

**Minutes of the Worshiping Communities Committee of the  
Presbyterian Mission Agency of the Presbyterian Church (U.S.A.)  
The Brown Hotel – Citation A  
April 16, 2015**

**CALL TO ORDER** David Shinn called the joint meeting of the Worshiping Communities Committee and the Finance Committee of the Presbyterian Mission Agency and the Corporate Property, Legal, and Finance Committee of the Presbyterian Church (U.S.A.), A Corporation meeting to order at 1:30 pm.

**DEVOTION** Chad Herring provided devotion and David Shinn led in prayer.

**ATTENDANCE**

*Worshiping Communities –  
Elected Members* Marsha Zell Anson-Vice Chair  
Andrew Barron  
Gregory Chan  
Mihee Kim-Kort  
Regina Meester  
David Shinn-Chair  
Marianne Rhebergen  
Patsy Smith

*Finance Committee –  
Elected Members* Molly Baskin  
Marvin Brangan  
Thomas Fleming – Vice Chair  
Kenneth Godshall  
Chad Herring - Chair  
Jeffrey Joe  
Melinda Lawrence Sanders  
Raul F. Santiago-Rivera  
Glen Snider  
Wendy Tajima  
Kathy Trott

*Excused* Vickie Garber

*Committee Support* Deborah Harrison, Staff Support - Recorder  
Ray Jones, Lead Resource Staff  
Sterling Morse, Lead Resource Staff  
Alejandra Sherman, Staff Support

*Others* Simone Adams-Andrade, Associate, Racial Ethnic & Women’s Ministries  
Gregory Allen-Pickett, General Manager World Mission  
Terri Bate, Senior Director, Funds Development  
Toni Carver-Smith, Associate Director, Compassion Peace & Justice  
Sylvia Carter, Executive Assistant, Finance & Accounting  
Ellen Pearre Cason, Presbyterian Mission Agency Audit Committee

Martha Clark, Director and General Counsel, Legal/Risk Management  
 Anita Clemons, Vice-President Investment Relationship Officer,  
 Presbyterian Foundation  
 Deborah Coe, Coordinator, Research Services,  
 Barry Creech, Director of Policy, Executive Director's Office  
 April Davenport, Associate General Counsel, Legal/Risk Management  
 Almir Dias, Field Staff for Portuguese Language Ministries, Racial  
 Ethnic & Women's Ministries  
 Angela Duffy, Senior Vice President General Counsel, Presbyterian  
 Foundation  
 Diane Dulaney, Treasury Assistant, Finance & Accounting  
 Kathy Francis, Senior Director, Office of Communications  
 Brian Frick, Associate, Evangelism & Church Growth  
 David Gambrell, Associate for Worship, Evangelism & Church Growth  
 Ruth Gardner, Manager, Human Resources  
 Madgy Girgis, Field Staff for Middle Eastern Ministries, Racial Ethnic &  
 Women's Ministries  
 Teresa Grant, Office of the Deputy Executive Director for Mission  
 Chip Hardwick, Director, Theology, Worship & Education and Acting  
 Director Evangelism and Church Growth  
 Debra Helper, Executive Director, Ghost Ranch Conference Center  
 Rhashell Hunter, Director, Racial Ethnic & Women's Ministries  
 Becky Johnson, Customer Service Supervisor, Presbytel  
 Ray Jones, Coordinator, Evangelism and Church Growth  
 Tamron Keith, Finance Manager, World Mission  
 Mike Kirk, Associate General Counsel, Legal/Risk Management  
 Laurie Krauss, Coordinator, Compassion Peace & Justice  
 Kathie Lyvers, Legal Office Administrator, Legal/Risk Management  
 Tim McCallister, Associate/Mission Financial Resources, Evangelism &  
 Church Growth  
 Jewel McRae, Mission Associate, Racial Ethnic & Women's Ministries  
 Sterling Morse, Coordinator, Racial Ethnic & Women's Ministries  
 Emily Odom, Communication Strategist, Office of Communications  
 Simon Park, Contract Finance Consultant, Evangelism and Church  
 Growth  
 Ann Philbrick, Associate, Evangelism and Church Growth  
 James Rissler, President and Chief Executive Officer, Presbyterian  
 Investment and Loan Program  
 Lisa Robbins, Director, Human Resources

Héctor Rodríguez, Mission Associate, Racial Ethnic & Women's  
 Ministries  
 Martha Ross-Mockaitis, Chairperson, Committee on Representation  
 Greg Rousos, Executive Vice-President Chief Executive Officer,  
 Presbyterian Foundation  
 Leslie Scanlon, Reporter, Presbyterian Outlook  
 Paul Seebeck, Communication Strategist, Office of Communications  
 Dottie Smith, Director, Treasurer's Office  
 Tim Stepp, Associate Director/ Internal Audit  
 Jo Stewart, Vice Chair, Presbyterian Mission Agency Board

Gail Strange, Director, Church & Mid Council Communications  
Tonia Trice, Program Assistant, Compassion Peace and Justice  
Linda Valentine, Executive Director, Presbyterian Mission Agency  
Vera White, Associate for 1001 New Worshiping Communities  
Charles Wiley, Coordinator, Theology, Worship & Education  
Earline Williams, Deputy Executive Director, Shared Services  
Raafat Zaki, Chairperson, Advocacy Committee for Racial Ethnic Concerns

**D.102 JOINT ACTION -  
MDRC GRANT POLICY &  
PROCEDURE AND  
RATIFICATION OF ACTIONS**

The Worshiping Communities Committee and the Finance Committee jointly **APPROVED** the following recommendation from the Mission Development Resources Committee (MDRC):

**Recommendation: It is recommended that the corporate Property, Legal, and Finance Committee and the Worshiping Communities Committee, recommend to the Board of Directors of Presbyterian Church (U.S.A.), A Corporation the following resolution for its approval:**

**RESOLUTION**

**RESOLVED, that the Grant Policies (“Grant Policy”) and revisions thereto approved by the Mission Development Resources Committee on August 11, 2014, attached hereto and incorporated herein by referenced, are approved, ratified, and confirmed effective April 17, 2015 and**

**FURTHER RESOLVED, that the amendments made to the Grant Policy and the decisions made based on such amendments between September, 2008 and the date of this action be and hereby are ratified.**

April Davenport and Tim McCallister explained the purpose of this action is to bring Grant Policy into alignment with the requirements of the *Presbyterian Mission Agency Manual of Operations* and ratify past changes to the grant policies and procedures and all actions taken pursuant to those changes.

*D.2013 MDRC Manual Of  
Operations*

Tim McCallister gave an overview of MDRC’s Manual of Operations. MDRC will continue to approve grants based on policy approved by Presbyterian Mission Agency Board. The pending MDRC grant proposals will be reviewed at their May 9-10, 2015, meeting.

**JOINT SESSION ADJOURNED**

The joint meeting was adjourned with prayer.

**WORSHIPING  
COMMUNITIES COMMITTEE  
CONVENES**

The Worshiping Communities convened immediately after the adjournment of the joint session with the Finance Committee.

**D.100 – AGENDA**

The Committee **VOTED** to adopt the revised agenda.

**D.101- MINUTES –  
WORSHIPING  
COMMUNITIES COMMITTEE**

The Worshiping Communities Committee **VOTED** to approve the September 17, 2014, Minutes of the Worshiping Communities Committee. These minutes will be reported as an information item to the Presbyterian Mission Agency Board.

**ELECTION OF CHAIR AND  
VICE-CHAIRPERSON**

David Shinn was elected Chair and Marsha Zell Anson elected Vice Chair of Worshiping Communities Committee for the term of 2015 to 2016. This term will begin with the Executive Committee Retreat in July 2015.

**D.103 –APPOINTMENT OF  
LIAISON OF MISSION  
DEVELOPMENT RESOURCE  
COMMITTEE**

The Committee was unable to appoint a liaison to the MDRC at this meeting. The Committee requested that the Presbyterian Mission Agency Board Nominating Committee consider the liaison appointment to the MDRC when filling the current vacancy on the Worshiping Communities Committee.

*D.200 – 1001 New  
Worshiping Communities  
Update*

Chip Hardwick introduced Vera White to present an update on the 1001 New Worshiping Communities. She reported that there are 278 new worshiping communities in 112 presbyteries across the denomination. The program has three Regional Center Associates: Northeast Region, Shannon Kiser; Southeast, Sara Hayden and Southwest, Cazden Minter.

Chip Hardwick added the following updates:

- Since issuance of the 1001 Audit Committee report, our systems review did not discover any additional instances of circumvention of Presbyterian Mission Agency policies or ethical lapses.
- The job description to hire a Coordinator for Mission Effectiveness in Evangelism and Church Growth is active.
- On March 24, 2015, Vera White and the Regional Associates attended compliance training with Presbyterian Mission Agency Finance and Accounting, Legal and Human Resources to meet legal and internal control compliance.
- An appreciation and thank you was expressed to Simon Park who will complete his service on April 30, 2015, as the Finance Consultant for Evangelism and Church Growth. He examined the 1001 ministry design and implemented a work plan to monitor mission goals while adhering to Presbyterian Church (U.S.A.) standards for accountability.

*D.205 –Portuguese-  
Language Congregational  
Support*

Héctor Rodríguez presented this report.

- The office of Portuguese Language Congregational Support helped make possible for the *Book of Order* and some confessions to be translated into Portuguese. It also developed a devotional resource and created a Facebook page for Portuguese-Language pastors and another for Portuguese-Language leaders.
- As field staff for the Portuguese-Language Congregational Support, Almir Dias works to equip leaders of worshiping communities for ministry and providing training in the areas of leadership development, young adult ministry, visioning and church growth.
- Almir Dias collaborated with the Presbytery of Tropical Florida in developing a Portuguese-Language new worshiping community in Miami, Florida. He is also engaged in similar efforts in Baltimore and Newark Presbyteries.

*D.208 –Update on the  
Directory for Worship*

David Gambrell presented an update on the Directory for Worship and communication strategy for revising the Directory. The Worshiping Communities Committee is responsible for the action to revise the Directory of Worship for the 222<sup>nd</sup> General Assembly (2016). Website: <http://www.presbyterianmission.org/ministries/worship/directory-for-worship/> For official consideration in subsequent revisions, all comments must be sent to [worship@pcusa.org](mailto:worship@pcusa.org) by July 1, 2015.

*D.204 –Middle Eastern  
Ministries*

Madgy Girgis shared information on the Middle Eastern Ministry. Some highlights from his presentation are:

- In 2013 Middle Eastern Ministries partnered with mid councils in developing ten new worshiping communities throughout the U.S., primarily Egyptian, Iraqi, and Syrian.
- There are more than sixty Presbyterian congregations and fellowships throughout the U.S., who worship in different languages, including Persia, Assyria, Armenia and Arabic.
- Middle Eastern Ministries inspires, equips and connects six churches, twenty new worshiping communities and two Bible Studies along with approximately forty pastors from Egypt, Lebanon, Syria, Iraq and Iran who speak these four languages: Arabic, Farsi, Armenian, and Chaldeans.

*D.202– New Beginnings  
Update*

Ray Jones introduced Ann Philbrick who gave an update on New Beginnings.

- New Beginnings is an assessment-based discernment process for churches that seek to make a bold decision about their future. It happens in four phases: assessment, leader training, discernment (thru small groups), and decision-making. Churches participate in one of two ways; either on their own or with a cluster of churches sponsored by a presbytery. Some presbyteries have already run one cluster of churches through New Beginnings and now are coming back to ask to run a second one with churches that did not do it the first time. That

tells us good things are happening through its use.

- In 2014 began partnering with San Gabriel Presbytery to do a pilot project using New Beginnings with the presbytery itself. If the final result is productive, then we will be able to offer that service as well.

*D.201 – Collegiate Ministries Update*

Ray Jones reported that Jason Santos joined the Presbyterian Mission Agency as the Mission Associate for Collegiate Ministries in October of 2014. He introduced Jason who joined the meeting via Skype to provide an update on the Collegiate Ministries.

- Since arriving in October, he has visited over fifteen campus ministries and consulted with over two dozen campus ministers and chaplains. These visits and consultations opened doors to dialogue about the current climate of campus ministry in the Presbyterian Church (U.S.A.).
- It is clear that there still exists considerable ambiguity about the UKirk network and what it is/how it functions.
- Five characteristics were identified at the 2015 UKirk board meeting that both reflect the current exemplary practices in college ministries and demonstrate areas of emphasis for the future. The areas of emphasis are:
  - Radical Hospitality
  - Intentional Ecumenism
  - Critical Engagement in Faith
  - Intergenerational Ministry
  - Social Justice Initiatives
- Using these five emphases as a guide for ministry, the Office of Collegiate Ministry is launching the UKirk Cohort Project. The Cohort Project aims at addressing the central needs expressed by campus ministers, while also promoting identified best practices from the field.

*D.300 –Advice And Counsel Memorandum*

Raafat Zaki presented the Advice and Counsel Memorandum on behalf of the Advocacy Committee for Racial Ethnic Concerns regarding Middle Eastern Ministries Item D.204

**ADJOURNMENT**

Marsha Zell closed the meeting with prayer at 3:40 p.m.

Respectfully Submitted,

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David Shinn, Chair

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Ray Jones, Lead Resource Staff

Sterling Morse, Lead Resource Staff

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Deborah Harrison, Recorder