

**APPROVED: February 3, 2016**

**Minutes of the  
PRESBYTERIAN MISSION AGENCY BOARD OF  
THE GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH (U.S.A.)  
Called Meeting  
December 2, 2015**

**CONVENE** The special meeting of the Presbyterian Mission Agency Board was called to order with prayer at 5:03 p.m. by the vice-chair, Jo Stewart. Stewart lifted in prayer Board member Mark Brainerd and family, and victims of the shooting in San Bernardino, California.

**ROLL CALL** Stewart called upon Susan Abraham, Associate for Board Meeting Support and General Assembly Coordination, to call the roll.

**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, Ruling Elder Mary C. Baskin, The Reverend Gregory Chan, The Reverend Cecil Corbett, The Reverend David Ezekiel, 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 Joseph Morrow, Ruling Elder Susan Osoinach, Ruling Elder Kears Pollock, The Reverend Neal Presa, The Reverend Nancy Ramsay, The Reverend Marianne Rhebergen, The Reverend Alice Ridgill, Ruling Elder Noelle Royer, Ruling Elder Melinda Lawrence Sanders, Ruling Elder Patsy Smith, Ruling Elder Glen Snider, Ruling Elder Josephene Stewart, The Reverend Wendy Tajima, Ruling Elder Kathy Terpstra, and Ruling Elder Carol Winkler.

**AT-LARGE MEMBERS** Ruling Elder Ellen Cason and Ruling Elder Kathy Trott

**ECUMENICAL  
ADVISORY MEMBER** The Reverend James Foucher, Jr.

**CORRESPONDING  
MEMBERS** Ruling Elder Marilee Hopkins, Ruling Elder James Rissler, Ruling Elder Tony De La Rosa, and The Reverend Frank Spencer.

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

**STAFF PRESENT** Susan Abraham, Gregg Brekke, Martha Clark, April Davenport, Debbie

Gardiner, Denise Hampton, Mike Kirk, and Teresa Grant.

**OTHER**

Leslie Scanlon, Presbyterian Outlook

**ACTION 1-1215**  
**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:

Andrew Barron, The Reverend Mark Brainerd, The Reverend James R. Ephraim, Jr., Ruling Elder Rafael Medina, Moderator of the General Assembly, Heath Rada, and The Reverend Landon Whitsitt.

**UNEXCUSED**  
**ABSENCES**

Ruling Elder Marvin Brangan, The Reverend Harold Delhagen, Ruling Elder Thomas Fleming, Jr., The Reverend Mihee Kim-Kort, Ruling Elder Regina Meester, The Reverend David Shinn, and The Reverend Kevin Yoho.

**QUORUM**

A quorum was declared present for the transaction of business.

**PROCESS OVERVIEW**  
**AND CURRENT**  
**STATUS**

Stewart welcomed Tony De La Rosa, the new interim Executive Director of the Presbyterian Mission Agency. Stewart stated that the purpose of the call was to receive an update on the process overview and the current status of the Mission Work Plan (**Appendices 1, 2 &3**).

Wendy Tajima, co-chair of the Strategy Advisory Group, and Barry Creech, facilitator for the Strategy Working Group, reported on the work done by the two groups on the Mission Work Plan for 2017-2018. The Board will vote on the Plan at its February 3-5 Board meeting. The Vision and Mission statements will remain the same as in the current plan. Based on feedback collected during the listening sessions, the new Mission Work Plan will include more focused directional goals, clearly stated theological underpinnings, and Core Values that are more specific to the Presbyterian Mission Agency.

Work on the 2017-2018 Budget will begin after the Board approves the Mission Work Plan in February. The proposed budget will be brought to the April Board meeting for approval.

**UPDATE ON CALL TO**  
**THE CHURCH**

Moderator Heath Rada was not available to give the update on the Call to the Church due to travel delays. The item will be included on the January conference call.

**ADJOURNMENT &**  
**CLOSING PRAYER**

There being no further business, the meeting was adjourned and closed with prayer by De La Rosa at 6:16 p.m.

Respectfully Submitted,

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

## Mission Work Plan Development Timeline

### Early December

- Strategy Working Group (staff)
  - receive research results
  - re-work initial draft of directional goals into a 2<sup>nd</sup> draft
- Strategy Advisory Group (elected)
  - receive research results
  - review 2<sup>nd</sup> draft of directional goals
  - complete draft of theological underpinnings and core values

### Mid-December

- Communication to Board members:
  - providing overview of research results
  - seeking input on draft of directional goals
  - seeking input on theological underpinnings and core values

### Early January

- Strategy Working Group (staff)
  - Finalize draft of directional goals
- Strategy Advisory Group (elected)
  - Review final draft of directional goals
  - Finalize theological underpinnings and core values
- Final draft of interim Mission Work Plan is constructed, including:
  - Vision (remains same from 2013-2016)
  - Mission (remains same from 2013-2016)
  - Theological Underpinnings (from Strategy Advisory Group)
  - Directional Goals (from Strategy Working Group)
  - Core Values (from Strategy Advisory Group)
- Draft Mission Work Plan posted as business for the February meeting of the Presbyterian Mission Agency Board.

### February 3-5, 2016

- Presbyterian Mission Agency Board meeting
  - Executive Committee receives proposed interim Mission Work Plan and recommends it for Board approval
  - Board receives recommendation from the Executive Committee and considers approval.

### Mid-February – April

- Staff develop budget for 2017-2018 to implement the plan as approved by the Board
- Receive input from Strategy Advisory Group (elected)

### April 27-29, 2016

- Finance Committee receives 2017-2018 budget proposal and makes recommendation to the Board
- Board receives recommendation from the Finance Committee and considers approval

### April 29, 2016

- Any staffing actions made necessary by the approval of the 2017-2018 budget are implemented.

### June 19-25, 2016

- Mission Work Plan and 2017-2018 Budget are reviewed and approved by the General Assembly.

### January 2017

- Implementation of Mission Work Plan 2017-2018 begins

# Mission Work Plan for 2013 to 2016

## Presbyterian Mission Agency

Appendix 2

### 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

#### Transformational Leaders

Inspire, equip, and connect the church to: Cultivate, nurture, and sustain diverse, transformational leaders for Christ's mission.

*I chose you and appointed you so that you could go and produce fruit. John 15:16 (CEB)*

#### Compassionate and Prophetic Discipleship

Inspire, equip, and connect the church to: Make, receive, and send disciples who demonstrate and proclaim God's justice, peace and love in an increasingly globalized world.

*The Spirit of the Lord is upon me, because the Lord has anointed me. [God] has sent me to preach good news to the poor, to proclaim release to the prisoners and recovery of the sight to the blind, to liberate the oppressed, and to proclaim the year of the Lord's favor. Luke 4:18-19 (CEB)*

#### New Worshiping Communities

Inspire, equip, and connect the church to: Ignite a movement within the PC(USA) that results in the creation of 1,001 new worshiping communities.

*They praised God and demonstrated God's goodness to everyone. The Lord added daily to the community those who were being saved. Acts 2:47 (CEB)*

#### Young Adults

Inspire, equip, and connect the church to: Engage and join with young adults in reforming the church for Christ's mission.

*I will set up my covenant with you and your descendants after you in every generation as an enduring covenant. I will be your God and your descendants' God after you. Genesis 17:7 (CEB)*

#### General Assembly Engagement

Engage with, respond to, resource and represent the General Assembly in alignment with the vision and mission for the Presbyterian Mission Agency.

*The apostles and the elders gathered to consider this matter. (Acts 15:6 CEB)*

#### Organizational Integrity

Build confidence, trust and engagement in all that we do by being Collaborative, Accountable, Responsive and Excellent (C.A.R.E.).

*If anything is excellent and if anything is admirable, focus your thoughts on these things. Philippians 4:8a (CEB)*

### CORE VALUES OF THE PRESBYTERIAN MISSION AGENCY

C.A.R.E. (Collaborative, Accountable, Responsive, Excellent)

**Collaborative.** Working together in an inclusive community, we will invite input, share ideas and seek the best ways to accomplish our common goals.

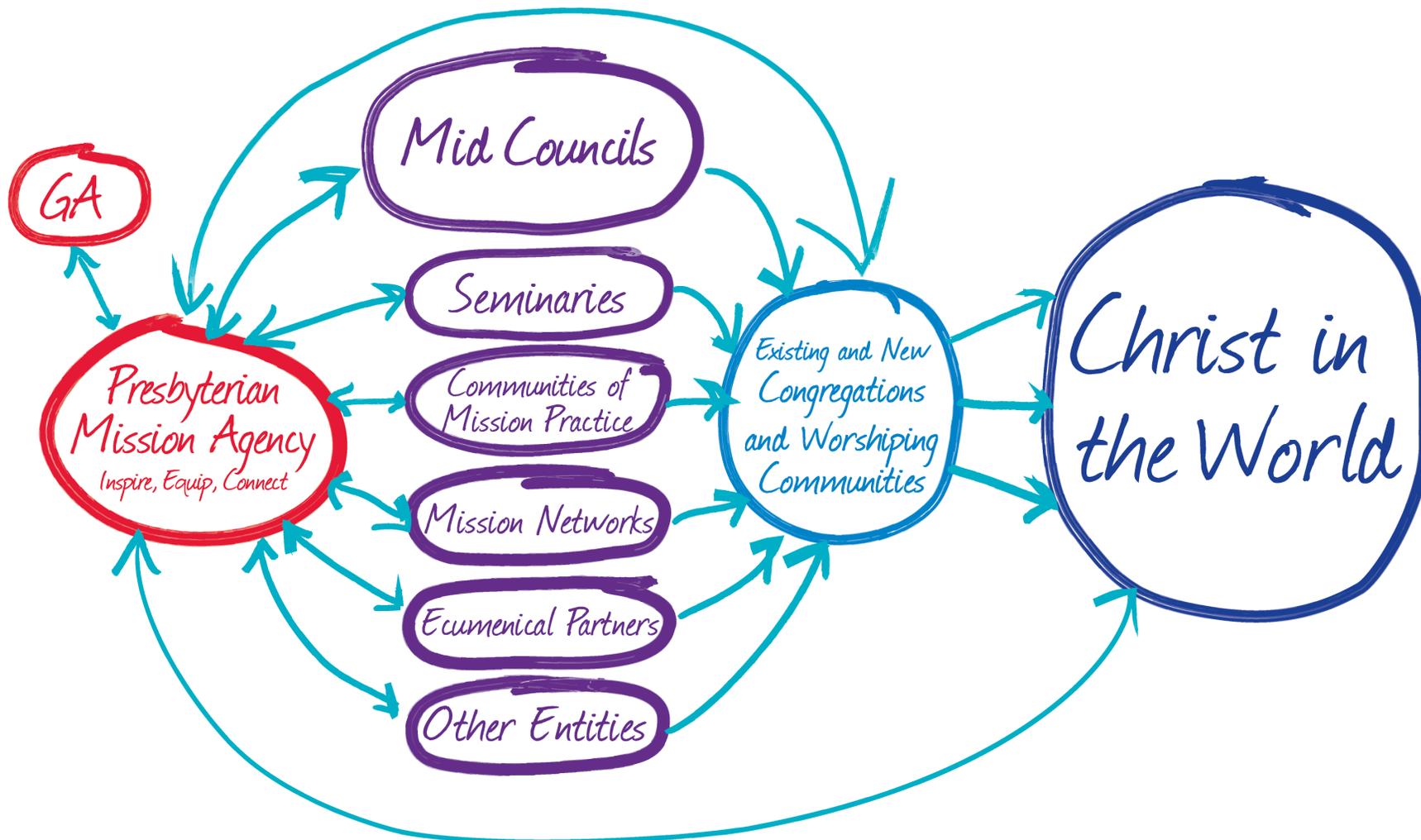
**Accountable.** Relying on the Holy Spirit to enable us to trust and to be trustworthy, we will take responsibility for our actions and work with integrity, transparency and love.

**Responsive.** Acting as servant leaders, we will faithfully respond to the voices and needs of the church by being timely, helpful, enthusiastic and mission-centered.

**Excellent.** Demonstrating faithful stewardship and service through God's empowering grace, we will work with energy, intelligence, imagination and love.



# Whom Do We Serve



# Theological Underpinnings for the Mission Work Plan

# Rooted in the Great Ends of the Church (F-1.0304)

The great ends of the Church are:

- **the proclamation of the gospel for the salvation of humankind**

*We speak of the goodness of Jesus by proclaiming the good news.*

- **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.*

- **the maintenance of divine worship**

*We praise God, from whom all blessings flow.*

- **the preservation of the truth**

*We speak truth that sets us free to love.*

- **the promotion of social righteousness**

*We follow Christ, who healed the sick, fed the hungry, opened blind eyes, and broke bread with outcasts and sinners.*

- **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.*

# Underpinnings for 2017-2018

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*. With the understanding 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, the Presbyterian Mission Agency's part in working towards these *Great Ends* will be:

- working with our partners, here and around the world, to proclaim the gospel in ways that are most effective for their context
- developing leaders who will build up the Church to be a welcoming place of spiritual nurture and worship for all of God's children, especially those who have been marginalized
- being a prophetic witness to Christ's transforming righteousness by speaking and living out God's truth and compassion, even as we call the world to accounts for injustice and oppression.

# Core Values of the Presbyterian Mission Agency

# Patrick Lencioni, “The Advantage”

## Core Values

- “The few – just two or three – behavioral traits that are inherent in an organization”
- “Core values lie at the heart of the organization’s identity, do not change over time, and must already exist. In other words, they cannot be contrived.”
- Not aspirational, not minimum standards, not accidental

(pp. 93-98)

# Current Core Values

- **Collaborative** – working together in an inclusive community, we will invite input, share ideas and seek the best ways to accomplish our common goals
- **Accountable** - Relying on the Holy Spirit to enable us to trust and to be trustworthy, we will take responsibility for our actions and work with integrity, transparency and love.
- **Responsive** - Acting as servant leaders, we will faithfully respond to the voices and needs of the church by being timely, helpful, enthusiastic and mission-centered.
- **Excellent** - Demonstrating faithful stewardship and service through God's empowering grace, we will work with energy, intelligence, imagination and love

# Discussion thus far

- C – Confession
- H – Holy Spirit-led
- R – Reconciled/Reconciling
- I – Inclusive
- S – Servant leaders
- T – Truth-telling

# Another Possibility

- **Reconciliation** – 2 Corinthians 5:18 - All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation (NRSV)
- **Humility** – 1 Peter 5:5 - And all of you must clothe yourselves with humility in your dealings with one another, for 'God opposes the proud, but gives grace to the humble.' (NRSV)
- **Building up** – 1 Thessalonians 5:11 - Therefore encourage one another and build up each other, as indeed you are doing. (NRSV)