

**To Be APPROVED: February 2016**

**MINUTES OF THE  
PRESBYTERIAN MISSION AGENCY BOARD  
OF THE  
PRESBYTERIAN CHURCH (U.S.A)**

**One Hundred and Third Stated Meeting  
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**

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- 5-915 Elect Shinn to the Committee on Theological Education (COTE)
- 6-915 Elect Terpstra to the Presbyterian Women Inc. Board of Directors
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**Minutes of the  
PRESBYTERIAN MISSION AGENCY BOARD  
PRESBYTERIAN CHURCH (U.S.A.)  
September 23-25, 2015**

The one hundred and third stated business meeting of the Presbyterian Mission Agency Board (“Board”) was held on September 23-25, 2015, at the Crowne Plaza Louisville Airport Expo Center in Louisville, Kentucky.

**CONVENE** The Presbyterian Mission Agency Board convened at 1:08 p.m. in the Coronet Ballroom of the Crowne Plaza Louisville Airport Expo Center in Louisville, Kentucky. Marilyn Gamm, chair of the Presbyterian Mission Agency Board (“the Board”), called the meeting to order with prayer.

Gamm welcomed Carol Winkler, moderator of Presbyterian Women, Inc. and a new member of the Presbyterian Mission Agency Board.

In celebration of Native American Day, members of the Native American Consulting Committee led the Board in opening worship. Gamm led the Board in the recitation of the Board covenant.

**ROLL CALL** Gamm called upon Susan Abraham, recorder for the meeting, to call the roll. Abraham called the roll by naming the absentees and reporting requests to be excused.

**BOARD MEMBERS** The following members of the Presbyterian Mission Agency Board were present for all or part of the meeting:  
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 Whatsitt, Ruling Elder Carol Winkler, and The Reverend Kevin Yoho

**ECUMENICAL** The Reverend Vicki Garber

**ADVISORY MEMBER**

**AT-LARGE MEMBERS** Ellen Cason, Raul Santiago-Rivera, Kathy Trott, and Richard Allen Turpen.

**CORRESPONDING MEMBERS** Marc Lewis, Eileen Lindner, Gradye Parsons, Ray Roberts, Frank C. Spencer, Tom Taylor, Flo Watkins, and Raafat Zaki.

**LEADERSHIP CABINET** Earline Williams, Terri Bate, Kathy Francis, Hunter Farrell, Chip Hardwick, Rhashell Hunter, and Sara Lisherness.

**EXECUTIVE DIRECTOR'S OFFICE STAFF** 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 or part of the time were:  
Simone Adams-Andrade, Jeff Arnold, Rebecca Barnes, Michelle Bartel, Shannon Beck, Gregg Brekke, Laura Bryan, Sylvia Carter, Molly Casteel, Sera Chung, Deb Coe, Isaac Curley, Greg Allen-Pickett, Christine Darden, Shawn Ellison, Penny Franklin, Thomas Hay, Chris Iosso, Ruth Farrell, Arlene Gordon, Barry Ensign George, Selma Jackson, Joseph Johnson, Ray Jones, Tamron Keith, Mark Koenig, Laurie Kraus, Sue Krummel, Michal Kruse, Carmen Fowler LaBerge, Jeffrey Lawrence, Joey Lee, William McConnell, Kathy Melvin, Kristena Morse, Danny Murphy, Martha Ross-Mozkater, 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.

**ACTION 1-915**  
**APPROVE EXCUSED ABSENCES** 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.

**ACTION 2-915**  
**ADOPT AGENDA** Jo Stewart highlighted changes that were made by the Executive Committee to the PMAB meeting agenda:

**Thursday, September 24, 2015**

- Start at 8:00 a.m. (originally scheduled to start at 8:30 a.m.)
- Shorten lunch from 90 minutes to 60 minutes – gaining one

hour.

- End the Cultural Humility training at 4:00 p.m. instead of 5:00 p.m.
- Begin ACREC and ACWC presentations at 4:00 p.m. and end at 4:30 p.m.
- Add closed session with outside counsel from 4:30 p.m. to 5:30 p.m.
- Move the closed session scheduled for Thursday night to Friday morning from 8:50 a.m. to 10:05 a.m.

**Friday, September 25, 2015**

- Move items scheduled for Friday morning from 8:50 a.m. to 10:05 a.m. to Thursday night.
  - Finance Committee Report
  - Executive Committee Report
  - Discussion – Strategy Process
  - Justice Committee Report
  - Leadership Committee Report

The Board **VOTED** to adopt the amended agenda (**Appendix 1**).

**ACTION 3-915**  
**FEBRUARY 2014**  
**BOARD MINUTES**

The Board **VOTED** to approve the minutes of the April 2015 stated meeting and the June 1, 2015 called meeting of the Presbyterian Mission Agency Board.

**GREETINGS FROM THE  
MODERATOR**

The Moderator of the 221st General Assembly (2014), Heath Rada, addressed the Board. In his address, Rada reported that he had called together a task force to address financial issues facing the Church. The conversation which began with the current status and financial situation of the global mission program led him to announce a Call to the Church for a churchwide conversation (**Appendix 2**).

**REPORT OF THE CHAIR**

Stewart assumed chair while Gamm gave the chair's report. Gamm's report included:

- her recent appointment as transitional executive presbyter of Riverside Presbytery for the next two years;
- activities following the resignation of the former Executive Director, Linda Valentine;

- Executive Committee retreat in Philadelphia;
- Mid-council meeting that preceded the Big Tent meeting;
- her monthly column, the Great Co-Mission.

**INTERIM EXECUTIVE  
DIRECTOR SEARCH  
REPORT**

Gamm recapped the process outlined in the *Presbyterian Mission Agency Manual of Operations* for filling a vacant Executive Director position. Gamm thanked Barry Creech and Earline Williams for agreeing to serve as temporary co-managers during the search for an interim Executive Director.

**INTERIM EXECUTIVE  
DIRECTOR  
ANNOUNCEMENT**

Gamm announced the appointment of Luis Antonio (Tony) De La Rosa as the interim Executive Director of the Presbyterian Mission Agency. De La Rosa will assume this new role effective December 1, 2015.

Following the announcement, De La Rosa was invited to address the Board.

See **Appendix 3** for the Interim Executive Director Search Report.

**NOMINATING AND  
GOVERNANCE  
SUBCOMMITTEE  
REPORT**

Wendy Tajima, chair of the Nominating and Governance Subcommittee, and Marianne Rhebergen, co-chair, presented the report of the subcommittee (**Appendix 4**).

The Presbyterian Mission Agency Board **VOTED** to approve the following recommendations:

**ACTION 4-915  
MOUNTAIN RETREAT  
ASSOCIATION, INC.  
BOARD OF DIRECTORS**

**NOMINATE** Dean Thompson to serve a second term on the Mountain Retreat Association, Inc. Board of Directors, Class of 2018, and **FORWARD** the nomination to the 222nd General Assembly (2016) for approval.

**ACTION 5-915  
COMMITTEE ON  
THEOLOGICAL  
EDUCATION**

**ELECT** David Shinn to the Committee on Theological Education (COTE) to fill Nancy Ramsay's unexpired term through February 2017.

**ACTION 6-915  
PRESBYTERIAN  
WOMEN IN THE  
PRESBYTERIAN  
CHURCH (U.S.A.), INC.  
BOARD OF DIRECTORS**

**ELECT** Kathy Terpstra to the Presbyterian Women in the Presbyterian Church (U.S.A.), Inc. Board of Directors for the Class of 2018.

**ACTION 7-915  
PRESBYTERIAN  
CHURCH (U.S.A.)  
INVESTMENT AND**

**ELECT** Ken Godshall to the Presbyterian Church (U.S.A.) Investment and Loan Program (PILP), Inc. Board of Directors until the February 2016 Presbyterian Mission Agency Board meeting.

**LOAN PROGRAM INC.  
BOARD OF DIRECTORS**

**ACTION 8-915  
EXECUTIVE DIRECTOR  
SEARCH COMMITTEE**

**ELECT** the following individuals to the Presbyterian Mission Agency Executive Director Search Committee. If the search continues beyond June 2016, the current members, including ex-officio members, may remain on the committee whether or not their term on the Board has expired.

NAME	*DIVERSITY			BOARD CLASS
1. Marsha Zell Anson	W	F	R	2018
2. Joseph Morrow	B	M	T	2020
3. Jeffrey Joe (Y)	A	M	R	2020
4. Kears Pollock	W	M	R	2016
5. Wendy Tajima	A	F	T	2016
6. Landon Whitsitt, chair	W	M	T	2016
7. Patsy Smith	B	F	R	2016

**Ex-Officio Members**

1. Presbyterian Mission Agency Board Chair (Marilyn Gamm)
2. Moderator of the General Assembly (Heath Rada)
3. Committee on the Office of the General Assembly (COGA)  
Representative

\*Information was not included in the recommendation to the Board, but was added for information at the request of the General Assembly Committee on Representation.

**RECESS**

The Board recessed at 2:48 p.m. with prayer offered by Gamm.

**COMMITTEE  
MEETINGS**

The Board met in assigned committees at 3:00 p.m. followed by dinner in the Exhibit Hall.

**Thursday, September 24, 2015**

**RECONVENE**

The Presbyterian Mission Agency Board was reconvened with prayer by Gamm at 8:00 a.m. in the Coronet Ballroom. The Board celebrated the missional relationship of the Presbyterian Mission Agency with the National Black Presbyterian Caucus with devotion led by the former moderator of the of the Caucus, Arlene Gordon, new moderator David Wallace, and PMA staff, Lonnie Oliver, Rhashell Hunter, and Hunter Farrell.

**CULTURAL HUMILITY  
TRAINING**

Following devotion, the Board engaged in Cultural Humility Training until 4:00 p.m. The training was led by Sera Chung, Associate for Gender and Racial Justice, Rhashell Hunter, Director of Racial Ethnic and Women's



	<p>Ministries, Mark Koenig, Director of United Nations Ministry, Sara Lisherness, Director of Compassion, Peace and Justice, and Board members, Chad Herring, Mihee Kim-Kort, and David Shinn. During the training, the Board explored aspects of racism, privilege and the ways in which people are formed by their backgrounds.</p>
<b>UPDATE ON KEARS POLLOCK</b>	Gamm gave an update on Kears Pollock's recent surgery and lifted the family up in prayer.
<b>ADVOCACY COMMITTEE ON RACIAL ETHNIC CONCERNS (ACREC) PRESENTATION</b>	Raafat Zaki, chair of the Advocacy Committee on Racial Ethnic Concerns (ACREC), educated the Board on the functions and current foci of the Committee, activities that members of ACREC have been involved with, and concerns that the committee is paying attention to ( <b>Appendix 5</b> ).
<b>ADVOCACY COMMITTEE FOR WOMEN'S CONCERNS (ACWC) PRESENTATION</b>	Flo Watkins, co-chair of the Advocacy Committee for Women's Concerns (ACWC), presented the issues on which the committee has been focused, and the underlying goals of the Committee ( <b>Appendix 6</b> ).
<b><u>ACTION 9-915</u> CONVENE IN CLOSED SESSION</b>	<p>The Presbyterian Mission Agency Board <b>VOTED</b> to convene in a privileged closed session at 4:29 p.m. as the Board of the Presbyterian Church (U.S.A.), A Corporation to discuss personnel, litigation and property matters with only voting members of the Board, and the following individuals, who were invited to remain and attend all or a portion of the closed session meeting:</p> <ul style="list-style-type: none"> <li>• John Sheller, attorney</li> <li>• Gradye Parsons, parliamentarian</li> </ul>
<b><u>ACTION 10-915</u> RISE FROM CLOSED SESSION</b>	The Board <b>VOTED</b> to rise from closed session at 5:34 p.m. The chair announced that no actions were taken in closed session.
<b>RECESS</b>	The Board recessed at 5:35 p.m. following prayer offered by Gamm.
<b>DINNER</b>	The Board gathered for a group dinner at 6:00 p.m. with the International Peacemakers.
<b>RECONVENE</b>	Following dinner, the Board reconvened in the Coronet Ballroom at 7:32 p.m.
<b>FINANCE COMMITTEE REPORT</b>	Chad Herring, chair of the Finance Committee, presented the report of the committee ( <b>Appendix 7</b> ).

**ACTION 11-915**  
**2016 ADJUSTED PMA**  
**BUDGET**

The Presbyterian Mission Agency Board **VOTED** to approve the revised 2016 Presbyterian Mission Agency Budget in the total amount of \$77,499,036.

**ACTION 12-915**  
**PCUSA MORTGAGE**  
**CORPORATION –**  
**ELECTION TO BOARD**  
**OF DIRECTORS**

The Board **VOTED** to approve the election of J. Jay Wilkinson to membership on the board of Directors of the Presbyterian Church (U.S.A.) Mortgage Corporation to fill a vacancy in the Class of 2018.

**EXECUTIVE**  
**COMMITTEE REPORT**  
**TWO**

Stewart assumed chair and Gamm presented Report Two of the Executive Committee (**Appendix 8**).

**ACTION 13-915**  
**PMA STAFF**  
**ORGANIZATION**

The Presbyterian Mission Agency Board **VOTED** to:

- 1. Eliminate the vacant Deputy Executive Director for Mission position**
- 2. Eliminate the Mission ministry area, and**
- 3. Move functions that previously reported to the Deputy Executive Director for Mission to the Executive Director's Office.**
- 4. Approve a revised Appendix 2A in the Manual of Operations.**  
**(Additions are underlined, deletions are shown with a strike through)**

**APPENDIX 2A**

**Presbyterian Mission Agency Staff Organization**

The Executive Director carries out responsibilities with staff in the following ministries: the Office of the Executive Director, Compassion Peace and Justice, Racial Ethnic and Women's Ministries, Theology, Formation and Evangelism, World Mission, ~~Mission~~, Shared Services, Communications and Funds Development.

**I. Mission Administration**

**A. Office of the Executive Director**

The primary purpose of the office is to provide overall leadership and support for the mission of the Presbyterian Church (U.S.A.) working with and through the Presbyterian Mission Agency Board and the Ministries. The office is divided into mission administration areas, one of which is shared with the Office of the General Assembly:

1. Advocacy Committee Support which includes, Advocacy Committee for Racial Ethnic Concerns, and Advocacy Committee for Women's Concerns.
2. Human Resources

3. Internal Audit
4. Legal & Risk Management
5. Policy, Administration and Board Support
6. Research Services

- B. Shared with the Office of the General Assembly
  1. Mid Council Relations

~~C. Deputy Executive Directors~~ Ministries

The Ministries are led by ~~a two~~ Deputy Executive Directors, ~~and two~~ Senior Directors, and four ministry directors, reporting to the Executive Director.

- ~~1. Deputy Executive Director for Mission~~
  - ~~a) Evangelism and Church Growth~~
  - ~~b) Compassion, Peace and Justice~~
  - ~~c) Racial Ethnic and Women's Ministries/Presbyterian Women~~
  - ~~d) Theology, Worship and Education~~
  - ~~e) World Mission~~
  - ~~f) Research Services~~
1. Deputy Executive Director for Shared Services
  - a) Finance and Accounting
  - b) Information Technology
  - c) Presbyterian Center Services
  - d) Presbyterian Distribution Services
2. Senior Director for Communications
  - a) Mission Communications
  - b) Communications Services
3. Senior Director for Funds Development Ministry
  - a) Major Gifts
  - b) Church Support
  - c) Special Offerings and Appeals

d) Relationship and Development Operations

4. Compassion, Peace and Justice

5. Racial Ethnic and Women's Ministries

6. Theology, Formation and Evangelism

7. World Mission

## **II. Changes to the staff structure**

- A. Changes to the ministry area structure of the Presbyterian Mission Agency (Communications, Funds Development, ~~Mission~~, Office of the Executive Director, and Shared Services) must be approved by the Presbyterian Mission Agency Board, upon recommendation by the Executive Committee and the Executive Director.
- B. Changes to the structure within a ministry area must be approved by the Presbyterian Mission Agency Board Executive Committee, upon recommendation by the Executive Director.

### **ACTION 14-915** **CONSENT AGENDA**

The Board **VOTED** to adopt the following consent agenda item from the Executive Committee:

- That the Presbyterian Mission Agency Board approves the list of General Assembly Mission restricted funds grants.

### **ACTION 15-915** **CHANGES TO THE PMA** **MANUAL OF** **OPERATIONS**

The Presbyterian Mission Agency Board **VOTED** to approve the proposed changes to the *Presbyterian Mission Agency Manual of Operations*:

(Additions are underlined; deletions are shown with a strike through.)

## **IV. Citation of Major Documents, page 3**

The following documents guide the work of the Presbyterian Mission Agency Board and are maintained in offices engaged in work related to their subject matter. Unless appended, these documents are available on the Presbyterian Mission Agency Website, with printed copies available by request.

~~A. Mission Policy Guide: Text of policies is available in the Minutes of prior General Assemblies. The guide is prepared by the Presbyterian Mission Agency.~~

~~B.~~A. Churchwide Equal Employment Opportunity and Affirmative Action Plan Approved by General Assembly. The plan is available from the Presbyterian Mission Agency Office of Human Resources.

~~C.~~B. "Policies Regarding Public Statements by the Board" approved by the Presbyterian Mission Agency Board (Appendix 3).

~~D.~~C. Current Mission Work Plan.

~~E.D.~~ Organization for Mission.

~~F.E.~~ Seeking to be Faithful Together: Guidelines for Presbyterians  
During Times of Disagreement.

**Appendix 1C: “Presbyterian Mission Agency Board Committees and Task Forces”**

I.B.2.a “Leadership Committee”

Relationships

The work of the Leadership Committee connects in relationship with a variety of other groups, including Board-related committees, missional relationships, committees/boards where the Board has a representative, and ecumenical advisory members.

1) Board-related committees

a. None

2) Missional relationships:

a. Presbyterian Council for Chaplains and Military Personnel – PCCMP

b. Association of Presbyterian Church Educators – APCE

c. Association of Presbyterian Colleges and Universities – APCU

**ACTION 16-915**  
**CHURCHWIDE**  
**CONVERSATION ON**  
**THE MISSION,**  
**PRIORITIES, AND**  
**STRUCTURES OF THE**  
**PMA**

In response to the April 2015 Board action regarding a churchwide conversation on the mission, priorities, and structures of the PMA, the Presbyterian Mission Agency Board **VOTED** to approve the following recommendations of the Executive Committee:

- a. **Embrace the churchwide listening effort sponsored by the Committee on the Office of the General Assembly (COGA) regarding denominational identity as a priority during the lead-up to the 222nd General Assembly (2016).**
- b. **Focus its present attention on developing a two-year interim strategy to guide the Mission Agency to 2018.**
- c. **Recommend that the 222nd General Assembly (2016) forward the results of the research from the Committee on the Office of the General Assembly, the reports of the Presbyterian Mission Agency Review Committee and the Office of the General Assembly (OGA) Review Committee, and other studies as appropriate, as input for the next agency review cycle, which during 2016-2018 is already designed to focus on “the review of the whole of the Presbyterian Church (U.S.A.) and its six agencies, focusing broadly on the effectiveness of the six agencies and other governing bodies in working collaboratively to implement the General Assembly’s mission directives.”**

**STRATEGY PROCESS**

Wendy Tajima, chair of the Strategy Advisory Group, presented an update on

the strategic planning process. Given current issues and challenges, it was decided that this should be a two-year plan for 2017-18, rather than a four-year plan (**Appendix 9**).

The Presbyterian Mission Agency Board will conduct feedback sessions with constituent groups and participate in a church-wide discussion coordinated with the Office of the General Assembly. Questions for the feedback sessions will include:

- What does it mean to be a connectional church?
- Why does the church need national church offices?
- What are the crucial issues facing our culture, and how has the Mission Agency been helpful to PC(USA) congregations in addressing those issues?
- How does the Mission Agency currently help congregations do ministry that they cannot do themselves?

The Presbyterian Mission Agency Board members participated in a prioritization exercise. Members of the Board were given a list of 24 programs that currently rely on unrestricted funds and were asked to allocate 100 priority points between the programs based on their answers to the following questions:

- What are the programs that the PC(USA) should prioritize in the coming 3 years, even if there are no restricted funds or program fees to pay for them?
- What is needed for the PC(USA) that no one else but the PMA can do?
- If a particular program went away, who would notice?

#### JUSTICE COMMITTEE REPORT

The report of the Justice Committee was presented by the chair of the committee, James Ephraim (**Appendix 10**).

#### **ACTION 17-915** **ADDITION TO THE PDA** **MANUAL OF** **OPERATIONS**

The Presbyterian Mission Agency Board **approved** the following additions to the Presbyterian Disaster Assistance Manual of Operations:

**An important element of PDA national response protocols involves PDA National Response Team members and/or staff offering ministry of presence by worshiping with affected congregations the first Sunday following a disaster.**

**On occasion, a disaster occurs at such a time that Teaching Elders are required to be part of the response. When Teaching Elders who belong to the Presbyterian Disaster Assistance National Volunteer/Response Team (NRT), are needed to deploy at a time that would require them not being**

able to fulfill their pulpit obligations at their home church, PDA will, if requested, reimburse the NRT member's church for pulpit supply expenses (honorarium for substitute preacher) up to an amount defined in that church's presbytery policy. If there is no presbytery policy in place to cover such honoraria, PDA will reimburse up to \$200.00 upon request of the church.

**ACTION 18-915**  
**SIX AGENCY**  
**“COLLABORATIVE**  
**AGENDA ON**  
**ENVIRONMENTAL**  
**STEWARDSHIP”**

In reference to the Six Agency “Collaborative Agenda on Environmental Stewardship,” the Presbyterian Mission Agency Board **VOTED** to:

- 1. Endorse the Collaborative Agenda for Environmental Stewardship**
- 2. Commit to the Common Activities to Care for God’s Creation described in section II of the Collaborative Agenda, and**
- 3. Recommend to the 222nd General Assembly (2016) its endorsement of the Collaborative Agenda for Environmental Stewardship.**

**LEADERSHIP**  
**COMMITTEE REPORT**

Kevin Yoho, chair of the Leadership Committee, presented the committee’s report (**Appendix 11**):

**CHARLES H. COOK**  
**FOUNDATION**

Gamm declared the following motion out of order.

**That the Presbyterian Mission Agency Board vote not to rescind its action from the April 2015 meeting, which was to discontinue base grants from the Christmas Joy Offering to the Charles H. Cook Foundation.**

According to Roberts Rule page 104, “A motion to refrain from doing something should not be offered.”

**ACTION 19-915**  
**ADVISORY**  
**COMMITTEE ON THE**  
**ALLOCATION OF**  
**RACIAL ETHNIC**  
**LEADERSHIP**  
**DEVELOPMENT FUNDS**  
**RECOMMENDATIONS**

The Presbyterian Mission Agency Board, at the recommendation of the Advisory Committee on the Allocation of Racial Ethnic Leadership Development Funds from the Christmas Joy Offering, **VOTED** to:

- a) Maintain funding to the remaining Historically Presbyterian Racial Ethnic Institutions (HPREIs) at current percentages of the Christmas Joy Offering (CJO). As of the date of this report, the HPREIs that qualify for funding through the CJO are Menaul School, Presbyterian Pan American School and Stillman College.**
- ~~b) Allocate funds that have become available from HPREIs that no longer qualify for funding through the CJO to support the work of the Racial Ethnic Leadership Development Office (including staffing if needed). Further, the Advisory Committee requests the Racial Ethnic Leadership Development Office to work in~~**

~~cooperation with PC(USA) staff who have appropriate relational ties and expertise, to work toward:~~

- ~~1) the convening of a consultation, by the conclusion of 2017, to address how intercultural, interracial, and interreligious proficiencies can become norms of excellence in church leadership. As envisioned by the Advisory Committee, this consultation will bring together a) leaders (presidents and deans) of institutions of higher theological education (seminaries and divinity schools) across different ecclesial bodies and b) national denominational officers who bring expertise in intercultural, interracial, and interreligious work. It is expected that the body of participants will be racially and ethnically diverse. Participants will be invited and expected to present their work on these fronts. The consultation will be designed for the sharing of current practices and insights gained from participants as well as generating new wisdom and innovative practices that will equip institutions to be more effective in the formation of church leaders.~~
- ~~2) the initiation and support of a network of professionals engaged in the formation of church leaders across institutions of higher theological education, national ecclesial bodies, and congregational and mid-council leaders who are deliberate in their work of crossing religious and cultural boundaries; and~~
- ~~3) the development of resources that will support a) ongoing work to this end, which may include multiracial peer groups and interreligious peer groups at mid-council and local levels, b) ways to recognize and honor leaders who exhibit these proficiencies, and c) communications highlighting the valuable work of church leaders on these fronts.~~

b.) Approve allocating funds from the Christmas Joy Offering, which were previously designated to Cook Native American Ministries, to Native American Education and Leadership, from the last quarter of 2015 through 2017.

**ACTION 20-915**

MISSION PERSONNEL  
SUB-COMMITTEE  
ACTIONS

The Presbyterian Mission Agency Board **VOTED** to:

1. Approve the April 2008 action and the September 2008 action authorizing a subcommittee of the Leadership and Vocation committee to approve mission personnel appointments and actions be rescinded as of the date of this meeting of the Presbyterian Mission Agency Board (PMAB); and



2. **Approve that the staff of the PMA be, and hereby are, authorized to revise the Presbyterian Mission Agency of the Presbyterian Church (U.S.A.) Mission Co-Worker Handbook consistent with this action and report revisions to the next PMAB meeting; and**
3. **Direct that all mission personnel actions be implemented by PMA staff in the manner set forth in the revised Handbook; and**
4. **Direct PMA staff to report all Mission Personnel appointments and reappointments to the PMAB through its Leadership Committee for information and to make elected members aware of prayer and support needs.**

**ACTION 21-915**  
**PRESBYTERIAN**  
**COLLEGE TRUSTEES**

The Presbyterian Mission Agency Board received the nominations from the Trusteeship and Honorary Degrees Subcommittee of the Administrative Committee of Presbyterian College and **VOTED** to appoint the following persons for consideration for election by the Presbyterian College Board of Trustees to three-year terms:

1. **Thomas H. Milton, First Presbyterian Church, Greensboro, North Carolina**
2. **David F. Parker, Eastminster Presbyterian Church, South Carolina**

**ACTION 22-915**  
**NEW BUSINESS -**  
**RECOMMENDATION TO**  
**THE SPECIAL**  
**OFFERINGS REVIEW**  
**TASK FORCE**

The Presbyterian Mission Agency Board **VOTED** to recommend to the Special Offerings Review Task Force that the funds, which were previously designated to Cook Native American Ministries through the Christmas Joy Offering, be designated to Native American Education and Leadership from 2018-2021.

**ACTION 23-915**  
**NEW BUSINESS -**  
**CONVERSATION ON**  
**FUNDING FOR WORLD**  
**MISSION PERSONNEL**

The Presbyterian Mission Agency Board **VOTED** to highlight the need for Board-, Agency-, and Church- wide conversation, prioritization, strategies, and funding for World Mission Personnel for 2016 and beyond.

**RECESS**

The Board recessed for the evening at 8:58 p.m. with prayer offered by Noelle Royer.

**Friday, September 25, 2015**

**RECONVENE**

The Presbyterian Mission Agency Board was reconvened by Gamm in the Coronet Ballroom on Friday, September 25, 2015 at 8:35 a.m. Opening devotion was led by Mihee Kim-Kort.

<b>GREETINGS FROM THE STATED CLERK</b>	Stated Clerk, Gradye Parsons, brought greetings from the Office of the General Assembly. During his address, Parsons remembered Dave Fleetwood, one of the security guards at the Presbyterian Center, who died recently from pancreatic cancer. PMAB members expressed appreciation for Parson's leadership. Parson had earlier announced his decision not to stand for third term
<b><u>ACTION 24-915</u> CONVENE IN CLOSED SESSION</b>	<p>The Presbyterian Mission Agency Board <b>VOTED</b> to convene in closed session at 8:59 a.m. to discuss personnel, litigation and property matters with only voting members of the Board, and the following individuals, who were invited to remain and attend all or a portion of the closed session meeting:</p> <ul style="list-style-type: none"> <li>• Earline Williams</li> <li>• Barry Creech</li> <li>• Denise Hampton</li> <li>• Toni Carver-Smith</li> <li>• Martha Clark</li> <li>• Mike Kirk</li> <li>• April Davenport</li> <li>• Lisa Robbins</li> <li>• Ruth Gardner</li> <li>• Melody Smith</li> </ul>
<b><u>ACTION 25-915</u> RISE FROM CLOSED SESSION</b>	The Presbyterian Mission Agency Board <b>VOTED</b> to rise from closed session at 10:16 a.m. The chair announced that no actions were taken in closed session.
<b>RECESS/RECONVENE</b>	The Board recessed for a break at 10:16 a.m. and reconvened at 10:30 a.m.
<b>PRESBYTERIAN MISSION AGENCY REVIEW COMMITTEE</b>	Creech gave an update on the work of the Review Committee and shared the attached outline of the report ( <b>Appendix 12</b> ). Gamm and Stewart have sent a preliminary response to the concerns raised in the report, and will soon send a detailed account of what we are doing in response to each of the observations.
<b>AUDIT COMMITTEE REPORT</b>	Mary Baskin, vice-chair of the Audit Committee, presented the report of the committee. The report of the Audit Committee is found in ( <b>Appendix 13</b> ).
<b><u>ACTION 26-915</u> CONVENE AS BOARD OF PC(USA), A CORPORATION</b>	<p>The Board <b>VOTED</b> to convene as the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation, and Its Constituent Corporation at 10:40 a.m. Stewart assumed the chair. Gamm presented the report.</p> <p>The Presbyterian Mission Agency Board reconvened at 10:53 a.m. with prayer offered by Stewart.</p>
<b>WORSHIPING</b>	The chair of the Worshiping Communities Committee, David Shinn, presented

COMMUNITIES  
COMMITTEE REPORT

**ACTION 27-915**  
**PROGRAMMATIC**  
**EMPHASES FOR 2017**

the report of the committee (**Appendix 14**).

The Presbyterian Mission Agency Board **VOTED** to approve the list of Special Days and Programmatic Emphases for 2017.

These days will be listed in the Presbyterian Planning Calendar and other materials. New requests for 2017 are marked with an asterisk.

<b>Dates</b>	<b>Programmatic Emphases or Liturgical Designation</b>	<b>Baptism</b>	<b>Eucharist</b>
January 6	<i>Epiphany of the Lord</i> (Friday)		<b>X</b>
January 8	<i>Baptism of the Lord</i>	<b>X</b>	<b>X</b>
January 11	Human Trafficking Awareness Day (Wednesday)		
January 15*	Race Relations Day/Speak Antiracism <sup>1</sup>		
January 18	Week of Prayer for Christian Unity begins (Wednesday)		
January 22	Criminal Justice		
February 5	Souper Bowl of Caring; Chaplains Sunday		
February 12	Health Awareness and Day of Prayer for Healing and Wholeness; Camp and Conference Ministries		
February 19	Universal Day of Prayer for Students		
February 26	<i>Transfiguration of the Lord</i>	<b>X</b>	<b>X</b>
March 1	<i>Ash Wednesday</i>		<b>X</b>
March 3	World Day of Prayer (Friday)		
March 5	<i>1st Sunday in Lent</i> ; Celebrate the Gifts of Women		
March 8	International Women's Day (Wednesday)		

March 12	<i>2nd Sunday in Lent</i>		
March 19	<i>3rd Sunday in Lent</i>		
March 26	<i>4th Sunday in Lent</i>		
April 2*	<i>5th Sunday in Lent; Self-Development of People; Justice Advocacy<sup>3</sup></i>		
April 9	<i>Passion/Palm Sunday (Holy Week begins)</i>		<b>X</b>
April 10	<i>Monday of Holy Week</i>		
April 11	<i>Tuesday of Holy Week</i>		
April 12	<i>Wednesday of Holy Week</i>		
April 13	<i>Maundy Thursday</i>		<b>X</b>
April 14	<i>Good Friday</i>		
April 15	<i>Great Vigil of Easter</i>	<b>X</b>	<b>X</b>
April 16	<i>Resurrection of the Lord / Easter; One Great Hour of Sharing</i>	<b>X</b>	<b>X</b>
April 17	International Day of Farmers' Struggles		
April 22	Earth Day (Saturday)		
April 24	Armenian Genocide Remembrance Day (Monday)		
April 27	Holocaust Remembrance Day (Thursday)		
May 4	National Day of Prayer		
May 5	May Friendship Day (Friday)		
May 7	Older Adult Week begins; Wills Emphasis		<b>X</b>
May 13	Fair Trade (Saturday)		
May 14	Mother's Day		<b>X</b>

May 21	Presbyterian Heritage		
May 25	<i>Ascension of the Lord</i> (Thursday)		<b>X</b>
May 28	Disability Inclusion		
June 3*	1001 New Worshiping Communities <sup>5</sup>		
June 4	<i>Day of Pentecost</i> ; Pentecost Offering	<b>X</b>	<b>X</b>
June 11*	<i>Trinity Sunday</i> ; Intercultural Church Sunday <sup>6</sup>	<b>X</b>	<b>X</b>
June 18	Father's Day; Presbyterian Men		
June 25	Active Life		
July 2	Immigration Sunday		
July 16	Smaller Membership Church		
July 23	Metropolitan/Urban Ministry		
August 6	Hiroshima Day (Sunday)		
August 13*	College and Young Adult Sunday <sup>7</sup>		
August 20	Youth in the Church and World		
August 27	Public Education		
September 3*	Season of Peace begins; Presbyterian Higher Education <sup>2</sup>		
September 4	Labor Day; A Social Creed for the 21st Century (Monday)		
September 10	Christian Education Week begins; Christian Education Celebration		
September 17	Theological Education / Seminaries		
September 21	Global Week of Action against Gun Violence begins; International Day of Peace (Thursday)		

September 22	Native American Day		
September 24	Evangelism Sunday; Gifts of New Immigrants		
October 1	World Communion Sunday; Peace and Global Witness Offering		<b>X</b>
October 8	Domestic Violence Awareness		
October 16	World Food Day (Monday)		
October 22	Children's Sabbath; Educate a Child, Transform the World		
October 24	United Nations Day (Tuesday)		
October 29	Reformation Sunday		
November 1	<i>All Saints' Day</i> (Wednesday)		<b>X</b>
November 3	World Community Day (Friday)		
November 5	Christian and Citizen		
November 7	Election Day		
November 12	Caregiver Sunday		
November 19*	Hunger and Homelessness <sup>4,8</sup>		
November 23	Thanksgiving Day (Thursday)		
November 26	<i>Christ the King / Reign of Christ</i>	<b>X</b>	<b>X</b>
December 1	World AIDS Day; Presbyterian HIV/AIDS Awareness (Friday)		
December 3	<i>1st Sunday of Advent</i>		
December 10	<i>2nd Sunday of Advent</i> ; Human Rights Day		
December 17	<i>3rd Sunday of Advent</i>		

December 24	<i>4th Sunday of Advent; Christmas Eve (Sunday); Christmas Joy Offering</i>		<b>X</b>
December 25	<i>Nativity of Jesus Christ / Christmas Day (Monday)</i>		<b>X</b>

**1001 NEW  
WORSHIPING  
COMMUNITIES REPORT**

Shinn invited Vera White, Coordinator for 1001 New Worshiping Communities, to present the report from the 1001 New Worshiping Communities (**Appendix 15**).

**THEOLOGY,  
FORMATION, AND  
EVANGELISM  
MINISTRY AREA**

Chip Hardwick introduced the newly created ministry area, Theology, Formation, and Evangelism which was formed by the merger of the Theology, Worship, and Education ministry area and the Evangelism ministry area (**Appendix 16**).

**ACTION 28-915  
PRIVILEGED CLOSED  
SESSION**

The Presbyterian Mission Agency Board **VOTED** to meet in a privileged closed session at 11:15 a.m. with attorney John Sheller.

**ACTION 29-915  
RISE FROM  
PRIVILEGED CLOSED  
SESSION**

The Board **VOTED** to rise from closed session and reconvene in plenary at 11:30 a.m. Gamm shared the news that the judge had issued a ruling dismissing the defamation lawsuit. The other case is still before a judge, and we are waiting for a ruling in that matter. Gamm asked for prayers for everyone involved in the situation.

**BOARD MEETING  
EVALUATION**

Board members received a link via email for the Board Meeting survey.

**ADJOURNMENT**

The meeting of the Presbyterian Mission Agency Board was adjourned at 11:35 a.m. with prayer offered by Gamm.

**CLOSING WORSHIP**

The Board was led in closing worship by Shannon Beck, Catalyst for the Violence and Reconciliation Network.

Respectfully Submitted,

Susan Abraham  
Associate for Board Meeting Support and  
General Assembly Coordination  
Presbyterian Mission Agency