

Report H.001
PRESBYTERIAN MISSION AGENCY BOARD
EXECUTIVE COMMITTEE
September 17-19, 2014
Report One

The Presbyterian Mission Agency Board Executive Committee reports for information its activities since the Board Executive Committee meeting on April 23, 2014. *(Please note – Appendices to minutes are not attached. They are kept with the office record and are available upon request.)*

This report covers activities of the Executive Committee Meetings on June 13, 2014 and August 28, 2014.

June 13, 2014

1. The Executive Committee **VOTED** to approve the minutes of the April 23, 2014 Executive Committee meeting as presented (**Attachment 1**).
2. Barry Creech shared that the next review for the Presbyterian Mission Agency will be done at the 2016 General Assembly. Creech led the Executive Committee through the review process and gave a progress report on how the effort is coming along.
3. Creech reviewed highlights of business to the General Assembly and led the Executive Committee through a Briefing Book that included a summary of each item of business to the Assembly.
4. Kathy Francis presented the communications strategy for highlighting the mission and ministry of the Presbyterian Mission Agency. Francis also shared plans for promoting the two initiatives being brought to the General Assembly, “Living Missionally,” and “Educate and Child, Transform the World.”
5. Schramm reported that he and Canada had approved a request from the Evangelism and Church Growth (ECG) ministry area to serve communion during the ECG conference on August 11-14, 2014 at the Tradewinds Resort, St. Pete Beach, Florida.
6. The Executive Committee acting as the Presbyterian Church (U.S.A.), A Corporation, **VOTED** to approve that the Presbyterian Church (U.S.A.), A Corporation, the Board of Foreign Missions of the Presbyterian Church (U.S.A.), the Commission on Ecumenical Mission and Relations of the Presbyterian Church (U.S.A.), and The Women’s Board of Foreign Missions of the Presbyterian Church (U.S.A.) (hereinafter collectively referred to as “**PCUSA Corporations**”) appoint Dr. James Tebbe to serve as the sole-negotiator in negotiations with the Government of the Punjab and any other governmental entity in Pakistan for the denationalization and return of Gordon College (**Attachment 2**).

August 28, 2014

1. The Executive Committee **VOTED** to approve the agendas for the September 2014 meetings of the Executive Committee and the Presbyterian Mission Agency Board (**Attachments 3 and 4**).

PRESBYTERIAN MISSION AGENCY BOARD

September 17-19, 2014

Executive Committee

Item H.001

2. The Executive Committee **VOTED** to approve the assignment of business to committees as submitted (**Attachment 5**).
3. It was noted that the following new members will miss New Member Orientation because they will either not be at the meeting or will arrive after Orientation on Tuesday:
 - Harold Delhagen
 - Rafael Medina
 - Corey Schlosser-Hall
 - Landon Whitsitt

It was recommended that a brief orientation be provided for the above members either via webinar or at the spring Board meeting.

4. Chip Hardwick, director of Theology, Worship and Education, presented a progress report on the ongoing work of reconciliation between the Presbyterian Mission Agency staff and the members of the Presbyterian Mission Agency Board. (**Attachments 6 and 7**).

Approved – June 13, 2014

**Minutes of the Executive Committee of the
Presbyterian Mission Agency Board
Of the Presbyterian Church (U.S.A.)
The Brown Hotel
April 23, 2014
Louisville, Kentucky**

CALL TO ORDER

The 220th stated meeting of the Executive Committee of the Presbyterian Mission Agency Board (“the Board”) was called to order by chair, Matthew Schramm. Schramm led the Executive Committee members in prayer and recitation of the Executive Committee Covenant.

ATTENDANCE

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

MEMBERS

Steve Aeschbacher – Member-at-large
Art Canada – Vice-chair
Marilyn Gamm – Chair Elect
Mihee Kim-Kort – Chair, Worshiping Communities Committee
Cathy Piekarski – Member-at-large
Heath Rada – Member-at-large
Noelle Royer – Chair, Justice Committee
Matthew Schramm – Chair
Joyce Smith – Chair, Leadership Committee
Josephene Stewart – Acting Chair, Finance Committee
Linda Valentine – Member ex-officio

LEADERSHIP CABINET

Terri Bate – Senior Director of Funds Development
Roger Dermody – Deputy Executive Director for Mission
Kathy Francis – Senior Director of Communications
Earline Williams – Deputy Executive Director for Shared Services

RECORDER

Susan Abraham –Staff, Office of the Executive Director

OTHERS

Mary C. Baskin – Presbyterian Mission Agency Board
Martha Clark –Staff, Office of Legal Services
Barry Creech –Staff, Office of the Executive Director
Denise Hayden – Staff, Office of the Executive Director
April Davenport –Staff, Office of Legal Services
Deborah Fair – General Assembly Committee on Representation
(GACOR)
Hunter Farrell – World Mission
Ruth Gardner – Human Resources
Denise Hampton – Finance and Accounting
Chip Hardwick – Theology, Worship and Education
Lee Hinson-Hasty – Theology, Worship and Education
Courtney Hoekstra – Office of the Executive Director
Eric Hoey – Evangelism and Church Growth

Rhashell Hunter – Racial Ethnic and Women’s Ministries/PW
Paula R. Kincaid – Presbyterian Layman
Michael Kirk –Legal Services
Sara Lisherness – Compassion, Peace and Justice
Sam Locke – Funds Development
Kathy Lyvers – Legal Services
Andrea McNicol – Finance and Accounting
Jerry Van Marter – Presbyterian News Service
Emily Odom – Communications
Jacob Parsons-Wells – Advocacy Committee for Women’s Concerns
Vince Patton – Racial Ethnic and Women’s Ministries/PW
Lisa Robbins – Human Resources
Carmen Rosario – Advocacy Committee for Racial Ethnic Concerns
Leslie Scanlon, Presbyterian Outlook
Melody Smith – Communications

ACTION 1-EC-42314
ADOPTION OF AGENDA

Schramm reviewed and the Executive Committee **VOTED** to adopt the proposed agenda for this meeting (**Appendix 1**).

ACTION 2-EC-42314
**APPROVAL OF EXECUTIVE
COMMITTEE MINUTES**

The Executive Committee **VOTED** to approve the minutes of the following Executive Committee meetings as presented (**Appendix 2**):

- February 5, 2014
- April 2, 2014

ACTION 3-EC-42314
CHAIR APPOINTMENT

The Executive Committee **VOTED to ratify** the appointment of the following individuals to the Historically Presbyterian Racial Ethnic Educational Institutions Task Force (**Appendix 3**):

1. Mr. Lindsey Gilbert
2. Rev. Doug Dalglish
3. Dr. Peter Millet
4. Dr. James Matthews
5. Rev. Dr. Richard Rojas Banuchi
6. Rev. Curtis Kearns Jr.
7. Rev. Martha Sadongei

ACTION 4-EC-42314
**GA ATTENDANCE
RATIONALE**

The Executive Committee **VOTED** to approve and forward to the Presbyterian Mission Agency Board for consent the Attendance Rationale for the 221st General Assembly (2014) for a total of 261 persons (**Appendix 4**).

REPORTS

Terri Bate, Senior Director for Funds Development presented World Mission Funds Development Report for 2013 (**Appendix 5**). Rev. Jon Moore was recently hired to develop and execute funds development strategies to support PC(USA)'s goal of establishing 1,001 new worshipping communities over the next ten years.

Sam Locke, Director of Special Offerings, presented the Special Offerings Report for the year 2013 (**Appendix 6**).

**COMMENTS TO THE 221ST
GENERAL ASSEMBLY
(2014)**

The Executive Committee VOTED to approve comments on the following Reports to the 221st General Assembly (2014) (**Appendix 7**):

**ACTION 5-EC-42314
A RESOLUTION TO
DEVELOP A CHURCH-WIDE
ANTI-RACISM POLICY**

“Resolution to Develop a Church-wide Anti-Racism Policy from the Advocacy Committee for Racial Ethnic Concerns”

1. Direct the Presbyterian Mission Agency to develop a church-wide anti-racism policy similar to the existing anti-discrimination policies.
2. Direct the Presbyterian Mission Agency to develop procedures and evaluation criteria for the implementation of a church-wide anti-racism training program. The Presbyterian Mission Agency will report back to the 222nd General Assembly (2016) regarding actions taken and results achieved.
4. Direct the Presbyterian Mission Agency to develop tools, assessment instruments, and training materials for the presbyteries and congregations in order to develop clear and effective understanding of systemic racism - including white privilege, power, and prejudice in relation to race.

**ACTION 6-EC-42314
A REVIEW OF EFFORTS
REGARDING CULTURAL
PROFICIENCY....”**

“A Review of Efforts Regarding Cultural Proficiency and Creating a Climate for Change in the Presbyterian Church (U.S.A.) – Report to the 221st General Assembly (2014) from the Advocacy Committee for Racial Ethnic Concerns”

1. Direct the Presbytery Mission Agency (PMA) to reestablish and fill the position of Associate for Organizational Diversity, Education, and Recruitment or an appropriate alternative.

**ACTION 7-EC-42314
A RESOLUTION TO DEFINE
AND INTERPRET
STANDARDS FOR PC(USA)
RACIAL ETHNIC SCHOOLS**

“A Resolution to Define and Interpret Standards for PC(USA) Racial Ethnic Schools and Colleges from the Advocacy Committee for Racial Ethnic Concerns”

Direct the Presbyterian Mission Agency, in consultation with the Racial Ethnic Schools and Colleges Presidents Roundtable, to convene a racially diverse special task force of six with expertise in the field of education to define and interpret the standards for racial ethnic schools related to the PC(USA). The task force should conduct most of their business via electronic means, meeting one time face-to-face, and they should consult with current PC(USA) related racial ethnic schools on what characteristics in a school produce racial ethnic leaders in today’s multicultural society. The task force should report back to the 222nd General Assembly (2016) on their findings.

**ACTION 8-EC-42314
“A RESOLUTION TO
SUPPORT HOTEL AND
HOSPITALITY
WORKERS....”**

“A Resolution to Support Hotel & Hospitality Workers through the Adoption of Just Policies in the Presbyterian Church (U.S.A.) from the Advocacy Committee for Women’s Concerns (ACWC)”

Direct the Presbyterian Mission Agency and Office of General Assembly to include protective language in every hotel contract so that if there is a

labor dispute at the contracted hotel, the Presbyterian Church (U.S.A.) can pull out of the contract without penalty.

Direct the Presbyterian Mission Agency and the Office of General Assembly to adopt a policy that gives preference to hotels where workers are organized and commits to honoring and upholding boycotts that are directly related to workers' wages and working conditions.

ACTION 9-EC-42314
**SELF-STUDY REPORT OF
THE ADVOCACY
COMMITTEE FOR
WOMEN'S CONCERNS...**

"The Self-Study Report of the Advocacy Committee for Women's Concerns of the Presbyterian Church (U.S.A.) to the 221st General Assembly (2014)"

6. Direct the Presbyterian Mission Agency Board to comply with the current (November 2013) Presbyterian Mission Agency Manual in maintaining the dual-member relationship with ACWC, in accordance with the instruction that the advocacy committees "shall" have a member of the Presbyterian Mission Agency Board, and in light of the particular nature of the advocacy committee's mandate to "advise the Presbyterian Mission Agency Board on matters of women's concerns" and to "monitor the implementation of women's policies and programs relative to women's concerns.

ACTION 10-EC-42314
**THE GOSPEL FROM
DETROIT: RENEWING THE
CHURCH'S URBAN VISION**

"The Gospel from Detroit: Renewing the Church's Urban Vision" – From the Advisory Committee on Social Witness Policy

3. Strengthen the Presbyterian Church (U.S.A.)'s commitment to bear the gospel of Jesus Christ to the cities of this nation and to support mid-council efforts by renewing its urban mission strategy and designating a staff position dedicated to the coordination of General Assembly resources related to metro/urban ministry, including ministries of racial and economic equity; that this position to be lodged in the Compassion, Peace, and Justice Ministries of the Presbyterian Mission Agency; that this position be funded through 2020, and that it carry out the following functions:
 - a. Work with presbyteries, congregations, and synods to organize local, regional and national networks of metro/urban ministry practitioners.
 - b. Coordinate Presbyterian Mission Agency resources and programs related to metro/urban ministry (that have been located in several ministry areas).
 - c. Develop partnerships with other faith-based and community-based organizations, especially those creating multiracial and multi-class constituencies that support metro/urban ministry.
 - d. Develop a catalog of resources that are available to support

metro/urban congregations and ministries, such as grants, training, and volunteer opportunities.

- e. Provide technical assistance and training to those engaged in metro/urban ministries and to those partnering in the creation of new intentional communities of Presbyterians engaged in such ministries of witness and service.
- f. Work with presbyteries, synods, seminaries, and other related metro/urban ministry organizations to develop training and networking opportunities, particularly with attention to racial and economic justice.
- g. Be an advocate for metro/urban ministry at the congregational, presbytery, synod, and General Assembly level.

4. To equip new ministries and worshipping communities, direct:

- a. Compassion, Peace, and Justice Ministries to organize on-going regional conversations on “Race, Class, and the Current Challenges of Urban Ministry,” gathering the rich resources of those who have significant experience in urban ministry, particularly the rich resources of people of color; that the collective wisdom of such conversations be edited, organized, and published periodically in the print, video and digital media of the PC(USA) for wide availability.

ACTION 11-EC-42314
RESOLUTION ON SEXUAL VIOLENCE WITHIN THE U.S. MILITARY SERVICES: A 2014 HUMAN RIGHTS UPDATE

“Resolution on Sexual Violence within the U.S. Military Services: A 2014 Human Rights Update” – From the Advisory Committee on Social Witness Policy

Direct the Office of Public Witness and encourage Presbyterians generally to support the development of preventive, restorative, and where necessary punitive measures to end the problem of sexual abuse in the U.S. military; and

Direct the Office of Public Witness and the Presbyterian Ministry at the United Nations, and encourage Presbyterians generally, to support the implementation of policies to prevent sexual violence by U.S. and other military personnel engaged in joint jurisdictions such as United Nations (UN) Peacekeeping and North American Treaty Organization (NATO), both within these forces and among vulnerable refugee and asylum-seeking civilian populations.

ACTION 12-EC-42314
MINISTERIAL COMPENSATION AND THE THEOLOGY OF COMPENSATION: INCENTIVES AND SOLIDARITY

“Ministerial Compensation and the Theology of Compensation: Incentives and Solidarity,” from the Advisory Committee for Social Witness Policy”

Requests the Presbyterian Mission Agency to have its Personnel Committee review church-wide ministerial salary data as context for its review of Mission Agency salaries.

ACTION 13-EC-42314
COMMENT ON OVERTURE
053 – A RESOLUTION OF
SPIRITUAL AND MATERIAL
SUPPORT FOR THE
PERSECUTED CHURCH

The Executive Committee VOTED to approve the comment on Overture 053, “A Resolution of Spiritual and Material Support for the Persecuted Church—From the Presbytery of Upper Ohio Valley” (Appendix 8).

FOR INFORMATION

The Executive Committee received the Committee on Theological Education’s report to the 221st General Assembly (2014) for information (**Appendix 8**).

2014 AND 2015-2016
BUDGETS

Linda Valentine, Earline Williams and Roger Dermody presented the 2014 and 2015-2016 budgets (**Appendix 9**). The 2015 and 2016 budgets will go to the upcoming 221st General Assembly for approval.

ACTION 14-EC-42314
CONVENE IN CLOSED
SESSION

The Executive Committee **VOTED** to convene in closed session at 9:49 a.m. to discuss personnel matters with only voting members of the Executive Committee and the following individuals who were invited to remain and to attend all or a portion of the closed session:

1. Marilyn Gamm
2. Linda Valentine
3. Roger Dermody
4. Earline Williams
5. Barry Creech
6. Terri Bate
7. Kathy Francis
8. Denise Hampton
9. Andrea McNicol
10. Lisa Robbins
11. Ruth Gardner
12. Martha Clark
13. April Davenport
14. Mike Kirk
15. Hunter Farrell
16. Chip Hardwick
17. Eric Hoey
18. Rhashell Hunter
19. Sara Lisherness
20. Melody Smith
21. Susan Abraham
22. Thomas Hay

ACTION 15-EC-42314
RISE FROM CLOSED
SESSION

The Executive Committee **VOTED** to rise from closed session at 10:30 a.m. The chair announced that the following action had been taken in closed session:

That the Presbyterian Church (U.S.A.), A Corporation ("Employer") is authorized to share a portion of the cost of Dependent Medical Dues (defined below) in the manner set forth

below:

"Dependent Medical Dues" means the difference in the percentage of dues paid for individual coverage (e.g., 23% for 2015) and family medical coverage (e.g., 24.5% for 2015) under the Benefits Plan of the Board of Pensions of the Presbyterian Church (U.S.A.) ("BOP"). For calendar year 2015, the Dependent Medical Dues percentage is 1.5 % of effective salary. "Effective Salary" is defined as any compensation paid during a Plan year to a Benefits Plan member by an employing organization. It includes sums paid for deferred compensation (funded or unfunded) provided to a member by an employing organization and any housing allowance (including utilities and furnishings allowances).

The Employer will continue to pay medical dues for individual coverage (23% of effective salary in 2015) for employees regardless of whether they have individual or family coverage.

Employees will no longer be required to cover dependents under the medical plan.

Dependent Medical Dues (1.5% of effective salary for 2015) will be shared by the Employer and employee as follows:

An employee whose effective salary is below the minimum effective salary established by the BOP (\$44,000 for 2015) will not be impacted by cost sharing regardless of whether the employee enrolls in individual or family coverage;

An employee whose effective salary is equal to or higher than the minimum effective salary and who enrolls in individual coverage will not be impacted by cost sharing;

An employee whose effective salary is equal to or higher than the minimum effective salary and who enrolls in family coverage through pre-tax payroll deduction, the following:

Dependent Care Dues	Paid by Employer	Paid by Employee	Total
2015	1.0%	0.5%	1.5%
2016	0.5%	1.0%	1.5%

For 2017 and beyond the Employer is authorized to continue to cost share Dependent Medical Dues with employees at the 2016 percentage, as set forth above; and

Family coverage will continue to be fully paid by the employer for Mission Personnel, with no cost sharing. Mission Personnel will

no longer be required to cover dependents under the medical plan.

That the officers of the Employer be and hereby are authorized to take any and all actions necessary to implement this action; and

That the Executive Committee of the Presbyterian Church (U.S.A.), A Corporation is authorized to amend the Employer's Cafeteria Plan if required to implement this action; and

Further that the Executive Committee is authorized to modify this action when necessary and shall report any modifications to the next meeting of the Board of the Employer.

**ACTION 16-EC-42314
RESOLUTION TO EDUCATE
AGAINST AND PREVENT
VOTER SUPPRESSION**

The Executive Committee **VOTED** to approve the comment on a “Resolution to Educate Against and Help Prevent Voter Suppression from the Advocacy Committee for Racial Ethnic Concerns” with amendments. **(Appendix 7)**

1. Direct the Office of Public Witness to develop advocacy strategies to work against voter suppression and for greater freedom in voting and access to voting, and to share news of these efforts across the church.

**COMMUNICATIONS
MINISTRY REPORT**

As part of her report, Senior Director of Communications, Kathy Francis, invited the Executive Committee to offer ideas for the Presbyterian Mission Agency’s new communications plan, which will be designed to create broader awareness of our mission and ministry across the church.

**REVIEW OF COMMITTEE
BUSINESS**

Committee chairs highlighted business expected in each of their committees for this meeting.

**GENERAL ASSEMBLY
HIGHLIGHTS**

Valentine, Creech, Schramm, and Francis gave a preview of the 221st General Assembly (2014) to be held in Detroit, Michigan. The presentations highlighted the following elements:

- Presbyterian Mission Agency’s Inputs and Responses to the Work of GA
- How GA Guides the Work of the Presbyterian Mission Agency
- General Assembly Business
- How to use PC-Biz
- Role of the Executive Committee at GA
- Presbyterian Mission Agency Exhibit, and
- Communications Plans

**AUDIT COMMITTEE
REPORT**

Mary Baskin, chair of the Audit Committee, reported on business before the committee.

RECESS FOR LUNCH

The Executive Committee was recessed for lunch at 12:29 p.m.

RECONVENE

The Executive Committee reconvened at 2:00 p.m.

**BOARD DEVELOPMENT
AND TIME FOR
REFLECTION**

As a part of Board Development, the Executive Committee had been reading and discussing the book *The Art of Possibility* by Benjamin and Rosamund Zander at each meeting for the past two years. Schramm concluded the study at this meeting with a review of the 12 practices outlined in the book.

**ACTION 17-EC-42314
CONVENE IN CLOSED
SESSION**

The Executive Committee **VOTED** to convene in closed session at 2:26 p.m. to discuss personnel matters with only voting members of the Executive Committee and the following individuals:

- Ellen Cason
- Roger Dermody
- Kears Pollock
- Linda Valentine
- Barry Creech
- Martha Clark
- Tim Stepp

**ACTION 18-EC-42314
RISE FROM CLOSED
SESSION**

The Executive Committee **VOTED** to rise from closed session at 2:47 p.m. No actions were taken in closed session.

**CLOSING PRAYER AND
ADJOURNMENT**

There being no further business, the meeting of the Executive Committee was adjourned and closed with prayer at 2:48 p.m.

Mr. Matthew Schramm
Chair, Presbyterian Mission Agency Board

Ms. Linda Valentine
Executive Director, Presbyterian Mission Agency

Draft – Not Yet Approved

**Minutes of the Executive Committee of the
Presbyterian Church (U.S.A.), A Corporation**

**COBO Center
Detroit, Michigan
June 13, 2014**

CALL TO ORDER	The 221st stated meeting of the Executive Committee of the Presbyterian Mission Agency Board (“the Board”) was called to order by the chair, Matthew Schramm. The Executive Committee was also meeting as the Executive Committee of the Presbyterian Church (U.S.A.), A Corporation. Schramm led the Executive Committee members in prayer and recitation of the Executive Committee Covenant.
MEMBERS/DIRECTORS	Marilyn Gamm – Chair Elect Mihee Kim-Kort – Chair, Worshiping Communities Committee Cathy Piekarski – Member-at-large Heath Rada – Member-at-large Noelle Royer – Chair, Justice Committee Matthew Schramm – Chair Joyce Smith – Chair, Leadership Committee Linda Valentine – Member ex-officio
MEMBERS EXCUSED	Steve Aeschbacher – Member-at-large Art Canada – Vice-chair Josephene Stewart – Acting Chair, Finance Committee
OFFICERS	Earline Williams Executive Vice President, Chief Financial Officer Roger Dermody Executive Vice President Martha Clark Senior Vice President and Secretary Barry Creech Vice President April Davenport Vice President and Assistant Secretary Michael K. Kirk Vice President and Assistant Secretary
QUORUM	A quorum was declared present for the transaction of business.
RECORDER	Susan Abraham –Staff, Office of the Executive Director
OTHERS	Terri Bate – Senior Director of Funds Development Kathy Francis – Senior Director of Communications Mienda Uriarte – Staff, World Mission Paula Kinkaid – Presbyterian Layman

ACTION
NAMING A SOLE
NEGOTIATOR FOR
POTENTIAL RETURN OF
GORDON COLLEGE

The Executive Committee acting as the Presbyterian Church (U.S.A.), A Corporation, **VOTED** to approve that the Presbyterian Church (U.S.A.), A Corporation, the Board of Foreign Missions of the Presbyterian Church (U.S.A.), the Commission on Ecumenical Mission and Relations of the Presbyterian Church (U.S.A.), and The Women’s Board of Foreign Missions of the Presbyterian Church (U.S.A.) (hereinafter collectively referred to as “**PCUSA Corporations**”) appoint Dr. James Tebbe to serve as the sole-negotiator in negotiations with the Government of the Punjab and any other governmental entity in Pakistan for the denationalization and return of Gordon College. (**Appendix 1**)

ADJOURNMENT AND
CLOSING PRAYER

There being no further business, the meeting of the Executive Committee was closed with prayer at 11:49 a.m.

Matthew Schramm
Chair, Presbyterian Mission Agency Board

Linda Valentine
Executive Director, Presbyterian Mission Agency

Draft – August 27, 2014

ITEM H.100
PRESBYTERIAN MISSION AGENCY BOARD
Executive Committee
September 16, 2014
The Presbyterian Center
100 Witherspoon Street
Louisville, KY 40202

Room – Conference Rooms A/B
AGENDA

- 8:30 a.m. **Worship with New Members - Chapel** *Chad Herring*
- 8:45 a.m. **Group Building - Chapel**
- 9:30 a.m. **Call to Order – Conference Rooms A/B** *Marilyn Gamm*

Recitation of the Executive Committee Covenant

We, the Presbyterian Mission Agency Board 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 and to Presbyterian Mission Agency staff 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.

- 9:35 a.m. **Review and Adopt Agenda – H.100** *Marilyn Gamm*

Approval of Minutes – H.101

- **June 13, 2014**
(Executive Committee Meeting Minutes and Minutes of the Executive Committee of the Presbyterian

Church (U.S.A.), A Corporation)

- **August 28, 2014**

Report of the Chair

- Chair's Appointments – **H. 102**
- 221st GA (2014) Referrals – **H. 103**
- Celebration of Holy Communion – **H. 104**

9:40 a.m.	Board Meeting Schedule for 2015-2018 – H. 105	<i>Barry Creech</i>
9:45 a.m.	Changes to the <i>Manual of Operations</i> – H.106	<i>Barry Creech</i>
9:50 a.m.	Covenant of Understanding Regarding the Role & Relationship of Racial Ethnic Caucuses within the PC(USA) – H.107	<i>Linda Valentine & Vince Patton</i>
10:00 a.m.	Approval of Self-Study Review – H.108	<i>Barry Creech</i>
10:30 a.m.	2016 Programmatic Emphases and Liturgical Dates – H.109	<i>Kathy Francis</i>
10:35 a.m.	Nominating and Governance Subcommittee Report – J.001	<i>Chad Herring</i>
10:45 a.m.	Governance Preview	<i>Chad Herring & Mihee Kim-Kort</i>
10:55 a.m.	Break	
11:10 a.m.	Personnel Subcommittee Report	<i>Jo Stewart</i>
11:15 a.m.	Financial Reports	<i>Earline Williams</i>
11:30 a.m.	Reports: <ul style="list-style-type: none">• Funds Development Ministry – H.200, H. 201, & H.202• Communications Ministry	<i>Terri Bate & Sam Locke</i> <i>Kathy Francis</i>
11:45 a.m.	Reflections from the Retreat	<i>Marilyn Gamm</i>
11:55 a.m.	Review of Committee Business: <ul style="list-style-type: none">➤ Leadership➤ Justice➤ Worshiping Communities➤ Finance	<i>Kevin Yoho</i> <i>James Ephraim</i> <i>David Shinn</i> <i>Chad Herring</i>
12:05 a.m.	Restricted Funds Oversight Subcommittee Report	<i>April Davenport</i>
12:10 a.m.	Closed Session	
12:30 p.m.	Closing Prayer and Adjournment	

Lunch with New Members – *Cafeteria*

1:30 p.m. New Member Orientation – *Conference Rooms A&B*

Draft – August 27, 2014

ITEM P.100
PRESBYTERIAN MISSION AGENCY BOARD
September 17-19, 2014
The Brown Hotel
335 W. Broadway
Louisville, KY 40202
502-583-1234

AGENDA

PRESBYTERIAN MISSION AGENCY OFFICE –

VISION

Presbyterians joyfully engaging in God's mission for the transformation of the world.

MISSION

Inspire, equip and connect the PC(USA) in its many expressions to serve Christ in the world through new and existing communities of faith, hope, love and witness.

SCRIPTURE

"Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age." Matthew 28:19-20 (NRSV)

Tuesday, September 16, 2014

7:00 a.m.	Group Breakfast -
8:30 a.m. – 12:30 p.m.	Board Executive Committee – <i>Presbyterian Center Conference Rooms A&B</i>
12:30 p.m. – 1:30 p.m.	Lunch (Executive Committee and New Members) – <i>Cafeteria</i>
1:00 p.m.	Audit Committee – <i>Conference Room 5000</i>
1:30 p.m. – 5:30 p.m.	New Member Orientation – <i>Presbyterian Center Conference Rooms A&B</i>
6:00 p.m.	Dinner – New Members with Executive Committee – <i>Brown Hotel</i>

Wednesday, September 17, 2014

7:00 a.m.	Group Breakfast -	
9:00 a.m.	Board Opening Plenary –	
	• Call to Order	<i>Marilyn Gamm</i>
	• Welcome & Introduction of New Members	
9:05 a.m.	• Opening Worship	<i>Aura Maribel Perez, Mission Co-Worker</i>
9:20 a.m.	• Recitation of Board Covenant	<i>Marilyn Gamm</i>
	• Adoption of Agenda	
	• Roll Call	
	• Approval of April 2014 Board Minutes	
9:30 a.m.	Greetings from the Moderator	<i>Heath Rada</i>
	Report of the Chair	<i>Marilyn Gamm</i>
	Report of the Executive Director	<i>Linda Valentine</i>
	Report of the Board Nominating & Governance Subcommittee – J.001	<i>Wendy Tajima</i>
10:05 a.m.	Stories from Our Great Commission	<i>Kathy Francis</i>
10:15 a.m.	Break	
10:30 a.m.	General Assembly Highlights & Table Discussions	<i>Linda Valentine, Roger Dermody, & Marilyn Gamm</i>
11:30 a.m.	Closed Session	

12:00 p.m. Lunch in Committees
 1:30 p.m. Board Committee Meetings
 ➤ Finance –
 ➤ Leadership –
 ➤ Justice –
 ➤ Worshiping Communities –
 5:30 p.m. Recess
 Group Dinner –

Thursday, September 18, 2014 – Board Development Day

7:00 a.m. Breakfast on Your Own
 8:30 a.m. **Board Reconvenes in Plenary –**
 Meditation and Prayers for the Day
 9:00 a.m. Introductions Around Table Using a Question Provided by
 the Facilitator
 9:30 a.m. A Board is at its Best When...
 10:15 a.m. Break
 10:30 a.m. This Board Will Be at its Best When...a Contrast/Comparison
 Discussion
 11:15 a.m. Report Back
 12:00 p.m. Lunch
 1:00 p.m. Stating Expectations for the Whole, for the Parts
 2:00 p.m. Holding Ourselves Accountable, the Importance of
 Evaluation
 2:30 p.m. Break
 2:45 p.m. Tracking Our Progress
 3:15 p.m. Break
 3:30 p.m. Report Back on Board Metrics
 4:15 p.m. Naming Next Steps
 5:00 p.m. Prayer for the Board and its Future Ministry
 5:15 p.m. Recess
 6:00 p.m. Group Dinner with International Peacemakers – *Gardencourt*

*Wendy Tajima &
 Rebekah Basinger
 Mei-Hui Lai*

COMMITTEE REPORTS AVAILABLE ONLINE @

<http://www.presbyterianmission.org/ministries/about/pma-board-meeting-papers-april-2014/>

Friday, September 19, 2014

7:00 a.m. Breakfast On Your Own
 9:00 a.m. **Board Reconvenes in Plenary -**
 9:05 a.m. Opening Devotion
 9:20 a.m. Greetings from the Stated Clerk
 9:25 a.m. Committee Reports
 ➤ Finance Committee Report – A.001
 ➤ Justice Committee Report – B.001
 ➤ Leadership – C.001
 ➤ Worshiping Communities – D.001
 ➤ Corporate – E.001
 ➤ Audit – G.001
 ➤ Executive Committee Report – H.002
 10:10 a.m. Special Offerings Catalog Kick-Off
 10:15 a.m. Break

*Nancy Ramsay
 Gradye Parsons*

*Chad Herring
 James Ephraim
 Kevin Yoho
 David Shinn
 Marilyn Gamm
 Mary C. Baskin
 Marilyn Gamm
 Sam Locke*

10:30 a.m. General Assembly Initiative
➤ Living Missionally

11:15 a.m. **Closing Worship and Adjournment**
LUNCH ON YOUR OWN

Roger Dermody

David Ezekiel

Presbyterian Mission Agency Board Executive Committee
Business and Information Items
September 17-19, 2014

Revised August 28, 2014

ITEM #	BUSINESS ITEM	FROM MINISTRY
FINANCE COMMITTEE (A)		
A.100	Adoption of Meeting Agenda	Shared Services
A.101	Finance Committee Minutes – April 2014 – July 31, 2014 Conference Call, August 13, 2014 Conference Call	Shared Services
A.102	2015-2016 Budget Adjustments	Shared Services
A.103	2014 Budget Adjustment	Shared Services
A.104	Finance Committee Referrals	Shared Services
JUSTICE COMMITTEE (B)		
B.100	Justice Committee Agenda	
B.101	Justice Committee Minutes – April 2014	CPJ
B.102	Half in Ten Campaign	CPJ
B.103	Faith Forum on Middle East Policy	CPJ
B.104	Justice Committee Referrals	DEDM
LEADERSHIP COMMITTEE (C)		
C.100	Leadership Committee Agenda	
C.101	Leadership Committee Minutes – April 2014	TWE
C.102	Cook Native American Ministries	RE&WM
C.103	Leadership Committee Referrals	DEDM
WORSHIPING COMMUNITIES COMMITTEE (D)		
D.100	Worshiping Communities Committee Agenda	
D.101	Worshiping Communities Committee Minutes – April 2014	ECG
D.102	Worshiping Communities Committee Referrals	DEDM
CORPORATE PROPERTY, LEGAL FINANCE (E)		
E.101	Corporate Committee Minutes – April 2014	Legal
E.102	Election of Corporate Officers	Legal
E.103	Manse Allowance – 2014	Legal
E.104	Authorization for the Presbyterian Historical society to Borrow and Mortgage Property	Legal

Presbyterian Mission Agency Board Executive Committee
Business and Information Items
September 17-19, 2014

Revised August 28, 2014

ITEM #	BUSINESS ITEM	FROM MINISTRY
PC(USA) A CORPORATION (F)		
F.101	Corporation Minutes – April 2014	
AUDIT COMMITTEE (G)		
G.100	Audit Committee Agenda	
EXECUTIVE COMMITTEE (H)		
H.100	Executive Committee Agenda	
H.101	Approval of Executive Committee Minutes – June 13, 2014 and August 28, 2014	
H.102	Chair Appointments	EDO
H.103	221 st GA (2014) Referrals	EDO
H.104	Celebration of Holy Communion	EDO
H.105	Board Meeting Schedule for 2015-2018	EDO
H.106	Changes to the Manual of Operations	EDO
H.107	Covenant of Understanding Regarding the Role & Relationship of Racial Ethnic Caucuses within the PC(USA)	RE&WM
H.108	Approval of Self-Study Review	EDO
H.109	2016 Programmatic Emphases and Liturgical Dates	Communications
PLENARY		
H.001	Executive Committee Report One	
P.100	Board Meeting Agenda	
P.101	Board Meeting Minutes	
J.001	Nominating & Governance Subcommittee Report	

Presbyterian Mission Agency Board Executive Committee
Business and Information Items
September 17-19, 2014

Revised August 28, 2014

ITEM #	INFORMATION ITEM	FROM MINISTRY
Finance Committee (A)		
A.201	Per Capita Report – July 31, 2014	Shared Services
A.202	Curriculum Report – July 31, 2014	Shared Services
A.203	Stony Point Financials – July 31, 2014	Shared Services
A.204	Stony Point Update	Shared Services
A.205	Ghost Ranch Financials – July 31, 2014	Shared Services
A.206	Ghost Ranch Update – 5 yr. Business Plan	Shared Services
A.207	Management Report – July 31, 2014	Shared Services
A.208	PMPF Report – July 31, 2014	Shared Services
A.209	New Gifts & Additions – January – June 2014	Shared Services
A.210	Information Technology Overview	Shared Services
A.211	Coordinated Loan Program Report	PILP
A.212	Presbyterian Foundation Endowment Fund Report	Foundation
Justice Committee (B)		
B.200	Jinishian Memorial Program United States Advisory Committee Minutes, May 15-16, 2014	WM
B.201	Jinishian Memorial Program Governance Commission Minutes, May 15-16, 2014	WM
Leadership Committee (C)		
C.200	2014 Women of Faith Awards	RE&WM
C.201	Pan Asian English Ministries Pastors Conference	RE&WM
C.202	Women’s Leadership Institute	RE&WM
C.203	Appointment Actions for Mission Personnel	WM
C.204	YAV Program 2014/2015 Class Profile	WM
C.205	Update on Belhar Confession	TWE
C.206	Company of New Pastors Program Expansion Plan	TWE
C.207	Racial Ethnic & New Immigrant Seminarians Conference	RE&WM
C.208	PW/PMA Relationship	RE&WM 22

Presbyterian Mission Agency Board Executive Committee
Business and Information Items
September 17-19, 2014

Revised August 28, 2014

ITEM #	INFORMATION ITEM	FROM MINISTRY
Worshiping Communities Committee (D)		
D.200	1001 New Worshiping Communities Update	ECG
D.201	New Beginnings Update	ECG
D.202	Native American Day	RE&WM
D.203	Study on the Status of Women	RE&WM
D.204	African Emerging Ministries Office	RE&WM
D.205	Directory for Worship Study Process	TWE
Executive		
H.200	2 nd Quarter 2014 World Mission Funds Development Report – YTD June 30, 2014	FD
H.201	Special Offerings Report	FD
H.202	Presbyterian Mission Agency Funds Development Efforts	FD

**Report from Kitty, Rick and Chip to the Executive Committee of the
Mission Agency Board: August 13, 2014**

At its April 2014 meeting, the Presbyterian Mission Agency Board asked for a report about the ongoing work of reconciliation between the Presbyterian Mission Agency staff (in both Louisville and Stony Point) and the members of the board prior to the September, 2014, board meeting.

What is most important from our three perspectives is the 180 degree turnaround in the working relationships between the Stony Point Center staff and the Mission Agency staff located in Louisville. To quote from an email that Rick sent to Chip, Linda, Roger and Earline at the end of July:

“I just want to add Kitty's and my voices to the chorus of appreciation. I can't tell you how good it has felt to have all of you as allies as we take on this challenge. It's been a great few months for both Kitty and me professionally. Our work with Chip has been solid, and the Legal, HR and Accounting folks have all been extremely supportive. We are waiting anxiously to see the final report from HHG. Having their input has been invaluable to us over the last two and a half months.”

Rick and Kitty's efforts to work well with the Mission Agency Staff in Louisville was documented in their mid-term review, given by Chip. Among other accolades about their “enthusiasm” and “initiative,” two contributions noted are particularly salient here:

- “Kitty and Rick's responsiveness and collaborations with Chip and other TWE staff”
- “Kitty and Rick's receptivity to a new organizational home and their work to get off to a fresh start.”

None of us are able to speak to the effort to engage members of the Task Team in reconciliation, since that was not within our purview. However, the work that we have done together both builds on and echoes many of the recommendations made by the Transitional Task Team, and responds to many of the concerns raised by the Evaluation Committee in its report.

We are confident that it is appropriate to dismiss these committee with an expression of great gratitude – especially from Rick and Kitty—to the members of the Transitional Task Team: Melissa DeRosia, Kathy Trott, Jack Hodges, Kears Pollack, Mark Johnson, Gary Batty, and Cass Shaw.

We have also attached the report that we have prepared for the Finance Committee to review at the September meeting of the Mission Agency Board, with the expectation that you might find some of our specific achievements helpful.

Stony Point Center Report to the Presbyterian Mission Agency Board September, 2014

In April, the Board heard a report that the Co-Directors of Stony Point Center and Executive Staff of the Mission Agency had agreement in principle about how to move forward with a plan to incorporate Stony Point Center fully within the work of the Mission Agency with the goal of making Stony Point Center financially sustainable by December 31, 2017.

Milestones:

We have been working on a “Milestones” document that we will use to objectively evaluate our success in achieving financial sustainability. The following is taken directly from the Executive Summary of the Milestones document:

Year zero, ending December 31, 2014

- 2014 Operating loss no worse than \$90,000, leading to a worsening of the interfund balance of up to this amount.
- Common Services from Mission Agency paid in full by Mission Agency

Year One, ending December 31, 2015

- 2015 Operating loss no worse than \$60,000, leading to a worsening of the interfund balance of up to this amount.
- Common Services from Mission Agency paid at 33% by Stony Point Center

Year Two, ending December 31, 2016

- 2016 Operating loss no worse than \$30,000, leading to a worsening of the interfund balance of up to this amount.
- Common Services from Mission Agency paid at 67% by Stony Point Center

Year Three, ending December 31, 2017

- 2016 Operating income/loss at breakeven.
- Common Services from Mission Agency paid at 100% by Stony Point Center

We expect that the specifics of how these milestones will be met are likely to change as our work unfolds. However, we have agreed that if the overall objectives are not met during any two successive years, the Presbyterian Mission Agency will begin the process of winding down operations.

Achievements since April:

- We have completed a \$20,000 contract (at Mission Agency expense) with Harrell Hospitality Group – an independent hospitality industry consulting agency. Their report – totaling over 150 pages – is daunting, but their summary judgment is encouraging: “We believe that with 1/ additional staff, particularly in sales and marketing and repairs and maintenance; 2/ a

focused sales and marketing plan; 3/ implementation of HHG recommendations, and 4/ Necessary property improvements...[that] Stony Point Center can get to self-sustainability within the prescribed time frame...”

- We have been given an \$80,000 grant over two years from the Synod of the Northeast to pay roughly half the cost of a full-time sales person this year, and half the cost for a full-time funds developer beginning in July 2015.
 - We have hired a new, full-time, outside Sales Manager as of the end of July, and begun training that person (and several others from our staff and volunteers) in prospecting for new leads for potential guest groups.
 - With the affirmation of our board members, we have shifted the language describing their role from “Governing Board” to “Advisory Board.” Our fall meeting will focus on the what it means to for the board to assume that new role for the organization.
 - We have had high levels of cooperation and support from Legal Counsel, Human Resources, IT, and Treasury. Further, Kitty and Rick have been welcomed into the Leadership Team of Theology, Worship and Education.
- Chip Hardwick

Finances:

At the end of July, Stony Point Center had a net loss of \$65,000 for the year. We began implementing cost-cutting measures in June to assure that we will meet our target of no more than a \$90,000 for the fiscal year. The most significant of those measures is a full furlough of staff totaling one week of payroll, which took place in August.

We expect to have numbers through the end of August available for the Finance Committee meeting in September.