

Approved – September 12, 2012

**Minutes of the Executive Committee of the
General Assembly Mission Council (GAMC)
Of the Presbyterian Church (U.S.A.)**

**David Lawrence Convention Center
Pittsburgh, Pennsylvania**
June 29, 2012

CALL TO ORDER

The 215th stated meeting of the Executive Committee of the General Assembly Mission Council was called to order at 9:00 a.m. by the chair, Mr. Michael Kruse. Mr. Kruse led the Executive Committee members in prayer and recitation of the GAMC Executive Committee Covenant.

ATTENDANCE

Those present for all or a portion of the meeting were:

Members

Alan Ford – Chair, Stewardship Mission Committee
Roger Gench – Chair, Justice Mission Committee
Michael Kruse – Chair
Carolyn McLarnan – Vice-chair
Marta Rodriguez – Member-at-large
Matt Schramm – Chair, Evangelism Mission Committee
Joyce Smith – Member-at-large
Linda Valentine – Member ex-officio

Excused

Steve Aeschbacher – Chair, Discipleship Mission Committee
Clark Cowden – Chair, Vocation Mission Committee

Executive Leadership Team

Joey Bailey – Deputy Executive Director for Shared Services
Roger Dermody – Deputy Executive Director for Mission
Jill Hudson – Coordinator, Mid Council Relations
Vince Patton – Executive Administrator
David Crittenden – Director, Communications and Funds Development

Recorder

Susan Abraham – GAMC Staff, Office of the Executive Director

Others

Terri Bate – GAMC Staff, Communications and Funds Development
Martha Clark – GAMC Staff, Office of Legal Services
Barry Creech – GAMC Staff, Communications and Funds Development
April Davenport – GAMC Staff, Office of Legal Services
Paula Kincaid – Presbyterian Layman
Mike Kirk – GAMC Staff, Office of Legal Services
Emily Odom – GAMC Staff, Communications and Funds Development

ACTION 1-EC-062912
ADOPTION OF AGENDA

Mr. Kruse presented and the Executive Committee **VOTED to adopt** the agenda for this meeting (**Appendix 1**).

ACTION 2-EC-062912
**APPROVAL OF
COMMITTEE MINUTES**

The Executive Committee **VOTED to approve** the minutes of the May 9, 2012 Executive Committee meeting as submitted.

ACTION 3-EC-062912
**TERMINATION OF
REVERSIONARY**

The Executive Committee of the General Assembly Mission Council, acting on behalf of the General Assembly Mission Council, **VOTED to recommend** to the Board of Directors

**INTERESTS IN WASATCH
ACADEMY PROPERTY**

of the Board of National Missions of the Presbyterian Church (U.S.A.) the adoption of the following resolution:

RESOLVED, that the officers of the Board of National Missions of the Presbyterian Church (U.S.A.) (“BNM”) are hereby authorized to enter into an agreement (“2012 Agreement”) with Wasatch Academy (the “Academy”) and the Presbytery of Utah (the “Presbytery”) which terminates certain reversionary interest or rights to the Academy’s property in exchange for certain duties undertaken by the Academy to preserve the property of First Presbyterian Church of Mt. Pleasant located in Sanpete County, Utah (“Church Property”) and to provide use of such Church Property to the Presbytery and First Presbyterian Church of Mt. Pleasant; and

FURTHER RESOLVED, that BNM hereby terminates and relinquishes any and all reversionary interest or rights to the Academy’s property (collectively referred to as the “Reversionary Interest”) created by and evidenced in an agreement entered into between the parties dated June 4, 1974 and the Academy’s Bylaws conditioned upon the Academy, the Presbytery, and BNM signing the 2012 Agreement, the recording of the deed to the Church Property in the Academy’s name, and the recording of the easement given to the Presbytery for use of the Church Property as reflected in the 2012 Agreement; and

FURTHER RESOLVED, that BNM hereby rescinds and terminates in favor of the Academy any other reversionary interest or other interest that BNM may have in the Academy’s property wherever or whenever created except as is reflected in the 2012 Agreement.

Background: In 1875 the Presbyterian Church founded Wasatch Academy to meet the educational needs of many in Mt. Pleasant, Utah, and the surrounding rural communities in central Utah. Wasatch Academy eventually became one of BNM’s mission schools and was operated by BNM until 1972 when the General Assembly restructured the work of its corporations. Based on this restructuring, BNM transferred ownership of the real property and assets of the Academy to its newly created board along with the operations. This initial transfer of the property was evidenced by an agreement dated June 4, 1974, between BNM and the Academy which contained a reversionary clause by which, if the Academy ever dissolved as an educational institution, the assets of the Academy would revert to BNM or its successors. As required by the agreement, the Academy has retained a reversionary clause in the Bylaws of the Board of Trustees of Wasatch Academy, dated January 29, 2006.

The Academy has asked the General Assembly Mission Council (“GAMC”) as well as its predecessors at various times over at least the past decade and half for the release of these reversionary interests because of the expansion of and upgrades in the Academy property funded by the Academy since the Academy’s operational and financial independence. In the past the GAMC has declined such requests due to lack of consideration.

In this instance, the Presbytery of Utah has joined in requesting that the GAMC release its interest in exchange for benefits to the First Presbyterian Church of Mt. Pleasant, a congregation within the Presbytery of Utah. The Property will be transferred to the Academy that will complete much needed upgrades to the physical structure and the Academy will make the Property available for use by the congregation as well as by the

Academy. GAMC staff believes this is a fair exchange and is in keeping with the GAMC's role in building up the whole church and therefore recommends that the GAMC Executive Committee recommend to the BNM Board that the reversionary interest in the Academy's property be terminated as set out in the resolution above.

**COMMENTS TO THE
220TH GENERAL
ASSEMBLY (2012)**

**ACTION 4-EC-062912
CULTURAL PROFICIENCY
AND CREATING A
CLIMATE**

**ACTION 5-EC-062912
“HISPANIC/LATINO/A
LEADERSHIP...”**

**ACTION 6-EC-062912
“PRIVILEGE, POWER AND
POLICY: THE CHURCH AS
AN EMPLOYER”**

The Executive Committee **VOTED to approve** the comments on the following Overtures and Reports to the 220th General Assembly (2012) (**refer to Appendix 2 for full comments**):

“A Review of Efforts Regarding Cultural Proficiency and Creating a Climate for Change in the Presbyterian Church (U.S.A.): A Report to the 220th General Assembly (2012)” – From the Advocacy Committee for Racial Ethnic Concerns.

“Hispanic/Latino/a Leadership Conversation Group Report,” Recommendation D.2.

“Direct the Office of Ministries with Youth and encourage other PC (USA) entities to incorporate cultural proficiency/sensitivity training in relation to Hispanic/ Latino/a young people as a part of the training process for leadership of all events, gatherings, and resources (including providing interpreters for Spanish-speaking participants, bilingual worship, and multilingual promotional resources).”

“Privilege, Power and Policy: The Church as an Employer” — From the Climate for Change Task Force, Recommendation 2.a-2.g.

“The 220th General Assembly (2012) directs GACOR to review and revise affirmative action goals for employment and purchasing (Supplier Diversity Program) on a regular and recurring basis, in accordance with their responsibilities in the Churchwide Affirmative Action Plan (AAP) and the *Book of Order*, G-3.0103.

- a. The GACOR shall take into consideration federal Department of Labor statistics on race, ethnicity, and gender in the labor market; race, ethnicity, and gender representation in church membership; and other factors, as appropriate.
- b. The GACOR, in consultation with the related General Assembly advocacy committees, ACREC and ACWC, shall recommend new churchwide goals to the General Assembly in a six-year cycle, beginning in 2014.
- c. The agencies of the General Assembly, including the Board of Pensions (BOP), General Assembly Mission Council (GAMC), Office of General Assembly (OGA), Presbyterian Foundation (Foundation), Presbyterian Investment and Loan Program, Inc. (PILP), and Presbyterian Publishing Corporation (PPC) shall be held accountable for implementing both affirmative action employment and supplier diversity purchasing goals.
- d. The six General Assembly-related entities (BOP, GAMC, OGA, Foundation, PILP, PPC) shall provide biennial status reports on the representation of women and persons of color in employment to GACOR. The GACOR shall assess the agencies' progress and report their findings to the General Assembly.
- e. The six General Assembly-related entities shall provide biennial status reports

on their achievement of supplier diversity goals to GACOR, showing the percentage of purchases from women and minority-owned businesses. The GACOR shall assess the agencies' progress and report their findings to the General Assembly.

- f. The GACOR shall share agency statistical reports and work in consultation with ACREC and ACWC to provide their assessment of each agency's progress for consideration in the review of agency implementation plans for cultural proficiency.
- g. The GACOR shall review agency policy and practices regarding major contracts, to ensure that General Assembly entities communicate the church's policy, as stated in the Churchwide Affirmative Action Plan, to the contractors with whom they do business.”

ACTION 7-EC-062912
“ON ADVOCATING FOR TRADE REFORM...”

“On Advocating for Trade Reform and Accountability” – From the Presbytery of Plains and Peaks.

ACTION 8-EC-062912
REGARDING THE PALESTINIAN-ISRAELI CONFLICT

“On Pursuing a Creative Course of Action Regarding the Palestinian-Israeli Conflict” – From the Presbytery of Philadelphia.

REVIEW GA BUSINESS/BRIEFING BOOK

Ms. Valentine briefed Executive Committee members on their role in monitoring and resourcing items of business in committees to which they had been assigned.

Mr. Creech presented each member of the Executive Committee and the GAMC Executive Leadership Team with a “GAMC Leadership Briefing Book” that included a synopsis and talking points for items of business coming to the Assembly that were of importance to the GAMC.

REVIEW OF GA CALENDAR

Ms. Valentine reviewed meetings scheduled for GAMC elected and staff members during the General Assembly:

Date	Event	Time	
Friday, June 29	GAMCX Meeting	9:00 – 1:00pm	Room 330
Saturday, June 30	ELT/MDT/GAMCX Commissioner Orientation in Exhibit Hall	5:30-7:00	Exhibit hall
Sunday, July 1	ELT/MDT to Review Commissioner Resolutions	12:30 – 1:45	Lunch room 330
Sunday, July 1	ELT/MDT/GAMCX GAMC Plenary Presentation	2:00 – 4:00	Plenary hall
Monday, July 2	ELT/GAMCX Lunch	Noon	Room 330
Monday, July 2	ELT/MDT/CFD Dinner Check-in	5:30-7:30	Room 330

Tuesday, July 3	ELT/GAMCX Lunch	Noon	
Tuesday, July 3	Top Ten Reception	4:00pm-6pm	Conv. Ctr. South Terrace
Wednesday, July 4	ELT/MD check-in	10am – 11am	Room 330
Thursday, July 5	ELT/MD/Fin Imp	4:30-5:30 pm	Room 330

1001 WORSHIPING COMMUNITIES

Mr. Dermody distributed a handout “New Worshiping Community Definition,” which in addition to offering a definition of what a new worshiping community is, is also designed to provide clarity and inspiration for the movement (**Appendix 3**). Mr. Dermody informed the Committee that:

- OGA is helping develop a methodology for identifying new worshiping communities.
- A website www.onethousandone.org has been created to “inspire, equip and connect” new worshiping communities.
- Two regional offices on the west coast and east coast have been established in an effort to connect with ministry partners and to provide training and support for new church developments.
- Promotional videos and resources are available through the Evangelism and Church Growth office.
- Two minute promotional videos will be shown at intervals during the General Assembly.

A TIME OF SHARING

Executive Committee members concluding their service shared some thoughts regarding their experiences on the GAMC and expressed thankfulness for the opportunity to serve. They also expressed their desire to utilize the knowledge that they had gained during their term of service and brainstormed ways they could continue to be involved in the life of the GAMC.

PRAAYER AND ADJOURNMENT

The meeting of the Executive Committee was closed with prayer by Mr. Kruse. The meeting was followed by lunch together and then a tour of the GA Exhibit Hall and preparation for the Commissioners’ Orientation on Saturday afternoon.

Respectfully Submitted,

Mr. Michael Kruse
Chair, General Assembly Mission Council

Ms. Linda Valentine
Executive Director, General Assembly Mission Council

Draft – June 28, 2012

**GENERAL ASSEMBLY MISSION COUNCIL
EXECUTIVE COMMITTEE**

June 29, 2012

David Lawrence Convention Center

Pittsburgh, Pennsylvania

Room 330

Agenda

9:00 a.m. Convene with Prayer and Covenant – *Michael Kruse*

Executive Committee Covenant

We, the General Assembly Mission Council Executive Committee, called to this ministry as disciples of Jesus Christ, covenant together to:

- Seek God's will, remaining open to fresh movement of the Holy Spirit, acting boldly and creatively for the sake of the Gospel of Jesus Christ in ministry and mission
- Relate to one another with honesty, trust, respect, openness and kindness, proclaiming God's graciousness by risking and daring transformation in our lives and work
- Be faithful stewards, seeking to make wise decisions in partnership with the greater church, doing our homework, listening to all points of view, working for consensus, and faithfully supporting decisions we have made
- Worship and pray with joy and appreciation for God's guidance in doing this work.

9:05 a.m. Adopt Agenda

Approval of May 9, 2012 GAMCX Minutes

9:10 a.m. Termination of Reversionary Interests in Wasatch Academy Property – *Martha Clark*

9:15 a.m. Comments on Overtures – *Linda Valentine, Barry Creech & Vince Patton*

1. (Item 3-13) A Review of Efforts Regarding Cultural Proficiency and Creating a Climate for Change in the Presbyterian Church (U.S.A.) Report to the 220th General Assembly (2012) – From the Advocacy Committee for Racial Ethnic Concerns.
2. (Item 10-17) Hispanic/Latino/a Leadership Conversation Group Report
3. (Item 11-17) Privilege, Power and Policy: The Church as an Employer — From the Climate for Change Task Force
4. (Item 11-19) On Advocating for Trade Reform and Accountability – From the Presbytery of Plains and Peaks.
5. (Item 15-10) On Pursuing a Creative Course of Action Regarding the Palestinian-Israeli Conflict – From the Presbytery of Philadelphia.

9:30 a.m. Other General Assembly Items – *Linda Valentine & Barry Creech*

- Review Highlights of Business/Briefing Book
- GAMCX Meetings at GA
- GA Assignments
- Other Last Minute Instructions

10:30 a.m. BREAK

10:45 a.m. "Thanks for the Memories" - A Time for Sharing

12:00 p.m. Adjournment with Prayer followed by:

- Lunch Together
- Tour of GA Exhibit Hall/Preparation for Commissioner Orientation

Comments to the 220th General Assembly (2012)

- 1. “A Review of Efforts Regarding Cultural Proficiency and Creating a Climate for Change in the Presbyterian Church (U.S.A.): A Report to the 220th General Assembly (2012)” – From the Advocacy Committee for Racial Ethnic Concerns.**

Comment:

The GAMC is grateful for ACREC’s review of GAMC efforts in the areas of Cultural Proficiency and Creating a Climate for Change in the Presbyterian Church (U.S.A.). These initiatives are important ones for the church as it seeks to be faithful to Christ’s work to create an inclusive church and for the church’s own commitment to justice.

The GAMC embraces ACREC’s recommendation that Cultural Proficiency and anti-racism training be mandatory for its employees. The GAMC also continues to be willing to make its staff member (the Associate for Organizational Diversity, Education, and Recruiting) available for the important work of helping the other GA agencies prepare their six-year Cultural Proficiency plans.

At the same time, the GAMC feels that several clarifications should be made to the ACREC report, so that the General Assembly has a proper assessment of these issues.

- 1) “Summary of Findings” first item in the list and Section III, “New Data Categories” – The summary of findings says, *“ACREC learned from the PC(USA) attorney and others that it is illegal to collect data pertaining to the employment of the disabled and data identifying employees or vendors as Middle Eastern.”* Similar language appears in the “New Data Categories” paragraph. As currently written, the statement is incorrect. The permanent record should reflect that *(1) employers are barred by the Americans with Disabilities Act from inquiring of employees about disabilities before and after hire, except in very limited circumstances; and (2) collection of data on persons having origins in the original peoples of the Middle East is inconsistent with the published data collection instructions of the EEOC.*
- 2) Section III, last paragraph and Section III A 2 last sentence – these sections describe staffing patterns as reflecting “little change” or being “essentially the same” when comparing 2008 figures to 2010. While correct on a percentage basis, the analysis does not take into account the impact of reduced staff size. See the table of comparisons between 2008 and 2010:

Equal Employment Opportunity/Affirmative Action Workforce Analysis

Change in Staffing Patterns, 2008 and 2010

	2008			2010			Change in staffing over period		
	Number of Staff	% Racial Ethnic	% Women	Number of Staff	% Racial Ethnic	% Women	Number of Staff	% Racial Ethnic	% Women
Board of Pensions	192	33.9%	65.1%	188	31.9%	66.5%	-4	-2%	+1.4%
General Assembly Mission Council	421	27.1%	68.4%	291	25.8%	66.3%	-130	-1.3	-2.1%
Office of the General Assembly	75	29.3%	77.3%	84	27.4%	71.4%	+9	-1.9	-5.9%
Presbyterian Foundation	92	22.8%	63%	69	23.2%	59.4%	-23	.4	-3.6%
Presbyterian Investment & Loan Program	14	14.3%	71.4%	14	21.4%	71.4%	0	+7.1	0
Presbyterian Publishing Corporation	35	17%	45.7%	27	22.2%	51.9%	-8	+5.2	+6.2%
Hubbard Press	17	0	70%	15	0	66.7%	-2	0	-3.3%
Jarvie Commonweal Service	15	40%	66.7%	14	28.6%	71.4%	-1	-11.4	+4.7%
Conference Centers:									
All reporting (4/3)*	104	51.7%	70.2%	145	52.4%	69%	+41	+.61	-.8%

*Numbers in parentheses show the number of organizations in the category that reported in 2008 and in 2010. Looking at change when the number of reporting entities has changed could lead to inaccurate conclusions and should be done cautiously.

The most obvious difference in these two presentations is the size of the staff. Maintaining a consistent ratio in staffing patterns, while experiencing a decrease in staff size, requires careful attention to the existing ratios. So, while our ratios have not substantially changed, it should be noted that GAMC has kept them in compliance with the General Assembly directives (20 percent for racial ethnic individuals, 40 percent for women), even as headcount has decreased by 130 employees

over a seven-year period, with a net decrease of 1.3% and 2.1% racial/ethnic and women's representation respectively.

- 3) Section III, A. 1. Cultural Proficiency – the “workshop” described in the ACREC report is actually a major effort of the GAMC to host leadership institutes. The GAMC has held the Racial Ethnic Clergywomen’s Leadership Institute, the Clergywomen’s/Young Women’s Leadership Development Institute and the African American Executive Leadership Seminar, in addition to leading workshops on cultural proficiency. GAMC will hold a New Immigrant Young Adult Leadership Institute in the fall of 2012 and plans to hold three racial ethnic leadership institutes each year. Each of these institutes is designed to prepare participants for leadership positions in congregations, mid councils, and General Assembly agencies.
- 4) Section III, A. 1. Cultural Proficiency – The ACREC report indicates that GAMC “helped advertise” the Diversity in Leadership Network at the Big Tent in 2011. In actuality, the GAMC created and launched the Diversity in Leadership Network, carrying the major role for intra-agency collaboration in the effort. The network and database were launched at the Big Tent in 2011, and the GAMC continues to provide the primary support for its promotion and utilization.
- 5) Section III, A. 3. Minority Vendor Policy – The ACREC report correctly indicates that GAMC has “generally maintained the same percentage of business/purchase of services from minority vendors,” but does not indicate that it has done this within the context of a declining budget. In 2008, the GAMC budget totaled \$94M. By 2011, the budget was \$77M. As with staffing percentages, as indicated above, it is increasingly difficult to continue exceeding the goal as the overall numbers decrease. Meeting the goal isn’t simply a matter of choosing minority vendors for new projects, rather as budgets decrease, majority vendors must be eliminated at a greater rate than minority vendors in order to keep pace with the decline.

The GAMC has also had difficulty finding vendors who provide sweat-free materials, while also meeting the terms of the minority vendor policy.

In the midst of these two factors, the GAMC’s ability to exceed the minority vendor goals is noteworthy.

- 6) With respect to the report as a whole, insufficient attention was given to GAMC involvement in the Cultural Proficiency training that is provided to other agencies. While not having direct responsibility for the other agencies, GAMC continues to invite the other agencies to attend its training sessions, to travel to other agency sites to provide training, and, in fact, to provide Cultural Proficiency for ACREC. While the other agencies received recognition for training their employees, it was not recognized that this training was actually provided by the GAMC, as part of GAMC’s commitment to Cultural Proficiency.

2. (Item 10-17) “Hispanic/Latino/a Leadership Conversation Group Report.”

Recommendation A.1

The conversation group report asks the GA to encourage presbyteries and direct the six agencies of the PC(USA) to develop and maintain websites and publications in the Spanish language in addition to the English language, so that Spanish speakers might have full access to information regarding the work and ministry of the church.

The Office of Hispanic/Latino-a Congregational Support and the Office of Spanish Language Resources and Relationships currently has bilingual websites, in Spanish and English. The GAMC and OGA also provide the Book of Order, Book of Confessions, the Presbyterian Hymnal, "Living the Vision" (Hispanic/Latino-a emphasis), "Living the Vision" (Multicultural emphasis), the Hispanic/Latino-a Strategy, the Hispanic/Latino-a Strategy Manual for Implementation, Engage (an evangelism resource), and some Christian Education curriculum in the Spanish language.

Presbyterian Women also provides some of its resources in Spanish for Latina Presbyterian Women and some Special Offerings resources are in Spanish.

(See Joint OGA/GAMC comment on Item 16-07 for additional information regarding translation efforts and anticipated costs.)

Recommendation A.4

The Hispanic/Latino-a Leadership Conversation Group Report recommends that the 220th General Assembly (2012) empower and resource the Racial Ethnic & Women's Ministries/Presbyterian Women ministry area and the Theology Worship and Education areas of the GAMC in cooperation with the National Hispanic/Latino-a Presbyterian Caucus to develop and implement programs and resources that will help Hispanic/Latino-a communities to engage in cross-cultural opportunities amongst the different Spanish-speaking cultures and nationalities.

The GAMC through the Racial Ethnic & Women's Ministries/Presbyterian Women ministry area is engaged in the work of equipping, connecting, and inspiring Hispanic/Latino-a Presbyterians through its office of Hispanic/Latino-a Congregational Support.

The primary focus of the Office of Hispanic/Latino-a Congregational Support is to provide leadership to Hispanic/Latino-a Presbyterians and to partner with mid-councils in the areas of evangelism and church growth, encouraging the development of new Hispanic/Latino-a worshiping communities and the transformation of existing congregations. Staff in this office provides assistance and support to the National Hispanic/Latino-a Presbyterian Caucus and its 12 regional caucuses, the National Hispanic Latina Presbyterian Women, the National Hispanic Latino Presbyterian Men, and the National Hispanic/Latino-a Youth and Young Adults group. We also provide a witness to the whole church by articulating the unique Hispanic/Latino-a Reformed cultural heritage and tradition.

In 2011, two Hispanic/Latino-a New Church Developments and eight new Bible Study groups were started, as well as one Spanish language regional Commissioned Ruling Elder program. There are currently eleven Presbyterian Commissioned Ruling Elder and leadership development programs established around the country. The office also provides resources in English and Spanish to Hispanic/Latino-a constituents in the church.

Recommendation C. 3

The Group Report recommends that the 220th General Assembly (2012) encourage presbyteries and the GAMC ministry areas to provide resources for Hispanic/Latino-a commissioned ruling elders, seminary students, pastors, and other interested leadership to participate in local, regional, and national new church development events and services to foster enrichment and education of the new church development program.

A *Handbook for Hispanic/Latino New Church Development*, a bilingual resource, was published a few years ago by the Hispanic/Latino-a Congregational Support office and Congregational Ministries Publishing. This bilingual handbook offers pastors, presbyteries and church leaders practical ways to build Hispanic/Latino-a new worshiping communities. The handbook is intended to inspire readers with stories of successful New Church Developments and to equip them with information on new models of ministry for Hispanic/Latino-a evangelism and church growth. More than 550 of these handbooks, as well as 1,055 Presbyterian Spanish language worship books (*Libro de Adoracion*, Geneva Press, published in 2009) and 9,306 Presbyterian Spanish language hymnbooks (*El Himnario Presbiteriano*, Westminster John Knox Press, published in 1999) were sold. Congregations and presbyteries are using these resources to help them as they grow new worshiping communities and also for bilingual and multicultural worship.

The Office of Hispanic/Latino-a Congregational Support held 11 regional church growth training events in locations in the United States and Puerto Rico, and 100 pastors and leaders attended a

national continuing education practical theology event last year. Also, a national youth and young adult network was organized, and a national consultation on the future of Hispanic/Latino-a ministry will be held later this year in partnership with the Hispanic/Latino-a Caucus.

Hispanic/Latino-a ministry in the church is occurring and will continue to be the central focus of the GAMC's Office of Hispanic/Latino-a Congregational Support. Racial Ethnic & Women's Ministries/Presbyterian Women is committed to growing new Hispanic/Latino-a worshiping communities in partnership with mid-councils and developing transformative racial ethnic and immigrant leaders as we strive to become a more diverse church.

Recommendation D.2

Direct the Office of Ministries with Youth and encourage other PC (USA) entities to incorporate cultural proficiency/sensitivity training in relation to Hispanic/ Latino/a young people as a part of the training process for leadership of all events, gatherings, and resources (including providing interpreters for Spanish-speaking participants, bilingual worship, and multilingual promotional resources)."

The GAMC is pleased to present the following report of its work in the area of ministries with youth with special attention to cultural proficiency and Hispanic/Latino/a ministry. Because of its extensive work in this area and the ecumenical nature of some of our work, we would request that the Office of Ministries with Youth be "encouraged" rather than "directed" to incorporate this cultural proficiency/sensitivity training in relation to Hispanic/Latino/a young people as part of the training process for all of its events. This change would place the Office of Ministries with Youth on par with the encouragement given to every other PC(USA) entity, rather than singling it out as the only office to receive specific direction.

The area of Office of Ministries with Youth is pleased to examine how it might expand and deepen its ministries with Hispanic/Latino young people (12-18 years old) as well as work in partnership with other GAMC staff and programs to do the same. The national youth ministry program is aware and has been aware of the shifting demographics in the Hispanic/Latino culture, particularly as they relate to children, youth and families of children and youth. In response to the future increase of Hispanic/Latino young people in churches, classrooms and communities the national youth ministry program and associated partnerships and ministries began considering, in 2010, how to adapt its current and future programs to connect with the needs of these youth and adult youth leaders (see "Current Steps" below). There is room to improve and an openness to examining current program goals in light of the information presented by this conversation group. There has always been a strong commitment to presenting leadership from a wide range of cultural, geographic and theologically diverse Christian communities in national youth ministry endeavors. The Office of Ministries with Youth and its co-sponsors in youth ministry intentionally include speakers, teachers, small group leaders and pastoral care staff from Hispanic/Latino communities.

A number of programs and ministries desire to more deeply reflect, reach and influence young people – adolescence/youth being a particular culture itself. The Office of Ministries with Youth receives requests and is pleased to examine ways and partnerships to include the suggestions and desires of programs seeking to deepen their accompaniment of young people. The priority for the Office of Ministry with Youth is to provide, as much as possible, given staff and budget realities, experiences, events and resources that connect deeply with young people and deeply connect them with Jesus Christ.

Current Programs and Initiatives:

The Office of Ministries with Youth is currently in process of having all Quicksheets (online, youth ministry resources) translated linguistically and culturally into Spanish - with the goal to post the resources in spring/summer and fall 2013. It is imperative with resources created to connect with a specific demographic that they not only be translated into the respective language (Spanish) but that they are also accessible and relevant to the specific youth and youth workers of this community

(Hispanic/Latino youth group or youth leader); ensuring that adolescent rites of passage, congregational celebrations, spiritual formation, youth/adult dynamics and Presbyterian/Reformed theological tenets are well attended. Quicksheets are, at this time, the primary print resource being published by the Office of Ministries with Youth. The Vision Statement for Youth in the Presbyterian Church (U.S.A.) is already translated and offered online with a Spanish option.

A new series of Youth Ministry articles is currently in conversation and in the early phase of design that focuses on Youth Ministry in a variety of Presbyterian Church cultures and communities. These include: Hispanic / Latino Youth and Youth Ministry, Korean American Youth and Youth Ministry, Asian Pacific Youth and Youth Ministry, African American Youth and Youth Ministry, Small Church Youth Ministry, Urban Youth, New Immigrant Community Youth and Youth Ministry, Communities of Youth At Risk (Foster care, Residential Home, Low Income, etc.), and Native American and American Indian Youth. The series is in the first phase, authors are being invited, consultants researched and format designed. These will be pdf resources available online at pcusa.org/youth ministry GAMC staff related to Hispanic/Latino congregations and resources have been consulted and have been valuable advisors. Funding becomes available for these resources in winter 2014.

Presbyterian Youth Triennium:

The Presbyterian Youth Triennium included Cultural Sensitivity training for its primary group of volunteer leaders and community life staff during orientation and pre-event training. This segment of the training, while not being exclusively focused on Hispanic/Latino youth and culture, did indeed include Hispanic and Latino features, including information regarding positive growth in numbers of Hispanic/Latino youth at the Triennium and in Presbyterian churches, increased need for theological illustration including Hispanic/Latino people, and the need for increased sensitivity/awareness on the part of Triennium leadership to the particular needs of young people coming from predominantly Hispanic/Latino communities. *The Triennium community is still predominantly Caucasian, in registration, but has experienced a very steady growth in youth and adult leaders of backgrounds other than Caucasian, particularly growth in African American and Native American youth. During the 2010 Triennium a national Hispanic Presbyterian event was held very near to the time of the Triennium. This might have prohibited more Hispanic young people from attending the Triennium. Compared to 2004 and 2007 – there were fewer Hispanic youth in attendance at the 2010 event. The 2013 Triennium staff has had conversation with GAMC colleagues responsible for Hispanic/Latino leader development and congregational ministry about ways in which to incorporate a possible pre-event for Hispanic/Latino youth and youth leaders that would allow these Triennium participants to gather and participate with both communities. This event would be funded by the Triennium budget. The Triennium is held for the purpose of connecting, inspiring and instructing the full spectrum of Presbyterian youth, representing all cultures, zip codes and stages of older adolescence.

The Office of Ministries with Youth sees great value in deepening the awareness of and sensitivity to Hispanic/Latino youth and church issues and needs. To this end, the Office of Ministries with Youth will work with colleagues to include training of the PYT staff and production team so that improvements and enhancements might be made in the foundational plans of Triennium activities. There are two major Triennium planning meetings left to complete; adding a cultural sensitivity component to the planning process has already been discussed and enthusiastically welcomed by the staff. Staff will work to secure leadership aware of both the needs of Hispanic/Latino youth and the way in which this sits within the larger youth community.

The Office of Ministries with Youth, in fall 2011, confirmed three prominent Hispanic Presbyterian leaders to be platform leaders at the 2013 Presbyterian Youth Triennium. The Triennium staff is pleased and excited to announce that The Reverend Dr. Claudio Carvalhaes will serve as a preacher during the event; the Reverend Jorge Gonzalez will serve as music leader; and Presbyterian youth worker, Omayra Gonzalez-Mendez, Guaynabo, Puerto Rico, will serve as a recreation leader.

The Triennium, and other previous national youth ministry events, offers translation, for all requested languages and for attendees who request translation. For some newer events, such as Faith in 3D and

Pathways, there are plans to offer translation of workshop designs and/or language translation if requested.

In addition to the above plans for the Triennium – there will be, for the first time, a Youth Worker Track. The Youth Worker Track will focus on leader development/youth ministry training for adult youth workers. The Office of Ministries with Youth has worked with the Triennium staff to incorporate a special Hispanic/Latino Youth Leader training into the design. Presenters are being identified and invited.

Further developments and potential programs:

The Office of Ministries with Youth works in partnership with the Princeton Theological Seminary Institute for Youth Ministry. Currently, there are plans for a bilingual Forum (focused on offering Hispanic/Latino or Spanish speaking youth workers training and enrichment) at an upcoming Princeton Youth Ministry Forum. Discussion about the need for this event began in spring 2011 and conversation/planning continues presently. Possible dates include fall 2013 or Winter 2014. The IYM Forum for Youth Ministry is an annual continuing education event for youth ministry leaders (adults). The Office of Ministries with Youth will co-sponsor this event.

- Pathways Youth Leader Seminars: Workshops could be translated. Events could be held in predominantly Hispanic/Latino churches and incorporate bilingual leadership/presentations.
- Presbyterian Youth Book Club: Spanish language versions of the featured books could be added to the links.
- Teen Suicide Prevention Resources: Spanish language version could be created and added.

3. Item 11-17, Recommendation 2.a-2.g., “Privilege, Power and Policy: The Church as an Employer” — From the Climate for Change Task Force.

“The 220th General Assembly (2012) directs GACOR to review and revise affirmative action goals for employment and purchasing (Supplier Diversity Program) on a regular and recurring basis, in accordance with their responsibilities in the Churchwide Affirmative Action Plan (AAP) and the *Book of Order*, G-3.0103.

- a. **The GACOR shall take into consideration federal Department of Labor statistics on race, ethnicity, and gender in the labor market; race, ethnicity, and gender representation in church membership; and other factors, as appropriate.**
- b. **The GACOR, in consultation with the related General Assembly advocacy committees, ACREC and ACWC, shall recommend new churchwide goals to the General Assembly in a six-year cycle, beginning in 2014.**
- c. **The agencies of the General Assembly, including the Board of Pensions (BOP), General Assembly Mission Council (GAMC), Office of General Assembly (OGA), Presbyterian Foundation (Foundation), Presbyterian Investment and Loan Program, Inc. (PILP), and Presbyterian Publishing Corporation (PPC) shall be held accountable for implementing both affirmative action employment and supplier diversity purchasing goals.**
- d. **The six General Assembly-related entities (BOP, GAMC, OGA, Foundation, PILP, PPC) shall provide biennial status reports on the representation of women and persons of color in employment to GACOR. The GACOR shall assess the agencies' progress and report their findings to the General Assembly.**
- e. **The six General Assembly-related entities shall provide biennial status reports on their achievement of supplier diversity goals to GACOR, showing the percentage of**

purchases from women and minority-owned businesses. The GACOR shall assess the agencies' progress and report their findings to the General Assembly.

- f. **The GACOR shall share agency statistical reports and work in consultation with ACREC and ACWC to provide their assessment of each agency's progress for consideration in the review of agency implementation plans for cultural proficiency.**
- g. **The GACOR shall review agency policy and practices regarding major contracts, to ensure that General Assembly entities communicate the church's policy, as stated in the Churchwide Affirmative Action Plan, to the contractors with whom they do business."**

Additional Comment:

In 2006, the General Assembly amended the Book of Order with respect to GAMC responsibilities, eliminating the GAMC's superintending role for the six agencies. This action came at the request of the GAMC in view of the changing structures of GA agency structures in the years that followed reunion in 1983, the new structural design for mission in 1987, and the proliferation of GA agencies that has transpired since that time (OGA/COGA, PPC, PILP). Prior to 2006, the GAMC had the responsibility to implement the Churchwide Plan for Equal Employment Opportunity and Affirmative Action, as stated in the plan itself from 1985. After 2006, GAMC's role was to "provide resources to support equal employment opportunity and affirmative action" and to approve and monitor the Churchwide Plan. This created a gap in implementation for the General Assembly's commitment to equal employment opportunity and affirmative action. The Climate for Change Task Force recommendation suggests that GACOR fill that gap, and become responsible for reviewing and revising the goals, both for employment and purchasing. The GAMC believes that this is a function that should remain individually charged to the Assembly's agencies with input from other professionals in the field. The GAMC understands the role of GACOR is to bring advice to the Assembly's agencies in this area, and that the role of ACWC and ACREC is to monitor implementation of policy and advocate for change.

In keeping with this understanding, the GAMC suggests that a task force be formed to include:

- The Human Resource directors of the six General Assembly agencies (or their designees)
- Two members of GACOR and the primary staff member for GACOR
- Two at-large members with expertise in Equal Employment Opportunity/Affirmative Action implementation (one upon recommendation from ACREC and another upon recommendation from ACWC).

Further, that items 2.a-2.g be referred to this task force for study, along with the paragraph from the Churchwide Plan for Equal Employment Opportunity and Affirmative Action that deals with oversight of Equal Employment Opportunity implementation (Section Two, II.A.). The task force will bring specific recommendations for revisions and implementation to the 221st General Assembly (2014).

4. (Item 11-19) "On Advocating for Trade Reform and Accountability" – From the Presbytery of Plains and Peaks.

The Presbytery of Plains and Peaks respectfully overtures the 220th General Assembly to address the American Free Trade Agreements which affect immigration and economic

development, particularly the United States' role in the North American Free Trade Agreement (NAFTA), through the following measures:

- 1. Encourage PC(USA) members, congregations, and presbyteries to advocate for corrective measures to mitigate trade imbalances, unemployment trends and market distortions related to NAFTA, the current recession, and to longer term patterns of inequality and underdevelopment, such as:**
 - The Trade Reform, Accountability, Development, and Employment (TRADE) Act, designed to enhance the lives of farmers and factory workers, to free poor children to attend school, and to help lift people out of poverty;**
 - Revisions to trade agreements that often privilege corporations over citizens and protective agencies of government, and other measures to challenge both governmental and corporate dangers of corruption or collusion;**
 - Similar mitigating measures and trade reforms that would relate to many areas of the world such as Central and South America, Jordan, and Peru.**
 - Appropriate investigation of violations of land, water, labor rights, and tax-shelters by corporations taking advantage of World Trade Organization and free trade agreement provisions.**
- 2. Request the Office of Immigration Issues of the Office of General Assembly, and the Compassion, Peace, and Justice ministry area of the General Assembly Mission Council to report back to the 221st General Assembly on the status of trade issues and the concerns expressed in discussions within the church.**

Comment:

The GAMC suggests that the American Free Trade Agreements be changed to Free Trade Agreements enacted by the United States to more accurately reflect that these are FTAs that are initiated by the US government. We also suggest that Peru be omitted (it is part of South America).

PC(USA) has long history of policies related to trade and globalization. The 217th General Assembly (2006) (*Minutes*, 2006, Part II, pp. 826) passed the Resolution on Just Globalization: Justice, Ownership and Accountability <http://www.pcusa.org/resource/resolution-just-globalization/> which is a comprehensive guide for working towards trade policies within the context of “globalization that reflects justice, community and the sustainability of creation.” The rationale from pages 7-10 and 40-50 is applicable to this Overture.

The Resolution on Just Globalization supports advocating for the corrective measures listed above related to NAFTA and bilateral free trade agreements. PC(USA) policy instructs that PC(USA) agencies engage “in creating guidelines and mechanisms to help balance appropriately the interests of transnational corporations and of host or trading nations with weakened internal governance structures.” (B.2.e.) It also challenges Presbyterians to undertake cross-cultural dialogue in order to understand other cultures and assist them in their struggle for survival (F.5.). Church partners and mission co-workers in Mexico, Peru, Colombia, El Salvador, and Nicaragua are increasingly highlighting the profound impact that US trade agreements have on communities, the environment and national services including schools, health and infrastructure. They bring to our attention guidelines or mechanisms needed to balance more appropriately the interests of transnational corporations. Presbyterians have visited partners in some of these countries and are supportive of

campaigns such as No Greater Rights in Peru to focus attention on the unfairness of some of the clauses, such as the Investor State Clause, of these agreements that allow transnational corporations to sue governments in international tribunals (while the reverse is not possible - governments have no recourse to sue transnational corporations). You can learn more about the structural imbalance created by the Investor State Clause of these Free Trade Agreements at http://www.ips-dc.org/reports/the_new_us_model_bilateral_investment_treaty_a_public_interest_critique or http://www.ips-dc.org/reports/mining_for_profits_in_international_tribunals

Since the passage of Just Globalization in 2006, a number of bilateral free trade agreements have been passed and the intended and unintended, positive and negative impacts of NAFTA and these agreements have emerged. Overture 111 focuses PC(USA) attention more specifically on the areas where corrective measures are needed.

5. (Item 15-10) “On Pursuing a Creative Course of Action Regarding the Palestinian-Israeli Conflict” – From the Presbytery of Philadelphia.
 - a. **calls for the Presbyterian Church (U.S.A.) to pursue a positive and creative course of action with respect to the current Palestinian-Israeli conflict that will make a difference in the lives of those who are most vulnerable on all sides and that will preserve an effective witness to peace in the entire region;**
 - b. **calls for a process of engagement that will bring Jews, Christians, and Muslims from the U.S. into effective partnering for study, travel, and social action;**
 - c. **advocates for the development of educational programs that expose U.S. Christians, Jews, and Muslims to the varied experiences of both Palestinians and Israelis;**
 - d. **devises a plan of active investment in projects that will support collaboration among Christians, Jews, and Muslims and help in the development of a viable infrastructure for a future Palestinian state. We also encourage greater denominational engagement with Christians in the West Bank around issues of job creation and economic development.**

Our Palestinian Christian partners have called for selective disinvestment and/or boycott as nonviolent means to end the Israeli military occupation of Palestine. Orthodox, Catholic, and Protestant Christians throughout the Middle East have repeatedly called for nonviolent direct action by Christians everywhere to help end the suffering of the Palestinian people under the Israeli occupation. In 2009, Palestinian Christians issued a statement in which they state:

“Palestinian civil organizations, as well as international organizations, NGOs and certain religious institutions call on individuals, companies and states to engage in divestment and in an economic and commercial boycott of everything produced by the occupation. We understand this to integrate the logic of peaceful resistance. These advocacy campaigns must be carried out with courage, openly sincerely proclaiming that their object is not revenge but rather to put an end to the existing evil, liberating both the perpetrators and the victims of injustice. The aim is to free both peoples from extremist positions of the different Israeli governments, bringing both to justice and reconciliation....

“We ask our sister Churches not to offer a theological cover-up for the injustice we suffer, for the sin of the occupation imposed upon us. Our question to our brothers and sisters in the Churches today is: Are you able to help us get our freedom back, for this is the only way you can help the two peoples attain justice, peace, security and love?

“We call on you [the Churches of the world] to say a word of truth and to take a position of truth with regard to Israel’s occupation of Palestinian land. As we have already said, we see boycott and disinvestment as tools of non violence for justice, peace and security for all.” (*Kairos Palestine*, <http://www.kairos-palestine.ps/sites/default/Documents/English.pdf>)

New Worshiping Community Definition

A New Worshiping Community is...

Brief Definition

- **New**
 - Taking on varied forms of church for our changing culture
 - Seeking to make and form new disciples of Jesus Christ
- **Worshiping**
 - Gathered by the Spirit to meet Jesus Christ in Word and Sacrament
 - Sent by the Spirit to join God's mission for the transformation of the world
- **Community**
 - Practicing mutual care and accountability
 - Developing sustainability in leadership and finances

Long Definition

- **New**
 - **Taking on varied forms of church for our changing culture**

Living out the Gospel demands ministry which engages today's cultures (John 1:14). New ways of joining Christians together for contextual ministry will use current and historic ways of "being church" as springboards for creative innovation (Matt 9:17).

- **Seeking to make and form new disciples of Jesus Christ**

NWCs witness in word and deed (1 John 3:18), continuing Jesus' own mission of discipling, feeding, teaching, healing, welcoming, crossing boundaries, and proclaiming God's coming realm. Those with new and renewed faith join the Spirit's transforming work in the world.

- **Worshiping**
 - **Gathered by the Spirit to meet Jesus Christ in Word and Sacrament**

We seek to hear, come to believe, and are equipped to live the promises of God revealed in the scriptures of the Old and New Testaments. NWCs welcome new members of the body of Christ (1 Cor 12:27) through Baptism and are nourished by Christ's spiritual presence in the Lord's Supper.

- **Sent by the Spirit to join God's mission for the transformation of the world**

The Spirit impels us outward, so that worshipers participate in the redemption of the world in Christ (Col 1:20). Therefore, the primary beneficiaries of the NWC are not its own members, but rather its community and world.

- **Community**
 - **Practicing mutual care and accountability**

We commit ourselves to love one another (John 13:34) in relationships of mutual care and accountability, as faithful disciples of the Lord Jesus Christ. Entrusting ourselves and the church to the Holy Spirit, we seek to grow to maturity in faith and life.

- **Developing sustainability in leadership and finances**

As distinct yet connected expressions of the body of Christ, NWCs have local leadership arising from their own community of faith (Exodus 18:21). Pastoral leadership, facilities, and programs are all appropriately structured in order to demonstrate good and faithful stewardship.

Responding to Christ's gift and call, we do all these things only by God's grace, seeking—above all else—to glorify God through Jesus Christ in the power of the Holy Spirit.

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