

Approved: February 3, 2016

**Minutes of the Executive Committee of the
Presbyterian Mission Agency Board
of the General Assembly of the Presbyterian Church (U.S.A.)
Conference Call**

November 19, 2015

CALL TO ORDER Marilyn Gamm, Chair, called the meeting of the Executive Committee of the Presbyterian Mission Agency Board (“the Board”) to order with prayer.

ATTENDANCE Gamm called upon Susan Abraham, recorder for the meeting, to call the roll. A quorum was declared present for the transaction of business.

MEMBERS PRESENT James Ephraim, Jr. – Chair, Justice Committee
Marilyn Gamm – Chair, Presbyterian Mission Agency Board
Chad Herring – Chair, Finance Committee
Mihee Kim-Kort – Member-at-large
Melinda Sanders – Member-at-large
David Shinn – Chair, Worshiping Communities Committee
Josephene Stewart – Vice-chair, Presbyterian Mission Agency Board
Kevin Yoho – Chair, Leadership Committee

MEMBERS EXCUSED Marsha Zell Anson – Member-at-large

Leadership Cabinet Barry Creech – Temporary Co-Manager and Director for Policy,
Administration and Board Support
Kathy Francis – Senior Director, Communications Ministry
Earline Williams – Temporary Co-Manager and Deputy Executive Director
for Shared Services
Hunter Farrell – Director, World Mission
Chip Hardwick – Director, Theology, Formation, and Evangelism
Rhashell Hunter – Director, Racial, Ethnic and Women’s Ministries
Sara Lisherness – Director, Compassion, Peace, and Justice

Recorder Susan Abraham – Staff, Office of the Executive Director

Others Gregg Brekke – Presbyterian News Service
Martha Clark – Staff, Office of Legal Services
Tim McCallister – Staff, Theology, Formation, and Evangelism
Ruth Gardner – Staff, Human Resources
Lisa Robbins – Staff, Human Resources
Leslie Scanlon – Presbyterian Outlook
Rebecca Snipp – Staff, Office of the Executive Director

ACTION – 1-EC-111915 The Presbyterian Mission Agency Board Executive Committee **VOTED** to
FIRST-CYCLE 2015

**DEVELOPMENT, RISKY,
EXPERIMENTAL, ADAPTIVE
MISSION (DREAM) GRANTS**

approve the following applicants as the First-cycle 2015 DREAM Grant recipients (**Appendix 1**):

1. **Agafilm, Pacific Presbytery, Synod of Southern California and Hawaii - \$6,000**
2. **Creation Lab, Chicago Presbytery, Synod of Lincoln Trails - \$10,000**
3. **Hands and Hear Respite Care, Florida Presbytery, Synod of Southern California and Hawaii - \$10,000**
4. **Neighborhood Hubs, Denver Presbytery, Synod of Rocky Mountains - \$10,000**
5. **La Nueva Iglesia En La Calle Bard/New Church on Bard, Presbytery of Santa Barbara, Synod of Southern California and Hawaii - \$10,000**
6. **SFTS – CRE Training, Glacier Presbytery, Synod of Rocky Mountains - \$10,000**
7. **Twin Cities Houses of Hospitality, Twin Cities Presbytery, Synod of Lakes and Prairies - \$10,000**

As an Executive Presbyter within the Synod of Southern California and Hawaii, Gamm refrained from voting on the motion in order to avoid a potential conflict of interest.

**ACTION – 2-EC-111915
APPOINTMENT OF
COMMITTEE OF COUNSEL**

The Executive Committee **VOTED** to ratify the Presbyterian Mission Agency Board Chair’s appointments of the following persons to a Committee of Counsel representing the Presbyterian Mission Agency (**Appendix 2**):

1. **Chad Herring**
2. **Conrad Rocha**
3. **Melinda Lawrence Sanders**

**STRATEGY ADVISORY/
WORK GROUP UPDATE**

Barry Creech gave an update on work of the Strategy Advisory and the Strategy Work Group on the 2017-2018 Mission Work Plan. Creech reported that the Board has conducted several focus groups to consider the following questions:

- Why does the PC(USA) need national offices?
- What does it mean to be a connectional church?
- How does the Presbyterian Mission Agency help congregations do work they could not do on their own?

The Board will vote on the plan at its February 3-5 meeting. A summary of the research results and the directional goals will be sent to the Board prior to the meeting.

ACTION – 3-EC-111915
LETTER FROM GRACE
PRESBYTERY

Gamm referred to a letter from Grace Presbytery suggesting “that the Presbyterian Mission Agency Board consider inviting representatives from Grace Presbytery to come to the next PMAB meeting to share with the board its decision to fund General Assembly mission at the level of \$2.8 million.”
(Appendix 3)

The Executive Committee **VOTED** to invite representatives from Grace Presbytery to attend the February Presbyterian Mission Agency Board meeting.

In addition, the Board shall acknowledge and send deep gratitude for the generous gift. The Executive Committee requested to see details of the document and instructed staff to bring information about Texas Presbyterian Foundation to a future meeting.

SEPTEMBER BOARD
MEETING EVALUATION
RESULTS

Creech led the Committee through results of the September Board Meeting evaluation. **(Appendix 4)**

BOARD RESTRUCTURE

Jo Stewart led the discussion on whether to ask the Nominating and Governance Subcommittee to consider the matter of Board restructuring. The subject would include issues such as:

- Size of the Board
- Composition of the Board
- Process for Selection of Board Members
- Length of service of Board Members
- Roles and responsibilities of Board members
- The Board’s Committee structure, and
- Relationship of the Board to other committees

Stewart will present a proposal to the Executive Committee at the January conference call to refer the task to the Nominating and Governance Subcommittee.

ACTION – 4-EC-111915
CONVENE IN CLOSED
SESSION

The Executive Committee **VOTED** to convene in closed session at 2:35 p.m. as the Executive Committee of the Board of the Presbyterian Mission Agency and the Presbyterian Church (U.S.A.), A Corporation to discuss personnel, litigation, and property matters with only voting members of the Executive Committee to attend the closed session, and with the following individuals to attend all or a portion of the meeting:

1. Lisa Robbins
2. Ruth Gardner
3. Barry Creech

4. Martha Clark
5. Earline Williams

**ACTION – 5-EC-111915
RISE FROM CLOSED
SESSION**

The Executive Committee **VOTED** to rise from closed session at 3:57 p.m.
The chair reported that no actions were taken in closed session.

**ADJOURNMENT AND
CLOSING PRAYER**

There being no further business, the meeting of the Executive Committee
was closed with prayer at 3:57 p.m.

Respectfully Submitted,

Marilyn Gamm
Chair, Presbyterian Mission Agency Board

ACTION ITEM

Subject: First-Cycle 2015 Developmental, Risky, Experimental, Adaptive Mission (DREAM) Grant

Recommendation: That the Presbyterian Mission Agency Board Executive Committee approve the following applicants as the First-cycle 2015 DREAM Grant recipients. These applicants were selected and recommended by the DREAM Team members at their September 17, 2015 meeting to receive a one-time grant of up to \$10,000.

Background: In September 2009, the Presbyterian Mission Agency Board (then known as the General Assembly Mission Council), formally acted to end the program known as National (Domestic) Mission Partnership Funding (NMPF) at the end of 2013. This action was taken with the knowledge that the funding stream for the program was rapidly declining and was no longer sustainable.

However, \$500,000 in residual funds remained from the NMPF program that the GAMC determined to utilize. Therefore, the GAMC funded an initiative called the Developmental, Research, Experimental, Adaptive Mission (DREAM) Fund, which was to begin in 2014. These monies were earmarked for use in consonance with the original, historic principles of the NMPF, which are outlined in the instructions.

Since the Partnership Funds had originally been allocated to four synods – Alaska-Northwest, Boriquén En Puerto Rico, Rocky Mountains, and Southwest – it was recommended that the DREAM Fund should be utilized to continue funding work in those synods.

The DREAM Fund Committee met in 2014, the first year of the program, and made eight awards. The committee then decided to open up the process to all 16 synods of the denomination as they had made possible the funding stream through the years.

The committee encourages proposals from mid councils that wish to inspire and support, but not limited to, the following types of *new and creative* ministry ventures:

- Rural, remote, or urban churches that are establishing ministries that will enable them to better accomplish mission in an appropriate context;
- Ministries that are charged with reaching, loving and teaching college age or young adults so that they may be lifelong followers of Jesus Christ;
- Congregations that are effectively becoming more multi-ethnic in character;
- Ministries with Racial/Ethnic and New Immigrant populations that are thriving and wish to accomplish even more;
- Emerging leadership models for mid councils that create safe space for innovation.

Utilizing the above guidelines, the following 7 grants were approved for a total of \$66,000 by the committee.

Agafilm, Pacific Presbytery, Synod of Southern California and Hawaii - \$6,000

Agafilm is an initiative dedicated to foster a greater a sense of Koinonia between the members of the community of Christ. Agafilm will achieve this by inviting members of any congregation in the local area, and also inviting film critics, journalists, and bloggers to share in the breaking of bread and to watch a film together. While it sounds quite simple to host a dinner and a movie at a church for fellowship, Agafilm means to delve deeper in these films, providing a new kind of space for both movie-lovers, and lovers of Christ.

Creation Lab, Chicago Presbytery, Synod of Lincoln Trails - \$10,000

The creation Lab is an arts and creativity incubator with a focus on faith and Church vitality. It is meant to be an experiment in collaboration, in sharing space, tools and resources, and in cultivating both the courage and the imagination to try new and creative things in the life of the Church.

Hands and Hear Respite Care, Florida Presbytery, Synod of Southern California and Hawaii - \$10,000

Caregivers are persons that provide a substantial amount of unpaid care for a relative, a friend or other adult individual with care and/or support needs. Respite care provides short breaks for caregivers and the people for whom they care, helping them find the balance between caring for others and caring for themselves. This new initiative will be a half-day once a week adult day care program in conjunction with an existing faith community ministry, Caregiver Support group.

Neighborhood Hubs, Denver Presbytery, Synod of Rocky Mountains - \$10,000

In our society that is increasingly uncivil and un-neighborly, Columbine United Church (CUC) believe that God is calling us to create bridges across the distant and anonymous spaces and places we inhabit and occupy. We believe that God is calling us to expand our reach, our touch, and our connections. We believe the neighborhoods, schools, workplaces and recreation circles our members occupy are the very spaces where God gives our people the ministry of reconciliation (2 Corinthians 5:18), and that the first step of this ministry is the act of reestablishing ourselves as neighbors, or what we call “neighboring.

La Nueva Iglesia En La Calle Bard/New Church on Bard, Presbytery of Santa Barbara, Synod of Southern California and Hawaii - \$10,000

The dream initiative “La Nueva Iglesia En La Calle Bard” or “The New Church on Bard” is the result of the collaboration of Westminster Church and Word of Life Church which both share a church campus at 755 Bard Road in Port Hueneme, California. Previous to Easter Sunday, 2015 the two churches had been worshipping separately on two different church campuses. However, since Easter 2015 the two congregations have been worshipping together every Sunday morning and have been conducting joint mid-week Christian Education nights.

SFTS – CRE Training, Glacier Presbytery, Synod of Rocky Mountains - \$10,000

In Glacier Presbytery, we have had Commissioned Ruling Elders (CREs) who have served in congregations with varying degrees of success and failure. In order to empower people for a successful ministry they need to be better prepared. Our CRE training has been outsourced through a variety of providers including online classes, Montana Association of Churches and from a Presbyterian affiliated college. The training has been spotty in many areas. We decided to develop an effective and rigorous training to provide excellent continuing education. We determined that a related seminary would best provide the expertise and staffing needed to pursue this dream. We want a hands-on experience for our CRE candidates allowing them the opportunity to learn and to make relationships with colleagues.

Twin Cities Houses of Hospitality, Twin Cities Presbytery, Synod of Lakes and Prairies - \$10,000

**Presbyterian Mission Agency Board
Executive Committee
November 19, 2015
Appendix 1**

The Twin Cities Houses of Hospitality is an intentional community for young adults who are engaged in a year of service with AmeriCorps, Teach for America, and other service organizations. The young people live together, share meals, provide service to the broader community, and explore their personal spiritual development and vocational discernment. Twin Cities Houses of Hospitality provides living spaces at below market rents, as well as program support that nurtures the connections between a life of faith, service, justice and vocation.

ACTION ITEM

Subject: Appointment by the Presbyterian Mission Agency Board Chair

Recommendation: That the Executive Committee ratify the Presbyterian Mission Agency Board Chair's appointments of the following persons to a Committee of Counsel representing the Presbyterian Mission Agency:

- 1. Chad Herring**
- 2. Conrad Rocha**
- 3. Melinda Lawrence Sanders**

Background:

At its February 18 – 19, 2000 meeting, the General Assembly Council (“GAC”) approved an action related to Procedures for GAC committees of counsel. (Action 34-200) These procedures relate to cases brought pursuant to the *Book of Order's* Rules of Discipline. This action provided that “[t]he GAC Chair shall appoint committees of counsel as necessary. These committees shall have a maximum of three (3) members but may have fewer as determined by the GAC Chair.”

The above listed Committee of Counsel is representing the Presbyterian Mission Agency in a matter before the General Assembly Permanent Judicial Commission filed by The Session of the Rutgers Presbyterian Church, New York, NY.



GRACE PRESBYTERY
Presbyterian Church (USA)

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Appendix 3

October 27, 2015

Rev. Marilyn Gamm
Chair, Presbyterian Mission Agency Board
100 Witherspoon St.
Louisville, KY 40202-1396

Dear Marilyn,

I hope this letter finds you well and flourishing in your ministry in Riverside Presbytery.

I write today to suggest that the Presbyterian Mission Agency Board consider inviting representatives from Grace Presbytery to come to the next PMAB meeting to share with the board its decision to fund General Assembly mission at the level of \$2.8 million.

The journey to this unanimous decision by Grace Presbytery came after two years of litigation and the conviction that these resources were given to us by God to be used for ministry both in our region and around the world. We believe that this witness could be instrumental not just in funding mission co-workers and young adult volunteers, but also urge congregations and other presbyteries to consider unexpected gifts they receive.

The money is invested with Texas Presbyterian Foundation and the interest will be available to support the two projects. We are working with Hunter Farrell on the selection of mission co-workers. Hunter is a member of Grace Presbytery, and also Sharon Bryant who is a mission co-worker in Thailand.

At our meeting, we had the opportunity to have Hunter and Richard Williams from the Young Adult Volunteer program. And, a highlight was the presence of GA Moderator Heath Rada, whose enthusiasm for the Presbytery's decision was contagious.

I hope the PMAB will consider inviting us and I look forward to hearing from you.

Sincerely,

Janet M. DeVries
General Presbyter

cc: Gerry Tyer, Stated Clerk
Paul Williams, Moderator
Ben Dorr, Council Moderator
Tony De La Rosa, PMAB

Presbyterian Mission Agency Board Meeting Evaluation Summary September 2015

Evaluation conducted by PC(USA) Research Services
Introduction, formatting and overview by Barry Creech

The September 2015 Board Meeting Evaluation was the second one completed using a new model developed by Research Services. Board members (voting and non-voting) were asked to evaluate a series of statements, first in general about the board, and then about their own participation in the work of the board. The questions were then repeated with respect to their committee and their participation in the work of the committee. Each question allowed the member to make additional comments to support their response or suggest improvements.

At the 2015 Executive Committee retreat, one member asked that questions be added to measure member satisfaction and energy following the meeting. Since these questions are new, there is no historical comparative data on these items.

Summary of Results

The Presbyterian Mission Agency Board met on September 23-25, 2015 at the Crowne Plaza Hotel, Louisville, Kentucky. In attendance were board members, corresponding members and Presbyterian Mission Agency staff. This meeting, like other recent meetings, had some scheduling changes, but not as extensive as the September 2015 meeting. A web-based evaluation was emailed to members, and they were made aware, on the final day of the meeting. A total of 58 emails were sent without any bounces. The email campaigns were separated as voting and non-voting members. Over the next two weeks, two automatic reminders were sent with an immediate thank you being sent upon receipt of the completed survey.

Responses were received from 23 voting members and 2 non-voting members.

This compares to April 2015 results from 16 voting members and 7 non-voting members.

April 2015 results are used as a baseline, with comparisons of the average current response for each question to the previous survey. The average for this instrument (on a five point scale) is **3.8**. The average overall response to the April 2015 survey was also **3.8**, so at a macro level, satisfaction is roughly similar to the April 2015 meeting. For individual questions, consult the column with red, green or yellow -- green indicates a higher score than April, yellow is a matching score with April, and red is lower than April.

In the first column of results, responses are arranged in the category they were given. Responses to the left are positive and responses on the right are negative. The golden bar marks the highest score for that question. The **weakest scores** on the instrument were found on these questions:

- The Board uses the agency's mission as a standard for decision-making.
- The agenda clearly reflects the agency's mission.
- The agenda is well-planned so that all work can be accomplished.
- The frequency of meetings is sufficient to meet board objectives.
- At the conclusion of the meeting I feel energized. (a new question for this survey)
- The Justice Committee chair clarifies the committee's purpose and tasks.

The highest scores were

- The Worshiping Communities chair is well-prepared for the meeting, assists the committee in staying with the agenda, and demonstrates good listening skills.
- The Executive Committee chair ensures that each member has the opportunity to be heard.
- The Leadership chair ensures that each member has the opportunity to be heard.
- The corresponding members listen to different points of view. (opinion of two corresponding members)

Overview of Results

Topics	Agree ----- Disagree 5 4 3 2 1 Top response in orange	N	Average response and comparison to April 2015
I. Responses from Voting Members			
A. Regarding the mission of the agency			
1. The Board understands and embraces the Presbyterian Mission Agency's mission.		22	3.5
2. The Board uses the agency's mission as a standard by which decisions are made.		21	3.1
B. Regarding the agenda			
3. The agenda clearly reflects the agency's mission.		22	3.0
4. The meeting agenda is well planned so that all work can be accomplished.		22	3.1
C. Board member behavior			
5. Board members come prepared to the meetings		22	3.5
6. All board members participate in discussions.		22	3.3
7. The board encourages and acknowledges different points of view.		22	3.7
D. Board meeting frequency			
8. The frequency of board meetings is sufficient to meet its objectives.		22	2.8
E. The Board Chair...			
9. is well prepared for the meeting		21	4.3
10. assists the Board in staying with the agenda.		21	4.0
11. ensures that each board member has the opportunity to be heard.		21	4.1
12. is skilled at managing different points of view.		21	3.6
13. redirects the board when it has lost its focus.		21	3.4
14. demonstrates good listening skills.		21	4.1
15. allocates sufficient time for discussion		21	3.2
16. effectively delegates responsibilities among board members		20	3.5
F. Regarding my behavior:			
	7 6 5 4 3 2 1		
17. I am well prepared for the meetings		22	5.6
18. I listen to different points of view		22	6.0
19. I model good listening skills		22	5.9
20. I participate in the discussions		22	6.4
21. I accept and perform the responsibilities assigned to me.		22	6.4
22. I am publicly supportive of the board's decisions		22	6.4
	5 4 3 2 1		
23. At the conclusion of the meeting, I feel energized.		22	3.1
24. At the conclusion of the meeting, I feel satisfied.		22	3.3
G. The Finance Committee chair ...			
• is well prepared for the meeting		6	4.3
• clarifies the committee's purpose and tasks		6	4.0
• assists the committee in staying with the agenda		6	4.2
• ensures that each committee member has the opportunity to be heard		6	4.3
• manages different points of view skillfully		6	4.2
• redirects the committee when it has lost its focus		6	3.8
• demonstrates good listening skills		6	4.2
• allocates sufficient time for discussion		6	4.0

Topics	Agree ----- Disagree 5 4 3 2 1 Top response in orange	N	Average response and comparison to April 2015
<ul style="list-style-type: none"> delegates responsibility among the committee members effectively 		6	3.8
H. The Executive Committee Chair...			
<ul style="list-style-type: none"> Is well prepared for the meeting 		3	4.3
<ul style="list-style-type: none"> Clarifies the committee's purpose and tasks 		3	3.7
<ul style="list-style-type: none"> Assists the committee in staying with the agenda 		3	4.3
<ul style="list-style-type: none"> Ensures that each committee member has the opportunity to be heard 		3	4.7
<ul style="list-style-type: none"> Manages different points of view skillfully 		3	4.3
<ul style="list-style-type: none"> Redirects the committee when it has lost focus 		3	4.3
<ul style="list-style-type: none"> Demonstrates good listening skills 		3	4.3
<ul style="list-style-type: none"> Allocates sufficient time for discussion 		3	4.3
<ul style="list-style-type: none"> Delegates responsibilities among the committee members effectively 		3	3.3
I. The Worshiping Communities Committee Chair...			
<ul style="list-style-type: none"> Is well prepared for the meeting 		7	4.9
<ul style="list-style-type: none"> Clarifies the committee's purpose and tasks 		7	4.3
<ul style="list-style-type: none"> Assists the committee in staying with the agenda 		7	4.6
<ul style="list-style-type: none"> Ensures that each committee member has the opportunity to be heard 		7	4.4
<ul style="list-style-type: none"> Manages different points of view skillfully 		7	4.1
<ul style="list-style-type: none"> Redirects the committee when it has lost focus 		7	4.4
<ul style="list-style-type: none"> Demonstrates good listening skills 		7	4.6
<ul style="list-style-type: none"> Allocates sufficient time for discussion 		7	4.1
<ul style="list-style-type: none"> Delegates responsibilities among the committee members effectively 		7	4.3
J. The Leadership Committee Chair...			
<ul style="list-style-type: none"> Is well prepared for the meeting 		3	4.3
<ul style="list-style-type: none"> Clarifies the committee's purpose and tasks 		3	4.0
<ul style="list-style-type: none"> Assists the committee in staying with the agenda 		3	3.7
<ul style="list-style-type: none"> Ensures that each committee member has the opportunity to be heard 		3	4.7
<ul style="list-style-type: none"> Manages different points of view skillfully 		3	4.3
<ul style="list-style-type: none"> Redirects the committee when it has lost focus 		3	4.0
<ul style="list-style-type: none"> Demonstrates good listening skills 		3	4.0
<ul style="list-style-type: none"> Allocates sufficient time for discussion 		3	3.7
<ul style="list-style-type: none"> Delegates responsibilities among the committee members effectively 		3	4.3
K. The Justice Committee Chair...			
<ul style="list-style-type: none"> Is well prepared for the meeting 		4	3.8
<ul style="list-style-type: none"> Clarifies the committee's purpose and tasks 		4	3.0
<ul style="list-style-type: none"> Assists the committee in staying with the agenda 		4	4.0
<ul style="list-style-type: none"> Ensures that each committee member has the opportunity to be heard 		4	4.0
<ul style="list-style-type: none"> Manages different points of view skillfully 		4	3.8
<ul style="list-style-type: none"> Redirects the committee when it has lost focus 		4	3.3
<ul style="list-style-type: none"> Demonstrates good listening skills 		4	4.0

Topics	Agree ----- Disagree 5 4 3 2 1 Top response in orange	N	Average response and comparison to April 2015
<ul style="list-style-type: none"> Allocates sufficient time for discussion 		4	4.0
<ul style="list-style-type: none"> Delegates responsibilities among the committee members effectively 		4	3.3
L. In general, what improvements can be made for the board meetings			
II. Responses from non-voting members			
A. Regarding the mission of the agency			
1. The Board understands and embraces the Presbyterian Mission Agency's mission.		2	3.5
2. The Board uses the agency's mission as a standard by which decisions are made.		2	3.0
B. Regarding the agenda			
3. The agenda clearly reflects the agency's mission.		2	3.0
4. The meeting agenda is well planned so that all work can be accomplished.		2	2.5
C. Board member behavior			
5. Board members come prepared to the meetings		2	3.5
6. All board members participate in discussions.		2	3.0
7. The board encourages and acknowledges different points of view.		2	3.5
D. Board meeting frequency			
8. The frequency of board meetings is sufficient to meet its objectives.		2	2.0
E. The Board Chair...			
9. is well prepared for the meeting		2	4.5
10. assists the Board in staying with the agenda.		2	4.0
11. ensures that each board member has the opportunity to be heard.		2	4.0
12. is skilled at managing different points of view.		2	3.5
13. redirects the board when it has lost its focus.		2	3.5
14. demonstrates good listening skills.		2	3.5
15. allocates sufficient time for discussion		2	2.5
16. effectively delegates responsibilities among board members		2	3.0
F. Regarding my behavior:			
17. I am well prepared for the meetings		2	6.0
18. I listen to different points of view		2	6.5
19. I model good listening skills		2	5.5
20. I participate in the discussions		2	4.5
21. I accept and perform the responsibilities assigned to me.		2	5.0
22. I am publicly supportive of the board's decisions		2	5.0