mission Agency, in consultation with the Racial Ethnic Schools and Colleges Presidents Roundtable, to convene a racially diverse special task force of six with expertise in the field of education to define and interpret the standards for racial ethnic schools related to the PC(USA). The task force should conduct most of their business via electronic means, meeting one time face-to-face, and they should consult with current PC(USA) related racial ethnic schools on what characteristics in a school produce racial ethnic leaders in today's multicultural society. The task force should report back to the 222nd General Assembly (2016) on their findings. "**

**Comment:**

The Presbyterian Mission Agency Board (PMAB) approved at its February 2014 meeting that the chairperson of the Presbyterian Mission Agency Board "appoint a task force consisting of representatives from the Historically Presbyterian Racial Ethnic Institutions (HPREI) and representatives from other Presbyterian-related racial ethnic educational institutions. The task force will determine how the church can be true to its commitment to the HPREI, with whom it has covenanted, while considering how other racial ethnic educational institutions can be in relationship with the PC(USA) and be considered for support."

The Presbyterian Mission Agency Board recommends that the resolution on defining and interpreting standards for PC(USA) racial ethnic schools and colleges from the Advocacy Committee for Racial Ethnic Concerns (ACREC) be referred to the task force appointed by the Presbyterian Mission Agency Board chairperson, in order to avoid duplicative efforts. Both proposed task forces include many of the same people, and the work is similar. The task force appointed by the chairperson of the Presbyterian Mission Agency Board will meet at the fall Racial Ethnic Schools and Colleges Presidents Roundtable meeting, which is included in the current PMAB budget, so there are minimal additional financial implications for the meeting of this task force. During this meeting, the task force will have the expertise and the time to complete the work assigned by the Presbyterian Mission Agency Board and the work in ACREC's resolution.

**V. "A Resolution to Support Hotel & Hospitality Workers through the Adoption of Just Policies in the Presbyterian Church (U.S.A.) from the Advocacy Committee for Women's Concerns (ACWC)"**

**1. Direct the Presbyterian Mission Agency and Office of General Assembly to include protective language in every hotel contract so that if there is a labor dispute at the**

**contracted hotel, the Presbyterian Church (U.S.A.) can pull out of the contract without penalty.**

- 2. Direct the Presbyterian Mission Agency and the Office of General Assembly to adopt a policy that gives preference to hotels where workers are organized and commits to honoring and upholding boycotts that are directly related to workers' wages and working conditions.**

**Comment:**

The Presbyterian Mission Agency Board ("PMAB") and the Office of the General Assembly ("OGA") stand strongly behind the values for fair employment practices expressed by the ACWC but hold reservations about the details required by this recommendation. Speaking up for just compensation and reasonable working conditions is a part of our scriptural and confessional mandate and true to our historical witness.

Our concern is that, as currently presented, the resolution does not take into account the comprehensive ministry of the church and prior actions of the assembly.

1. Recommendation 1 directs the Presbyterian Mission Agency ("PMA") and OGA to include protective language in every hotel contract. Any contract in the hospitality industry is a negotiation between skilled meeting planners and hotel managers who give and take to create an agreement that is beneficial to both. It is already practice of the OGA and the PMA to insert language very similar to that proposed in the recommendation into any contract at the beginning of negotiations. In the course of negotiation this contractual language may prove to be unworkable or other reassurances take on greater relevance. It is sometimes the judgment of the agency to drop the protective language in lieu of other considerations in order to complete the contract. To require every contract to include specific language puts those who confer on our behalf in a bind that may not meet our comprehensive missional and justice goals.

We would propose that if the General Assembly adopts this recommendation, it consider inserting language such as "attempts to" before the words "include protective language..." in order to encourage meeting planners in the negotiation stages.

2. Recommendation 1 also makes reference to "a labor dispute at the contracted hotel" without defining what constitutes a labor dispute. Such general language is not useful when it comes as a directive from the General Assembly. Staff is left parsing what constitutes a labor dispute and who qualifies as a party in the dispute.

We would propose that, if the General Assembly adopts this recommendation, it might be more helpful for the recommendation to use language such as "...so that if the contracting entity of the PC(U.S.A.) determined that the hotel violated the missional goals of the church, it could pull out of the contract."

3. Of greatest concern are the implications of Recommendation 2 which "commits [the PMA and OGA] to honoring and upholding boycotts ...". Such a policy abdicates to other bodies (such as Unite

Here) our missional responsibility to engage in a prayerful, thoughtful process of engagement before initiating a boycott. The Presbyterian Church (U.S.A.) has a vital history, going back almost a century, of joining strategically in boycotts. In 1979, the church established 8 criteria before entering into a boycott. Among those criteria is to ask if "... other approaches to correcting the injustice [have] been seriously undertaken?" Furthermore the assembly instructed: "There are many methods of seeking social change, and boycott should rarely, if ever, be the strategy of first resort. Discussion and persuasion, exposure to public opinion, legislative remedy, and legal action are only a few of the options." (*Minutes*, UPCUSA, 1979, Part I, p. 253, "Boycotts: Policy Analysis and Criteria")

As currently written the PMA and OGA would be required to respect a boycott declared by other institutions without engaging in our own process of study, persuasion, negotiation or witness. We would be relinquishing our own policies and the discernment of our councils to bodies with no connection or responsibility to our membership. The final conclusion of these boycotts would not be determined by the church, but by other entities for us.

One of the strengths of our Mission Responsibility Through Investment ("MRTI") program is the way it opens avenues for the church to engage businesses in concrete, thoughtful conversations before moving toward any consideration of divestment. A boycott should be the end of the conversation between the Presbyterian Church (U.S.A.) and an institution, not the beginning.

Different language would instruct all the agencies of the church, when made aware that a hotel has been targeted for boycott by some organization, to initiate an investigation of the issues, conversation with the parties, and determination of how the PC(U.S.A.) might best contribute to the issues of justice before entering into a contract.

4. Recommendation 2 also instructs the PMA and OGA to "adopt a policy that gives preference to hotels where workers are organized ..." without recognizing the many hotels whose workers are treated with justice but are not currently organized. Are good managers and the workers employed by them to be bypassed for preferential treatment for unions? This standard would imply that all of the hotels in Louisville and in many whole states (and all of our conference centers) do not meet the justice goals of the Presbyterian Church because their workers are not organized.

**VI. "The Self-Study Report of the Advocacy Committee for Women's Concerns of the Presbyterian Church (U.S.A.) to the 221st General Assembly (2014)"**

**Recommendation 6, "Direct the Presbyterian Mission Agency Board to comply with the current (November 2013) Presbyterian Mission Agency Manual in maintaining the dual-member relationship with ACWC, in accordance with the instruction that the advocacy committees "shall" have a member of the Presbyterian Mission Agency Board, and in light of the particular nature of the advocacy committee's mandate to "advise the Presbyterian Mission Agency Board on matters of women's concerns" and to "monitor the implementation of women's policies and programs relative to women's concerns."**

**Comment:**

The Presbyterian Mission Agency Board is in compliance with the appendix to its Manual of Operations, cited by the Advocacy Committee for Women's Concerns. The language in the appendix reads: "This



Advocacy Committee shall consist of...one Presbyterian Mission Agency Board nominated by the Presbyterian Mission Agency Board Nominating and Governance Subcommittee and elected by the Presbyterian Mission Agency Board to serve a four-year non-renewable term. This voting member fulfills the responsibility of liaison between the Presbyterian Mission Agency Board and the Advocacy Committee.” The Manual of Operations also includes this provision: “When no current member of the Presbyterian Mission Agency Board has the gifts or abilities required to serve on particular boards or entities that require Board representation, the Board Nominating Committee may select nominees from past Board members.”

At its February 2012 meeting, the Presbyterian Mission Agency Board elected a voting member to serve a four-year, non-renewable term (expiring in 2016) on the Advocacy Committee for Women’s Concerns. This member completes his service on the Presbyterian Mission Agency Board at the conclusion of the 221st General Assembly (2014), having served since 2008. However, his term on the Advocacy Committee for Women’s Concerns is not complete until 2016, creating the concern raised by the Advocacy Committee.

This concern was raised by staff in February and options have been relayed to the Advocacy Committee, including asking the duly-elected Board member to resign from the Advocacy Committee before the end of his term (so that a current Board member might be elected), and considering a shortening of the length of the term of service on the Advocacy Committee (if the member must be a Board member for all four years on the Advocacy Committee, then this shortens the list of eligible members by one third, and finding members with sufficient time to serve on all the required additional committees has become quite a challenge.) The Presbyterian Mission Agency Board advises the General Assembly to take no action on this item since the Manual of Operations is being followed, and alternate solutions are being discussed.

**VII. “The Gospel from Detroit: Renewing the Church’s Urban Vision” – From the Advisory Committee on Social Witness Policy**

**3. Strengthen the Presbyterian Church (U.S.A.)’s commitment to bear the gospel of Jesus Christ to the cities of this nation and to support mid-council efforts by renewing its urban mission strategy and designating a staff position dedicated to the coordination of General Assembly resources related to metro/urban ministry, including ministries of racial and economic equity; that this position to be lodged in the Compassion, Peace, and Justice Ministries of the Presbyterian Mission Agency; that this position be funded through 2020, and that it carry out the following functions:**

- a. Work with presbyteries, congregations, and synods to organize local, regional and national networks of metro/urban ministry practitioners.**
- b. Coordinate Presbyterian Mission Agency resources and programs related to metro/urban ministry (that have been located in several ministry areas).**
- c. Develop partnerships with other faith-based and community-based organizations, especially those creating multiracial and multi-class constituencies that support metro/urban ministry.**

- d. **Develop a catalog of resources that are available to support metro/urban congregations and ministries, such as grants, training, and volunteer opportunities.**
  - e. **Provide technical assistance and training to those engaged in metro/urban ministries and to those partnering in the creation of new intentional communities of Presbyterians engaged in such ministries of witness and service.**
  - f. **Work with presbyteries, synods, seminaries, and other related metro/urban ministry organizations to develop training and networking opportunities, particularly with attention to racial and economic justice.**
  - g. **Be an advocate for metro/urban ministry at the congregational, presbytery, synod, and General Assembly level.**
- 4. To equip new ministries and worshipping communities, direct:**
- a. **Compassion, Peace, and Justice Ministries to organize on-going regional conversations on “Race, Class, and the Current Challenges of Urban Ministry,” gathering the rich resources of those who have significant experience in urban ministry, particularly the rich resources of people of color; that the collective wisdom of such conversations be edited, organized, and published periodically in the print, video and digital media of the PC(USA) for wide availability.**

**Comment:**

The Presbyterian Mission Agency Board affirms the direction of “The Gospel from Detroit: Renewing the Church’s Urban Vision” and commends the report and the in-depth analysis to the church for study and engagement. It encourages the church, especially mid-councils and congregations to consider urban ministry as a priority for national mission efforts.

Recommendations 3 and 4a would require additional funding from the Presbyterian Mission Agency. Recommendation #4b would require additional per capita funds, unless the Advocacy Committees, the Advisory Committee and the Racial Ethnic Caucuses subsume this work into their existing work plans. Additional funds, at this point in time, from either budget, are not available, as available funds have been prioritized in the budgets presented for approval by this Assembly.

Recommendation 3 seeks to recreate an office of urban ministry – an office reconfigured in 2011 (along with the former office of rural ministry) as the Office of Church Growth and Transformation. The new approach seeks to resource congregations, whatever their locale, to be faithful communities of faith, hope, love and witness. Resources appropriate to each locale are available on the Church Transformations website: (<http://www.presbyterianmission.org/ministries/church-growth/church-transformation/>).

There is also an Urban Ministry Network in the Evangelism and Church Growth Ministry area that has been meeting twice a year for over 15 years. Creating a new office within the Compassion, Peace and Justice Ministry Area would be redundant and have considerable financial implications through 2020, necessitating the reduction of other ministry programs and staff.

Recommendation 4a calls on the Compassion, Peace and Justice Ministry Area to organize and publish the results of ongoing regional conversations regarding urban ministry, particularly as informed by issues of race and class and the voices of persons of color. Compassion, Peace and Justice does not have the staff or funding for this type of regional ministry of dialogue and publishing. With the change in the way the church is engaging in mission, the Presbyterian Mission Agency Board thinks that regional ministry is best done by synods and presbyteries where the geographic needs can align with the regional conversations. Adding an additional ministry function to the Compassion Peace and Justice area would require the eliminating of existing ministry programs and staff.

Overall, we applaud the renewed focus on urban ministry and would invite commissioners to advise and encourage congregations to utilize the resources of the church transformation area rather than creating another office at the national level.

**VIII. “Resolution on Sexual Violence within the U.S. Military Services: A 2014 Human Rights Update” – From the Advisory Committee on Social Witness Policy**

- 3. “Direct the Office of Public Witness and encourage Presbyterians generally to support the development of preventive, restorative, and where necessary punitive measures to end the problem of sexual abuse in the U.S. military; and**
- 4. Direct the Office of Public Witness and the Presbyterian Ministry at the United Nations, and encourage Presbyterians generally, to support the implementation of policies to prevent sexual violence by U.S. and other military personnel engaged in joint jurisdictions such as United Nations (UN) Peacekeeping and North American Treaty Organization (NATO), both within these forces and among vulnerable refugee and asylum-seeking civilian populations.”**

**Comment:**

The Office of Public Witness has engaged in advocacy that seeks to reduce violence against women and girls, provide increased support and services for victims of relationship violence, and various other measures that will primarily benefit civilian victims of crime. In particular, the Office of Public Witness has been active in advocating for the Violence Against Women Act (VAWA) and the International Violence Against Women Act (IVAWAA). In the context of recent Congressional debates, PC(USA) General Assembly did not have policy that adequately speaks to the role of the military chain of command in the prosecution of military sexual assault. Consequently, the Office of Public Witness remained silent on the bill. If approved, this Resolution would speak to that gap in policy.

**IX. “Ministerial Compensation and the Theology of Compensation: Incentives and Solidarity,” from the Advisory Committee for Social Witness Policy”**

**Recommendation1, “Requests the Presbyterian Mission Agency to have its Personnel Committee review church-wide ministerial salary data as context for its review of Mission Agency salaries”**

**Comment:**

The Presbyterian Mission Agency Board is grateful for the persistent advocacy of the Advisory Committee on Social Witness Policy. It is through such deliberate encounters that we are all drawn to greater faithfulness. Despite our many conversations, the request raised in recommendation #1 is a new one for our dialogue, as it already reflects a current practice. Currently the Presbyterian Mission Agency follows a comparative pricing compensation approach, which aligns pay with equivalent individual positions in comparable religious/faith-based, non-profit and some for-profit organizations. Internal equity within the Presbyterian Mission Agency and the larger church is also a consideration, as is avoiding excessive compensation at the upper end of the scale. This approach readily accommodates organizational and job/role changes and recognizes performance and competency.

This practice is consistent with the Churchwide Compensation Guidelines, which include: *“In maintaining a relationship between the highest and lowest salaries, lower levels of compensation should be comparable to or better than the average salaries paid in the marketplace, but not so far above the average that good stewardship of the church’s funds is compromised. Salaries at the top levels should reflect a tempering of excessive compensation. In establishing compensation plans and/or individual salaries, comparable salary data may include data from other national church organizations, including pension boards and foundations, academic institutions, the publishing field, pastors’ salaries, and other sources as deemed appropriate by the elected bodies of the entities or the employing organization.”*

The Presbyterian Mission Agency seeks to be clear that churchwide ministerial salary data is only one component of the compensation system, and a relatively minor one, since few Presbyterian Mission Agency employees are serving in roles that require the traditional skills of a teaching elder: pastoral care, preaching, administration of the sacraments, leading a congregation, etc. While this experience is very useful in our work, the Presbyterian Mission Agency is equally dependent upon specific skills in program administration, mission administration, office administration, writing/editing/formatting, policy development, advocacy, law, finance, distribution, payroll, human resources, coaching and conference planning, often with national/international dimensions. Many positions at the Agency are not filled by ministers of the PCUSA or of other denominations. The Churchwide Compensation Guidelines direct that *“Factors to be considered when setting compensation should include the nature, purpose, scope, and responsibility of the position; the experience, knowledge, and skills required; the challenge of the work to be done and its impact on the effectiveness with which the church achieves its mission.”*

If churchwide ministerial salary data is used as the sole context for compensation, it will be impossible to fulfill the Churchwide Compensation Guidelines (initially developed by the General Assembly in 1988 and most recently re-affirmed in 2002).

[http://www.presbyterianmission.org/site\\_media/media/uploads/presbyterian\\_mission\\_agency/church\\_wide\\_compensation\\_guidelines\\_3-18-14.pdf](http://www.presbyterianmission.org/site_media/media/uploads/presbyterian_mission_agency/church_wide_compensation_guidelines_3-18-14.pdf)

**ITEM  
FOR ACTION CLOSED SESSION**

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

**Subject: Approval of Salary increase pool for the 2014 for Presbyterian Mission Agency Staff**

**Recommendation:**

**The Executive Committee approves and recommends the following for approval by the Presbyterian Mission Agency Board:**

**That the Presbyterian Mission Agency Board ratify a 3% salary increase pool for the staff of the Presbyterian Mission Agency, effective April 1, 2014, with a standard percentage of two percent (2%) and a merit increase taken from a 1% pool.**

**Background:**

While the 2014 salary increase pool percentage was included within the 2014 budget as approved, the salary increase should have been approved as a separate item of business. A new compensation plan went into effect, changing the date of salary increases to April 1, 2014. This salary increase requires approval of the Executive Committee and because the Board meeting does not occur until after a portion of these increases will be expended, the approval should be forwarded to the Board as a ratification, recognizing the approved budget provided for these increases. As indicated salary increases now go into effect April 1.