

Draft – April 5, 2013

ITEM P.100
PRESBYTERIAN MISSION AGENCY BOARD
April 10-12, 2013
Marriott Louisville East
1903 Embassy Square Blvd.
Louisville, KY 40299
502-491-1184

AGENDA
PRESBYTERIAN MISSION AGENCY OFFICE – Steamboat Room

Tuesday, April 9, 2013

2:00 p.m. – 7:00 p.m. Audit – *Bourbon Executive Boardroom*
 4:00 p.m. – 6:00 p.m. Personnel Subcommittee (followed by dinner) – *Cardinal Room*

Wednesday, April 10, 2013

8:30 a.m. – 2:30 p.m. Board Executive Committee – *Commonwealth Grand Ballroom A*

3:00 p.m. **Board Opening Plenary – Commonwealth Grand Ballroom C/D**

- Call to Order *Matthew Schramm*
- Welcome and Introduction of New Board Members

3:05 p.m. • Opening Worship *David Shinn & Jorge Sayago-Gonzalez*

3:20 p.m. • Recitation of Board Covenant *Matthew Schramm*
 • Adoption of Agenda
 • Roll Call
 • Approval of September 2012 Board Minutes

3:30 p.m. • Report of the Chair *Matthew Schramm*
 • Report of the Executive Director *Linda Valentine*
 • Financial Report *Denise Hampton*

4:10 p.m. FOR ACTION
 • Committee Election Process – H.002 *Matthew Schramm*
 • Nominating Committee Report – J.001 *Jan Dowlearn*

4:20 p.m. Introduction of New Staff (slides) and Break

4:35 p.m. Young Adults *Rob Fohr*

5:30 p.m. Recess

6:30 p.m. Committee Dinners

Thursday, April 11, 2013

7:00 a.m. Breakfast On Your Own

8:30 a.m. – Noon Board Committee Meetings

- Finance – *Commonwealth Grand Ballroom A*
- Leadership – *Bluegrass Ballroom C*
- Justice – *Bluegrass Ballroom D*
- Worshiping Communities – *Bluegrass Ballroom A*

Noon – 1:30 p.m. Group Lunch – *Colonel Room*

1:30 p.m. **Board Reconvenes in Plenary - Commonwealth Grand Ballroom C/D**

1:30 p.m.	Opening Devotion	<i>Christine Hong</i>
1:50 p.m.	Greetings from the Stated Clerk	<i>Gradye Parsons</i>
1:55 p.m.	Report of the Nominating Committee – J.002	<i>Jan Dowlearn</i>
2:00 p.m.	Board of Pensions (BOP) Presentation and Q&A	<i>Robert Maggs and Pat Haines</i>
3:00 p.m.	BOP Changes Discussion	<i>Matthew Schramm</i>
3:15 p.m.	Break	
3:30 p.m.	Report of the Governance Task Force	<i>Marianne Rhebergen & Matthew Schramm</i>
	➤ Board Member Job Description	
	➤ Board Nominating and Governance Committee Charter	
	➤ Committee Charters	
	➤ Guidelines for Liaisons to Other Committees	
	➤ Proposal Regarding the Procedures Subcommittee	
	➤ Proposal Regarding Other Committees	
4:30 p.m.	Dallas II	<i>Hunter Farrell</i>
4:45 p.m.	Financial Trends and Responses	<i>Terri Bate</i>
5:30 p.m.	Recess	
6:00 p.m.	Group Dinner – <i>Colonel Room A/B</i>	
7:30 p.m. – 8:30 p.m.	Cashews and Conversation (Optional)	
	➤ “Social Media Sit In : Techniques and Strategies for Connectional Ministry” led by <i>Rob Fohr/Young Adult Action Implementation Team (YAAIT) – Colonel C</i>	
	➤ “The State of the Church” led by <i>Heath Rada – Cardinal Room</i>	

COMMITTEE REPORTS AVAILABLE OUTSIDE OF PLENARY ROOM

Friday, April 12, 2013

7:00 a.m.	Breakfast On Your Own	
8:30 a.m.	Board Reconvenes in Plenary - Commonwealth Grand Ballroom C/D	
	Opening Devotion	<i>Lynn Hasselbarth</i>
8:45 a.m.	Greetings from the Moderator	<i>Neal Presa</i>
8:55 a.m.	Greetings from Presbyterian Disaster Assistance	<i>Laurie Kraus</i>
9:05 a.m.	Committee Reports	
	➤ Finance – A.001	<i>Bill Capel</i>
	➤ Corporate – E.001	<i>Matthew Schramm</i>
	➤ Justice – B.001	<i>Noelle Royer</i>
	➤ Leadership – C.001	<i>Joyce Smith</i>
	➤ Worshiping Communities – D.001	<i>Mihee Kim-Kort</i>
	➤ Audit – G.001	<i>Molly Baskin</i>
	➤ Executive Committee – H.003	<i>Matthew Schramm</i>
10:55 a.m.	Engaging with Mid-Councils	<i>Roger Dermody</i>
11:25 a.m.	Big Tent	<i>Linda Valentine</i>
11:30 a.m.	Closing Worship	<i>Richard Williams & Jorge</i>
	Blessing and Commissioning for the Young Adult Action/Implementation Team	<i>Sayago-Gonzalez</i>
12:00 p.m.	Adjournment	



PRESBYTERIAN
MISSION
— AGENCY —



PRESBYTERIAN
MISSION
— AGENCY —

Mission Work Plan for 2013 to 2016

Presbyterian Mission Agency

VISION

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

MISSION

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

DIRECTIONAL GOALS

Transformational Leaders

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

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

Compassionate and Prophetic Discipleship

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

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

New Worshiping Communities

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

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

Young Adults

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

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

General Assembly Engagement

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

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

Organizational Integrity

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

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

CORE VALUES OF THE PRESBYTERIAN MISSION AGENCY

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

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

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

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

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



mission work plan Implementation





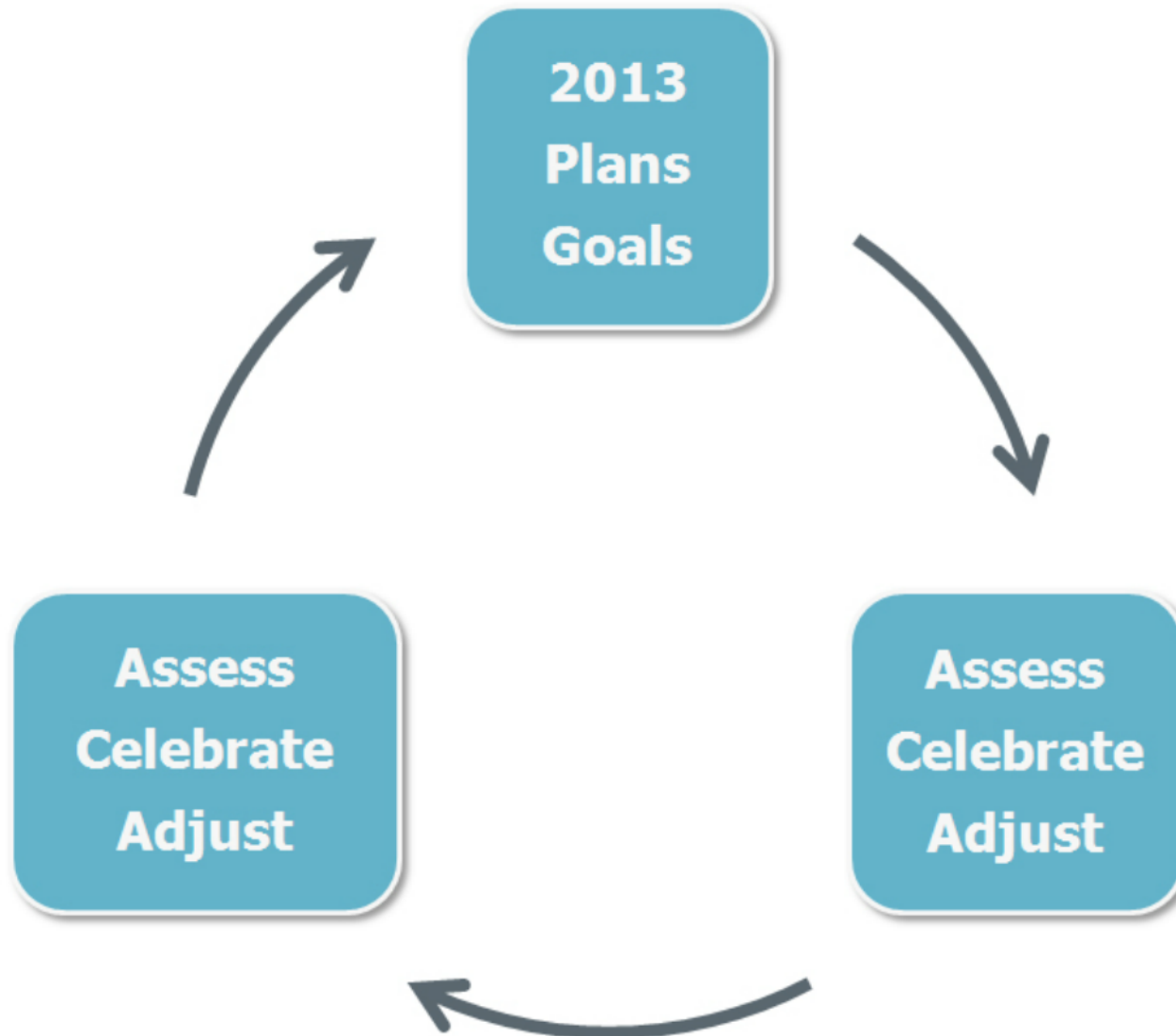
Individual Goals



**Semi & Year End
Review & Feedback**



Mission Work Plan



New Worshiping Communities

YOUNG ADULTS

Transformational Leaders

Compassionate and
Prophetic Discipleship

General Assembly Engagement

ORGANIZATIONAL INTEGRITY

Engage and
join with young
adults in reforming
the church for
Christ's mission









Scholarships

Transformational Leaders



“I’m realizing in life that you just have no idea where God is going to lead you. You just have to be open and say ‘God, here I am.’” - Daniel Yang

www.presbyterianmission.org/financialaid



“When I buy coffee, I’m accountable to those who grew it. I buy Just Coffee because of some folks I know and love.” -- Laura Stump



1001
WORSHIPING COMMUNITIES



1001 New Worshipping Communities

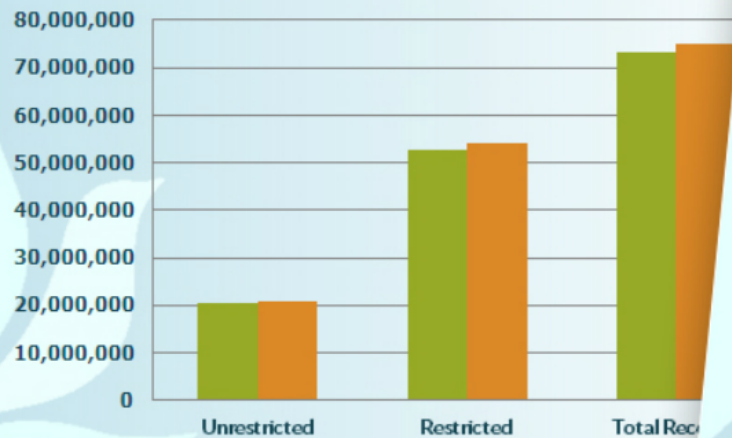
“We are excited and thrilled. Suddenly, we are not alone in what we are doing or thinking.” – Jeff Richards

General Assembly Engagement



Organizational Integrity

Presbyterian Mission Agency
2012 Year-End Results
Receipts



Presbyterian Mission Agency
2012 Year-End Results
Expenditures



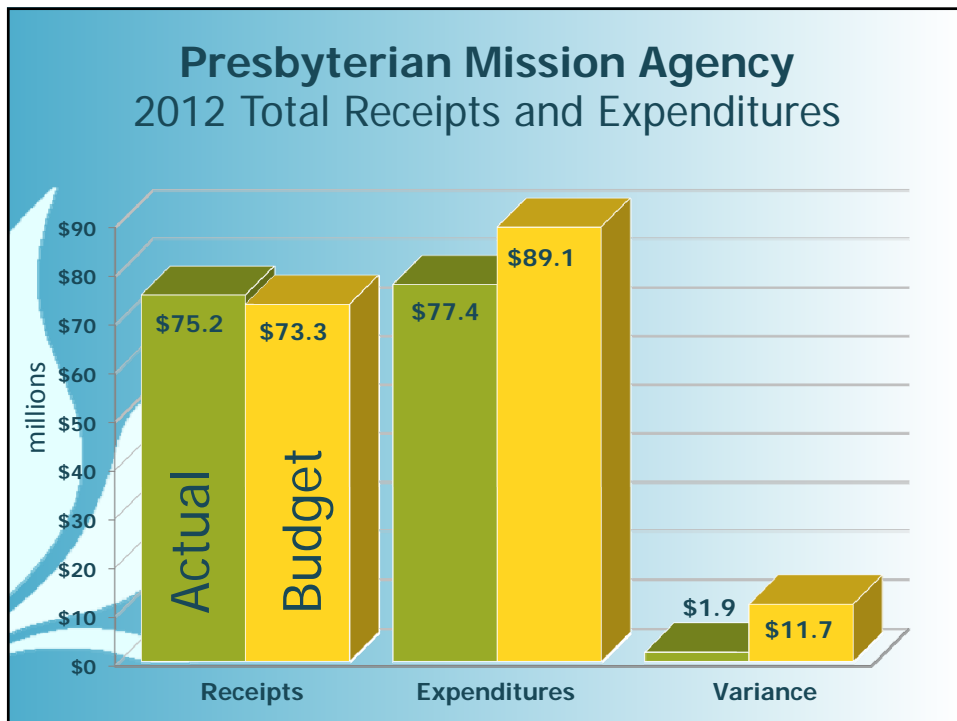
They praised God and demonstrated God's goodness to everyone. The Lord added daily to the community those who were being saved. -- Acts 2:47 (CEB)

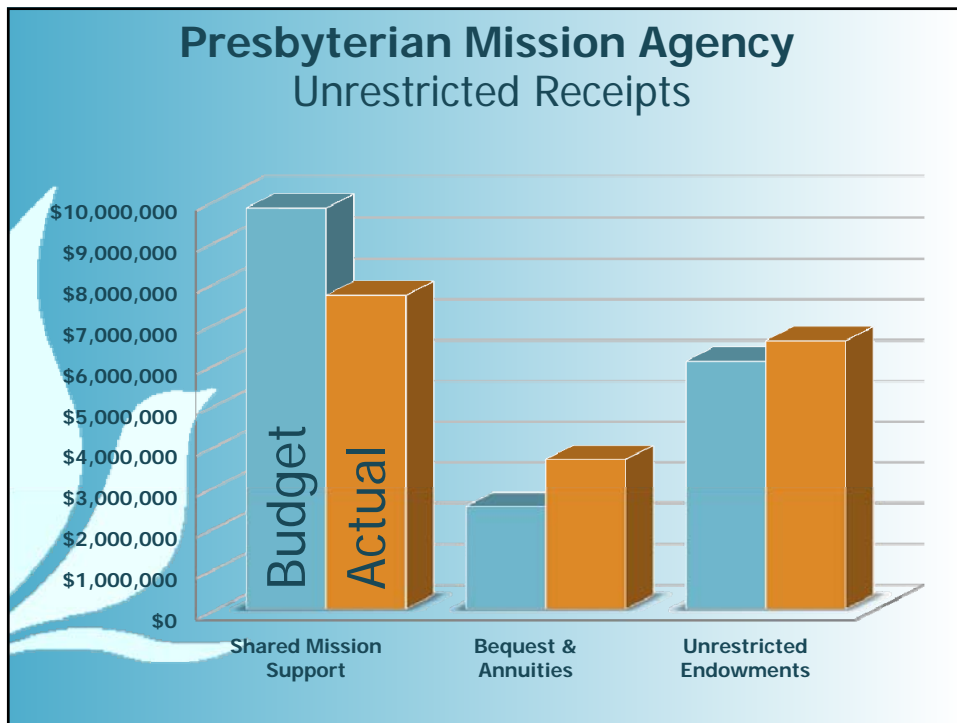
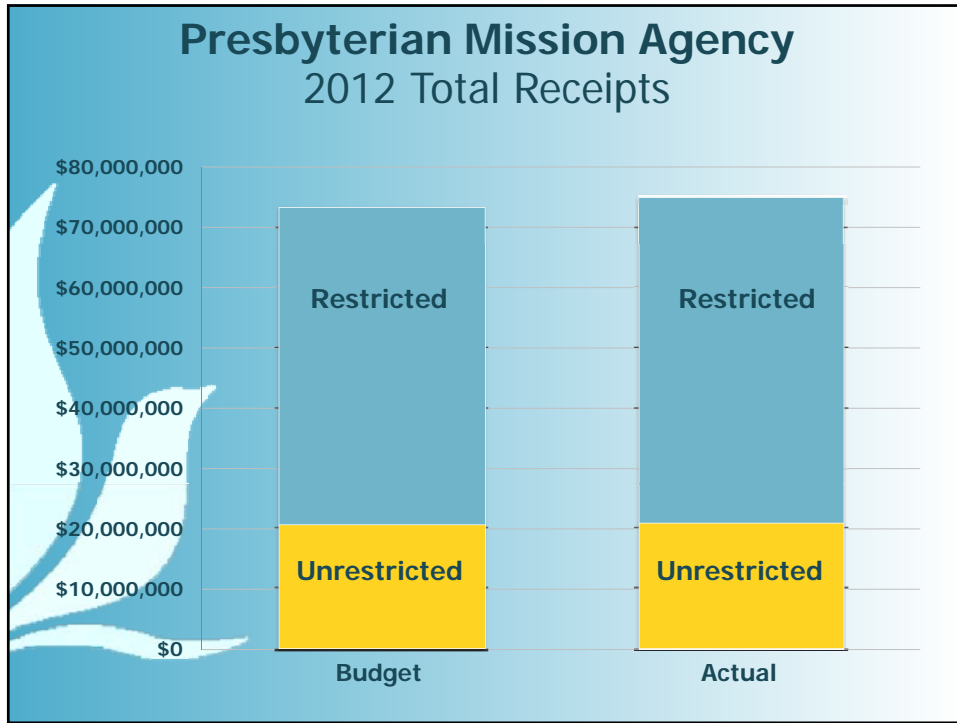


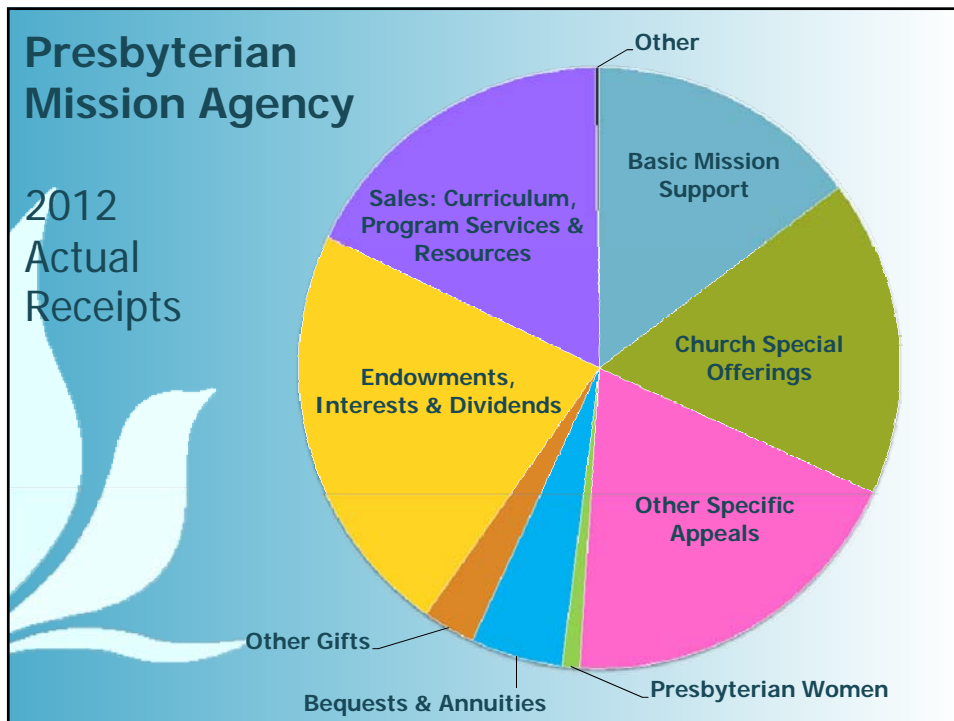
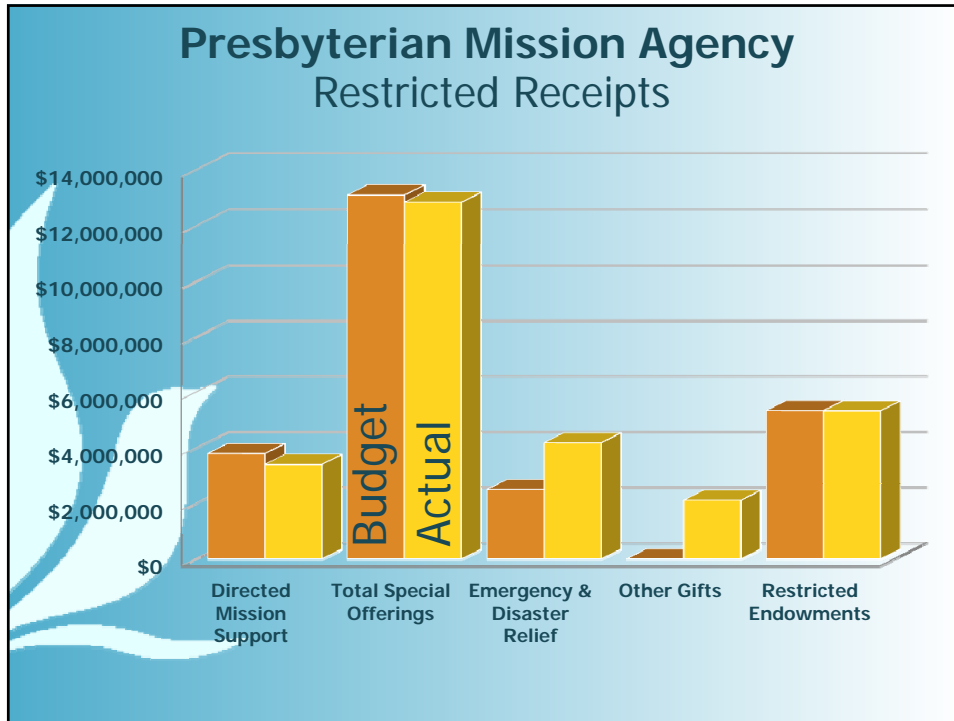
PRESBYTERIAN
MISSION
— AGENCY —

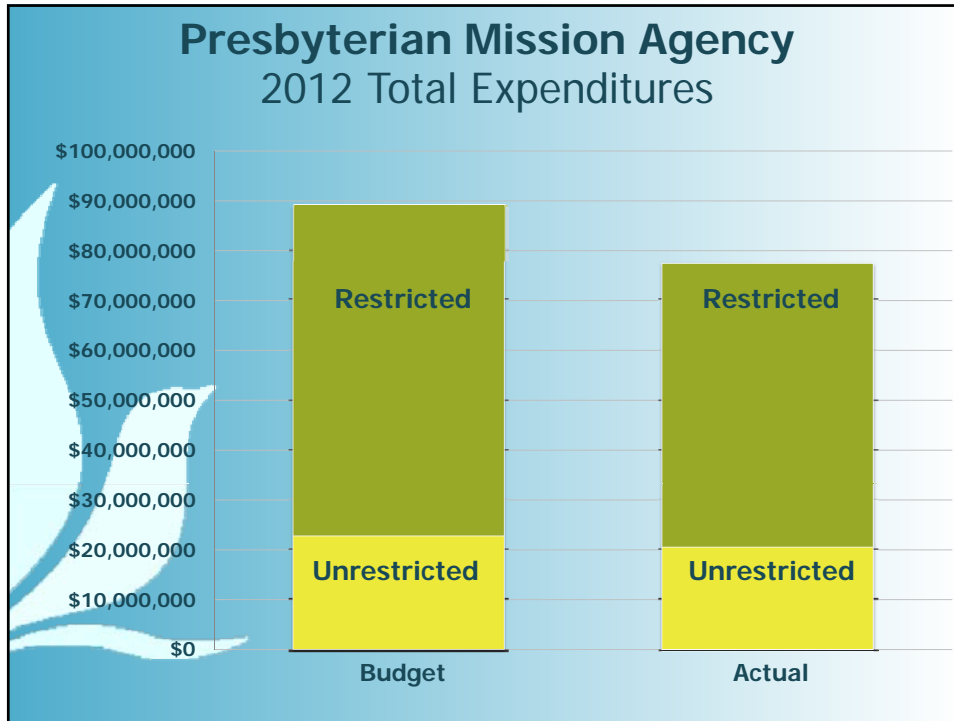
Financial Update

2012 Year End Results

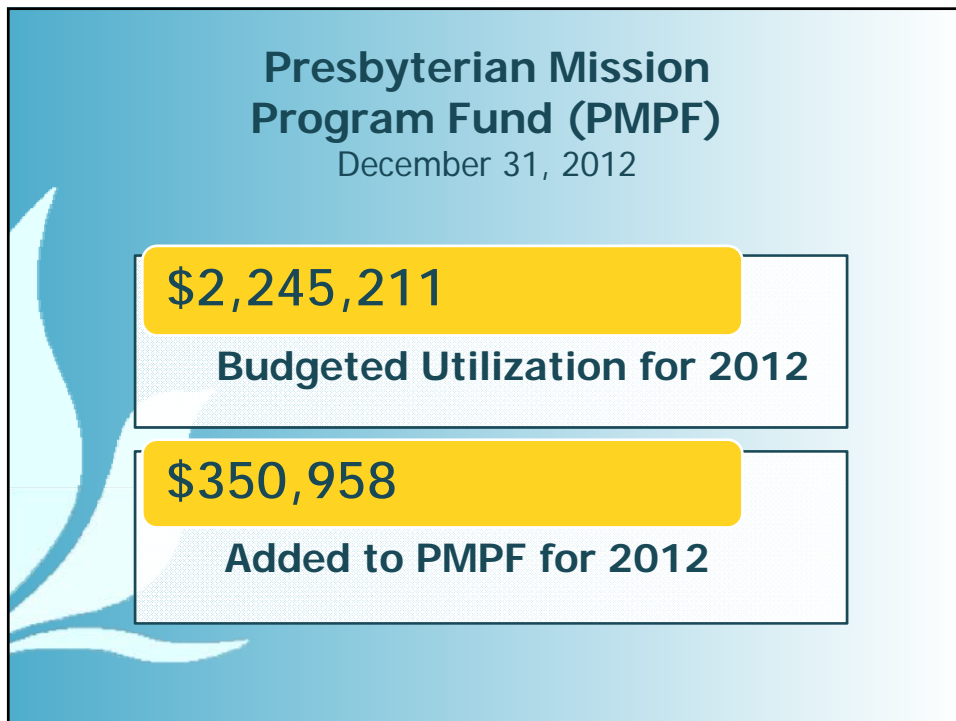
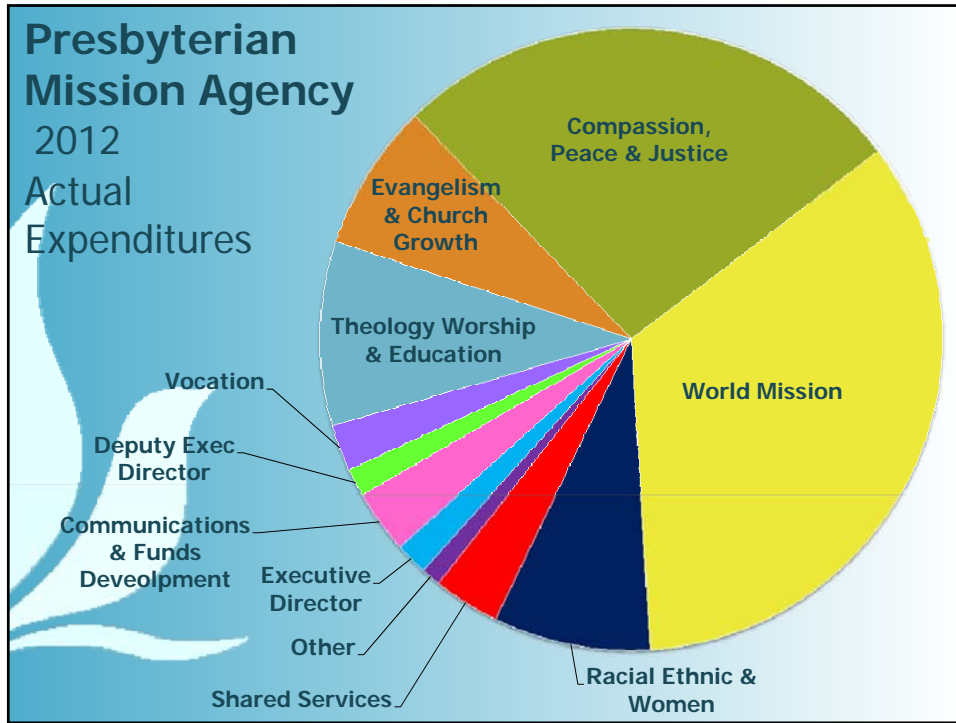








Mission	Budget	Actual	% of Budget	Under Spent
Deputy Executive Director Office	1,658,991	1,565,021	94.34%	(93,970)
Vocation	1,810,997	1,430,184	78.97%	(380,813)
Theology Worship & Education	6,921,368	5,704,017	82.41%	(1,217,351)
Evangelism & Church Growth	5,622,457	4,504,884	80.12%	(1,117,573)
Compassion, Peace & Justice	17,534,592	15,630,975	89.14%	(1,903,617)
World Mission	23,162,712	19,617,314	84.69%	(3,545,398)
Racial Ethnic & Women Ministries	5,439,877	4,676,973	85.98%	(762,904)



**ITEM H.002
 FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>				
	A. Finance		E. Property, Legal, Finance (Corporate)	J. Nominating Committee
	B. Justice		F. PC(USA), A Corporation	K. Governance Committee
	C. Leadership		G. Audit	P. Plenary
	D. Worshiping Communities	X	H. Executive Committee	

Subject: Suspension of the Manual of Operations Election – Board Member Eligibility for Election as Committee Chair

Recommendation:

That the Board suspend Appendix 1, Section VI. C.4. of the *Presbyterian Mission Agency Manual of Operations*, “Board voting members completing at least two consecutive years on a committee are eligible for election as committee chair” for the April 2013 meeting with the following recommendation:

Voting members of the Classes of 2014 through 2016, who have served at least one year on the Board, will be eligible for election as chair or vice chair of the committee of which they are currently a member.

Rationale:

Section VI. C. 1. of the *Manual of Operations* states that “committees shall nominate and elect their chairs, and may elect a vice-chair, during the first Presbyterian Agency Board meeting in the calendar year and notify the Presbyterian Mission Agency Board Nominating Committee.” Section VI.C.4. of the Manual also stipulates that “Board voting members completing at least two consecutive years on a committee are eligible for election as committee chair.”

In February 2012, The General Assembly Mission Council voted to approve the reduction of the number of Mission Committees from five (Discipleship, Evangelism, Justice, Stewardship and Vocation), to four (Justice, Leadership, Finance, and Worshiping Communities). Since new committees were formed in February 2012, none of the members of these committees are eligible for election as chair of committees in April 2013. In order to eliminate this problem, the Board is requested to set aside the requirement stated in Section VI. C.4. of the *Manual of Operations* with the above option.

**REPORT J. 001
PRESBYTERIAN MISSION AGENCY BOARD
NOMINATING COMMITTEE
April 10-12, 2013**

The members of the Presbyterian Mission Agency Board Nominating Committee are:

- Steve Aeschbacher
- Clark Cowden, chair
- Jan Dowlearn
- Jack Hodges
- Joyce Smith

The Presbyterian Mission Agency Board Nominating Committee recommends the following actions to the Presbyterian Mission Agency Board:

That the Presbyterian Mission Agency Board:

1. **ELECT Nancy Ramsay for a four-year term to the Committee on Theological Education (COTE), Class of 2017.**

Background:

Nancy Ramsay will replace Cynthia Bolbach on COTE.

2. **FORWARD to the General Assembly Nominating Committee, for election by the 221st General Assembly (2014), the following named individual to the Advisory Committee on Social Witness Policy, class of 2017:**

- **Mary Jorgenson**

Background:

Mary Jorgenson will replace Art Canada who has resigned from his position as the Presbyterian Mission Agency Board's representative on ACSWP.

The *Manual of Operations*, provides that Presbyterian Mission Agency Board members of the Advisory Committee on Social Witness Policy be endorsed by the Presbyterian Mission Agency Board and submitted by the General Assembly Nominating Committee for election by the General Assembly.

3. **Elect new members of the Board to committees as set out below:**
 - **David Ezekiel to replace Joyce Emery on the Justice Committee**
 - **Bruce Stevens to replace Rob Brink on the Leadership Committee**
 - **Wendy Tajima to replace Connie Tubb on the Finance Committee**
 - **Vicky Garber as the Ecumenical Advisory Member on the Worshiping Communities Committee**

Background:

Rob Brink, Joyce Emery and Connie Tubb were appointed to serve in the "ordained synod staff" and "ordained presbytery staff" positions on the Board. Once these Board members completed/concluded their service as presbytery or synod staff they were no longer eligible to

serve in those positions on the Presbyterian Mission Agency Board. The GA Nominating Committee nominated David Ezekiel, Bruce Stevens and Wendy Tajima to fill those vacancies. Ecumenical Advisory Members (from the *Manual of Operations*)

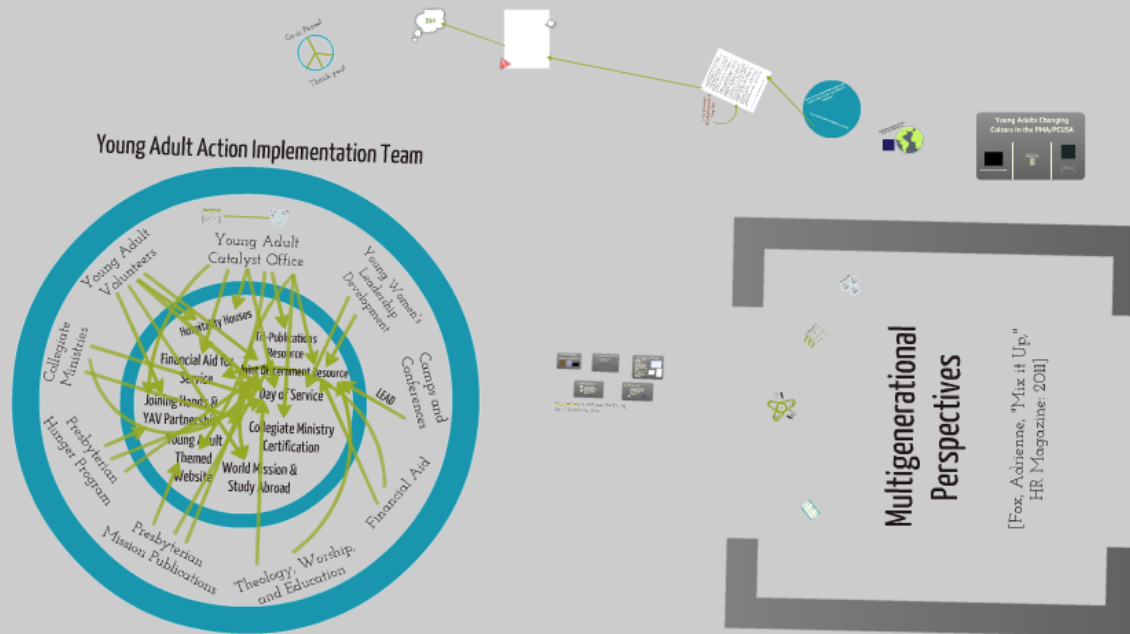
Ecumenical advisory members are nominated by the General Assembly Nominating Committee for election by the General Assembly for two-year terms, with eligibility for two additional terms, on the Presbyterian Mission Agency Board. One ecumenical advisory member shall serve on the Justice Committee and one shall serve on the Worshiping Communities Committee, with voice and vote in committee.

James E. Fother, Jr., who is the other Ecumenical Advisory Member on the Board serves on the Justice Committee.

Working Towards the Young Adult Directional Goal

Rob Fohr

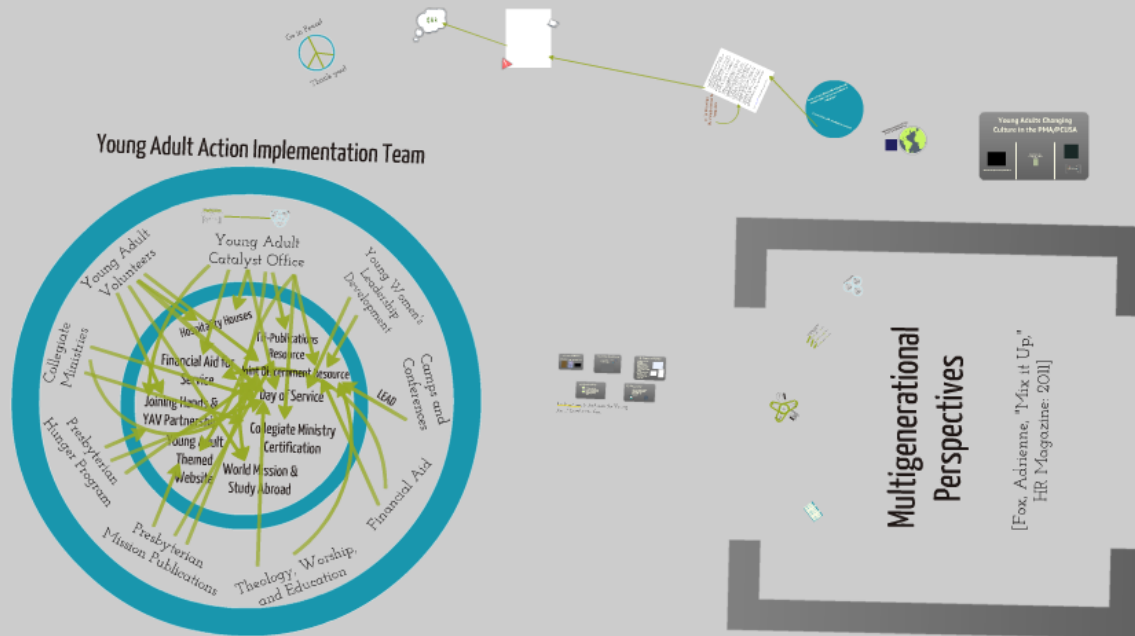
Young Adult Catalyst Office



Working Towards the Young Adult Directional Goal

Rob Fohr

Young Adult Catalyst Office



Lamentation and Hope

Ezra 3: 10-13

When the builders laid the foundation of the temple of the Lord, the priests in their vestments were stationed to praise the Lord with trumpets, and the Levites, the sons of Asaph, with cymbals, according to the directions of King David of Israel; and they sang responsively, praising and giving thanks to the Lord, "For his is good, for his steadfast love endures forever toward Israel." And all the people responded with a great shout when they praised the Lord, because the foundation of the house of the Lord was laid. But many of the priests and Levites and heads of families, old people who had seen the first house on its foundations, wept with a loud voice when they saw this house, though many shouted aloud for joy, so that the people could not distinguish the sound of the joyful shout from the sound of the people's weeping, for the people shouted so loudly that the sound was heard far away.

Presbyterian Mission Agency's Six Directional Goals

Transformational
Leaders

Young Adults

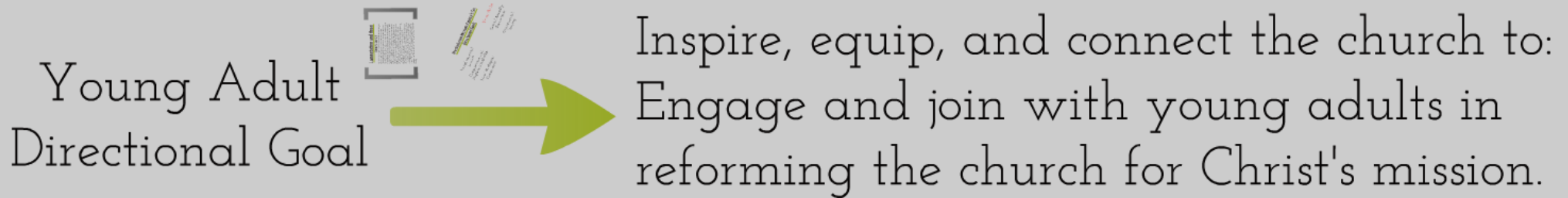
Compassionate and
Prophetic Discipleship

General Assembly
Engagement

New Worshiping
Communities

Organizational
Integrity

Young Adult Catalyst Office

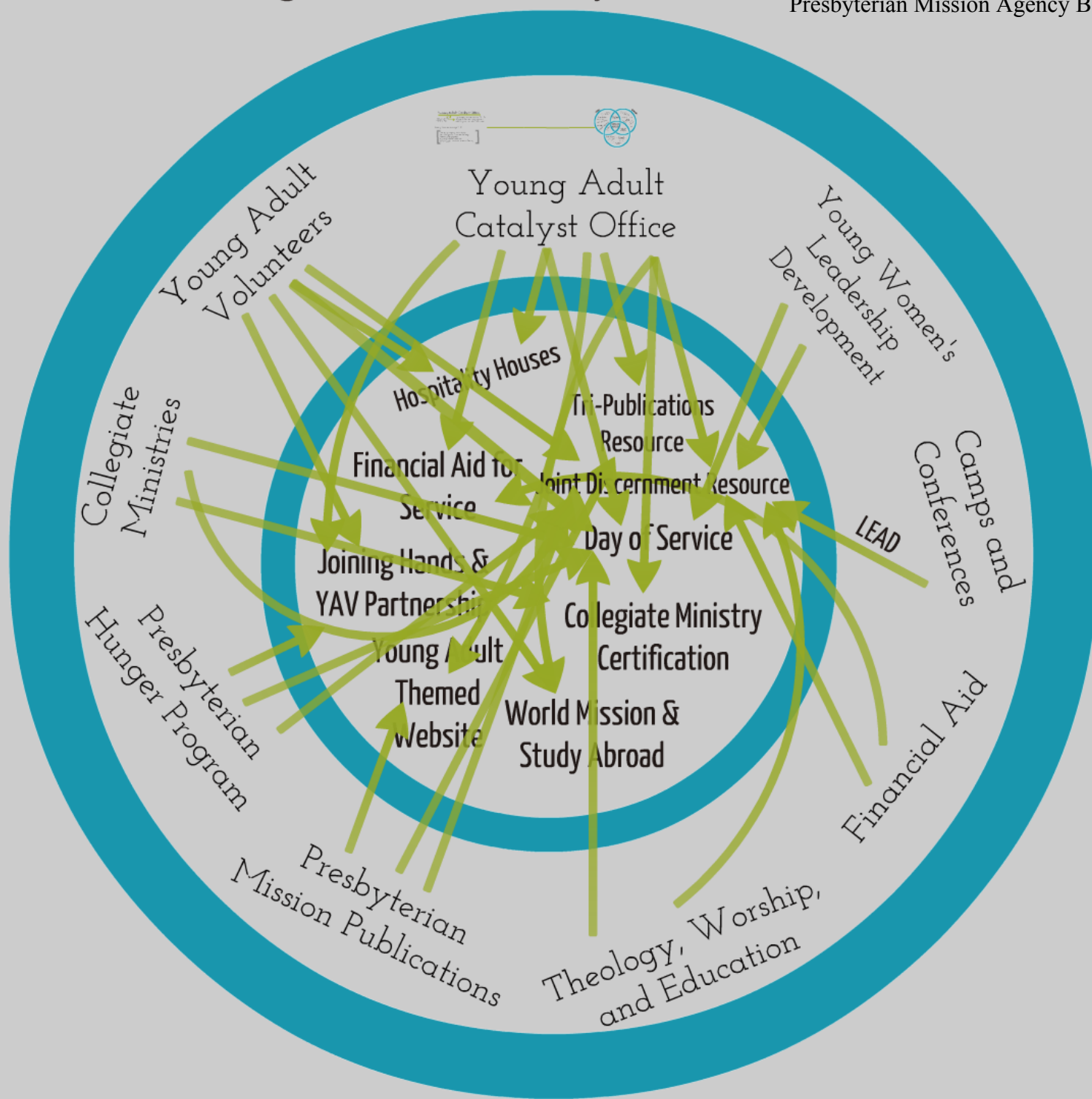


(Young Adults defined as ages 18-30)

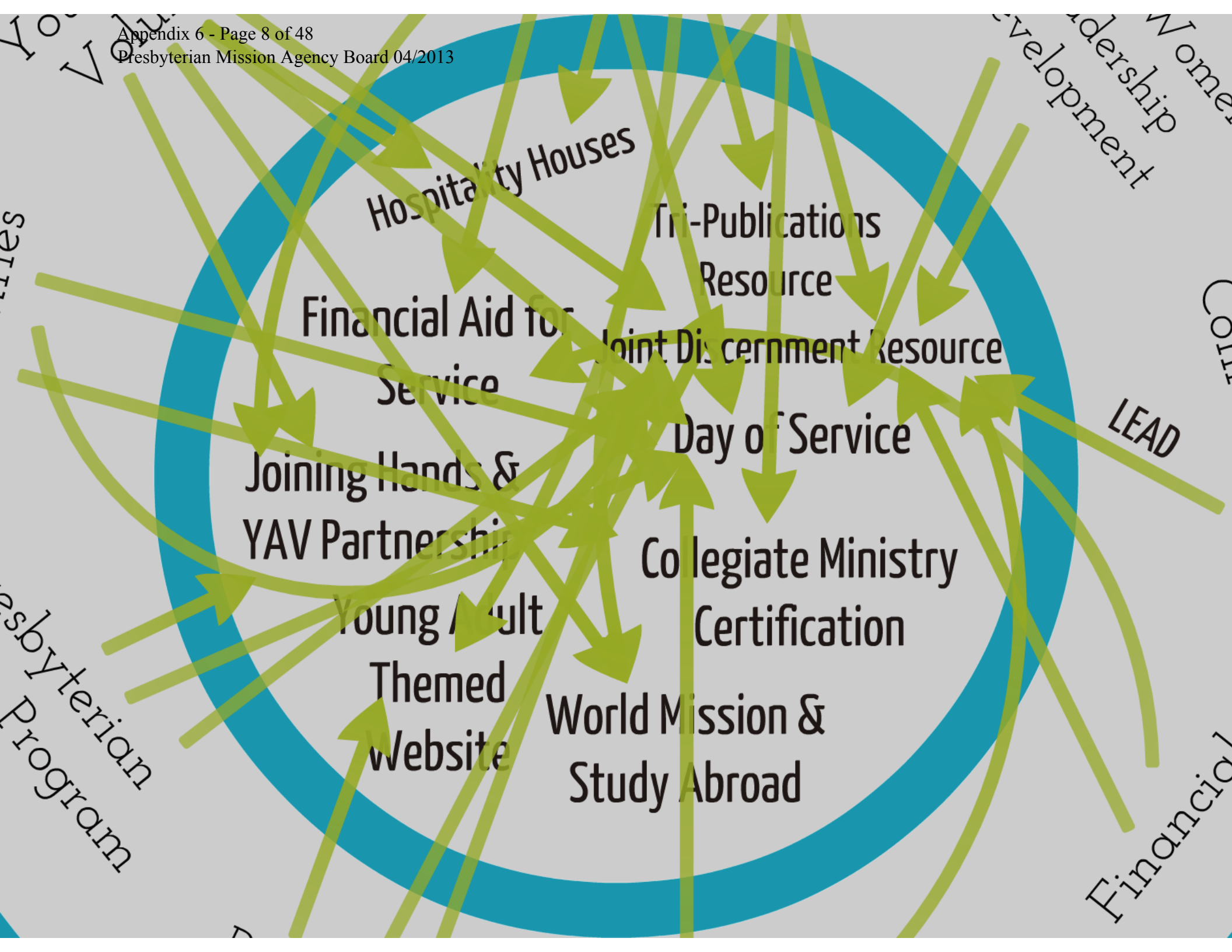
- Developing a Young Adult Identity
- Formulating a Communication Strategy
- Resourcing Congregations
- Promoting a Season of Service
- Partnering with Ministries Across the Country

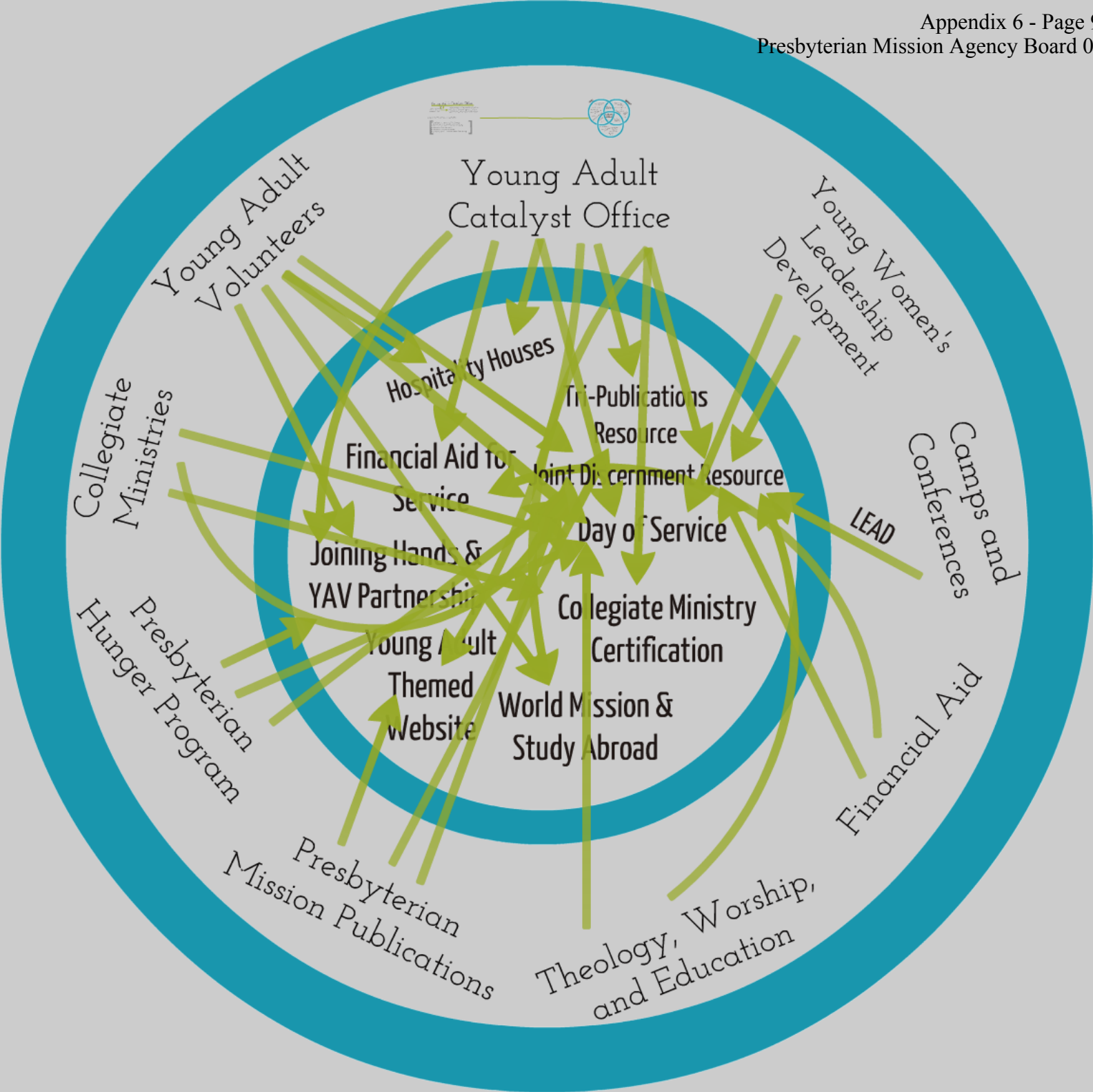


Young Adult Action Implementation Team



5. Objective
Adult Dire





Young Adult Catalyst Office
Vision, vision, mission, and goals for the Young Adult Catalyst Office
Checklist
[From Adult website on page 8/20]
1. Develop a Young Adult Strategy
2. Establish a Communication Strategy
3. Develop a Budget
4. Identify a Group of Leaders
5. Develop a Plan for the Future



Young Adult
Volunteers

Young Adult Catalyst Office

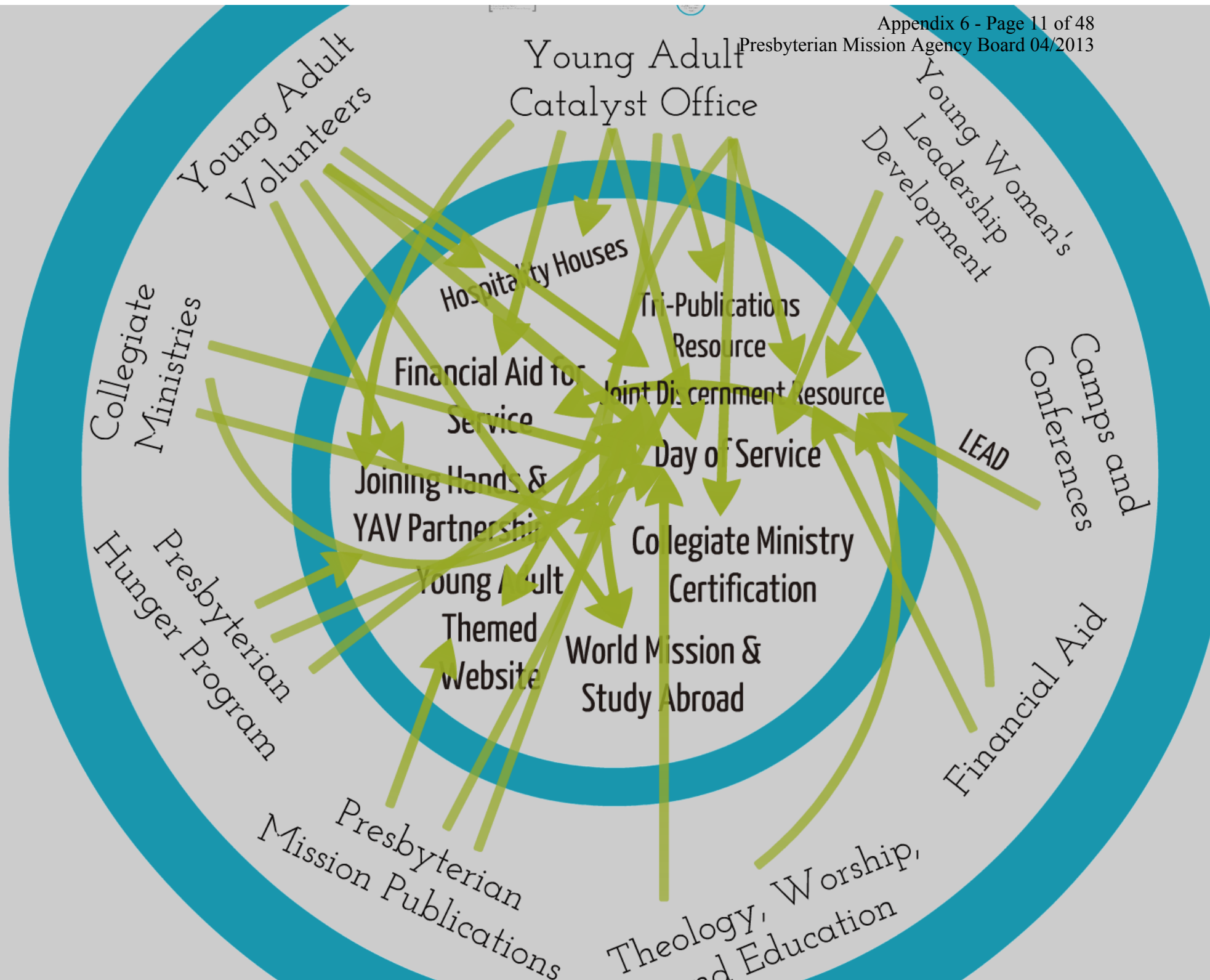
Collegiate
Ministries

Hospitality Houses

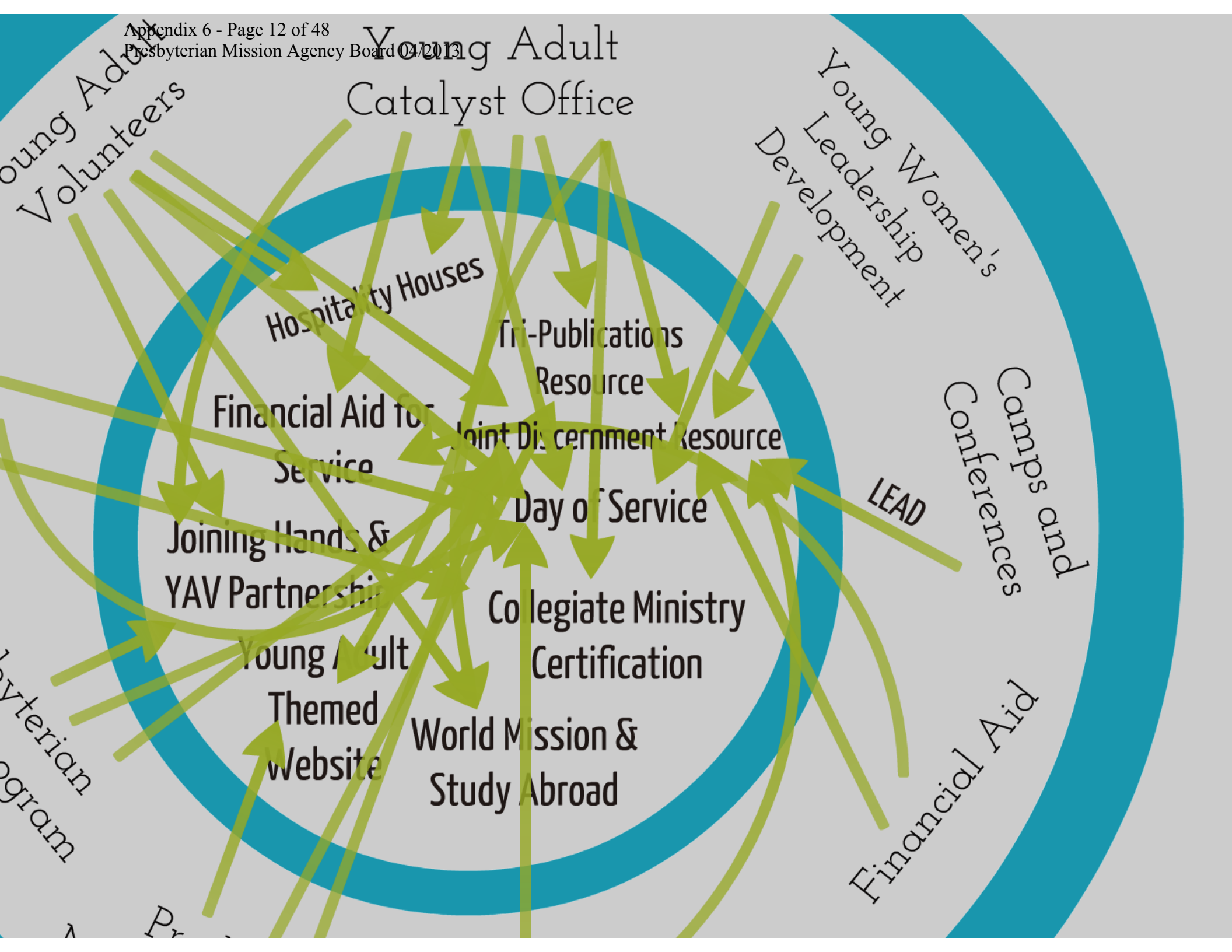
Tri-Publication
Resource

Financial Aid for
Service

Joint Discernment



Young Adult Catalyst Office



Young Adult
Volunteers

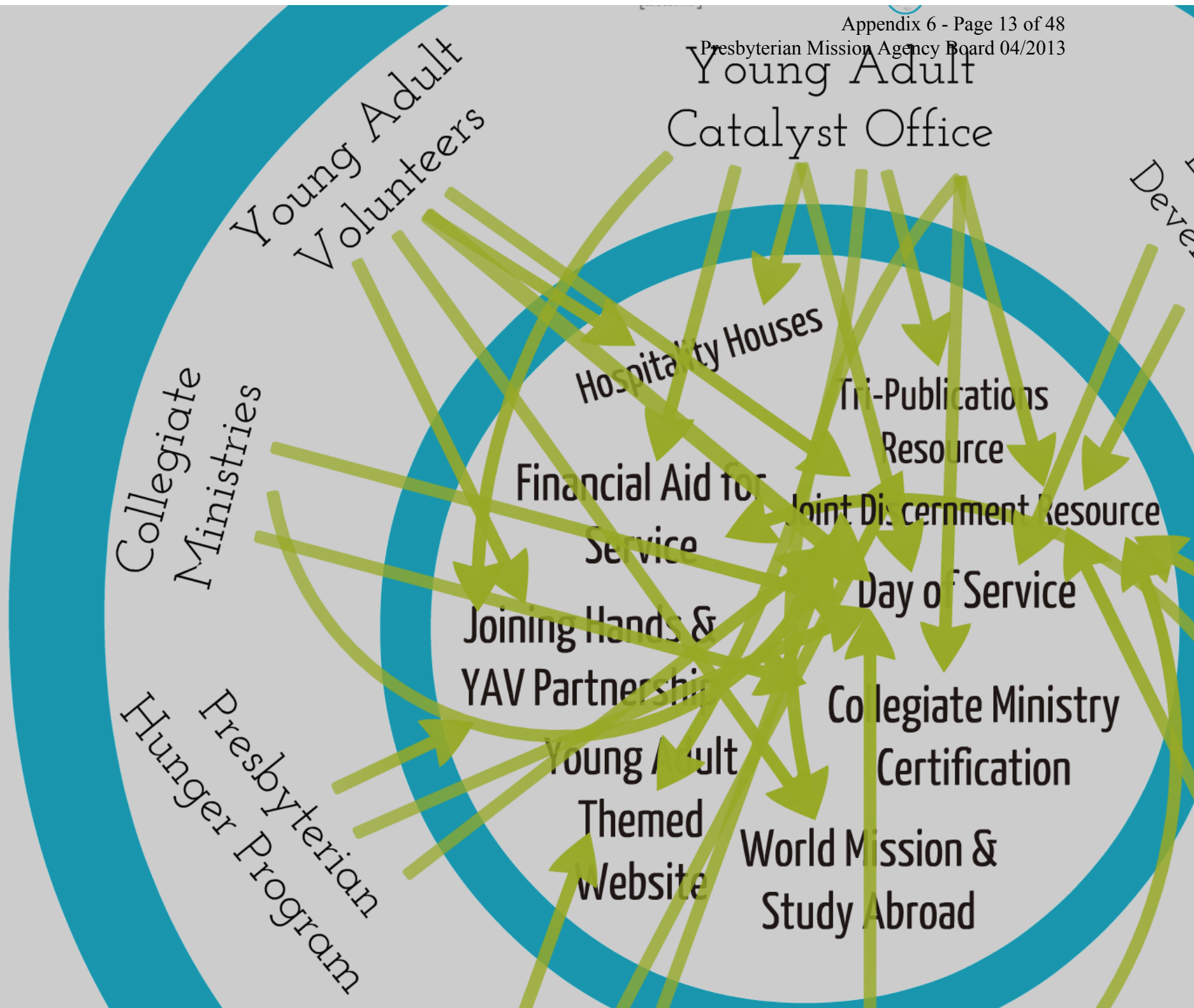
Young Women's
Leadership
Development

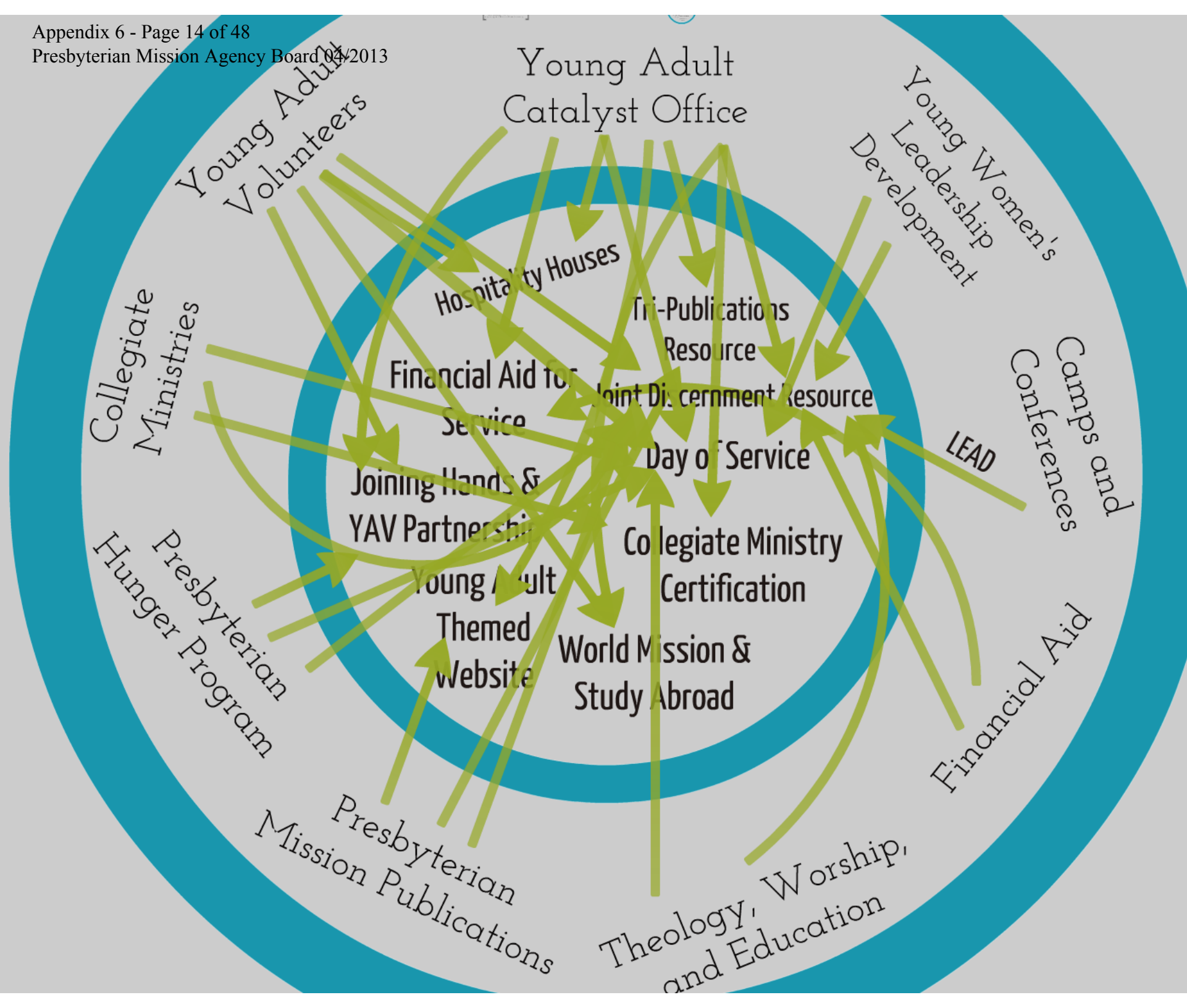
Camps and
Conferences

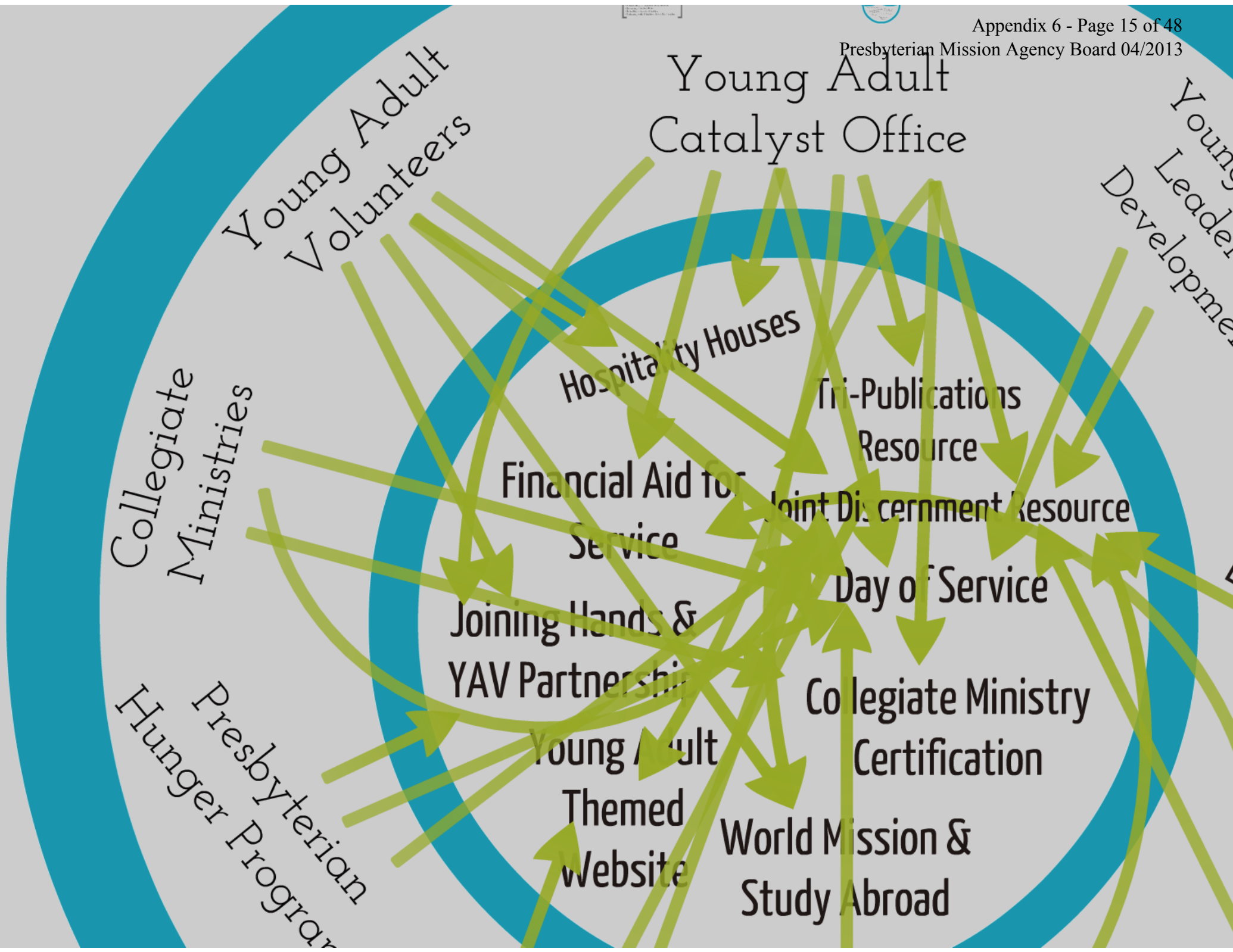
Financial Aid

Presbyterian
Program

Pr









Young Adult Catalyst Office

Young Adult
Volunteers

Hospitality Houses

Tri-Publications
Resource

Financial Aid for
Service

Joint Discernment Resource

Collegiate
Ministries

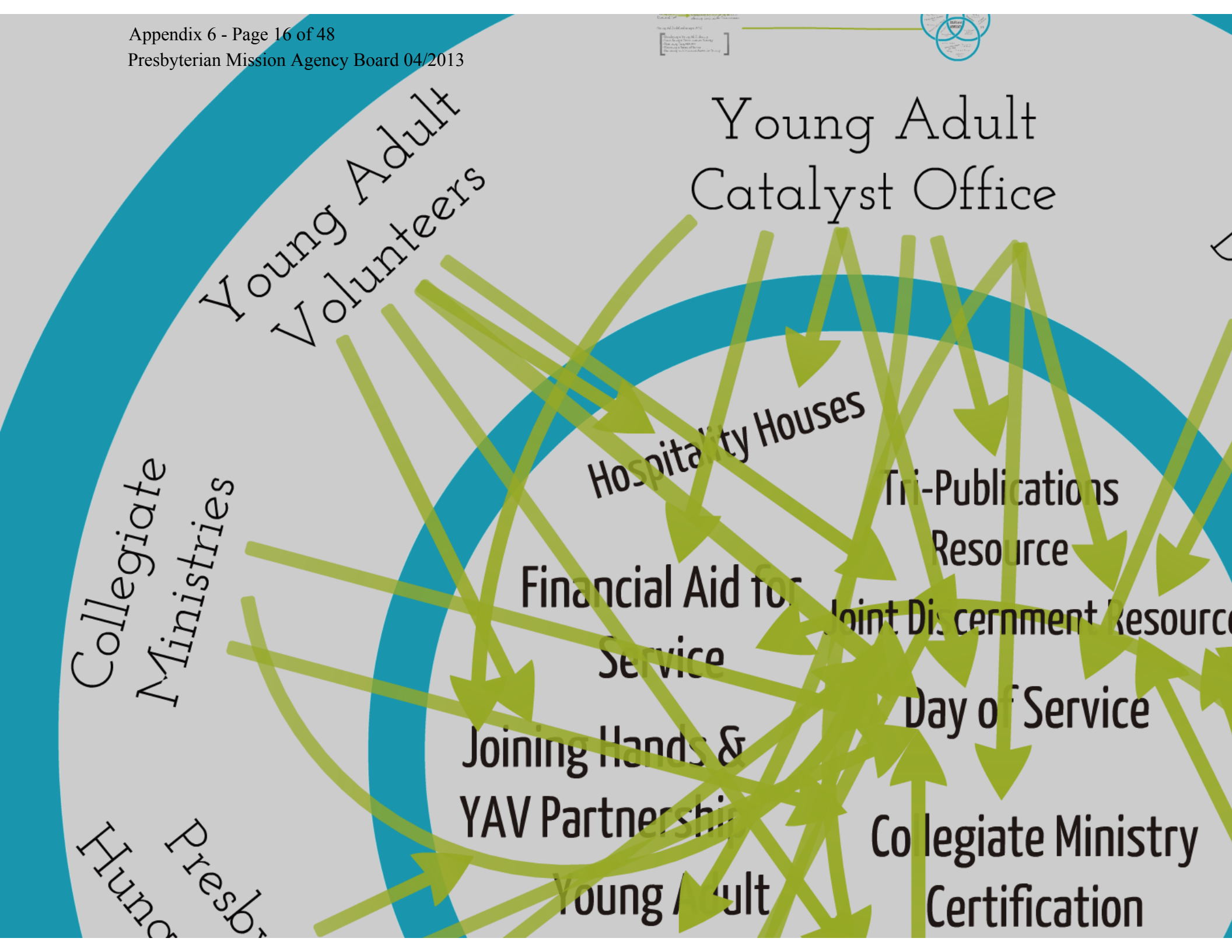
Day of Service

Joining Hands &
YAV Partnership

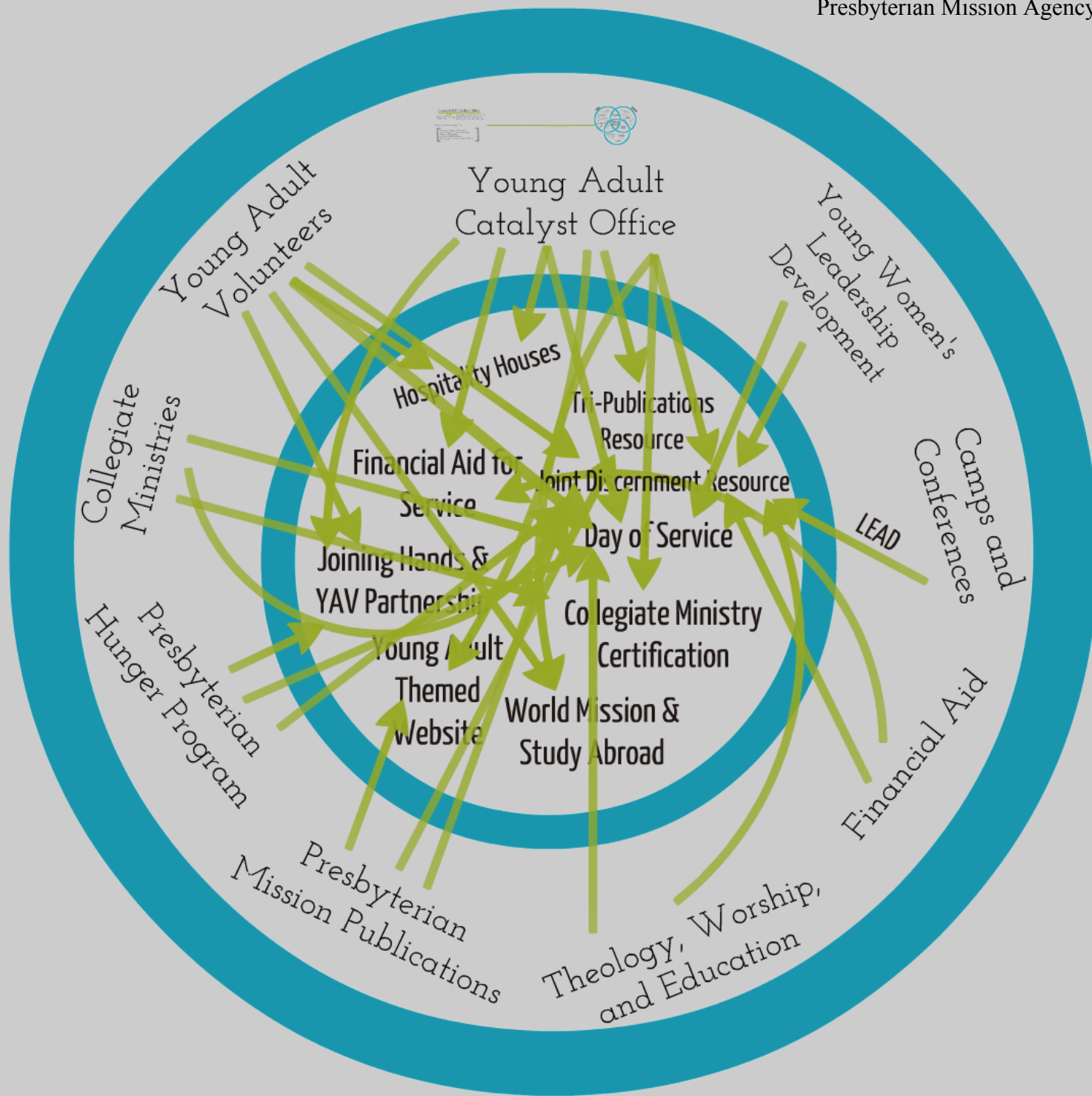
Collegiate Ministry
Certification

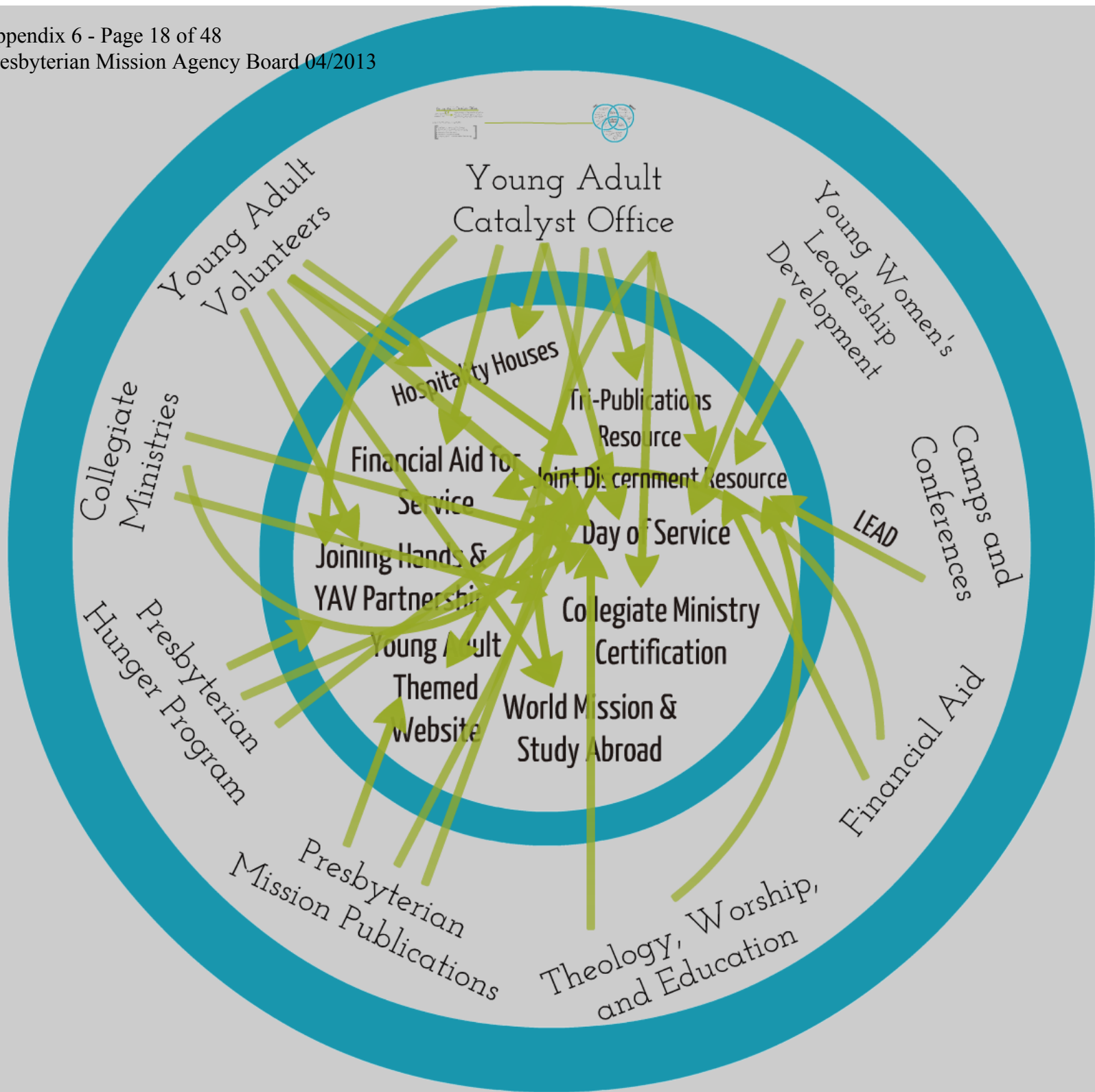
Hunger
Presb

Young Adult

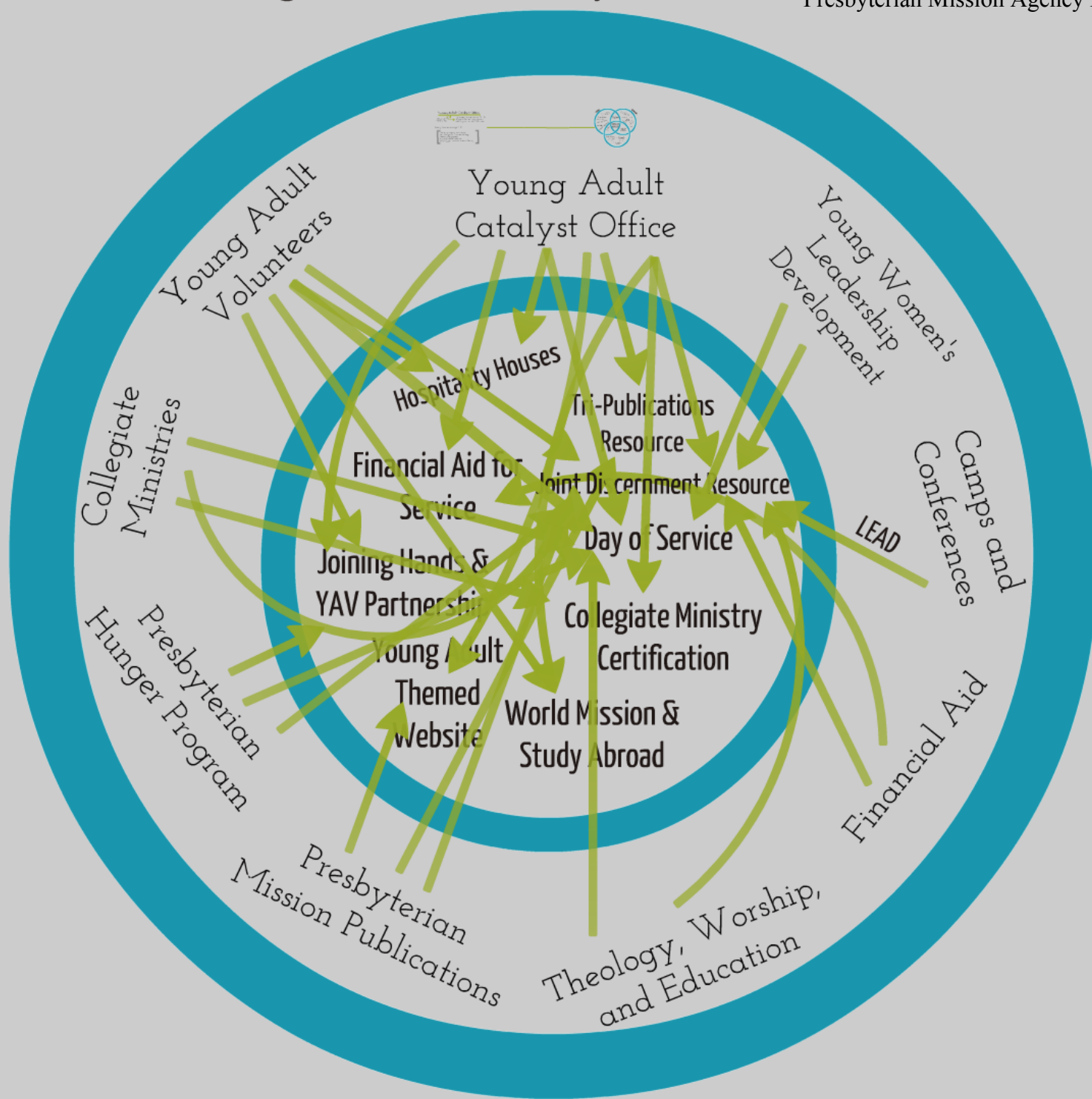


Young Adult Action Implementation Team





Young Adult Action Implementation Team



1). Season of Listening

Tri-Publications: Young Adult Editorial Team



2). Communications Strategy

- Young Adult Themed Website 
- Internal Newsletter 
- Social Media Strategies



3). Season of Service

- Growing YAV in Size and Scope
- Hospitality Houses
- Eliminating Financial Barriers for Service
- World Mission & Study Abroad
- PMA Staff and Service with Young Adults
- Joining Hands and YAV Partnership



4). Quadrupling

- ✓ • Determine Baseline Number of Young Adults
- ✓ • Further Connecting and Equipping Ministry Areas

5). Resourcing

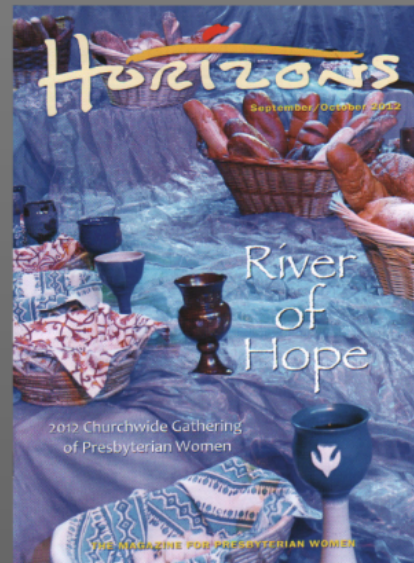
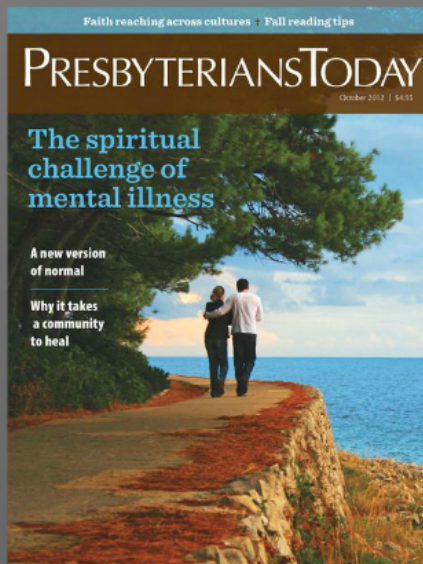
- Joint Discernment Resource
- Consulting Congregations, Mid-Councils and Conferences



5 Objectives to Achieve the Young Adult Directional Goal

1). Season of Listening

Tri-Publications: Young Adult Editorial Team



2). Communications Strategy

- Young Adult Themed Website
- Internal Newsletter
- Social Media Strategies



Young Adult Ministries

PRESBYTERIAN MISSION AGENCY

600px wide x any height

Young Adult Catalyst Update

A Message from Rob Fohr

Brian Frick from Camps and Conferences has taken the lead on the YAAT's first major collaborative project — "What's Next?"—a vocational discernment video, designed for young adults that highlights points of connection with PMA ministries. The eventual goal is to create enough content that ministry-specific videos can be made (i.e. a college ministries, a YAV, a YWLD, etc.)—the shorter term goal would be to have a "general" young adult ministries video ready for Triennium. All team members are excited about the video's potential, and are also committed to making the video effective and low cost to their program areas.

Join us for Social Media Sit-ins in the third floor lobby @ 3:00pm

Contact abigail.heimach@pcusa.org or sara.scotelo@pcusa.org on upcoming topics or to learn more.

Forward to a Friend

Coffee Hour Caution

advice for older adults greeting young adults in Christian University/colleges

"How old are you?"
Why? The older you are, the more you know about the world. Why? The older you are, the more you know about the world. Why? The older you are, the more you know about the world.

"What do you do? / What year are you in school?"
Why? The older you are, the more you know about the world. Why? The older you are, the more you know about the world. Why? The older you are, the more you know about the world.

"Are you new here?"
Why? The older you are, the more you know about the world. Why? The older you are, the more you know about the world. Why? The older you are, the more you know about the world.

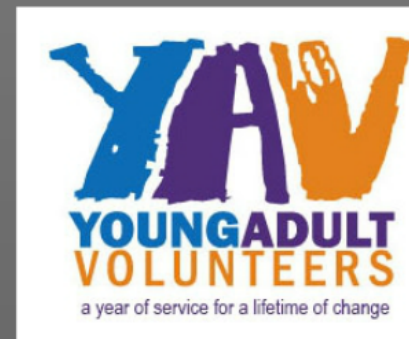
"I don't think we've met, we should..."
Why? The older you are, the more you know about the world. Why? The older you are, the more you know about the world. Why? The older you are, the more you know about the world.

"When are you planning to have kids?"
Why? The older you are, the more you know about the world. Why? The older you are, the more you know about the world. Why? The older you are, the more you know about the world.

"Have you met our other young adult?"
Why? The older you are, the more you know about the world. Why? The older you are, the more you know about the world. Why? The older you are, the more you know about the world.

3). Season of Service

- Growing YAV in Size and Scope
- Hospitality Houses
- Eliminating Financial Barriers for Service
- World Mission & Study Abroad
- PMA Staff and Service with Young Adults
- Joining Hands and YAV Partnership



4). Quadrupling



- **Determine Baseline
Number of Young Adults**



- **Further Connecting and
Equipping Ministry
Areas**

5). Resourcing

- **Joint Discernment Resource**
- **Consulting Congregations,
Mid-Councils and
Conferences**





Multigenerational Perspectives

[Fox, Adrienne, "Mix it Up,"
HR Magazine: 2011]



The Generations

Year Born	Nicknames	2011 Ages
1925-45	Silent Generation or Traditionals	66-86
1946-64	Baby Boomers	47-65
1965-80	Generation X	31-46
1981-95	Millennials or Generation Y	16-30
1996-	Digital Natives or Generation Z	<16

Y,
approach to
ids" (pre-

Generalizations per Generation

sely

Traditionalists

Cultural Context:

Great Depression, WWII
growth of federal government
Programs

Values and Expectations:

Frugality, adherence to
rules, loyalty to employers,
deep sense of sacrifice for the
good of the organization

61

identities closely
air professions
and social
competitive,
tations:

Vietnam
control



Digital Natives

STALS
technology,
diversity,
approach to
"pre-"

Baby Boomers

Cultural Context:

Civil rights, Vietnam War, birth control

Values and Expectations:

Independence and social consciousness; competitive, "workaholics" identities closely aligned to their professions

Generalizations per Generation

→ 61

Average PC(USA) Member Age (2010)

Generation X

Cultural Context:

"Latchkey kids", doubled divorce rate, advent of personal computer, multiple recessions

Values and Expectations:

Education, transferable skill set, self management, pragmatism, cynicism (especially towards institutions)



Boomers
Cultural Context:
rights, Vietnam
birth control
Expectations:
and social
competitive,
entities closely
professions

Millennials

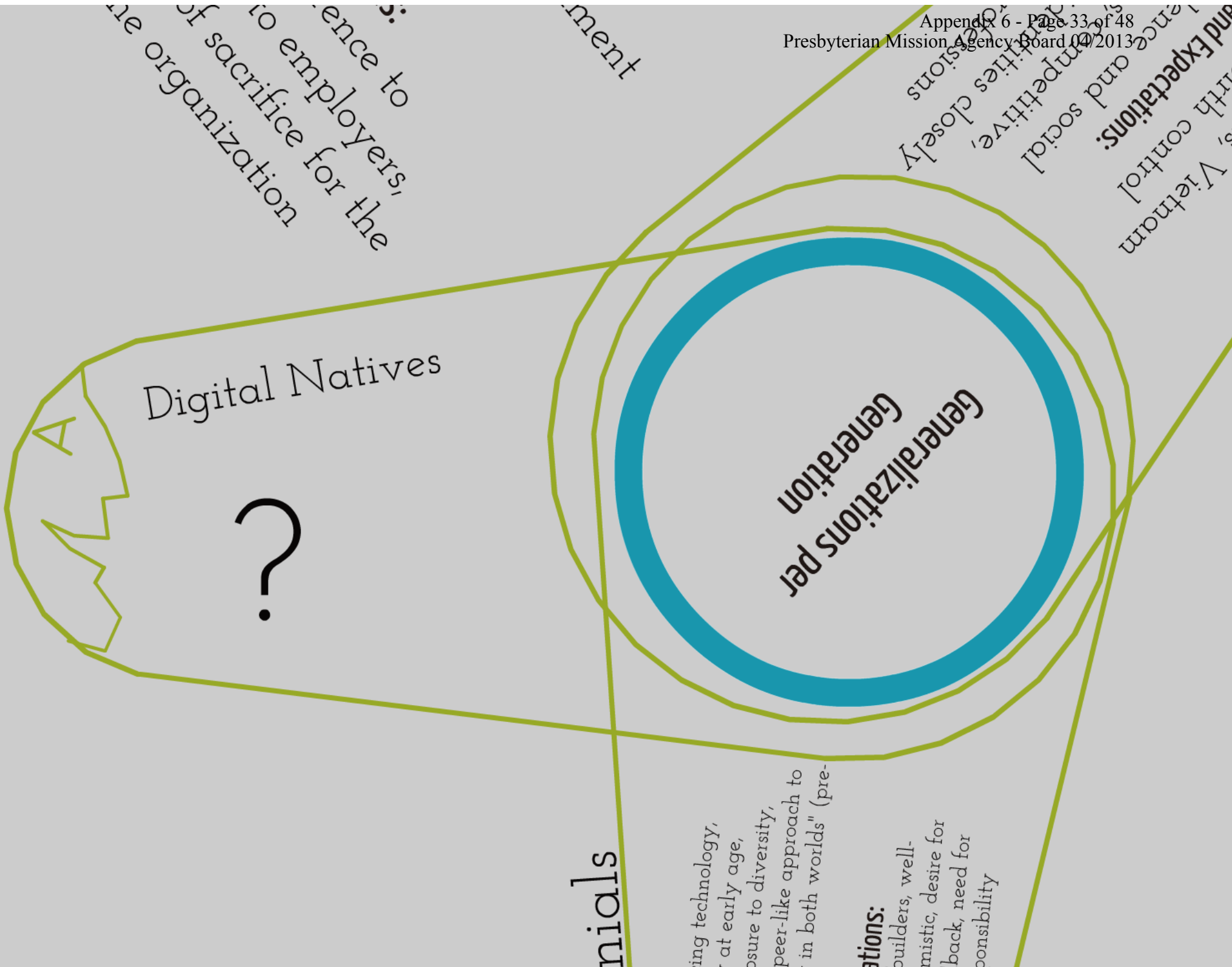
Cultural Context:

Era of advancing technology, Internet-savvy at early age, increasing exposure to diversity, parents took a peer-like approach to parenting, "foot in both worlds" (pre-internet)

Values and Expectations:

Institution rebuilders, well-rounded, optimistic, desire for coaching/feedback, need for increasing responsibility

Generations per Generation



Different Ways of Engaging with Faith & Communities of Faith

Traditional Model

Believe → Belong → Behave

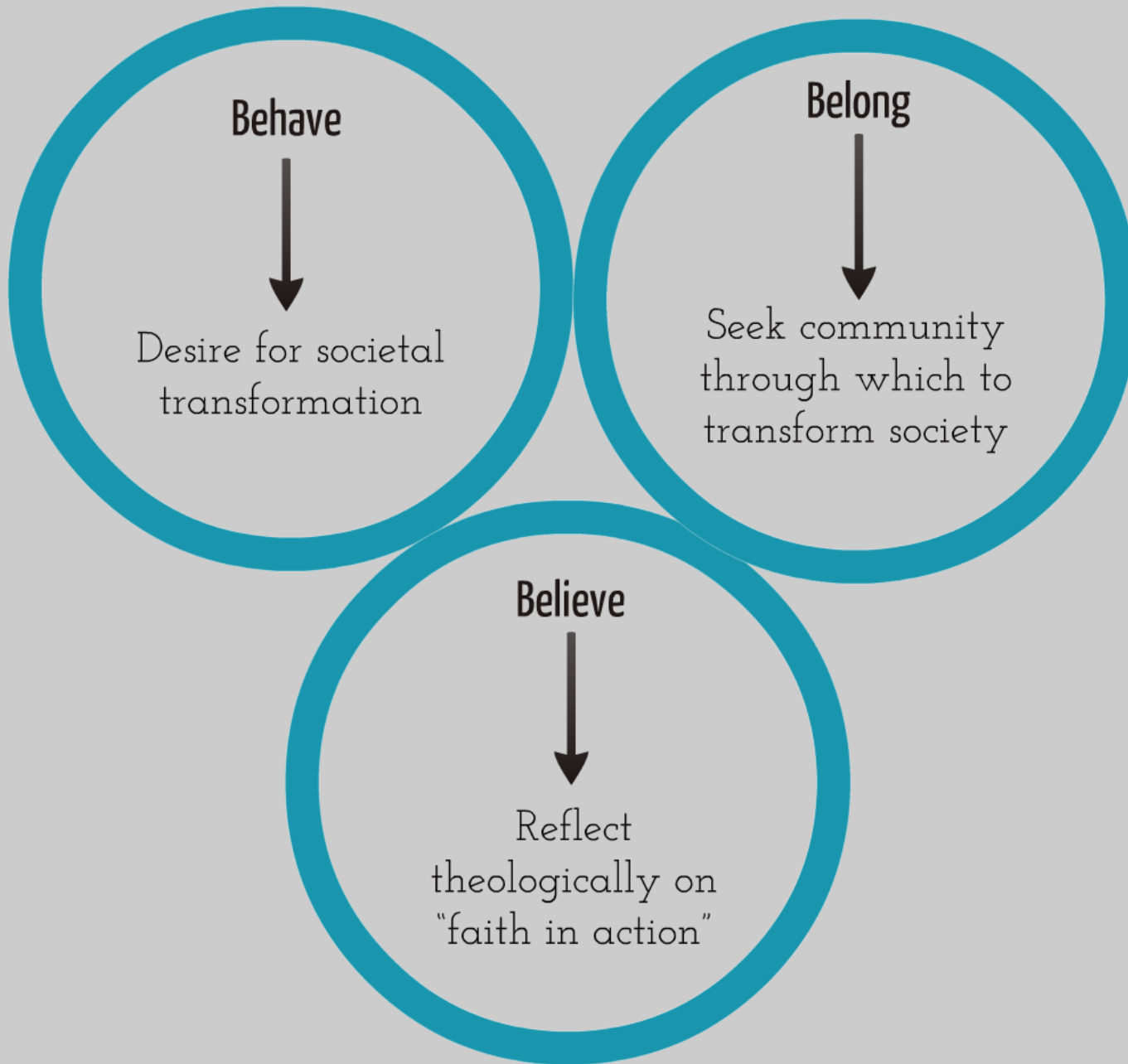
Butler Bass Model

Belong → Behave → Believe

Other Model

Behave → Belong → Believe

Young Adults and Mission



Young Adults Changing Culture in the PMA/PCUSA



Staff Development Day Flash Mob

Intentionality on Positions
for Young Adults Throughout
the Church





Staff Development Day Flash Mob



YouTube

Intentionality on Positions for Young Adults Throughout the Church



A group of seven people are seated in a circle in a meeting room with orange walls. They are engaged in conversation. In the foreground, a man with a beard is seen from the back, looking towards the group. The room features a wooden door, framed artwork, and a fire alarm pull station.

Social Media Sit-Ins: Thursdays @ 3

#presbysm

Youtube

Overgram

Twitter



Facebook



SOCIAL MEDIA SIT-INS

Google Hangout



Instagram



Social Media Strategies



Hootsuite

Pinterest

Young Adults are Engaging in the World and How We're Joining With Them



**How can you effectively engage with
young adults in your own sphere of
influence?**

Connecting W

Connecting with presbytery contacts

10 Tips for Creating a Welcoming Environment for Young Adults

10 Tips for Creating a Welcoming Environment for Young Adults (in no particular order)

- 1). **Opportunities for Service**—Many young adults want to put their faith in action and engage in work and ministry that make a difference in the world. Inviting young adults to join in a service project can often times be a more comfortable way for young adults to engage with a faith community.
- 2). **Effectively Communicating Relevance of Ministry (What's the point?)**—Time is valuable and with the plethora of information and opportunities, young adults are more likely to engage in activities that have meaning and relevance.
- 3). **Understanding the Importance of Work/Life Balance**—A work/life balance means allowing flexible scheduling and creating an environment that nurtures sustainable, valuable, and humane work. Many young adults are keen to prevent themselves from becoming “burnt-out”.
- 4). **Effectively Using Social Media**—Although young adults use social media to varying degrees, it is clear that organizations (including churches) not effectively using social media will become increasingly less relevant to young adults.
- 5). **Asking “Why?”** — Rather than asking “How do we get young adults in our church?” A better question churches could ask is: “**Why** do we want to engage with young adults?” If preserving traditional church structures is the primary motivation for wanting to engage young adults, creating a “welcoming environment” could be very difficult. Seeking out and building relationships with young adults is a more effective starting point.
- 6). **Creating Genuine Community**—Young adults crave a genuine community that is honest about facing life and faith questions. Mentoring, one-on-one conversations, and space for exploring the realities young adults face (i.e. vocational discernment, religion, sexual ethics, financial issues, drugs and alcohol, family, dating, self-love, etc.) create opportunities for building community. Consider different forms of worship and fellowship, and, importantly, have fun!
- 7). **Understanding Life Stages**—Many in the so-called “millennial” generation face a new life experience very different from that of previous generations. High unemployment, transience, and prolonged time between school and marriage sometimes make committing to a faith community difficult. It is important to consider that these “life stage” differences may have an impact on how young adults view aspects of “traditional” church involvement (i.e. membership, stewardship, serving on committees, etc.) It is important to meet young adults *where they are at in their life journey*, instead of expecting them to engage in church in traditional ways.
- 8). **Creating Different Kinds of Leadership Opportunities**—Young adults may not *want or be able* to commit a term on the session or to service on a standing committee of the church. However, they may be more interested in leading specific projects (i.e. a Habitat build, an urban gardening project, etc.) that allow them to use their skills in teamwork and collaboration, without the long-term time commitment.
- 9). **Allowing Space for Questions**—Young adults often do not think in closed-ended, definitive terms, and could feel constricted if forced to accept certain beliefs in order to enter a faith community. Welcoming a climate for faith questions is an important part of building genuine community and creating safe spaces—a practice of *meeting people where they are at in their faith journey*.
- 10). **Understanding Pluralistic Context**—Young adults are growing up in a pluralistic world. Recognizing and celebrating diversity helps young adults both learn from other faith traditions as well as understand the Christian tradition more deeply.

Coffee Hour Caution

...advice for older adults greeting young adults
in Unitarian Universalist churches

- Avoid saying:

"How old are you?"

Why: Is age so important? There's no good answer. Just avoid this one altogether.

- Say instead:

"What did you think of the service today?"

- Avoid saying:

"Are you new here?"

Why: A young adult may have been attending for years, you just haven't met them. This implies you think they don't belong in the church.

- Say instead:

"I don't think we've met, my name is..."

- Avoid saying:

"When are you planning to have kids?"

Why: Having or not having kids is a private matter and not one people may want to discuss. This implies you only value young adults for their future children, not as a peer adult, here and now.

- Say instead:

"What brought you here today?"

- Avoid saying:

"What do you do? / What year are you in school?"

Why: For those who are un- or under-employed, work is a tricky question - and assuming someone is a student implies you think they are a certain age. Give them the chance to talk about whatever is meaningful, which might not be school or a job.

- Say instead:

"So tell me about yourself."

- Avoid saying:

"We need more young people!"

Why: Like everyone else, young adults want to be seen for who they are rather than as a token for their age group.

- Say instead:

"Great to meet you!"

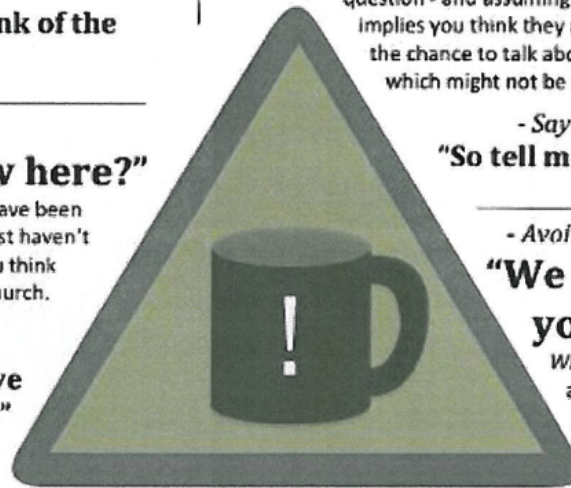
- Avoid saying:

"Have you met our other young adult?"

Why: Young adults enjoy friends of all ages. Welcome them into the community of faith and fellowship.

- Say instead:

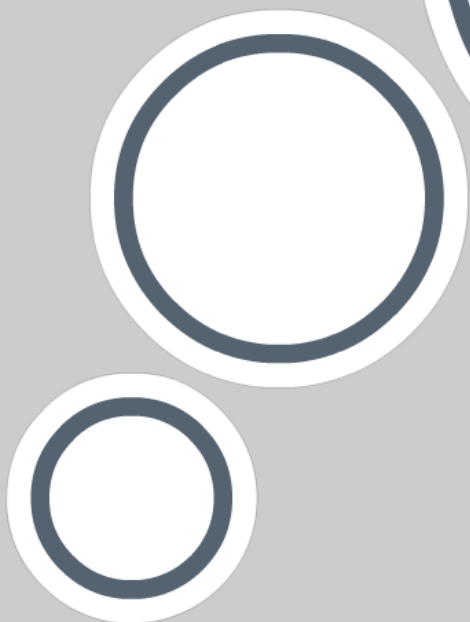
"Can I introduce you to my friend?"



DO: Introduce yourself • Make friends • Be interested • Reach out • Respect boundaries



Q & R



Go in Peace!



Thank you!

**REPORT J.002
 PRESBYTERIAN MISSION AGENCY BOARD
 NOMINATING COMMITTEE
 April 10-12, 2013**

The Presbyterian Mission Agency Board Nominating Committee recommends that the Presbyterian Mission Agency Board re-elect the following three persons as at-large members of the Presbyterian Mission Agency Board Executive Committee for a one-year term, effective with the Executive Committee Retreat in July 2013:

- | | |
|----------------------|------|
| 1. Steve Aeschbacher | WMRE |
| 2. Cathy Piekarski | WFRE |
| 3. Heath Rada | WMRE |

Additional Information:

Other elected members of the Executive Committee, effective with the July 2013 Executive Committee Retreat, are:

- | | |
|---|------|
| 1. Matthew Schramm, Chair | WMTE |
| 2. Arthur Canada, Vice-chair | BMTE |
| 3. Noelle Royer, Justice Committee Chair | WFRE |
| 4. Joyce Smith, Leadership Committee Chair | BFRE |
| 5. Bill Capel, Finance Committee Chair | WMRE |
| 6. Mihee Kim-Kort, Worshiping Communities Chair | AFTE |

KEY:

F = Female	M = Male		
TE = Teaching Elder	RE = Ruling Elder	L = Layperson	
A = Asian	B = Black	H = Hispanic	ME = Middle Eastern
NA = Native American	W = White	Y = Young Adult	D = Known Disability
AL = At-large Committee Member	EA = Ecumenical Advisory Member	PM = Presbyterian Men	PW = Presbyterian Women

The State of Healthcare in a Changing Church

Pat Haines

Senior Vice President, Benefits

Topical Overview

- The Context for Change
- Considered Alternatives and Resulting Options
- The Impact of Healthcare Reform
- The Importance of Health

The Context for Change: The Larger World in Which We Live

Cost is the Challenge

The Context for Change: The Larger World in Which We Live

- **Healthcare Spending**
 - **Amount:** \$2.8 trillion in 2013; 18% of GNP
 - **Pace:** > inflation; > growth in national income
 - **Drivers:** Technology; Prescription Drugs; Rise in Chronic Disease; Administrative Costs
 - **Payers:** Medicare, Medicaid, Private Plans, Individuals

The Context for Change: The Larger World in Which We Live

- Large Employer Trends
 - Cost Shifting: Premium and Point-of-Service Cost Sharing
 - Cost Management: Incentives and Penalties
 - Provider Management: High Performance Networks; Reference-based Pricing ... all about Value

The Context for Change: The Smaller World in Which We Live

Cost is still the Challenge

Church Plan Benchmarks

Church Plans

Plan	Approximate Annual Cost	Cost sharing policy/practice
Lutheran Church, Missouri Synod (LCMS)	\$8,688/M	Each employer is responsible for at least 50% of member cost; may share none, some or all of remainder of member + dependent cost
	\$14,496/M + C	
	\$17,472/M + P	
	\$23,220/M + F	

Church Plans

Plan	Approximate Monthly Cost	Cost sharing policy/practice
Evangelical Lutheran Church of America (ELCA)	6 rate classes 12.3% - 14.9%/ M 21.6% - 26.2%/ M + C or P 30.8% - 37.4%/ M + F	Church responsible for dues but opt-out permitted at all levels.

Church Plans

Plan	Approximate Annual Cost	Cost sharing policy/practice
Evangelical Covenant Order (ECO)	\$8,412/M	Church responsible for 100% of member only cost; may share none, some or ALL of dependent coverage cost
	\$15,996/M + C	
	\$17,676/M + P	
	\$25,248/M + F	

The Context for Change: The Smaller World in Which We Live

- **Key Statistics**
 - Demographics
 - Utilization
 - Financials

Facts about Member Demographics and Church Size

Covered Population Demographics

- Members participating in Traditional Medical Plan as a result of their employment with a church or employing organization
- Approximately 12,100
- 65% are Teaching Elders
- 35% are Lay employees

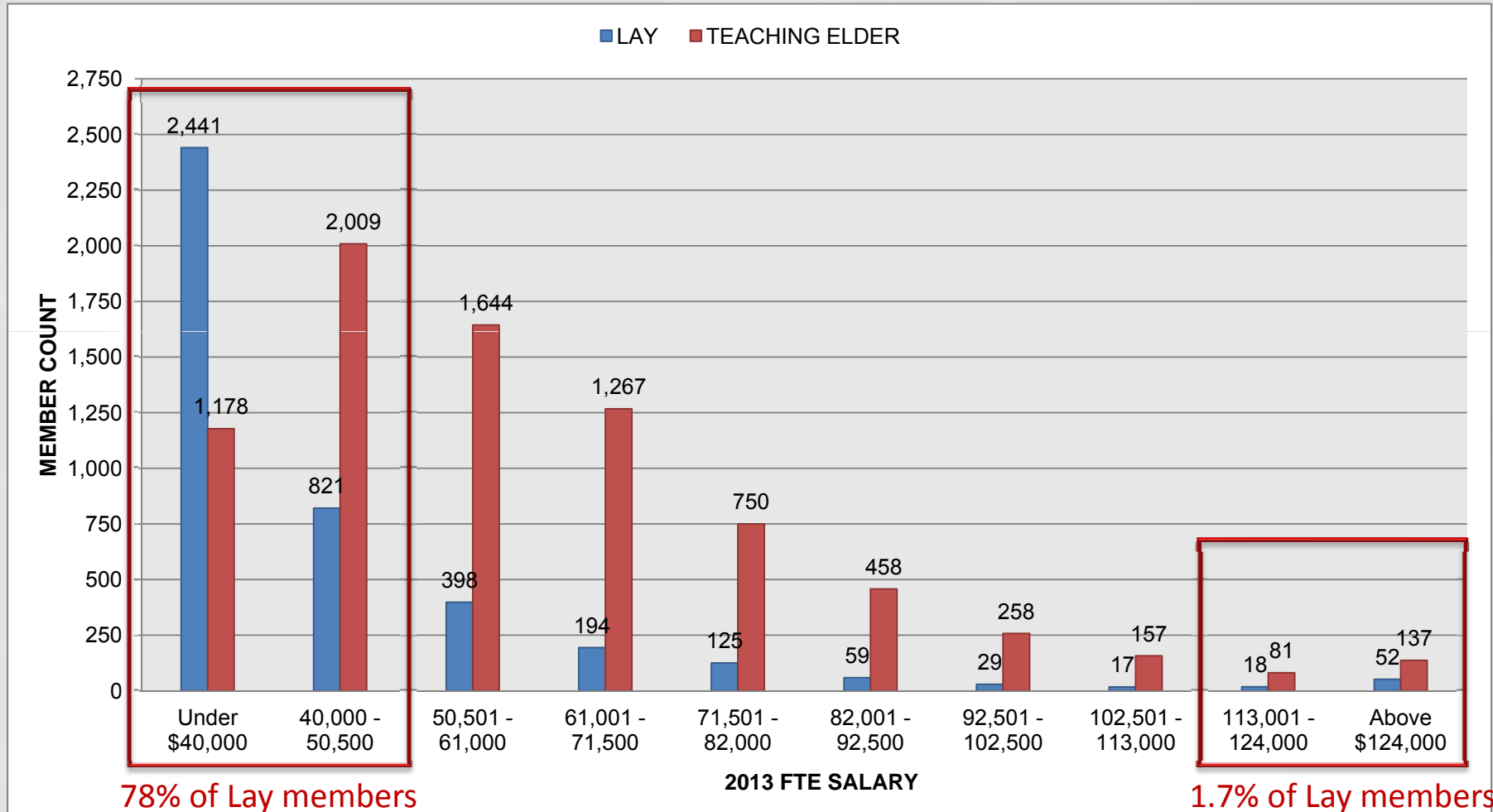
Participation at Minimum

- 15% (1,178) of Teaching Elders participate at the 2013 minimum of \$40,000
- 59% (2,441) of Lay members participate at the 2013 minimum
- 30% (3,619) of all members participate at the 2013 minimum

Participation at Maximum

- 1.7% (137) of Teaching Elders participate at the 2013 maximum of \$124,000
- 1.2% (52) of Lay members participate at the 2013 maximum
- 1.5% (189) of all members participate at 2013 maximum

Population by Salary



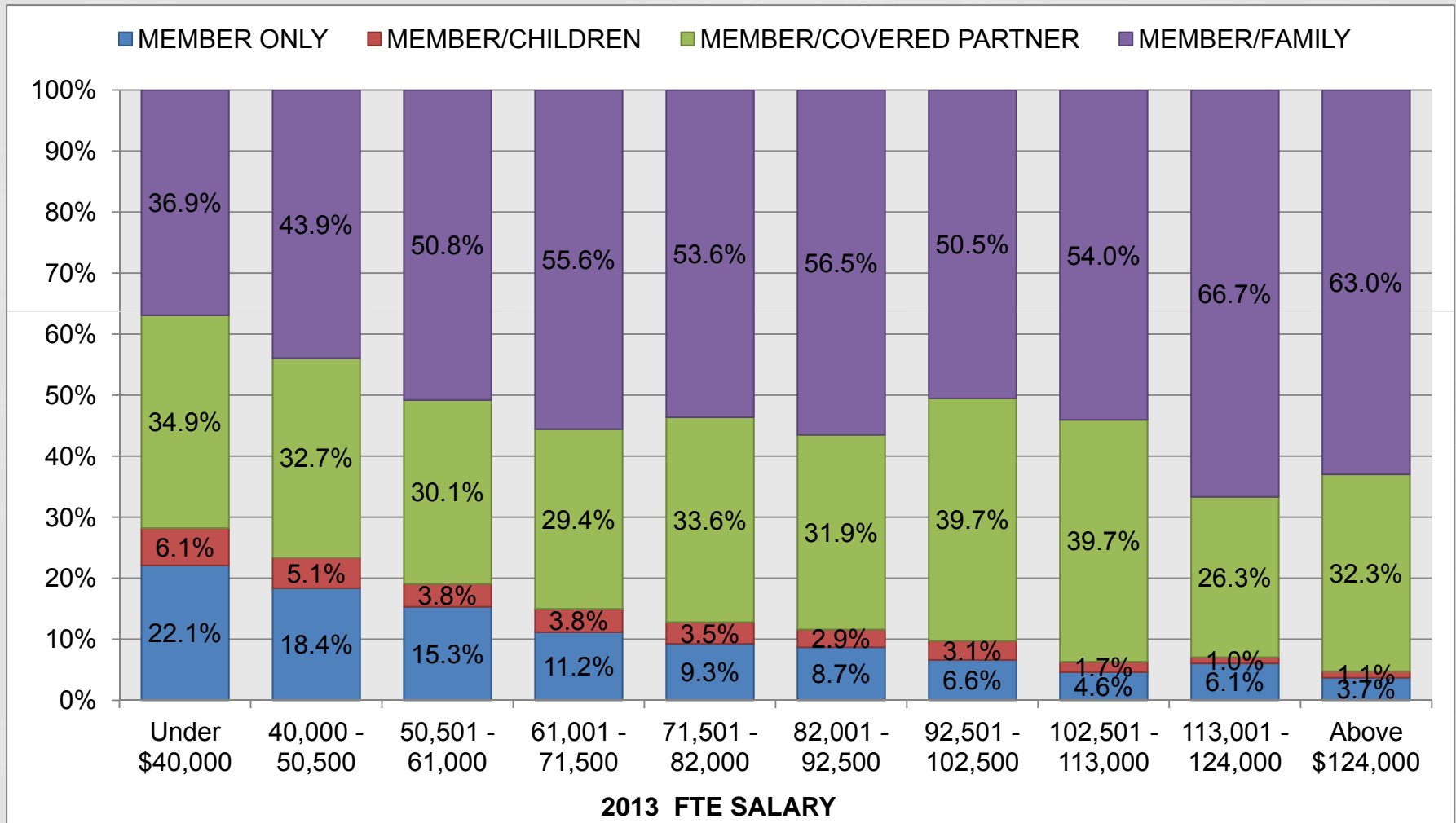
78% of Lay members
 40% of Teaching Elders

1.7% of Lay members
 2.7% of Teaching Elders

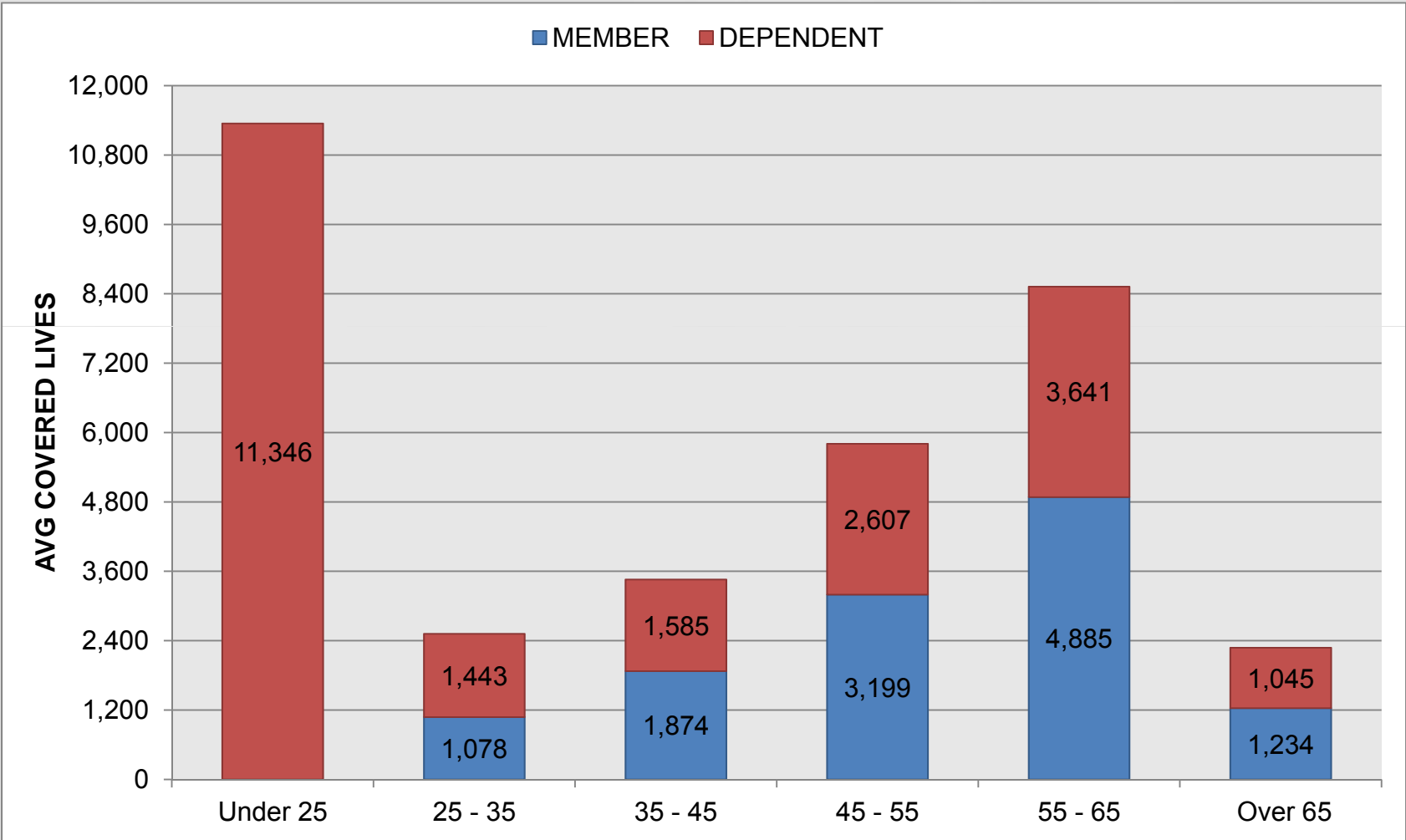
Participation by Family Configuration

- 16% at Member Only
- 5% at Member + Children
- 33% at Member + Covered Partner
- 46% at Member + Family

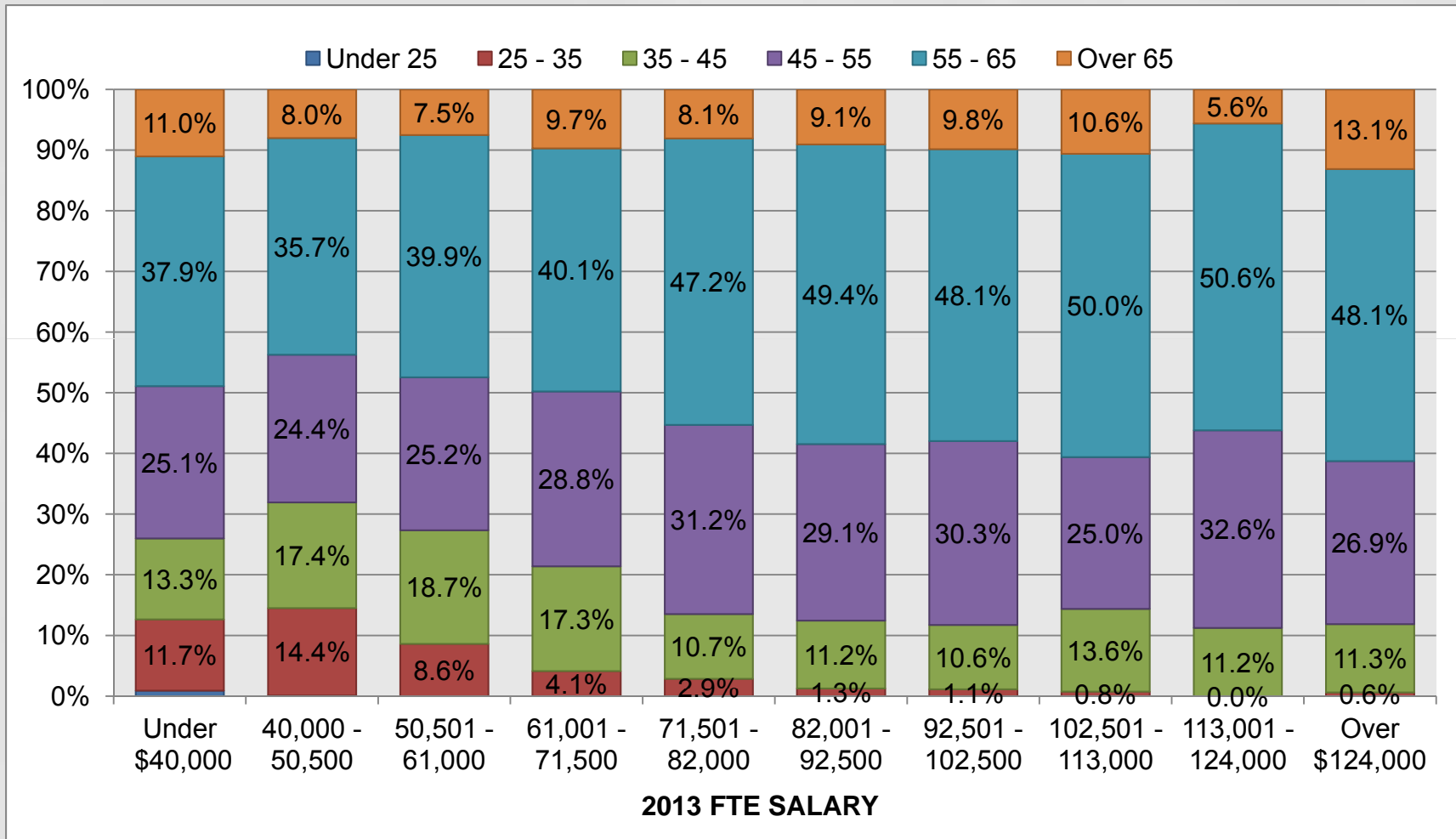
Family Configuration by Salary



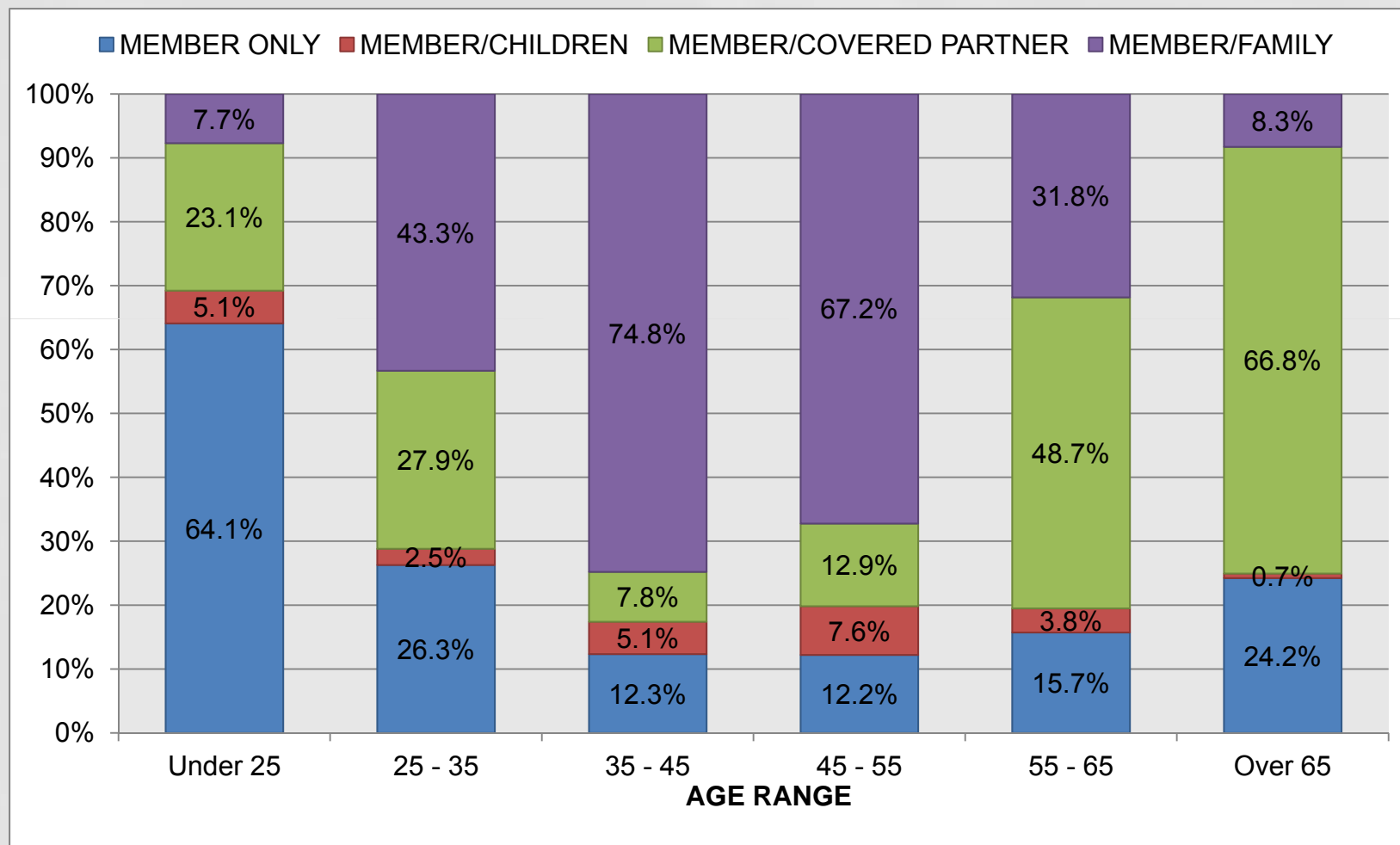
Population by Age



Member Age by Salary



Family Configuration by Member Age

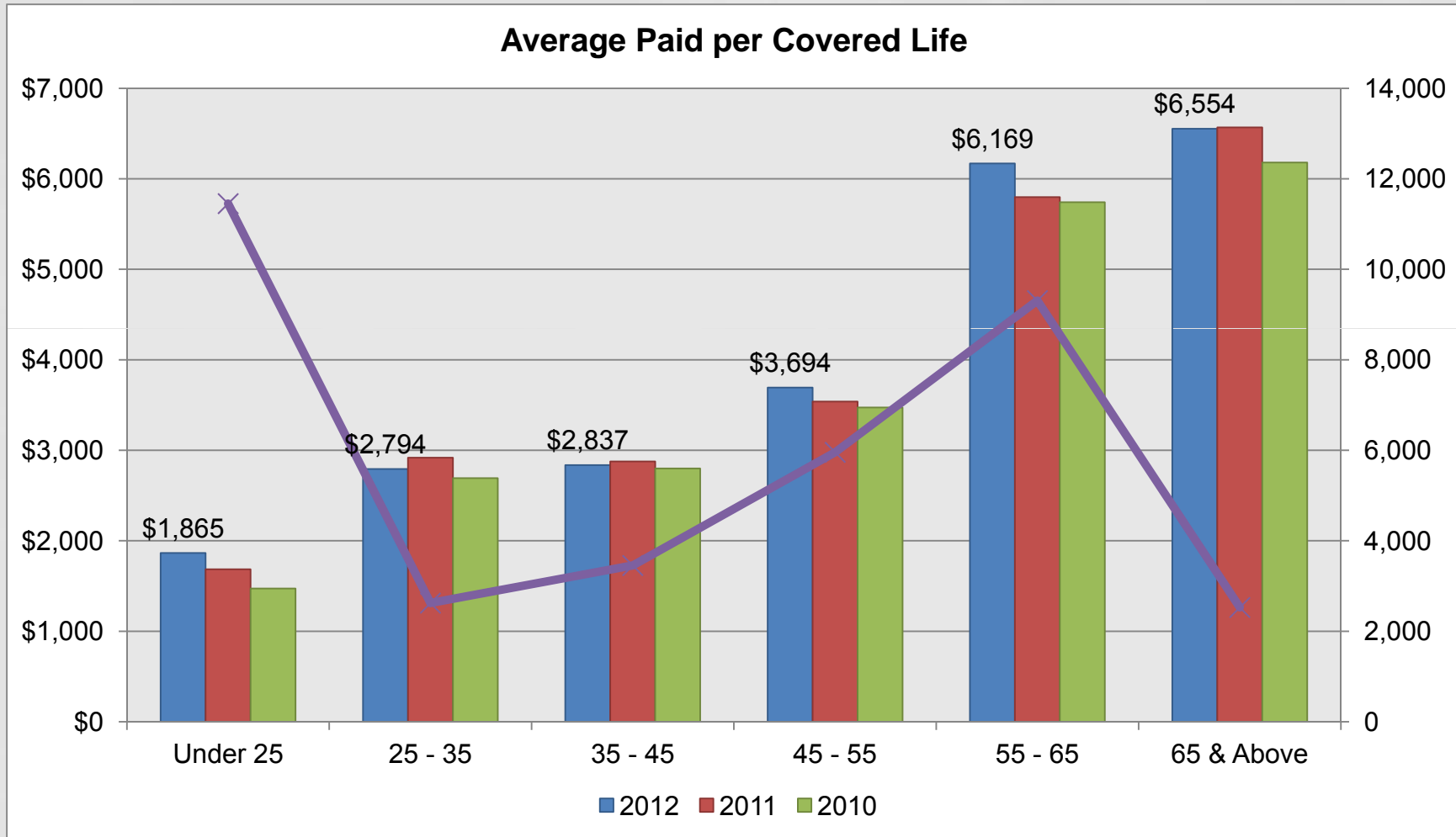


Churches and Employing Organizations

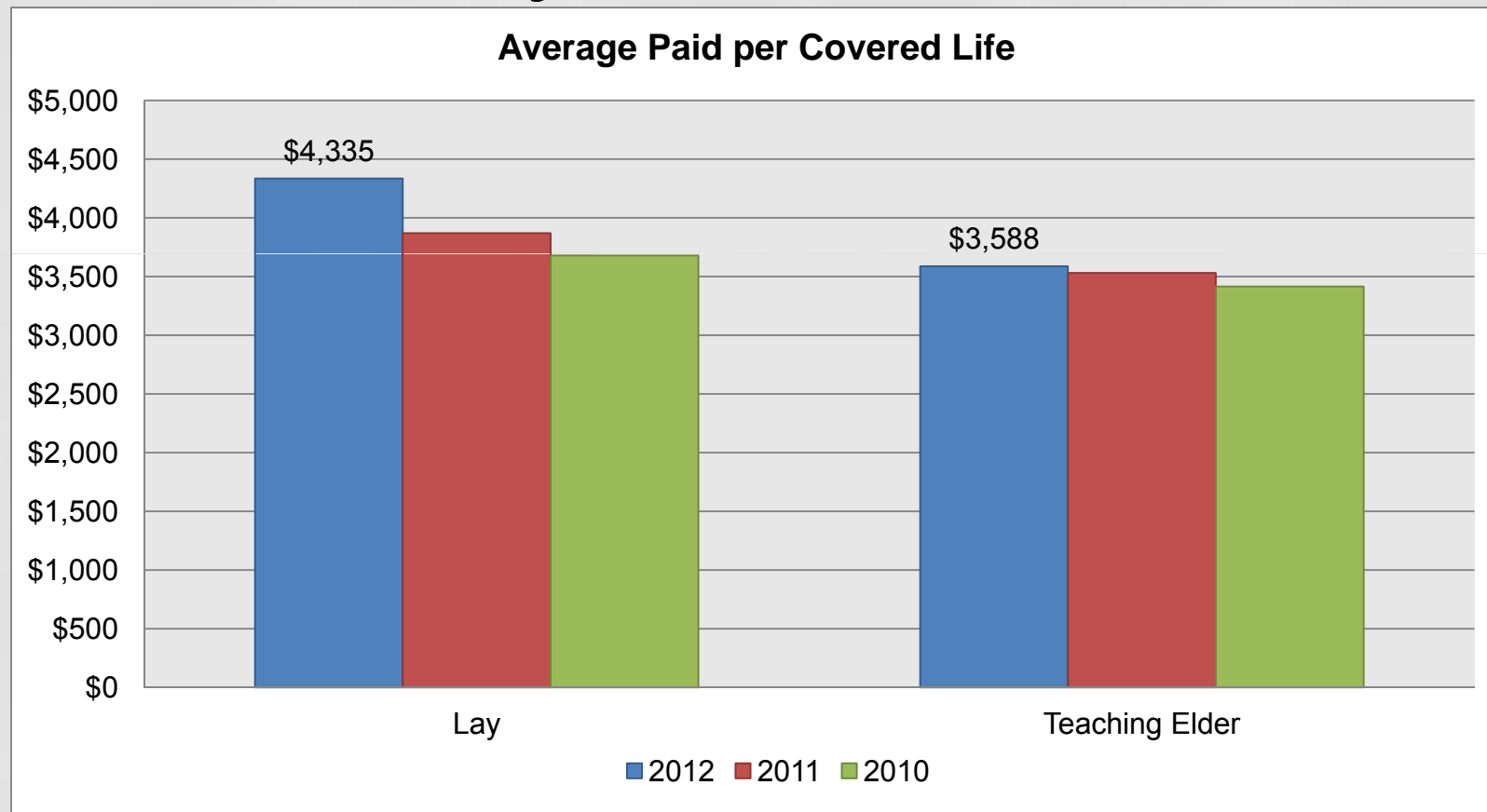
- The Board bills over 6,600 churches and employing organizations with Traditional members every month
 - 76% (5019) have an individual member
 - 23% (1530) have 2 to 10 members
 - 1% (79) have more than 10 members

Facts About Cost & Utilization

Age: A factor but not the whole story



Teaching Elder vs. Lay: A factor but not the whole story



Dependent Status: A factor but not the whole story

- 53% of total claims paid for Members
- 47% of total claims paid for Dependents
- Maximum variation of 1.4% over last 36 months

High-Cost Claimants

- Consistently the single largest contributor to trend
- 1% of claimants responsible for 30% of expense
- Indiscriminate with regard to age, gender, and income

Average Costs per Active Member

- The average cost per Active Member (in the Traditional Plan) per year is \$12,000
- Individual Member: \$7,200
- Members With One or More Dependents: \$13,000

Relationship Between Dues and Cost

- The Value of Community Nature
 - Minimum Dues
 $\$8,400 = 70\%$ of $\$12,000$ Average Cost
 - Maximum Dues
 $\$26,000 = 217\%$ of $\$12,000$ Average Cost

Financial Forecasts An Art and A Science

Current Milliman Projections (in \$1,000s)

	2012	2013
Total Revenue	\$171,507	\$176,153
Total Expenses	\$173,891	\$182,517
Net Income	\$(2,384)	\$(6,364)
Fund Balance (Reserve)	\$66,313 (38.1%)	\$60,110 (32.9%)

Current Milliman Projections (in \$1,000s)

	2014	2015
Total Revenue	\$170,984	\$169,553
Total Expenses	\$189,271	\$196,154
Net Income	\$(18,287)	\$(26,601)
Fund Balance (Reserve)	\$39,700 (21%)	\$11,978 (6%)

Considered Alternatives and Resulting Options

Expense Shifting Alternatives

- Double Office Copays
- Increase Plan Copayment by 50%
- Increase Deductibles by 60%
- Increase Copayment Maximum by 40%
- Add Emergency Room Copay (per visit)
- Double Rx Plan Copays

GRAND TOTAL = \$13.7 Mil

Revenue Raising Options: Underlying Assumptions

- Minimum Salary: Increased to \$42,000 in 2014 and to \$44,000 in 2015
- Target Fund Balance (Reserve): remains at 20% - 33% (2 ½ - 4 months of estimated claims)
- “Call to Health”: Initiate a model designed to improve member health in 2014

OPTION A

Action	2014 Dues	2015 Dues
Maintain Current Dues Model	23% effective salary	24.3% effective salary

OPTION B

Action	2014 Dues (Annual)	2015 Dues (Annual)
Maintain Dues at 21% for Member only; Introduce Dependent Coverage Tiers at flat amounts	Member: 21% + Child(ren) = \$534 + Partner = \$664 + Family = \$1,165	Member: 22% (Flat dollar amounts TBD)

OPTION C

Action	2014 Dues	2015 Dues
Set Dues at % of effective salary and a lesser % for member only coverage	Dues w/ Dependents = 23% Dues w/o Dependents = 21%	Dues w/ Dependents = 25% Dues w/o Dependents = 22%

OPTION C

- Maximum Member Contribution Towards Family Coverage (2014)

	Minimum (\$42,000)	Median (\$54,000)	Maximum (\$124,000)
Annually	\$840	\$1,080	\$2,480
Monthly	\$70	\$90	\$207

Comparative View of Options

	Community Nature	Flexibility	Member Responsibility & Awareness	Quality & Member Service Advocacy
Option A (23%)				
Option B (21% + flat premium by tier)				
Option C 23% / 21%				

The Impact of Healthcare Reform

Cost is still the Challenge

Healthcare Reform: A Look Back

- **Primary Objectives**
 - Address Access and Affordability
 - Reduce the Number of Uninsured Americans
- **Early Challenges**
 - Political
 - Judicial

Healthcare Reform: Direct Impact

- Expanded Coverage: Adult Children; Lifetime Maximums; Preventive Care
- Communication: Summary of Benefits and Coverage; Notice of Exchange Coverage

Healthcare Reform: Direct Impact

- Government “Subsidy”: Early Retiree Reinsurance Program; Medicare Part D; Small Employer Tax Credit
- Assessed Fees: Patient-Centered Outcomes Research; Transitional Reinsurance

Healthcare Reform: Potential Impact

- Nondiscrimination Rules
- Payment Reforms
- Exchanges (Marketplaces): Public and Private

The Importance of Health

*Cost is not the Only
Challenge*



Call to Health: To Care and To Take Care

- You Are “Called” To Be
 - Conscious
 - Accountable
 - Responsible
 - Engaged

OUR COMMITMENT

- **Three Strategic Objectives**
 - Provide quality coverage that offers real financial protection when it's needed
 - Support Community Nature, balancing the needs of ALL members
 - Ensure the Plan's financial solvency by maintaining adequate reserves

AWARDS

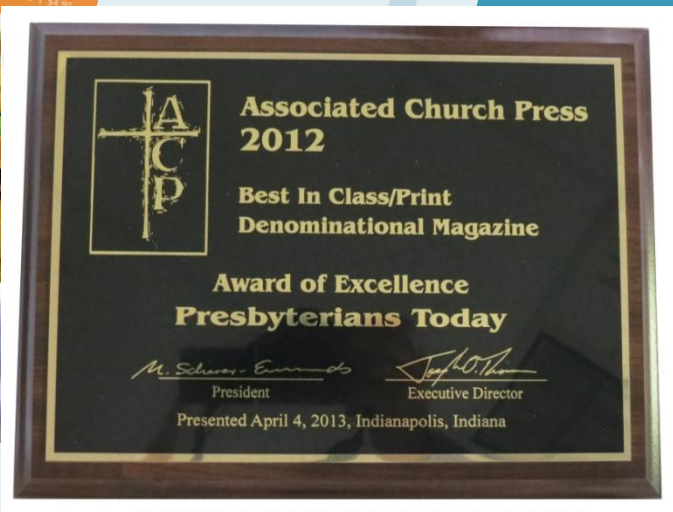


Best in Christian Press Awards
Sponsored by the Associated Church Press ■
April 2013

Presbyterians Today Magazine

BEST IN CLASS ■ FIRST PLACE

The best denominational magazine in the US and



Best in Christian Press Awards
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April 2013

Presbyterian News Service • Horizons



The screenshot shows the Presbyterian Church (USA) website. The header includes the logo and navigation links: NEWS & ANNOUNCEMENTS, SHOP THE CHURCH STORE, EVENTS, and DOWNLOAD RE. The main content area features a news article titled "Presbyterian journalists win 18 ACP awards" dated APRIL 5, 2013. The article text reads: "'PRESBYTERIANS TODAY' WINS SECOND STRAIGHT 'BEST NEWS SERVICE' AND 'HORIZONS' ALSO SCORE TOP HONOR". A photograph shows three people holding awards. On the left side of the page, there is a sidebar with navigation links: Latest News, Archives, General Assembly News, Blogs, Subscribe by email, About Presbyterian News Service, and Open Meeting Policy. At the bottom of the sidebar is a search bar for NEWS & ANNOUNCEMENTS.

Associated Church Press "Best in Class" winners (left to right): Larry Van



Best in Christian Press Awards
Sponsored by the Associated Church Press
April 2013

Unbound: An Interactive Journal of Christian Social Justice

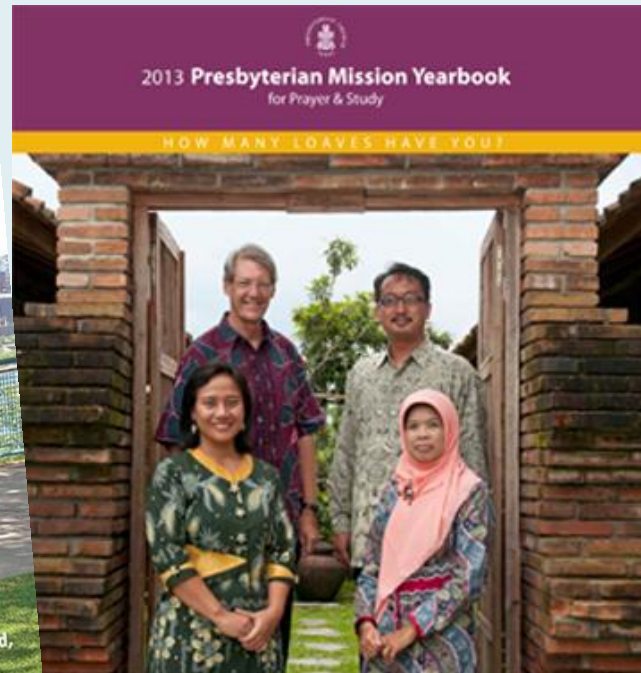
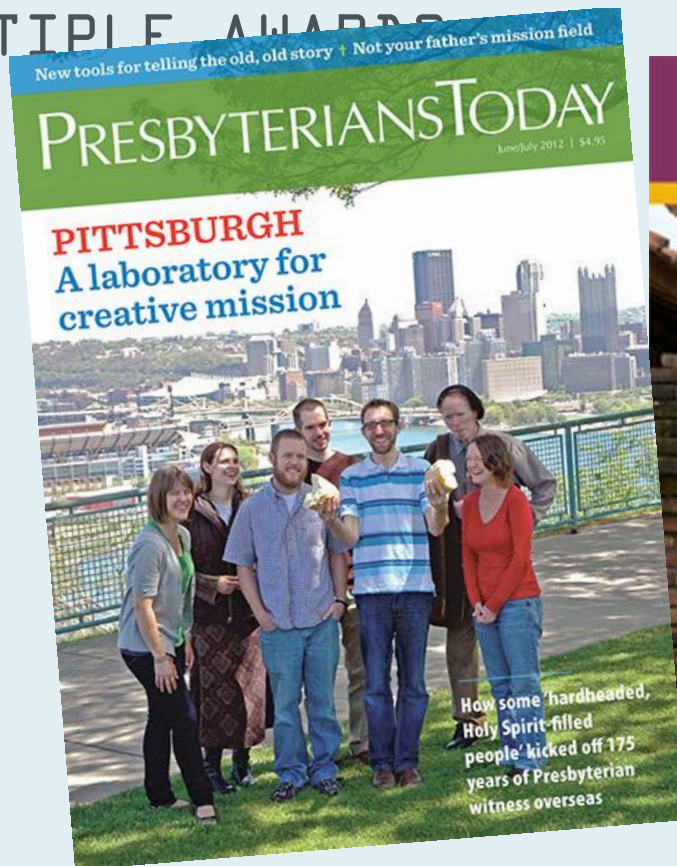
FOUR AWARDS

The screenshot shows the website's header with navigation links: **About**, **Social Witness**, **Resources**, **Contact**, **Register**, and **Login**. The main content area features the **Unbound** logo and the tagline "An Interactive Journal of Christian Social Justice". Below the logo is a red navigation bar with links for **Journal**, **Blogs**, **TakeAction**, **Forums**, and **Media & Art**. A search bar is located on the right side. A featured article titled "Church (USA)" is visible, with a sub-headline "...the evil with good" (Romans 12:21). A sidebar on the right contains an "Alerts" section with a link to "Short Takes on Peace: Episode 4" dated 8 Apr 2013.



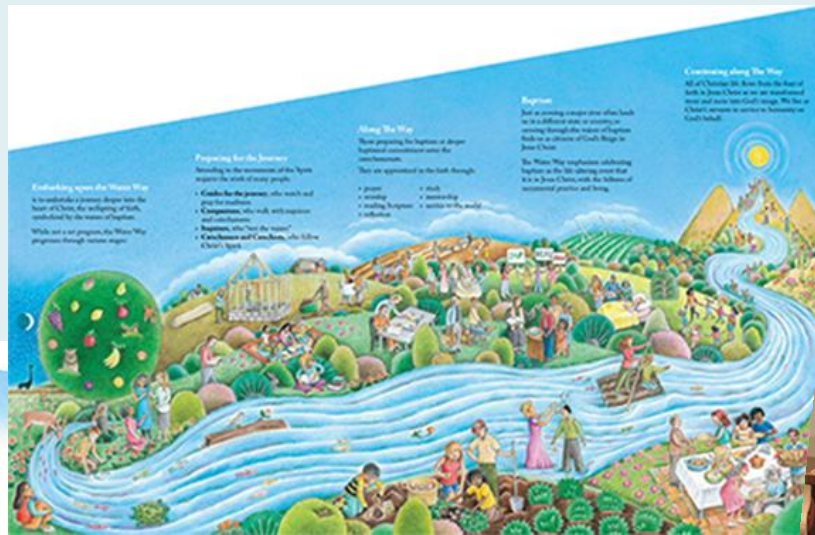
Religious Communicators Council
DeRose Hinkhouse Awards • April 2013

Presbyterians Today • Mission
Yearbook
MULTIPLE AWARDS



Religious Communicators Council DeRose Hinkhouse Awards • April 2013

Communication Services Graphic Design MULTIPLE AWARDS



© 2012 by the Presbyterian Mission Agency
Phone: (800) 728-7228
Regional offices: (800) 728-7228

Office of Baptism and Ministry
Presbyterian Church (U.S.A.)
150 W. Michigan St.
Evanston, IL 60201
(847) 738-7228 ext. 5106
or (800) 728-7228

Water Way

Faith formation
for living out our baptism
as Christ's disciples

**Facing seminary debt?
Financial Aid for Service can help!**

If you are a recent seminary graduate with loans to repay, Transformational Leadership Debt Assistance (TLDA) was created with you in mind.

TLDA is designed for pastors with a passion for making disciples, reaching out to new generations and populations, and being church in today's world. The program makes forgivable loans to pastors serving in temporary and/or part-time pastoral positions in Presbyterian Church (U.S.A.) congregations of 150 members or less or in new, emerging worshipping communities.

"The school debt keeps you looking in the rearview mirror in some ways, so having the assistance helps me to have a more forward-looking perspective of where God is leading me and also the church."

—Rev. Tasha Hicks, pastor,
Mount View Presbyterian Church,
Seattle, TLDA recipient

**For an application and more information,
visit www.pcusa.org/tlda or call Laura
Bryan at (800) 728-7228, ext. 5224.**

 Presbyterian Mission Agency



**ITEM H.103
 FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>					
	A. Finance		E. Property, Legal, Finance (Corporate)		J. Nominating Committee
	B. Justice		F. PC(USA), A Corporation		K. Governance Committee
	C. Leadership		G. Audit		P. Plenary
	D. Worshiping Communities	X	H. Executive Committee		

Subject: Report of the Governance Task Force

Recommendations:

1. Board Member Job Description

That the Presbyterian Mission Agency Board:

- 1. Adopt the following elected member job description for the Presbyterian Mission Agency Board and include it in the Manual of Operations, Appendix 1: Presbyterian Mission Agency Board Organization, Section II as a new letter "F" and re-number the following paragraphs:**

F. Elected Member Job Description

a. Expectation:

- 1) Every elected Presbyterian Mission Agency Board member will be a member of one of the four standing mission committees (except the Board Chair and Vice-chair).**
- 2) Additionally, Board members will serve the Presbyterian Mission Agency Board and the church in a variety of ways, whether it be through internal committees and task forces, national committees and task forces, or appointed liaison relationships.**

b. Attendance:

- 1) Attendance at regular meetings of the Presbyterian Mission Agency Board must be given a high priority, as the Board only has five regular meetings in each two year cycle.**
- 2) One absence from a regular meeting of the Presbyterian Mission Agency Board, or its related committees, without prior notification to the Office of the Executive Director shall be a basis for a review of the member's standing with the Board.**
- 3) Upon two consecutive absences, or three absences in a three year period, for any reason, the Board chair to recommend to the Stated Clerk that the position be declared vacant.**

c. Member Responsibilities: In addition to adherence to the Board covenant, to be faithful and accountable in the following ways:

- 1) Active involvement in a Presbyterian Church (U.S.A.) congregation and commitment to a personal discipline of spiritual growth**
- 2) Knowledge of and commitment to the mission, goals, and policies of the Presbyterian Church (U.S.A.), the Presbyterian Mission Agency and its Board.**

- 3) **Openness to new vision and direction emerging within the life of the church**
- 4) **Informed and honest participation, including appropriate inquiry, in all meetings of the Presbyterian Mission Agency Board and its related committees to fulfill the member's duties of loyalty and care.**
- 5) **Attendance and participation in all events on the agenda of board meetings.**
- 6) **Faithful discipleship regarding stewardship, confidentiality, and leadership roles, acting in the best interests of the Presbyterian Mission Agency.**
- 7) **Positive and active interpretation of the work of the Presbyterian Mission Agency to congregations and councils of the church through presentations and other communications.**
- 8) **Provide and promote financial support through gifts to some or all of the following: congregation or presbytery, and the Presbyterian Mission Agency (including any of its ministries).**
- 9) **Provide constructive feedback in response to surveys and evaluations relating to the Presbyterian Mission Agency Board.**

2. Delete section G (formerly section F) on absences:

G. Absences

~~Ordinarily, one absence from regular meetings of the Presbyterian Mission Agency Board or its related committees without prior notification to the Office of the Executive Director shall be a basis for the Board chair to recommend to the Stated Clerk of the General Assembly that the position be declared vacant~~

Rationale

Responding to its mandate (see below in the "Overall Rationale") to create Board member job descriptions, the Governance Task Force first surveyed existing materials for a starting point. While the Manual of Operations did not include any individually-oriented member job descriptions, an earlier Board re-organization (in 2006) had addressed individual member responsibilities. This earlier language was discussed, and through the process of discernment and amendment, revised to produce the current recommendation.

Focused conversation went into the section regarding Board meeting attendance, especially since each two year cycle for Board work includes has only five meetings. Missing even one meeting represents an important loss for the Board's discernment processes. With the proposal of the new language regarding attendance, the task force recommends the deletion of the current language regarding absences.

The task force feels that having the nine member responsibilities clearly listed will be very useful to both the GA Nominating Committee and new Board member orientation.

2. Board Nominating and Governance Sub-Committee

That the Presbyterian Mission Agency Board:

- a. **Eliminate the Board's Nominating Committee and replace it with a Board Nominating and Governance Sub-committee.**

- b. Adopt the following charter for the Board Nominating and Governance Sub-committee combining new language with the underlined nominating functions formerly listed as responsibilities of the Board Nominating Committee.

Board Nominating and Governance Subcommittee

a) Function

The Board Nominating and Governance committee is a sub-committee of, and therefore reports to, the Presbyterian Mission Agency Board Executive Committee. The sub-committee is responsible for ongoing review and recommendations to enhance the quality of the Presbyterian Mission Agency Board.

b) Membership

The committee will have staggered terms of two years and 5-7 members. Members may serve a second term. Up to two members at any time may finish out the last year of their term on the committee after their service on the Board ends.

c) Nominating Responsibilities:

(Note: When no current member of the Presbyterian Mission Agency Board has the gifts or abilities required to serve on particular boards or entities that require Board representation, the Board Nominating Committee may select nominees from past Board members. Ordinarily the term is for four years, non-renewable.)

- (1) Nominate two voting Board members, for election by the Presbyterian Mission Agency Board, to one-year at-large terms on the Executive Committee. Those so elected shall begin their service at the end of the General Assembly, or in non-Assembly years, with the Executive Committee Retreat. Ordinarily, these at-large members shall serve no more than three years as at-large members. An annual election provides for continuity, balance, and fair representation.
- (2) Nominate three voting Board members, for election by the General Assembly, to four-year non-renewable terms on the Advisory Committee on Social Witness Policy. Those so elected shall assume their responsibilities at the end of the General Assembly.
- (3) Nominate one Board voting member for election by the Presbyterian Mission Agency Board to a four-year non-renewable term on the Advocacy Committee for Racial Ethnic Concerns.
- (4) Nominate one Board voting member for election by the Presbyterian Mission Agency Board to a four-year, non-renewable term on the Advocacy Committee for Women's Concerns.
- (5) Nominate one Board voting member from the Stewardship Mission Committee for election by the Presbyterian Mission Agency Board, to a four-year non-renewable term on the Presbyterian Church (U.S.A.) Foundation.
- (6) Nominate one Board voting member from the Stewardship Mission Committee, and one Board voting member from the Evangelism Mission Committee, for election by the Presbyterian Mission Agency

- Board, to a four-year non-renewable term on the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc.'s Board of Directors, subject to confirmation by the General Assembly.
- (7) Nominate one Board voting member from the Stewardship Mission Committee, for election by the Presbyterian Mission Agency Board, to a four-year non-renewable term on the Presbyterian Church (U.S.A.) Board of Pensions.
 - (8) Nominate one Board voting member, for election by the Presbyterian Mission Agency Board, to any selection committee for the Presbyterian Church (U.S.A.) Board of Pensions President. (Organization for Mission, Appendix D, Section 7).
 - (9) Nominate one Board voting member, for election by the Presbyterian Mission Agency Board, to a four-year non-renewable term on the Presbyterian Council for Chaplains and Military Personnel.
 - (10) Nominate two Board voting members, with election by the Presbyterian Mission Agency Board, to four-year non-renewable terms on the Committee on Theological Education.
 - (11) Nominate one Board voting member for appointment by the Presbyterian Mission Agency Board to a four-year non-renewable term on the General Assembly Committee on Ecumenical and Interfaith Relations.
 - (12) Nominate two members, at least one of whom shall be a current Board voting member, to three-year term with eligibility to one additional term, to the Mountain Retreat Association, Inc.'s Board of Directors for approval by the General Assembly.
 - (13) Nominate one Board voting member to the Stony Point Conference Center Board of Directors, and one Board voting member to Ghost Ranch Conference Center Board of Directors to a four-year non-renewable term, for election by the Presbyterian Mission Agency Board.
 - (14) Nominate for Presbyterian Mission Agency Board election, one Board voting member to the Presbyterian Women in the Presbyterian Church (U.S.A.), Inc. Board of Directors for a three-year non-renewable term
 - (15) Prepare and distribute biographical information for any nominee who is not a current member of the Board.
 - (16) Nominate for other positions as requested by the Presbyterian Mission Agency Board.
 - (17) Work in consultation with the Committee on Representation to provide for inclusiveness to ensure fair and effective representation in the decision making of the church. (Book of Order, G-3.0103.)
 - (18) Coordinate the nomination and election process for chair and vice-chair.
 - (19) Nominate Board voting members, for election by the Presbyterian Mission Agency Board, to two-year terms on the Mission Committees, with eligibility for two additional terms. Those so elected shall assume their responsibilities at the beginning of the fall meeting.
 - a. Process:

The Presbyterian Mission Agency Board Nominating Committee shall consult with members, prior to nomination, in the following ways:

 - (1) All new members of the Presbyterian Mission Agency Board shall be requested to list in writing all appropriate committees

in order of preference for service. The Presbyterian Mission Agency Board Nominating Committee shall consider the preference ranking and committee needs in preparing nominations, with the understanding that a person must serve one year on the Presbyterian Mission Agency Board before being elected to serve on the Presbyterian Mission Agency Board Executive Committee or the Presbyterian Mission Agency Board Nominating Committee. Nominations shall be made without further consultation.

- (2) All members, after completing two-year terms as committee members, shall list in writing all appropriate committee choices in order of preference for service. In preparing nominations, the Presbyterian Mission Agency Board Nominating Committee shall consider the preference ranking and the committee needs when the continuing member is assigned to a new committee.**
- (3) Election by the Presbyterian Mission Agency Board shall take place at the first Board meeting following General Assembly.**

d) Governance Responsibilities:

- 1. Defining board roles and responsibilities**
 - a. Regularly review and recommend updates to the board's description of its roles and areas of responsibility and what is expected of individual board members.**
 - b. Recommend periodic updates to the primary areas of focus for the board, and help shape the board's agenda for the next two years, based on the strategic plan.**
- 2. Supporting efforts to ensure diverse and effective board composition**
 - a. Lead in assessing current and anticipated needs related to board composition, determining the knowledge, attributes, skills, abilities, influence, and access to resources the board will need to consider to accomplish future work of the board.**
 - b. Develop a profile of the board as it should evolve over time.**
 - c. Identify potential board member candidates to the GA Nominating Committee based upon board needs.**
 - d. Nominate individuals to be elected by the board to serve in liaison roles to related entities.**
- 3. Encouraging board development**
 - a. Provide candidates with information needed to understand the role of board members prior to election or appointment to the board.**
 - b. Design and oversee a process of board orientation, sharing information needed during the early stages of board service.**
 - c. Design and implement an ongoing program of board information, education, and team building.**
- 4. Assessing board effectiveness**
 - a. Initiate periodic assessment of the board's performance, and propose, as appropriate, changes in board structure and operations.**
 - b. Provide ongoing counsel to the board chair and other board leaders on steps they might take to enhance board effectiveness.**

- c. **Regularly review the board's practices regarding member participation, conflict of interest, confidentiality, and so on, and suggest needed improvements.**
- d. **Periodically review and update the board policy and practices.**
- 5. **Developing board leadership**
 - a. **Take the lead in succession planning, taking steps to recruit and prepare for future board leadership.**
 - b. **Nominate board members for election to board committees and as board officers.**
- c. **Delete references to the Board Nominating Committee in the Manual of Operations and add this charter to Appendix 1 "Presbyterian Mission Agency Board Organization," Section IV, 2.e. "Subcommittees of the Executive Committee" as a new (3).**
- d. **Dismiss, with gratitude, the current members of the Presbyterian Mission Agency Board Nominating Committee.**

Rationale

One of the primary mandates given to the Governance Task Force (see complete listing in the "Overall Rationale" below) was the design of an ongoing governance committee function, which would include the welfare of the board members and the functioning of the board. The task force began much of this work by creating board member job descriptions and charters, but best practices for the work of ongoing committees and board includes intentionally assigning responsibility for attentiveness to the internal matters of governance: orientation and training of board members; evaluation of board committee members, of board process, and board member exit interviews; evaluating meeting content and processes, etc.

Currently, the Board Executive Committee tends to some of these matters. The Executive Committee has participated in new member orientation, board meeting evaluation and conversation with the GA Nominating Committee regarding criteria for Board nominees. The Board Nominating Committee has responsibility for nominating board members to fill the various liaison and committee assignment slots.

The Governance Task Force believes that these two functions, nominations and governance, are actually twin parts of a larger category of board service. Many other boards combine these functions in one sub-committee. Following a draft charter outlined by BoardSource, a leading consultant on increasing board effectiveness, the Governance Task Force recommends consolidating the work into one committee. The current functions of the nominating committee have been retained, but the scope has been enlarged to include the detailed work of improving governance.

The Governance Task Force was also concerned that adding an additional committee, without eliminating a current committee, would work against its goal of making board service more manageable by reducing the number of additional committee assignment expected of board members. (See the recommendations and rationale below on liaison and committee assignments.)

Because the enlarged scope of the committee is outside what the current members of the Nominating Committee agreed to accept when they were elected by the Board, the Governance Task Force recommends dismissing the current committee. Following the Board's standard

practice for subcommittees (chair appointment, ratified by the Executive Committee), members of the subcommittee would be enlisted to serve with the larger mandate. Current members of the Nominating Committee would be eligible for appointment by the Board chair.

3. Committee Charters

That the Presbyterian Mission Agency Board:

Adopt the committee charters listed below and include them in the Manual of Operations, replacing Appendix 1 “Presbyterian Mission Agency Board Organization” Section IV. B. “Presbyterian Mission Agency Board Mission Committees.”

B. Presbyterian Mission Agency Board Mission Committees

1. Context:

The Presbyterian Mission Agency Board oversees the work of the Presbyterian Mission Agency as it inspires, equips and connects the PC(USA) in its many expressions to serve Christ in the world through new and existing communities of faith, hope, love and witness.

2. Committees:

The Board’s mission is advanced through four primary committees:

- **Leadership**
- **Worshipping Communities**
- **Justice**
- **Finance**

a. Leadership Committee

The Leadership Committee focuses on the work of the Presbyterian Mission Agency that inspires, equips and connects individuals for leadership in Christ’s church and in the world. In this work, the Leadership Committee seeks to discern God’s direction as it guides ministries which identify, develop and resource diverse transformational leaders. Areas of ministry typically within the purview of the Leadership Committee include:

- **Chaplains**
- **Elder and leader development**
- **Financial Aid for Studies**
- **Leadership trends and response**
- **Mission Personnel**
- **Racial Ethnic and Women’s Leadership**
- **Theological Education**
- **Theology**

Relationships

The work of the Leadership Committee connects in relationship with a variety of other groups, including Board-related committees, missional relationships, committees/boards where the Board has a representative, and ecumenical advisory members.

- **Board-related committees**
 - None
- **Missional relationships:**
 - **Presbyterian Council for Chaplains and Military Personnel – PCCMP**
 - **Association of Presbyterian Church Educators - APCE**
- **Committees/Entities where the Board has a representative:**
 - **Presbyterian Women in the Presbyterian Church (U.S.A.), Inc., Board of Directors**
 - **Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. Board of Directors**
- **Ecumenical Advisory Members:**
 - None

b. Worshiping Communities Committee

The Worshiping Communities Committee focuses on the work of the Presbyterian Mission Agency that inspires, equips and connects congregations and other worshiping communities as centers of discipleship. In this work, the Worshiping Communities Committee seeks to nurture spaces for the myriad expressions of Christ's church that allows for creative, dynamic and moving connections. Areas of ministry typically within the purview of the Worshiping Communities Committee include:

- **Christian education and curriculum**
- **Church growth**
- **Collegiate ministries**
- **Conference Centers**
- **Equipping the church for mission**
- **Evangelism and disciple-making ministries**
- **Racial Ethnic and cross cultural congregational support**
- **Worship**
- **Youth and Young Adults**

Relationships

The work of the Worshiping Communities Committee connects in relationship with a variety of other groups, including Board-related committees, missional relationships, committees/boards where the Board has a representative, and ecumenical advisory members. The Presbyterian Investment and Loan Program may occasionally relate to this committee on programmatic matters.

- **Board-related committees**
 - **Mission Development Resources Committee (MDRC) reports to the Worshiping Communities Committee.**
- **Missional relationships:**
 - **Association of Presbyterian Church Educators – APCE**
- **Committees/Boards/Advisory Boards where the Board has a representative:**
 - **Mission Development Resources Committee – MDRC**
 - **Montreat Conference Center Board of Directors**
 - **Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. Board of Directors**

- **Ecumenical Advisory Members:**
 - **One of the Board's Ecumenical Advisory Members is assigned to the Worshiping Communities Committee, with voice and vote in committee.**

c. Justice Committee

The Justice Committee focuses on the work of the Presbyterian Mission Agency that inspires, equips, and connects Presbyterians and others in witness to God's justice in the world. In this work, the Justice Committee seeks to equip the church for compassionate-prophetic ministries through advocacy and networking for mission. Areas of ministry typically within the purview of the Justice Committee include:

- **Advocacy efforts**
- **Ministries of compassion, peace and justice**
- **World Mission Networks**

Relationships

The work of the Justice Committee connects in relationship with a variety of other groups, including Board-related committees, missional relationships, committees where the Board has a representative, and ecumenical advisory members.

- **Board-related committees**
 - **Jinishian Memorial Program Governance Commission relates to the Justice Committee.**
 - **Mission Responsibility through Investment Committee reports to the Justice Committee.**
 - **Presbyterian Disaster Assistance Advisory Committee reports to the Justice Committee.**
 - **Presbyterian Hunger Program Advisory Committee reports to the Justice Committee.**
 - **Presbyterian Self-Development of People Committee relates to the Justice Committee.**
- **Missional relationships:**
 - **Presbyterian Health Education and Welfare Association -- PHEWA**
- **Committees where the Board has a representative:**
 - **Jarvie Commonweal Service Committee**
 - **Jinishian Memorial Program Governance Commission**
 - **Mission Responsibility through Investment Committee**
 - **Presbyterian Health Education and Welfare Association Board of Directors**
 - **Creative Ministries Offering Committee of Presbyterian Women in the Presbyterian Church (U.S.A.), Inc.**
- **Ecumenical Advisory Members:**
 - **One of the Board's Ecumenical Advisory Members is assigned to the Justice Committee, with voice and vote in committee.**

d. Finance Committee

The Finance Committee focuses on the work of the Presbyterian Mission Agency that undergirds its ministries with responsible stewardship and transparent

reporting. In this work, the Finance Committee is called to support the mission and ministry of the other committees through the application of broad-based services necessary to enable, equip, account and serve. Areas of ministry typically within the purview of the Finance Committee include:

- **Financial reporting and policies**
- **Information Technology**
- **Monitoring and financial projections**
- **Other financial and legal matters not specifically related to individual programs**
- **Oversee the financial reporting relationship with the Presbyterian Church (U.S.A.) Foundation, where the medium and long-term funds of the Presbyterian Mission Agency are invested.**
- **Oversight of budget development**
- **Property**

Relationships

The work of the Finance Committee connects in relationship with a variety of other groups, including Board-related committees, missional relationships, committees where the Board has a representative, and ecumenical advisory members. This committee has primary relationship with the Presbyterian Foundation, the Board of Pensions and the Presbyterian Investment and Loan Program, Inc. Board of Directors..

- **Board-related committees**
 - None
- **Missional relationships:**
 - None
- **Committees/Boards where the Board has representatives:**
 - **Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. Board of Directors**
 - **Presbyterian Mission Agency Conference Center Advisory Boards (Programmatic concerns may be referred to other committees as needed.)**
 - **Ghost Ranch Conference Center**
 - **Stony Point Conference Center**
- **Ecumenical Advisory Members:**
 - None
- **At-large committee members**
 - Two

3. Authority

Presbyterian Mission Agency Board Committees are responsible for oversight of programs within the duties of the Committee listed above. It is the responsibility of the executive management of the Presbyterian Mission Agency to administer these programs, manage the program budgets and provide any required or requested expertise to the Board and/or the Committee. The Committee is entitled to rely on the expertise of the Presbyterian Mission Agency staff and its outside consultants, as well as the work of other committees of the Board, as to matters within their authority and

expertise. From time to time committees may meet together on issues of mutual concern.

All committee actions, apart from the Executive Committee and routine administrative functions, require the approval of the Presbyterian Mission Agency Board.

4. Membership and Meetings

Committee size is determined by the Board during the nomination process each year. If needed, committees may vary in size. Committees generally meet in conjunction with the meetings of the Board. During these meetings, committees will receive:

- **reports and recommendations from staff**
- **reports from liaisons to other committees.**

Rationale

At the first meeting of the 2012-2012 Board Executive Committee last summer, mission committee chairs and their lead staff resource persons began the work of creating charters for the new mission committees created by the Board's February action and confirmed by the General Assembly in July. Each committee leadership team individually drafted a statement of proposed work for review by the Executive Committee. The Executive Committee then asked the Governance Task Force to review the individual charters and to finalize a comprehensive document for approval by the Board.

The Governance Task Force has sought to combine some of its work on liaison relationships with the charters so that it is clear how the various committee assignments and relationships come together in each committee. It is the hope of the Governance Task Force that these descriptions will prove useful to committee chairs in designing future committee meetings.

4. Liaisons and additional committee assignments

That the Presbyterian Mission Agency Board:

- A. Adopt the "Guidelines for Liaisons to other Entities" listed below and include it in the Manual of Operations, Appendix 1 "Presbyterian Mission Agency Board Organization" as a new Section XII.**

XII. Guidelines for Liaisons to Other Entities

The General Assembly elects individuals to serve as members of the Presbyterian Mission Agency Board. As part of their call to service on the Presbyterian Mission Agency Board, some members or former members will be invited to represent the board on other entities (committees or boards). These additional assignments are secondary to the purpose for which the General Assembly has called members into service on the Presbyterian Mission Agency Board. In each of these roles, members are to represent the concerns and established interests of the Presbyterian Mission Agency Board.

The following guidelines are designed to help members cultivate the connection between their work on the Presbyterian Mission Agency Board and their service on other boards and committees. In this document, "liaison" refers to anyone who serves on another committee by virtue of first having been elected to the Presbyterian Mission Agency Board.

Liaisons may be voting members or corresponding members, depending upon the particular assignment.

Prior to committee meetings:

- **Liaisons will review the agenda for the upcoming committee meetings, and seek input from the designated staff liaison regarding:**
 - **Background materials that may be helpful for the committee discussion**
 - **Presbyterian Mission Agency Board interests that might relate to the discussion.**

After committee meetings:

- **Liaisons will keep the Presbyterian Mission Agency apprised of the work of the other committees they serve. Following each committee meeting, liaisons will send a brief note to the Board chairperson and the designated staff liaison, outlining significant items from the meeting.**

Prior to Presbyterian Mission Agency Board meetings:

- **Liaisons will prepare a written report for distribution to board members as means of keeping the board informed about the committee's work. The report will be posted online as an information item for the board meeting. (Information items are due in the Executive Director's office four weeks prior to a board meeting.)**

During Presbyterian Mission Agency Board meetings:

- **Board committee chairs may, at their discretion, highlight an information item for further discussion in committee. If this is anticipated, the board committee chair will notify the liaison in advance that her or his presence may be needed during the committee session.**

- B. Eliminate the Procedures Subcommittee from the Manual of Operations, and assign staff of the Executive Director's Office the responsibility for its former duties. Recommendations for changes to the Board's procedures will be brought to the Board's Executive Committee for review, approval, and recommendation to the full Board, as appropriate.**
- C. Initiate an effort, over time, to reduce the instances in which the Board sends more than one liaison to another committee. This effort would be done in consultation with the other committees.**
- D. Refer the other issues relating to reducing the number of liaison assignments for Board members to the new Board Nominating and Governance Subcommittee.**

Rationale

The Presbyterian Mission Agency Board maintains a network of interrelationships with other organizations, board, committees and sub-committees. The relationships send a number of individuals to meetings of the Presbyterian Mission Agency Board as corresponding members and liaisons; as well as sending a number of Board members and representatives to the meetings of other organizations. Discussions with members who have filled these roles with other bodies have shown there to be a lack of clarity regarding the expectations of Board members who serve on other bodies. In Recommendation 4A, the Governance Task Force seeks to provide guidelines

for Board members who serve in these roles, including details regarding connecting the work of the external organization with the work of the Presbyterian Mission Agency Board.

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The issue of external liaison relationships and committee assignment has been a great challenge for the Board Nominating Committee and the Board chair. The Presbyterian Mission Agency Board has 40 voting members. Another 17 individuals are corresponding or ecumenical advisory members. Of the 40 voting members, four are ex-officio members whose have other primary elected assignments (current and previous GA moderator, Presbyterian Women co-moderator, and Presbyterian Men representative), leaving only 36 Board members with a primary assignment to the Presbyterian Mission Agency Board.

These 36 members are the primary eligible candidates for the following additional assignments:

Assignment	Number of slots	Term (years)
ACREC	1	4
ACSWP	3	4
ACWC	1	4
Audit	3	2
Board Executive Committee	3	1
Board of Pensions	1	4
COTE	2	4-
COTE Funding Task Force*	1	
Creative Ministries Offering Committee	1	3
Foundation Working Group*	3	
GACEIR	1	4
Ghost Ranch	1	4
Governance Task Force*	6	
Jarvie Commonweal Service	4	3
Jinishian Memorial Governance Commission	2	4
MDRC	1	4
Mission Responsibility Through Investment (MRTI)	2	4
Montreat Conference Center	2	3
Nominating Committee	5	2
PCCMP	1	4
PCUSA Foundation	1	4
Personnel Subcommittee	5	
PHEWA	1	
PILP	2	4
Presbyterian Women Inc. Board of Directors	1	3
Procedures Subcommittee	5	1
Restricted Funds Oversight Subcommittee	4	2
Stony Point Conference Center	1	4
Stony Point Transitional Team*	3	
Total	67	

* Short-term assignments, but active as of 3/1/2013

These 67 slots are assignments in addition to the basic Board service and primary committee assignment expected of all Board members. In terms of a raw average, each Board member would therefore be expected to serve on two external committees, in addition to their Board seat

and Board committee roles. However, this average is not easy to sustain. New board members typically have fewer external assignments, and board members in the final years of their term typically have more than the average.

Finding Board members to serve in these roles has proven exceedingly difficult. The Board has sought to mitigate some of this impact by adopting language that permits former Board members to serve in some of these roles, and by leaving some of the seats unfilled. However, filling these spots continues to provide a challenge for the Nominating Committee and/or the Board chair.

The Governance Task Force, therefore, has sought to reduce the number of assignments, making Board service more manageable for its members, and increasing the likelihood of finding members who can serve in multiple roles.

Recommendation 4B seeks the elimination of the Procedures Subcommittee. This committee is currently composed of five Board members, including two members who also serve on the Board Executive Committee. The Procedures Subcommittee was formed in 1997 as the “Procedures (‘Nuts and Bolts’) Committee.” Its functions include:

- Reviewing and reporting to the Executive Committee on
 - Presbyterian Mission Agency materials and other agency reports being forwarded to the General Assembly.
 - the Manual of Operations, the Organization for Mission, (for consistency and relevance in the current context)
 - the manuals of other ministry areas and related committees, including the Advocacy Committee for Racial Ethnic Concerns and the Advocacy Committee on Women’s Concerns (for consistency with established guidelines).

In practice, this work is done by staff of the Executive Director’s Office and reported to the Procedures Subcommittee. The Procedures Subcommittee reviews the work and reports to the Board Executive Committee. The Board Executive Committee then reports on the work, and brings any recommendations, to the Board for approval. This recommendation would instruct members of the Executive Director’s Office to bring their work on these matters directly to the Executive Committee for review and action rather than using a subcommittee. This reduces the number of board member assignments by five.

Recommendation 4C would begin an effort to reduce the number of instances in which the Board sends multiple liaisons to a single committee. While the Governance Task Force values the input of Board members on these other committees and Board, it felt that in order to make Board service more manageable, the number of liaison roles must be reduced. Lessening the number of liaisons to any one committee is one way to reduce the overall commitment while still nurturing the relationship with organization outside the Presbyterian Mission Agency. This gradual reduction is not immediate, and would be done in consultation with the other committees.

Recommendation 4D assigns the remaining task of examining the number and nature of liaison and committee assignments to the new Board Nominating and Governance Subcommittee, so that responsibility for continuing in this task is properly delegated.

5. Board-related Committees

That the Presbyterian Mission Agency Board:

- a. Amend the description of the Mission Development Resources Committee (MDRC) in the Manual of Operations, Appendix 1, Section IX in the following manner (additions are shown underlined):

B. Mission Development Resources Committee (MDRC)

The Mission Development Resources Committee makes decisions on Church Loans, Walton Awards for New Church Development and Mission Program Grants (New Church Development, Congregational Transformation and Specialized Ministries). Nominated by the General Assembly Nominating Committee and elected by the General Assembly, this committee reports to the Presbyterian Mission Agency Board's Worshiping Communities Committee.

Budget

MDRC provides input on the work of the Mission Program Grants, Church Loans and the Sam and Helen R. Walton Award. The budget for these items is displayed in the Evangelism and Church Growth ministry area.

Staff Relationships and Lodgment

The Office of Mission Program Grants staff that is responsible for planning, coordinating, and supporting the work of MDRC shall be answerable to the Director of Evangelism and Church Growth Ministry Area or designee.

Search Procedures for Staff

The Associate and Administrative Assistant staff members within the Office of Mission Program Grants shall be appointed by the director of Evangelism and Church Growth in accordance with The Presbyterian Mission Agency Employee Handbook.

Relation to the General Assembly and the Presbyterian Mission Agency Board

MDRC reports to the Worshiping Communities Committee, typically in the form of action items, information reports and changes to the MDRC Manual of Administrative Operations.

Liaisons

A member each from the Presbyterian Mission Agency Board Worshiping Communities Committee and The Presbyterian Foundation Board shall be named as liaisons to the MDRC.

Assigned Functions

The primary focus of the MDRC is to respond faithfully to the church growth commitment of the Presbyterian Mission Agency. This work is conducted in partnership with synods and presbyteries engaged in church growth mission through the allocation of grants and loans.

The MDRC implements its work through the following functions:

- **Allocating grants for new church development, new worshiping communities, and presbytery support for continual congregational transformation;**
- **Originating and overseeing the payment and repayment of Presbyterian Mission Agency loans to new and existing congregations for site acquisition, building construction, renovation, and other related projects;**
- **Recommending policies, procedures and guidelines that govern the grant and church loan programs;**
- **Interpreting the purpose and availability of the grant and church loan programs to the whole church, instilling hope for future ministry to keep the church alive and growing;**
- **Responding in partnership with mid councils to new and emerging ministries;**
- **Reviewing and recommending to the Presbyterian Mission Agency new congregation projects nominated to receive Sam & Helen R. Walton Awards.**

- b. Amend the description of the Presbyterian Committee on the Self Development of People in the Manual of Operations, Appendix 1, Section IX in the following manner (additions are shown underlined):

E. Presbyterian Committee on the Self-Development of People (SDOP)

The National Presbyterian Committee on the Self-Development of People provides the opportunity for the members of the Presbyterian Church (U.S.A.) and non-members to help establish partnerships with economically poor, oppressed, and disadvantaged people in the United States and around the world, which helps them to develop toward their own potential, self-determination, and human dignity. (People who are not Presbyterian may be nominated, elected, and serve). The National Committee shares this ministry

with mid council committees, as the focal point of the Church's efforts to promote the self-development concept and cause.

Direction & Accountability

The Presbyterian Committee on the Self Development of People (PCSDOP) receives direction for its work through the Mission Work Plan, and the Presbyterian Committee on the Self Development of People Manual of Operations, which are approved by the Presbyterian Mission Agency Board. The Presbyterian Committee on the Self Development of People reports to the Presbyterian Mission Agency Board through the Board's Justice Mission Committee.

Staff Accountability and Lodgment

Staff responsible for planning and coordinating work of the committee shall be appointed by the Director of the Compassion Peace & Justice Ministry in consultation with the Presbyterian Committee on the Self Development of People (PCSDOP). When seeking a new coordinator for SDOP, an interview team will be identified in consultation with the PCSDOP Steering Committee of the SDOP. At least two members of the PCSDOP Committee shall serve as a part of the interview team. The staff shall be lodged within the Compassion Peace & Justice Ministry and be directly accountable to the Director of the Compassion Peace & Justice Ministry.

Assigned Functions (to be performed with accountability to the Justice Committee and/or the Compassion Peace and Justice Ministry area, and subject to available funds).

- 1) SDOP shall be responsible for creating and maintaining its own Manual of Operations.
- 2) SDOP shall provide program, strategy and oversight for the church's mission of self-development with poor, oppressed and disadvantaged people.
- 3) SDOP will implement the criteria and guidelines for funding local projects.
- 4) SDOP will be responsible for receiving, reviewing and approving/rejecting local project proposals.
- 5) SDOP will be responsible for training and certifying local SDOP committees.
- 6) SDOP will work in collaboration with PDA and PHP to carry out joint projects consistent with the mandate of each committee.
- 7) Work cooperatively with ecumenical partners in carrying out SDOP's mandate.

- 8) **Educate the church on the condition and status of poor and oppressed communities and train the church in theological issues related to poverty.**
 - 9) **Promote and Interpret the OGHS offering within the church at both the congregational and mid-council levels.**
- c. **Refer the matter of producing similar expanded description statements for the other four Board-related Committees (Presbyterian Disaster Assistance Advisory Committee, Presbyterian Hunger Program Advisory Committee, Mission Responsibility through Investment Committee, and the Jinishian Memorial Program Governance Commission) to the newly formed Board Nominating and Governance Subcommittee.**

Rationale

Among the variety of assignments given to the Governance Task Force, perhaps none were more vexing than the issues regarding the Board-related committees. The Manual of Operations lists six of these committees in Appendix 1, Section IX. While the committees have different histories, some dating back to the 1970's, the only current authoritative policy references to the committees are these sections in the Manual of Operations:

A. Mission Responsibility Through Investment Committee (MRTI)

The Committee on Mission Responsibility Through Investment (MRTI) is responsible for implementing General Assembly policy related to mission responsibility through investment. MRTI assists the church at all levels to utilize its investments as key instruments to promote its mission goals in society. MRTI provides leadership for effective engagement of the private sector in partnership with ecumenical colleagues in the United States, and in collaboration with indigenous churches, ecumenical bodies and local groups in other nations. Nominated by the General Assembly Nominating Committee and elected by the General Assembly, this committee reports to the Presbyterian Mission Agency's Justice Mission Committee.

B. Mission Development Resources Committee (MDRC)

The Mission Development Resources Committee makes decisions on Church Loans, Walton Awards for New Church Development and Mission Program Grants (New Church Development, Congregational Transformation and Specialized Ministries). Nominated by the General Assembly Nominating Committee and elected by the General Assembly, this committee reports to the Presbyterian Mission Agency Board's Evangelism Mission Committee.

C. Presbyterian Disaster Assistance Advisory Committee (PDA)

The purpose of the Presbyterian Disaster Assistance Advisory Committee is to give policy advice, review the work, assist in setting strategic program direction and planning, and recommend an annual budget. This "is a ministry of relief and response to national and international disasters, aid to refugees and displaced persons, refugee resettlement and efforts toward development." This ministry is "carried out through ecumenical partnerships, related church agencies, middle governing bodies, and congregations." Nominated by the General Assembly Nominating Committee and elected by the General Assembly, this committee reports to the Presbyterian Mission Agency Board's ' Justice Mission Committee.

D. Presbyterian Hunger Program Advisory Committee (PHP)

The purpose of the Presbyterian Hunger Program Advisory Committee is to guide the church's response to hunger and its underlying causes. The committee carries out the following tasks: 1) recommending Presbyterian Hunger Program operating guidelines, 2) making and reporting funding (grant) decisions within the approved guidelines; and 3) suggesting the development of programs and strategies for implementing the "Common Affirmation on Global Hunger," and other General Assembly policies related to hunger and poverty. Nominated by the General Assembly Nominating Committee and elected by the General Assembly, this committee reports to the Presbyterian Mission Agency Board's Justice Mission Committee.

E. Presbyterian Committee on the Self-Development of People (SDOP)

The National Presbyterian Committee on the Self-Development of People provides the opportunity for the members of the Presbyterian Church (U.S.A.) and non-members to help establish partnerships with economically poor, oppressed, and disadvantaged people in the United States and around the world, which helps them to develop toward their own potential, self-determination, and human dignity. (People who are not Presbyterian may be nominated, elected, and serve). The National Committee shares this ministry with mid council committees, as the focal point of the Church's efforts to promote the self-development concept and cause.

F. Jinishian Memorial Program Governance Commission

The Jinishian Memorial Program (JMP) is an endowed ecumenical ministry of the Presbyterian Mission Agency, and part of the World Mission ministry area, that supports ongoing programs benefitting Armenians in need in Armenia, Lebanon, Syria, Turkey, and Jerusalem. JMP has a U.S. Advisory Committee (USAC) composed of three individuals of Armenian descent, and two who are members of the Presbyterian Mission Agency staff. The Jinishian Memorial Program Governance Commission (JMPGC) acts on behalf of the Presbyterian Mission Agency Board in all matters that authorize and facilitate the implementation of JMP. The JMPGC is composed of the five voting members of the USAC, plus two current or previous Presbyterian Mission Agency Board elected members. The two elected Presbyterian Mission Agency Board members also serve as liaisons with the USAC with voice, but not vote.

Because of their long histories, there are multiple understandings regarding the work of these committees. Prior to a 1993 restructure, many of these committees had a larger, more comprehensive scope of authority, but in the 1993 ("Shape and Form") restructure, their mandates were eliminated from the Organization for Mission and they began to appear only in the Manual of Operations for the Presbyterian Mission Agency.

The members of five of these committees are nominated by the General Assembly Nominating Committee, and elected by the General Assembly, because all members of committees that serve for more than two years are chosen through the GA nominating process, however, these committees have no reporting relationship to the General Assembly: they do not provide reports to GA, they do not have direct access to bring business to GA, and they are not reviewed on a six-year basis like other GA-related agencies and committees. The Presbyterian Mission Agency is responsible for the work of these committees.

Overall, these committees, and the ministries they represent, are functioning well. There is, from time to time, confusion over several basic relational elements: budgetary responsibility, staff accountability and search processes, relationship to the Presbyterian Mission Agency Board and the General Assembly, and assigned functions. At the same time as the Strategy Advisory Group was making the original recommendations of mandate for the Governance Task Force in February 2012, the Special Offerings Advisory Task Force raised similar concerns in its report. The Board action in 2012 charged the Governance Task Force with reviewing and clarifying the role of these committees as part of its assignment regarding governance, GAMC committees and liaison relationships.

In conversations with staff and the leadership of these committees, the Governance Task Force found multiple understanding of the roles of these committees, as well as a gap in understanding among Board members' awareness of the work of these committees. To remedy that situation, the Governance Task Force recommends adding clarifying language to the Manual of Operations where these committees are referenced.

Recommendation 5A focuses on the work of the Mission Development Resources Committee (MDRC). The proposed language was developed by staff who support the work of MDRC and represents no significant change in the way that committee operates. The goal of this proposed language is to document the current operational understanding of the role of MDRC, so that future Board members, MDRC members and staff can share common assumptions.

Recommendation 5B addresses the work of the Presbyterian Committee on the Self Development of People (PCSDOP). The PCSDOP chairperson has been very gracious and helpful to the Governance Task Force. We have had multiple rounds of dialogue, through both our chairperson and staff supporting the task force. At times we have had satisfying agreements, but we've also faced the disappointment of disagreement in these conversations.

The Governance Task Force proposed language to PCSDOP leadership that would better describe the relationship between PCSDOP and the Presbyterian Mission Agency Board. The PCSDOP Steering Committee also submitted proposals for consideration by the Task Force. Some of the PCSDOP proposals are inconsistent with legal requirements regarding employment and with the policy of having denomination-wide mission work coordinated through the Presbyterian Mission Agency. The Task Force opted instead on a combination of the original language proposed by the Governance Task Force and the "assigned functions" suggested by PCSDOP.

Recommendation 5C delegates the remaining work in this area to the Board Nominating and Governance Subcommittee. The Governance Task Force believes that having similar sections, as found above in Recommendations 5A and 5B, for each of the remaining committees would add greater clarity.

The Task Force had extensive conversations regarding the work of the Jinishian Memorial Program Governance Commission (JMPGC), which was formed in 2007, as a means of providing more efficient consideration of requests from the United States Advisory Committee (USAC) for the Jinishian Memorial Program. In 2007, the Presbyterian Mission Agency Board

created the JMPGC, composed of the members of USAC (three individuals of Armenian descent and two Presbyterian Mission Agency staff) plus two representatives of the Presbyterian Mission Agency Board, to act on behalf of the Presbyterian Mission Agency Board in all matters that authorize and facilitate the implementation of the Jinishian Memorial Program.

There was considerable discussion as to whether JMPGC was still needed in the current context when the Board Executive Committee meets bimonthly through conference calls. As we sought to reduce the number of additional committee assignments, this is one that we seriously considered. The task force is grateful for the work of the volunteers who serve on the JMPGC and is especially cognizant of the time that is given in support of Presbyterian mission in this way.

While the task force did not have sufficient information to make a determination with this recommendation, it is our hope that the Board Nominating and Governance Subcommittee will continue to study this matter, and bring a recommendation as to whether the JMPGC is still needed.

The task force also had discussions with the leadership of the Presbyterian Disaster Assistance Advisory Committee, the Presbyterian Hunger Program Advisory Committee and the Mission Responsibility through Investment Committee but was unable to bring recommendations to the Presbyterian Mission Agency Board within our timeline. It is our hope that work will continue using the template we have provided in Recommendations 5A and 5B.

6. Dismiss the Governance Task Force

That the Presbyterian Mission Agency Board dismiss the Governance Task Force with thanks.

Overall Rationale

The Governance Task Force was formed in February 2012 upon the recommendation of the Strategy Advisory Group which brought structural change to the operation of the Presbyterian Mission Agency Board, including:

- Reducing the number of mission committees from five to four
- Reorganizing the composition of the Executive Committee (as part of reducing the number of mission committees)
- Adding communications strategy and funds development strategy as components of the work of the Executive Committee
- Creating a Personnel Subcommittee, and
- Adopting principles for Board committee service.

The Governance Task Force was charged to begin work immediately and conclude with a report to the Spring 2013 meeting of the Board. Six members were appointed by the 2010-2012 Board chair in consultation with the current Board chair and the Executive Committee:

Kears Pollock, chair
Steve Aeschbacher

Teresa Bryce Bazemore
Cynthia Bolbach

Marianne Rhebergen

Matthew Schramm

The task force mourned the death of member Cynthia Bolbach in December of 2012.

The task force met face-to-face in conjunction with Board meetings in May and September of 2012. Conference call meetings were held in October and November of 2012; and January, February, and March of the current year.

The mandate of the task force:

- Do a comprehensive analysis of the committee and liaison assignments for GAMC board members and recommend any structural changes that would improve the board's ability to function.
- Design a standing GAMC Governance Committee (name optional) that will see to the welfare of the board members and the functioning of the board, or structure the committees in a manner that the traditional functions of a governance committee are incorporated. Those functions might include but are not be limited to: Board job descriptions; Orientation and training of board members; Evaluation of board committee members, of board process, and board member exit interviews; Evaluate meeting content and processes; Facilitate communication between the congregations and the GAMC, to supplement the efforts of the staff, as well as to provide appropriate and effective communications between staff and board.
- Develop board member job descriptions.
- Review and clarify the role of the six GAMC related committees described in the GAMC Manual of Operations as part of its assignment regarding governance, GAMC committees and liaison relationships.

The report of the Special Offerings Advisory Task Force, in February 2012, gave increased emphasis to the need to clarify the role of the six Board related committees.

In July 2012, following the General Assembly, the newly formed Executive Committee created draft charters for each of the four mission committees, and then assigned the Governance Task Force the task of finalizing the charters.

The Governance Task Force was assisted in its work by staff members: Susan Abraham, Martha Clark, Barry Creech, April Davenport, Debbie Gardiner and Linda Valentine. The task force heard presentations from Sara Lisherness, director for Compassion, Peace and Justice Ministries and Hunter Farrell, director for Presbyterian World Mission. Task force members also initiated conversations with representatives of the six Board related committees.

ITEM 212 FOR INFORMATION

Report on Dallas II Church-wide Consultation

The 217th General Assembly (2006) instructed the Moderator, the Stated Clerk and the Executive Director of the General Assembly Council (now Presbyterian Mission Agency) to convene a Consultation on the Worldwide Mission of the Church and tasked World Mission to organize it. The first Dallas Consultation took place at the Preston Hollow Presbyterian Church. Sixty-four people from across the church and around the world gathered to build greater trust and coordination among PC(USA) “mission initiators,” mission supporters and the GAMC ministries and to identify and agree upon the “benchmarks” (core values) and consequent “mission practices” that should characterize all Presbyterian mission work.

Following up on the consultation, World Mission conducted an in-depth study of mission leaders across the denomination, among ecumenical and global partner churches and organizations, and others and heard both hopes and concerns for how our church might increase the faithfulness and effectiveness with which we engage together in God’s mission. An insight was heard frequently from the study’s participants: while construction projects, Vacation Bible Schools, feeding programs and other short-term projects are often meaningful efforts in mission, our global partners, mission workers and Presbyterians across the United States pointed out a disturbing reality: **much of American churches’ efforts have become short-term in focus and address almost exclusively the *symptoms* of poverty, violence and injustice, rather than the causes.**

Our global partners challenged us to do something more. They have identified *three critical global issues* to which they need us to respond with them, in order to make a lasting difference in God’s world:

- ***Address the root causes of global poverty...***
... especially as it impacts women and children;
- ***Share the Good News of God’s love in Jesus Christ ...***
...together with other members of Christ’s body.
- ***Work for reconciliation amidst cultures of violence...***
...including our own;

Facilitated by Rick Ufford-Chase (Presbyterian Peace Fellowship) and Bridgette Ben-Naimah (Evangelical Presbyterian Church, Ghana), two hundred thirty (230) Presbyterian and ecumenical mission leaders gathered in Dallas, TX 5-7 October 2012 to develop shared strategies to make a collective impact for justice, witness and reconciliation and to open the door to thousands of PC(USA) congregations and others to bridge geographical and theological divides as we work together in a common mission.

The group was composed of global partners, mission personnel, Presbyterian Women, Young Adult Volunteer alumni, ecumenical mission leaders, seminary professors of mission, seminarians, mission advocates, mission networks leaders, congregation mission leaders, and the leaders of several Presbyterian mission organizations. The 230 Consultation participants affirmed a common structure for mission (attached diagram) and organized a Continuation Committee that has developed nine concrete and compelling strategies to invite Presbyterians from across the U.S. to join with global and ecumenical partners to make a collective impact on the issues that (attached document). World Mission has

restructured its work to increase its focus on the nine strategies and to inspire, equip and connect Presbyterians to engage in more faithful and effective mission.

Dallas II Strategies to Respond to the Three Critical Global Issues

Poverty: *“Address the root causes of poverty, particularly as it impacts women and children.”*

1. HandsOnPartnership: “Diseases of Poverty Strategy”
Address diseases of poverty through Community Health Evangelism and programs of maternal and child health, water, sanitation, community-based development, disaster preparedness and response.
2. EmpoweringPartners: “Education Strategy”
Empower marginalized people—especially women and girls-- through literacy, basic and secondary education.
3. Advocacy: “Food, Land and Trade Justice Strategy”
Promote people’s dignity through advocacy and development in favor of food sovereignty, land and trade justice, corporate responsibility and creation care.

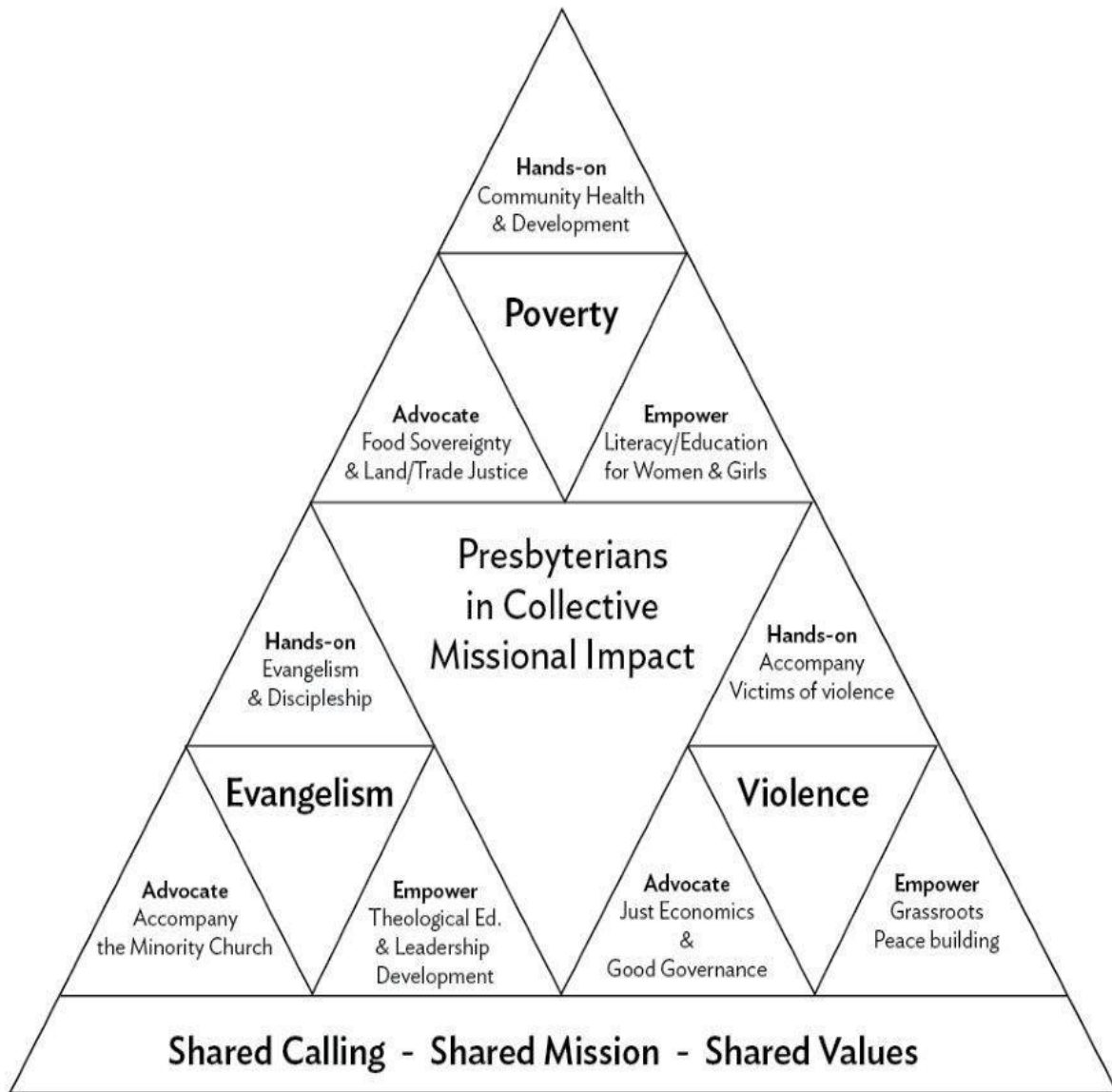
Evangelism: *“Share the good news of God’s love in Jesus Christ.”*

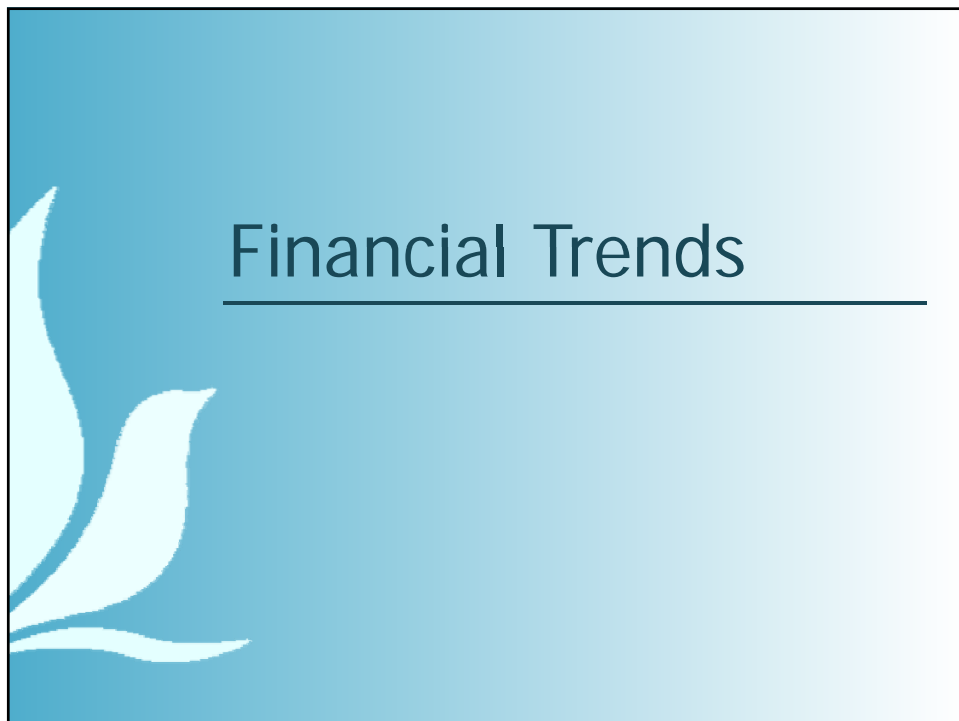
4. HandsOnPartnership: “Evangelism and Discipleship Strategy”
Support partners’ holistic models of evangelism focused on grassroots outreach and discipleship.
5. EmpoweringPartners: “Leader Training Strategy”
Equip the global Church through context-appropriate theological education and leadership development.
6. Advocacy: “Accompany the Persecuted Church Strategy”
Where Christian witness is threatened or at risk, accompany the Church through prayer, advocacy and capacity-building.

Reconciliation: *“Work for reconciliation amidst cultures of violence, including our own.”*

7. HandsOnPartnership: “Accompany Victims of Violence Strategy”
Support the victims of violence (including domestic violence, trafficking and harmful cultural practices) through trauma recovery, education and advocacy.
8. EmpoweringPartners: “Peacemaking Strategy”
Facilitate theologically-grounded, just peacemaking in contexts of conflict such as intra- denominational, inter-religious, inter-ethnic and political discord, especially where U.S. society, government or corporations play a major role.
9. Advocacy: “Root Causes of Violence Strategy”
Prevent violent conflict through awareness-raising, accompaniment, advocacy and support of good governance initiatives and just economic policies.







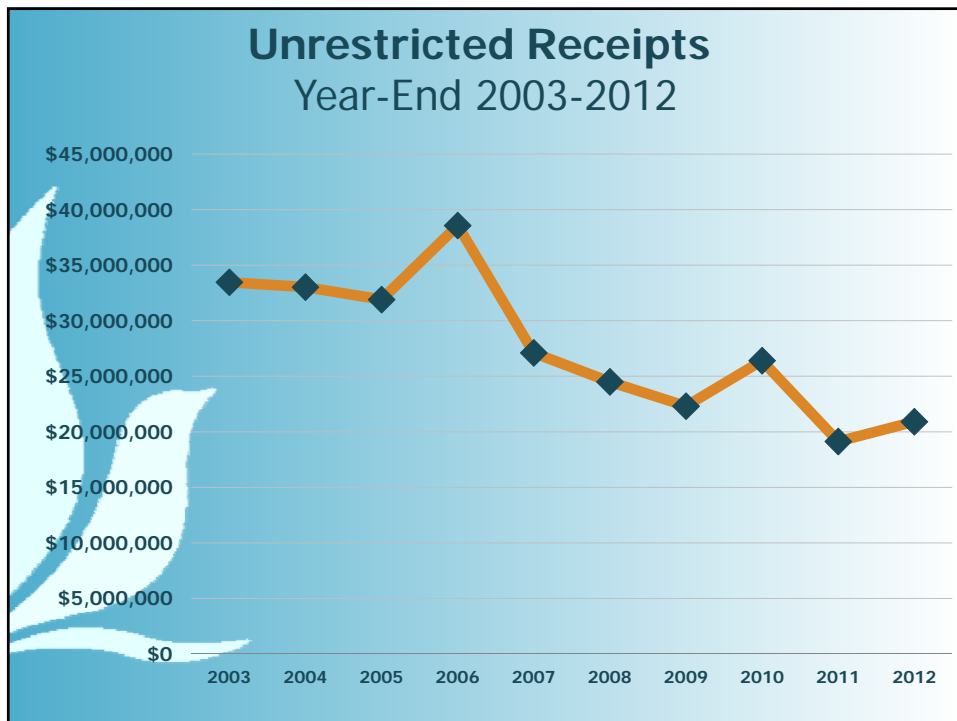
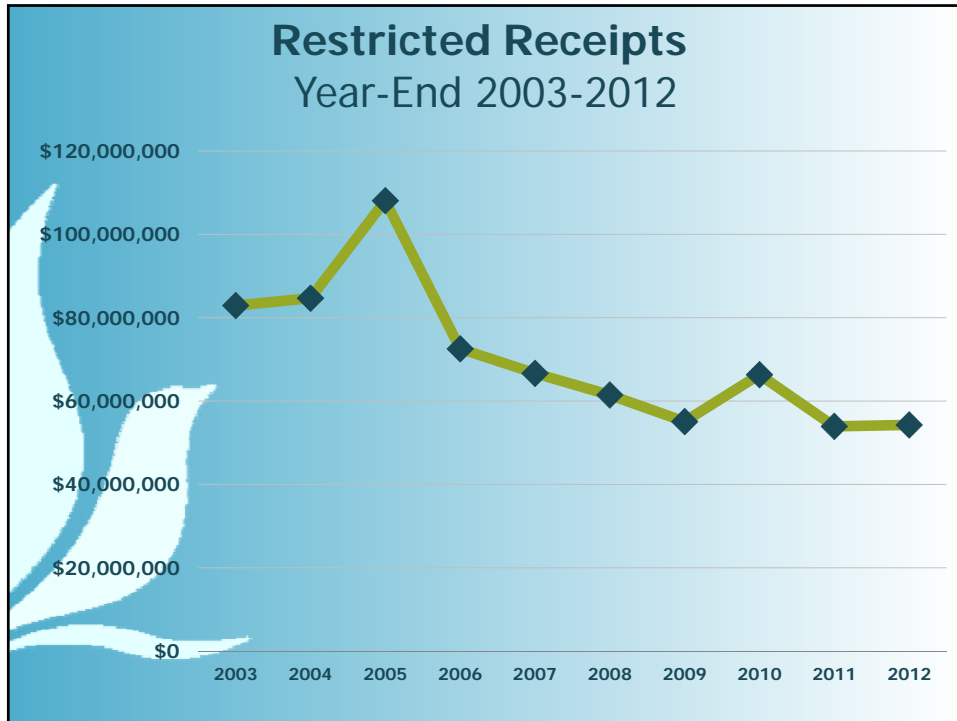


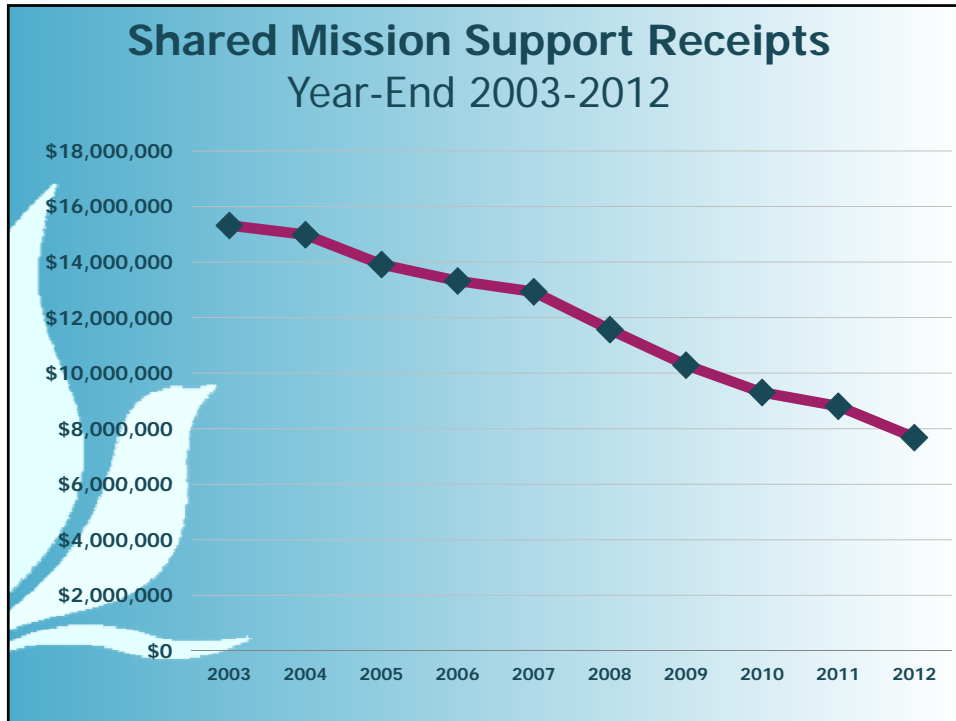


Trends and Challenges



1970-2005: \$20 Billion to \$210 Billion





Funds Development Ministry Team

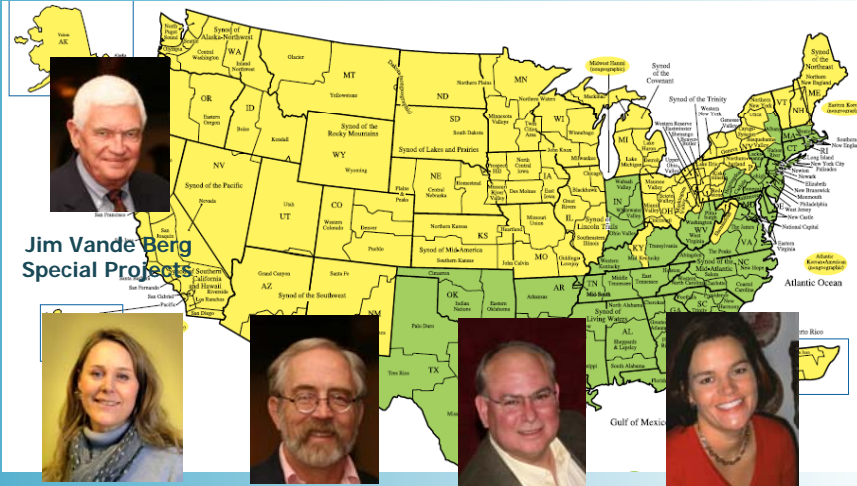
Pam Jensen, Team Leader
Chicago, Midwest

René Myers
Fontana, CA, West

Greg Cohen
Goshen, KY, South

VACANT
Philadelphia, East

Funds Development Ministry Team



Jim Vande Berg
Special Projects

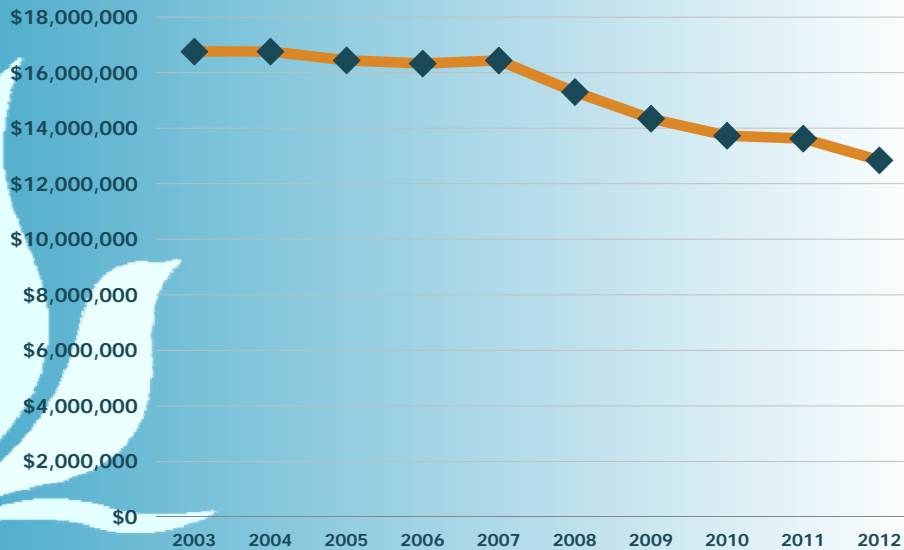
Rachel Yates
West Region

Bruce Whearty
Mid-west

Chris Roseland,
Team Leader
South

Elizabeth Little
East

Special Offering Receipts Year-End 2003-2012



Special Offerings by the Numbers

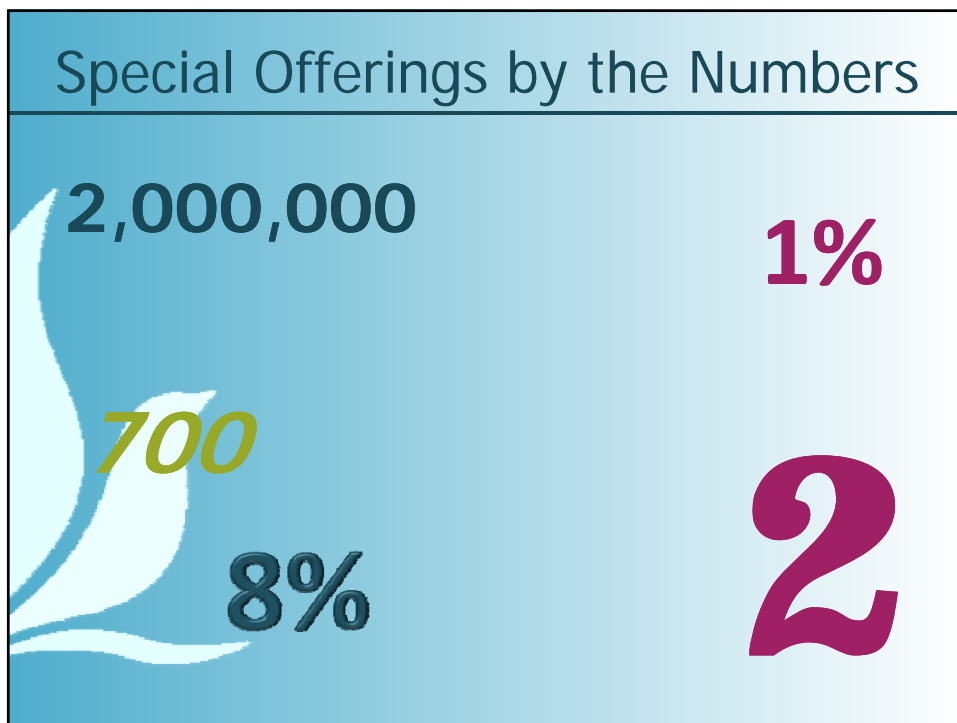


Special Offerings by the Numbers

2,000,000













First Presbyterian Church, Jamaica NY
hosts its first volunteer team



Volunteer teams are needed in many of the United States



Violence in Syria







Gene Krcetic, PDA NRT

Other recent and continuing responses



**Hattiesburg,
Mississippi**

tornado



**Round Rock,
Texas**

arson fire

Japan earthquake, tsunami, nuclear disaster



Haiti earthquake



South Asia tsunami



Henryville, IN tornado



**U.S. Gulf Coast
Hurricanes
Katrina and Isaac**



A man in a blue shirt and white gloves is working on a yellow ladder against a white wall. To the left, a small house with a damaged roof and a tree in the foreground is shown.

**Alabama
tornadoes**



A woman in a yellow shirt and sunglasses is holding a red and white object. To the left, a view of a destroyed town with rubble and debris is shown.

OUT OF CHAOS, HOPE



The Presbyterian Mission Agency logo is located in the bottom left corner.

**PRESBYTERIAN
MISSION
AGENCY**

INSPIRE | EQUIP | CONNECT



The Presbyterian Mission Agency logo and tagline are centered on a light blue background with abstract wave patterns.

**Report A.001
Finance Committee
Presbyterian Mission Agency Board
April 12, 2013**

The Finance Committee reports the activities of the April 10-11, 2013 meeting.

I. FOR CONSENT:

No Items to report.

II. FOR ACTION:

The Finance Committee:

1. Approved and recommends to the Presbyterian Mission Agency Board an allocation of \$94,000 (for requests from Building Services, Information Technology, Purchasing, Mail/Print Services) from the Capital Reserve Budget **(A.102)**
2. Approved and recommends to the Presbyterian Mission Agency Board the 2013 and 2014 Revised Mission Budgets of \$85,233,204 and \$80,207,762, respectively. **(A.103)**
3. Approved and recommends to the Presbyterian Mission Agency Board (PMAB) that \$1 million be committed from the Presbyterian Mission Program Fund (PMPF) as a pool of funds for new initiatives. **(A.104)**

III. FOR INFORMATION:

The Finance Committee:

Approved:

1. The election of Bill Capel as Chair of the Finance Committee and Jo Stewart as Vice Chair of the Finance Committee for the 2013-2014 term to begin with the Executive Committee Retreat in July 2013.
2. The minutes from the September 2012 Finance Committee meeting **(A.101)**
3. Direct staff to investigate the current Capital Asset Policy and propose at the September 2013 Finance Committee meeting a method whereby Capital Requests and the Capital Budget might be incorporated in the biannual budget approval process beginning with the 2015-2016 Mission Budget.

Received:

1. The General Assembly Mission and Program preliminary operating reports as of December 31, 2012 **(242)**
2. The Presbyterian Mission Program Fund preliminary reports as of December 31, 2012 **(243)**
3. The Per Capita preliminary operating reports as of December 31, 2012 **(229)**
4. The Congregational Ministries Publishing - Curriculum Publishing Program Area preliminary financials as of December 31, 2012 **(232)**
5. Stony Point Center preliminary financial report as of December 31, 2012 **(230)**
6. Ghost Ranch preliminary financial Report as of December 31, 2012 **(231)**
7. The Endowments and New Gifts Report for July-November 2012 **(233)**
8. Self Insurance Fund Annual Report **(234)**

9. Information Technology Report **(235)**
10. The Coordinated Loan Program report **(236)**
11. The Foundation 2012 4th Quarter Performance Report **(237)**
12. Funding Trends **(Oral Report)**
13. 10 Year PMPF Report **(241)**
14. CFO Job Search Status Update

**Report B.001
Justice Committee
Presbyterian Mission Agency Board
April 12, 2013**

The Justice Committee met April 10-11, 2013 at the Marriott Louisville East in Louisville, KY and forwards the following to the Presbyterian Mission Agency Board:

I. Consent Agenda:

II. For Action:

- A. That the Presbyterian Mission Agency Board approve adding the Interfaith Domestic Violence Coalition and its affiliate, the National Task Force to End Sexual and Domestic Violence Against Women, to the Approved Affiliates List. **(B.102)**
- B. That the Presbyterian Mission Agency Board approve adding the Samuel DeWitt Proctor Conference, Inc. "The Social Justice Network" to the Approved Affiliates List. **(B.103)**
- C. That the Presbyterian Mission Agency Board approve adding the Interfaith Immigration Coalition to the Approved Affiliates List. **(B.106)**
- D. That the Presbyterian Mission Agency Board approve adding the Tax Justice Network to the Approved Affiliates List. **(B.104)**
- E. That the Presbyterian Mission Agency Board, in reference to Mission Responsibility Through Investment voting records **(B.105)**
 - a. Affirm the proxy voting recommendations of the Committee on Mission Responsibility Through Investment contained in the 2013 Shareholder Resolution Directory.
 - b. Request the Presbyterian Church (U.S.A.) Foundation/ New Covenant Trust Company and the Board of Pensions to vote proxies on the shareholder resolutions submitted to companies in which they own stock in accordance with the recommendations listed in the 2013 Shareholder Resolution Directory.
 - c. Urge the middle governing bodies, related institutions, congregations and individual members of the Presbyterian Church (U.S.A.) to give serious consideration to the proxy voting recommendations when they vote on shareholder resolutions.

III. For Information:

- A. Reviewed the agenda for the meeting and VOTED to adopt. **(B.100)**
- B. Approved the Justice Committee Minutes of September 10, 2012. **(B.101)**
- C. Received verbal reports from staff of the Office of Public Witness and Presbyterian Ministry

- at the United Nations, Office of Gender and Racial Justice and Presbyterian World Mission.
- D. Received written reports from Advocacy Committee on Women's Concerns, Advocacy Committee on Racial Ethnic Concerns, Advisory Committee on Social Witness Policy, Presbyterian Disaster Assistance, Presbyterian Hunger Program, Presbyterian Health, Education and Welfare Association, Self-Development of People and Mission Responsibility Through Investment.
 - E. Re-elected Noelle Royer as Chair and Roger Gench as Vice-Chair of the Justice Committee for the period 2013 to 2014.

**ITEM B.102
 FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>			
	A. Finance		E. Corporate Property, Legal, Finance
X	B. Justice		F. PC(USA), A Corporation
	C. Leadership		G. Audit
	D. Worshiping Communities		H. Executive Committee
			J. Nominating Committee
			K. Governance Committee
			P. Plenary

Subject: Addition of Interfaith Domestic Violence Coalition to Approved Affiliates List

Recommendation:

That the Presbyterian Mission Agency Board approve adding the Interfaith Domestic Violence Coalition and its affiliate, the National Task Force to End Sexual and Domestic Violence Against Women, to the Approved Affiliates List. That the Office of Public Witness (OPW) and other program areas be given permission to work with this coalition on issues of sexual assault and domestic and relationship violence.

Background:

The Office of Public Witness (OPW), at the direction of several General Assemblies, including the most recent 220th Assembly in 2012, is also committed to just policy solutions that will reduce relationship violence and provide support and services for victims of violence. The OPW has used resources from the Interfaith Domestic Violence Coalition, and its affiliate “National Partnership,” especially during the recent efforts to pass a bipartisan, inclusive, Violence Against Women Act Reauthorization, which we achieved with the help of many Presbyterian advocates in February, 2013. Being an official member of this coalition would enhance OPW’s witness on this issue, allow them to sign onto interfaith letters around relevant policy issues, and provide a community of allies and colleagues with which to collaborate and strategize for policies that reduce our culture of violence.

The Interfaith Domestic Violence Coalition, convened by Jewish Women International, is a national effort for faith based organizations to come together to provide policy and legislative guidance on domestic violence issues.

Convened by Jewish Women International, the Interfaith Domestic Violence Coalition began in 2007 to unite the collective energies and visions of the faith communities to work together in promoting national domestic violence legislation to protect women and children. Comprised of 35 organizations, this growing coalition represents many faiths and denominations and millions of congregants spanning diverse faith communities. To learn more about



the Interfaith Domestic Violence Coalition, visit www.jwi.org/ic.

The Interfaith Domestic Violence Coalition is composed of faith communities that believe violence and abuse in relationships are never justified. It has a shared commitment to create positive change, and to advocate with its collective voice for national legislation and public policies that protect all people from domestic violence, with particular concern for women and children. Comprised of more than 20 organizations, this growing coalition represents many faiths and denominations and millions of congregants spanning the Jewish, Muslim, Bahá'í, United Methodist, Catholic, Evangelical, Presbyterian, United Church of Christ, Latter-day Saints, Seventh-Day Adventist and Unitarian Universalist communities.

Current members include: Asian Women's Self Help Association • Building Families, Inc. • The Church of Jesus Christ of Latter-day Saints • FaithTrust Institute • Gordon-Conwell Theological Seminary • Interfaith Community Against Domestic Violence, Montgomery County, MD • Maxine Lloyd (ML) Ministries • Islamic Social Services Association (ISSA-USA) • The Jewish Council for Public Affairs • Jewish Women International • Mennonite Central Committee • NA'AMAT USA • National Council of Jewish Women • National Advocacy Center of the Sisters of the Good Shepherd • North American Division of Seventh-day Adventists • Peaceful Families Project • Presbyterian Health Education and Welfare Association (PHEWA) • Religious Institute on Sexual Morality, Justice, and Healing • Safe Havens • Union for Reform Judaism • Unitarian Universalist Association of Congregations • United Church of Christ, Justice and Witness Ministries • United Methodist Church, The General Board of Church & Society.

**ITEM B.103
 FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>			
	A. Finance		E. Corporate Property, Legal, Finance
X	B. Justice		F. PC(USA), A Corporation
	C. Leadership		G. Audit
	D. Worshiping Communities		H. Executive Committee
			J. Nominating Committee
			K. Governance Committee
			P. Plenary

Subject: Addition of Samuel DeWitt Proctor Conference, Inc. to Approved Affiliates List

Recommendation:

That the Presbyterian Mission Agency Board approve adding the Samuel DeWitt Proctor Conference, Inc. “The Social Justice Network” to the Approved Affiliates List. That the Office of Public Witness (OPW) and other program areas be given permission to work with this coalition on issues of criminal and restorative justice, race, child advocacy and other justice issues that affect disenfranchised communities both internationally and domestic.

Background:

The mission of the Samuel DeWitt Proctor Conference (SDPC) is to nurture, sustain, and mobilize the African American faith community in collaboration with civic, corporate, and philanthropic leaders to address critical needs of human and social justice within local, national, and global communities. SDPC seeks to strengthen the individual and collective capacity of thought leaders and activists in the church, academy, and community through education, advocacy, and activism.

Founded in 2003 as a 501(c)(3) organization, the SDPC was called into being to continue the rich legacy of the faith community’s engagement in issues of social justice.

The PC (U.S.A.) has shared a relationship with the Proctor Conference through the annual gathering of clergy to discuss the current issues affecting African Americans and other disenfranchised persons of the Diaspora from around the world. PC (U.S.A.) General Assembly, Presbyterian Mission Agency Staff, Pastors, and lay people have participated at various levels including working groups on issues of incarceration, child advocacy, public education, Africa and a host of other issues that are affecting disenfranchised persons. Most recently, the PC (U.S.A.) Office of Public Witness has partnered with the Proctor Conference to work on issues related to incarceration in the African American community as a part of the 215th General Assembly (2003) policy calling for the Abolition of for Profit Private Prisons. The OPW is seeking to formalize a working relationship that is consistent with our efforts to expand our reach beyond the traditional “in the beltway coalitions” that demonstrate a relevance to transformative and restorative justice. We also intend to embrace organizations that have a focus consistent with our denominational policies in which Presbyterians are already engaged. The Proctor Conference constituency, mission and advocacy are consistent with these efforts.

**ITEM B.106
FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>			
	A. Finance		E. Corporate Property, Legal, Finance
X	B. Justice		F. PC(USA), A Corporation
	C. Leadership		G. Audit
	D. Worshiping Communities		H. Executive Committee
			J. Nominating Committee
			K. Governance Committee
			P. Plenary

Subject: Addition of Interfaith Immigration Coalition to Approved Affiliates List

Recommendation:

That the Presbyterian Mission Agency Board approve adding the Interfaith Immigration Coalition to the Approved Affiliates List. That the Office of Public Witness (OPW) and other program areas be given permission to work with this coalition on issues of comprehensive Immigration Reform and justice for our neighbors.

Background:

The Office of Public Witness (OPW) was tasked by the 220th General Assembly (2012) with making comprehensive immigration reform one of its top priorities. The Office of Immigration Issues in the Office of the General Assembly is a member of this coalition and has represented us there in the past, but it would strengthen the witness of the OPW to sit at the table directly.

The Interfaith Immigration Coalition (IIC) is a partnership of faith-based organizations committed to enacting fair and humane immigration reform that reflects our mandate to welcome the stranger and treat all human beings with dignity and respect. Coalition members work together to advocate for just and equitable immigration policies, educate faith communities, and serve immigrant populations around the country. For more information on the Coalition, please visit <http://www.interfaithimmigration.org>.

Current members include:

African American Ministers in Action; American Baptist Home Mission Societies of the American Baptist Churches, USA; American Friends Service Committee (AFSC); American Jewish Committee (AJC); Bread for the World; Church World Service (CWS); Columban Center for Advocacy and Outreach; Disciples Justice Action Network (Disciples of Christ); The Episcopal Church; Franciscan Action Network; Friends Committee on National Legislation (FCNL); Hebrew Immigrant Aid Society (HIAS); Interfaith Worker Justice (IWJ); Irish Apostolate USA; Islamic Information Center; Jesuit Refugee Service; Jewish Council for Public Affairs (JCPA); Leadership Conference of Women Religious; Lutheran Immigration and Refugee Service (LIRS); Maryknoll Office for Global Concerns; Mennonite Central Committee U.S. Washington Office; Muslim Public Affairs Council; National Advocacy Center of the Sisters of the Good Shepherd; NETWORK; Pax Christi USA; PICO National Network; Presbyterian Church USA, Immigration Issues Offices; The Religious Action Center of the Union for Reform Judaism (RAC); Sisters of Mercy of the Americas; Sojourners; 3P Human Security; T'ruah: The

Rabbinic Call for Human Rights; Unitarian Universalist Association of Congregations (UUA); United Church of Christ, Justice and Witness Ministries; United Methodist Church, General Board of Church and Society; UNITED SIKHS; U.S. Jesuit Conference; World Relief

**ITEM B.104
 FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>			
	A. Finance		E. Corporate Property, Legal, Finance
X	B. Justice		F. PC(USA), A Corporation
	C. Leadership		G. Audit
	D. Worshiping Communities		H. Executive Committee
			J. Nominating Committee
			K. Governance Committee
			P. Plenary

Subject: Addition of Tax Justice Network to Approved Affiliates list

Recommendation:

That the Presbyterian Mission Agency Board approve adding the Tax Justice Network to the Approved Affiliates List; that the Office of Public Witness and other program areas, and the Advisory Committee on Social Witness Policy, be given approval to work with this coalition on issues of fairness and transparency in taxation.

Background:

This background information describes the work of the Tax Justice Network and support for its work in General Assembly social witness policy. In brief, the goals of this network are in line with our policies on taxation and economic development on a more equitable basis. Participation in this network would bring not only information but access to researchers and policy-makers both nationally and internationally.

“The Tax Justice Network (TJN) promotes tax justice and tax cooperation and resists tax avoidance, tax evasion and tax competition. It operates on a not-for-profit basis by bringing together organizations, social movements and individuals working towards these goals. In an era of globalization, the Tax Justice Network is committed to a socially just, democratic and progressive system of taxation. TJN promotes a tax system which is favorable for poor people in developing and developed countries, and finances public goods and taxes harmful activities which pollute and cause unacceptable inequality.

TJN is a pluralistic, diversified, non-governmental, non-party and multilingual network. Local, regional and national civil society and social movement organizations as well as tax justice campaigners, researchers, journalists, development specialists, trade unionists, concerned business people, tax professionals, politicians and public servants are members and supporters of the network.

TJN is promoting social change through public debate and education. Public understanding of tax matters is the precondition for international tax justice. The network makes information available through mass media as well as through conferences and seminars, the internet, newsletters, publications in print, symbolic actions, demonstrations and advocacy. We base our activities on expertise and sound research.

Churches from both developed and developing world are members: http://www.taxjustice.net/cms/front_content.php?idcat=16

A recent special section in the *Economist* magazine on the scale of tax havens reflects the current research of this

group: [http://www.economist.com/printedition/specialreports?year\[value\]\[year\]=2013&category=76985](http://www.economist.com/printedition/specialreports?year[value][year]=2013&category=76985)

The Assembly has addressed tax policy in several statements over the years, at sustained length in 1977 and in brief on a number of occasions. The key characteristics of a fair tax policy in the 1977 report are: “equity, integrity, simplicity, and efficiency.” The Social Creed adopted in 2008 summarizes the policy application of these criteria:

“Tax and budget policies that reduce disparities between rich and poor, strengthen democracy, and provide greater opportunity for everyone within the common good.”

The 2012 policy, “World of Hurt, Word of Life: Renewing God’s Communion in the Work of Economic Reconstruction,” makes several recommendations involving taxation:

“Stronger job creation policies, such as tax reforms that encourage job-creation within our borders...”

“Green shift” changes in consumption and investment incentives for citizens, through measures such as tax reforms that encourage work and savings and discourage pollution and over-consumption...”

That policy also authorized the Advisory Committee on Social Witness Policy (ACSWP) to appoint a study team on tax reform that is at work. (More policy citations can be provided if desired.)

Participation in the Tax Justice Network (TJN) does not endorse specific positions in any given country. Its data, however, can help efforts such as “Publish What You Pay” that seek to reduce corruption and increase transparency in international trade as well as efforts to weigh the cost of tax expenditures, preferences, and “loopholes” in this country.

**ITEM B.105
 FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>			
	A. Finance		E. Corporate Property, Legal, Finance
X	B. Justice		F. PC(USA), A Corporation
	C. Leadership		G. Audit
	D. Worshiping Communities		H. Executive Committee
			J. Nominating Committee
			K. Governance Committee
			P. Plenary

Subject: Mission Responsibility Through Investment 2013 Proxy Voting Recommendations

Recommendation:

That the Presbyterian Mission Agency Board:

- 1) Affirm the proxy voting recommendations of the Committee on Mission Responsibility Through Investment (MRTI) contained in the 2013 Shareholder Resolution Directory (Appendix 1).**
- 2) Request the Presbyterian Church (U.S.A.) Foundation/ New Covenant Trust Company and the Board of Pensions to vote proxies on the shareholder resolutions submitted to companies in which they own stock in accordance with the recommendations listed in the 2013 Shareholder Resolution Directory (Appendix1).**
- 3) Urge the middle governing bodies, related institutions, congregations and individual members of the Presbyterian Church (U.S.A.) to give serious consideration to the proxy voting recommendations when they vote on shareholder resolutions.**

Background:

Each year MRTI compiles a list of shareholder resolutions being filed with specific corporations on certain designated issues. For 2013, the issues addressed include environment, energy, equal employment opportunity, tobacco, corporate governance, international human rights, employee relations, employment and environmental standards, global finance and others.

MRTI, during its meeting on February 8, 2013, examined each of these resolutions on the basis of General Assembly Investment Policy Guidelines for social concerns, and made a recommendation as to whether or not the resolution should be supported by the Presbyterian Church (USA), or whether a formal abstention should be recorded. These recommendations are transmitted to the Presbyterian Mission Agency Board for its affirmation. A summary of recommended proxy votes by company is contained in Appendix 1.

Appendix 1

MISSION RESPONSIBILITY THROUGH INVESTMENT
2013 SHAREHOLDER RESOLUTIONS DIRECTORY WITH
PROXY VOTING RECOMMENDATIONS

February 19, 2013

The Committee on Mission Responsibility Through Investment (MRTI) met on February 8, 2013, and reviewed shareholder resolutions being submitted to corporations for their 2013 Annual Meetings. These resolutions concern social and ethical issues related to the corporations' business operations and policies. MRTI adopted recommendations on voting of proxies in support or opposition to these resolutions, or whether a formal vote of abstention should be recorded.

The recommendations will be submitted for affirmation by the Presbyterian Mission Agency Board at its meeting on April 10-12, 2013. The recommendations will be communicated to middle governing bodies, related institutions, and congregations and individuals who have expressed interest in proxy voting as a part of socially responsible investing.

PROXY VOTING PROCESS

MRTI reviewed resolutions that were submitted to 129 corporations. Many of these resolutions will not appear on the proxy statement when it is mailed to shareholders. Often negotiations between the corporation and the shareholder filing the resolution result in an agreement about the subject matter, and the resolution is withdrawn. Some resolutions may not appear because the corporation challenged them before the Securities and Exchange Commission (SEC) contending that the resolutions failed to meet one or more of the SEC's rules and regulations. Sometimes these objections refer to the substance of the resolution; and sometimes they pertain to technical matters such as length of ownership of the stock. If the SEC finds merit in the corporation's arguments, the SEC will inform the corporation that it will take no action if the resolution is omitted from the proxy.

MRTI noted that some groups did not provide a copy of their resolutions. Thus, no formal recommendation was made. However, as some organizations previously have submitted resolutions with goals contrary to General Assembly policy, MRTI urges shareholders to read the resolutions and vote their consciences. Any questions about GA policy can be directed to the MRTI office.

PRESBYTERIAN CHURCH (USA) SHAREHOLDER ENGAGEMENT

For your information, five resolutions that were filed or co-filed by MRTI using stock held in the Board of Pensions General Assistance Fund. These include **ConocoPhillips** on setting a greenhouse gas emissions reduction goal, **Caterpillar and Hewlett-Packard** on strengthening their human rights policies, and **CF Industries and Roper Corporation** on reporting on sustainability efforts. A resolution on sustainability was filed with **Dominion Resources**. The company challenged the resolution claiming that the requested action had already been substantially implemented, and the SEC agreed with their position.

GENERAL ASSEMBLY DIVESTMENT POLICY

It should also be noted that the General Assembly has a policy of not investing in certain corporations due to their involvement in military-related production or tobacco. Some of these corporations received shareholder resolutions. Although the General Assembly urges that stock in these companies not be held, MRTI formulated recommendations on proxy voting anyway as some organizations, congregations or individuals may still own stock in these corporations for various reasons, and yet utilize these recommendations as they consider voting their proxies. Companies on the GA divestment list will be marked with an asterisk.

FURTHER INFORMATION

For further information, please contact Rev. William Somplatsky-Jarman, Associate for Mission Responsibility Through Investment, at (888) 728-7228, Ext. 5809 (toll-free) or by email at Bill.Somplatsky-Jarman@pcusa.org.

COMMITTEE ON MISSION RESPONSIBILITY THROUGH INVESTMENT 2013 INDEX OF SHAREHOLDER RESOLUTIONS PROXY VOTING RECOMMENDATIONS

A vote in support of the following shareholder resolutions is recommended.

CORPORATION	SUBJECT
3M Company	Lobbying Expenditures Disclosure – WD Refrain from Using Corporate Funds to Influence an Election Separate Chair & CEO– WD
AGL Resources Inc.	Sexual Orientation Non Discrimination
AMEREN (Union Electric)	Set Goal to Reduce Water Use
AT&T Inc.	Health Hazards of Lead Batteries Lobbying Expenditures Disclosure– WD Political Contributions Wireless Network Neutrality– WD
Abbott Laboratories Ingredients	Lobbying Expenditures Disclosure Remove or Identify & Label Genetically Modified
Accenture	Lobbying Expenditures Disclosure
Aetna	Political Contributions
Allergan, Inc.	Lobbying Expenditures Disclosure
Alpha Natural Resources, Inc	Report on Climate Change Risk to Company & Society

Water Impacts of Business Operations

Altria Group, Inc.	Lobbying Expenditures Disclosure
Amazon.com, Inc	Electronics Recycling Health Hazards of Lead Batteries
American Electric Power Company	Lobbying Expenditures Disclosure
Amgen Inc.	Gender Identity/Expression Non-Discrimination Policy
Apple Computer, Inc.	Overseeing Privacy and Data Security Risks – WD
Avon Products, Inc.	Safer Chemicals in Health and Beauty Products
Bank of Montreal	Vertical Comparison of Executive Compensation
Bank of Nova Scotia	Vertical Comparison of Executive Compensation
Bristol-Myers Squibb Company	Lobbying Expenditures Disclosure
C. R. Bard, Inc.	Separate Chair & CEO Sustainability Reporting
CBS Corporation	R Rating for Movies/TV Depicting Smoking – WD
CF Industries Holdings, Inc.	Sustainability Reporting
CIBC	Compare Executive Compensation with lower paid workers
CVS Caremark Corporation	Lobbying Expenditures Disclosure
Caterpillar Inc.	Executive Compensation-Based on Sustainability Principles Review of Global Corporate Standards Human Rights Risk Report Human Rights Performance Report
CenturyLink, Inc.	Political Contributions
Chesapeake Energy Corporation	Prohibit Accelerated Vesting
Chevron Corp.	Climate change Risk Report Country Selection Criteria - Burma Director With Environmental Expertise Lobbying Expenditures Disclosure Quantitative Risk Management Reporting for Shale Energy Operations Refrain from Using Corporate Funds to Influence an Election Review Attacks on Shareholders: Ecuador Pollution

Separate Chair & CEO
 Shareowners Right to Call Special Meeting

Choice Hotels International, Inc.	Human Trafficking – WD
Church & Dwight Co., Inc.	Animal Testing Implement Comprehensive Palm Oil Policy – WD
Citigroup	Report on the Strategic Alternatives to Company’s Structure
Cleco Corporation	Sustainability Reporting/Water Risk
Coherent, Inc.	Sustainability Reporting – WD
Comcast Corp.	R Rating for Movies/TV Depicting Smoking – WD
ConAgra, Inc.	Label Genetically Engineered Products
ConocoPhillips	Adopt Greenhouse Gas Reduction Goals and Report Gender Identity/Expression Non-Discrimination Policy Lobbying Expenditures Disclosure
CONSOL Energy Inc.	Operational Risks: Likely Restrictions on Carbon Emissions
Continental Resources	Natural Gas Glaring – WD
Corrections Corp. of America	Lobbying Expenditures Disclosure – WD
Danaher Corp.	Political Contributions Report on Use of Mercury Dental Amalgams
Dean Foods Company	Implement Comprehensive Palm Oil Policy – WD
Dentsply International Inc.	Political Contributions Report on Use of Mercury Dental Amalgams
Devon Energy	Lobbying Expenditures Disclosure Separate Chair & CEO
Disney (Walt) Company/ABC	R Rating for Movies/TV Depicting Smoking
Dominion Resources, Inc.	Increase Energy Efficiency/Renewable Energy – Omit
Dow Chemical Company	Report on Adverse Impacts of GMOs (Herbicides)
DuPont Company	Lobbying Expenditures Disclosure Report on Adverse Impacts of GMOs (Herbicides)
EQT Corporation	Refrain from Using Corporate Funds to Influence an Election

East West Bancorp	Sexual Orientation Non Discrimination – WD
eBay Inc.	Lobbying Expenditures Disclosure Overseeing Privacy and Data Security Risks
Emerson	Sustainability Reporting – 38%
Endo Health Solutions	Lobbying Expenditures Disclosure
Entergy Corp.	Lobbying Expenditures Disclosure
Equinix	Board Diversity
Expedia, Inc.	Human Trafficking Policy – WD
Exxon Mobil Corporation	Adopt Greenhouse Gas Reduction Goals - Report Climate Risk Refrain from Using Corporate Funds to Influence an Election Separate Chair & CEO Sexual Orientation Non Discrimination
Fifth Third Bancorp	Direct Deposit Advances
FirstEnergy Corporation	Set Goals to Reduce Water Risk
GEO Group Inc.	Develop Indicators for Human Rights Policy Lobbying Expenditures Disclosure
General Dynamics Corporation	Human Rights – Amend & Monitor Policy Lobbying Expenditures Disclosure
General Electric Company	Separate Chair & CEO
Gentex Corp.	Separate Chair & CEO Sustainability Reporting
Goldman Sachs Group Inc.	Lobbying Expenditures Disclosure
Hartford Financial Services Group	Board Diversity
Hess Corporation	Political Contributions
Hewlett-Packard Company	Human Rights – Amend & Monitor Policy Appoint Human Rights Oversight Committee
Home Depot, Inc.	Equal Employment Opportunity (EEO)
International Business Machines Corp.	Health Hazards of Lead Batteries – WD

(IBM)	Lobbying Expenditures Disclosure Separate Chair & CEO – WD
J2 Global Communications	Gender Identity/Expression Non-Discrimination Policy – WD
J.P. Morgan Chase & Co. Portfolio	Assess/Report GHG Emissions Resulting from Lending Lobbying Expenditures Disclosures Political Contributions
Kraft Foods Inc.	Label Genetically Engineered Products
Kroger	Assess Human Trafficking/Forced Labor in Supply Chain Implement Comprehensive Palm Oil Policy Producer Responsibility for Packaging
Lazard Ltd.	Separate Chair & CEO
Lockheed Martin Corporation	Lobbying Expenditures Disclosure Separate Chair & CEO
Lorillard, Inc.	Lobbying Expenditures Disclosure
Lowe's	Board Diversity
Men's Warehouse	Sustainability Reporting
MetroPCS Communications, Inc.	Board Diversity
Molycorp, Inc.	Sustainability Reporting/Water Risk
Mondelez International, Inc.	Producer Responsibility for Packaging Sustainability Report on Gender Inequality
Monsanto	Genetically Modified Organisms: Report on Risk – 7.62% Sustainability Reporting/Water Risk – WD
Mylan Laboratories, Inc.	Political Contributions – WD
News Corp.	R Rating for Movies/TV Depicting Smoking
Northrop Grumman Corporation	Human Rights – Amend & Monitor Policy Lobbying Expenditures Disclosure
Nucor Corporation	Lobbying Expenditures Disclosure
ONEOK Inc.	Fugitive Methane Emissions Report
Oracle Systems Corp.	Sustainability Reporting – WD

PNC Financial Services Group, Inc. Portfolio	Assess/Report GHG Emissions Resulting from Lending
Peabody Energy Corp.	Separate Chair & CEO
PepsiCo, Inc.	Label Genetically Engineered Products – WD Lobbying Expenditures Disclosure Separate CEO & Chair
Pfizer, Inc.	Lobbying Expenditures Disclosure Separate CEO & Chair – WD
Philip Morris International	Tobacco Marketing in Economically Developing Countries
Pitney Bowes Inc.	Prohibit Accelerated Vesting
Ralcorp. Holdings Inc.	Water Risk in the Supply Chain – Being Bought By Conagra
Range Resources Corporation	Fugitive Methane Emissions Report
Regions Financial Corporation	Direct Deposit Advances
Republic Services, Inc.	Board Diversity
Reynolds American Inc.	Lobbying Expenditures Disclosure
Roper Industries, Inc.	Sustainability Reporting
Royal Bank of Canada	Compare Executive Compensation with Low-Paid Workers
SLM Corporation (Sallie Mae)	Lobbying Expenditures Disclosure
Sealed Air Corporation	Sexual Orientation Non Discrimination – WD
Simpson Manufacturing Co., Inc.	Sustainability Reporting
Spectra Energy Corp.	Fugitive Methane Emissions Report Political Contributions
Sprint Nextel Corp.	Wireless Network Neutrality
Starbucks Corp.	Implement Comprehensive Palm Oil Policy
Starwood Hotel & Resorts Worldwide, Inc.	Sustainability Reporting – WD
Stryker Corporation	Adopt Greenhouse Gas Reduction Goals – Report – WD
Superior Energy Services Inc.	Board Diversity

TD Bank	Compare Executive Compensation With Low-Paid Workers
Target Corp.	Electronics Recycling
Time Warner Cable Inc.	Lobbying Expenditures Disclosure
Time Warner Inc.	R Rating for Movies/TV Depicting Smoking – WD
U.S. Bancorp	Direct Deposit Advances
Union Pacific Corporation	Lobbying Expenditures Disclosure
United Parcel Service of America, Inc.	Lobbying Expenditures Disclosure
UnitedHealth Group Inc.	Lobbying Expenditures Disclosure
Urban Outfitters, Inc.	Board Diversity – WD
Valero Energy Corporation	Political Contributions and Lobbying Disclosure Report
Ventas, Inc.	Prohibit Accelerated Vesting
Verizon Communications Inc.	Health Hazards of Lead Batteries Lobbying Expenditures Disclosure Wireless Network Neutrality
Visa Inc.	Lobbying Expenditures Disclosure – 37%
Wabtec	Sustainability Reporting
Walgreen Company	Create Independent Ethics Committee on Cigarette Sales – WD
Walmart Stores, Inc.	Electronics Recycling
Wells Fargo & Company	Direct Deposit Advances – Omit Lobbying Expenditures Disclosure
Whole Foods Market, Inc.	Producer Responsibility for Packaging
Xcel Energy, Inc.	Lobbying Expenditures Disclosure – WD
Yum! Brands, Inc.	Food Packaging Recycling Implement Comprehensive Palm Oil Policy
Zimmer Holdings	Board Diversity

Key to Symbols: (to be added as year progresses)

WD: The resolution has been withdrawn.

Omit: The SEC upheld the company's challenge to the resolution.

Won: The SEC denied the company's challenge to the resolution.

FOR FURTHER INFORMATION, CONTACT:

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B.100
Justice Committee

Marriott East – Embassy Square – Bluegrass Ballroom D/E
April 10-11, 2013
AGENDA

Wednesday, April 10 – Marriott East – Colonel A

6:30 PM Election of Justice Committee Chair and Vice Chair

Dinner

Shalimar Restaurant

Thursday, April 11 – Marriott East – Bluegrass Ballroom D/E

8:30 AM Opening Prayer

Reflection, Welcome and Introductions

Noelle Royer

For Action

B.100 Approval of Agenda

Noelle Royer

B.101 Justice Mission Committee Minutes-
September 2012

Noelle Royer

B.102 Interfaith Domestic Violence Coalition-
Affiliates List

J. Herbert Nelson II

B.103 Samuel DeWitt Proctor Conference, Inc.-Affiliates
List

J. Herbert Nelson, II

B.106 Interfaith Immigration Coalition-Affiliates List

J. Herbert Nelson, II

B.104 Tax Justice Network Coalition-Affiliates List

Christian Iosso

B.105 Mission Responsibility Through Investment 2013
Proxy Voting Recommendations

Bill Somplatsky-Jarman

10:00 AM Break

Commission on the Status of Women

Mark Koenig

Ecumenical Advocacy Days: At God's Table: Food Justice for a
Healthy World

J. Herbert Nelson, II

Dallas II Consultation Report

Hunter Farrell

Office of Gender and Racial Justice

Nancy Benson-Nicol

How Justice and Mission Come Together: A Panel of Young Adults
and their Ministry with the PC(U.S.A.)

Young Adult Volunteer Program

12:00 PM Closing Prayer

**ITEM B.101
 FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>			
	A. Finance		E. Corporate Property, Legal, Finance
X	B. Justice		F. PC(USA), A Corporation
	C. Leadership		G. Audit
	D. Worshiping Communities		H. Executive Committee
			J. Nominating Committee
			K. Governance Committee
			P. Plenary

Subject: Minutes of the September 13, 2012 meeting of the Justice Committee

Recommendation:

That the Justice Committee review and approve the September 13, 2012 Justice Committee minutes and forward to the Presbyterian Mission Agency Board as an information item.

Background:

**Minutes
 Justice Committee of the
 Presbyterian Mission Agency Board
 Presbyterian Church (U.S.A.)
 Hyatt Regency Hotel, Louisville, KY
 September 13, 2012**

**September 13, 2012
 Call to Order and
 Worship** Noelle Royer, Chair of the Justice Committee of the Presbyterian Mission Agency Board called the meeting to order at 8:35 a.m. Devotion and prayer was led by Susan Osoinach.

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

- | | |
|-----------------------|----------------|
| Melissa DeRosia | Susan Osoinach |
| James R. Ephraim, Jr. | Kears Pollock |
| Mary Jorgenson | Noelle Royer |
| Janet Martin | |

Excused James E. Foucher, Jr.
 Roger Gench

Corresponding Members Carmen Rosario – Advocacy Committee for Racial Ethnic Concerns
 Belinda Rice – Advocacy Committee on Women’s Concerns
 Raafat Zaki – Advisory Committee on Social Witness Policy
 Marcia Mount Shoop – Committee on the Office of the General Assembly

Linda Valentine – Mission Agency Staff, Executive Director’s Office

Others

Hunter Farrell – World Mission
Bill Somplatsky-Jarman – Compassion, Peace and Justice
Annette Wimsett – Compassion, Peace and Justice
Champaka Srinivasan – World Mission
Sara Lisherness – Compassion, Peace and Justice
Bob Brashear – Presbyterian Health, Education and Welfare Association
Trina Zelle – Presbyterian Health, Education and Welfare Association
Jim Pellot – Presbyterian Disaster Assistance Advisory Committee
Joseph Johnson – Presbyterian Committee on the Self-Development of People
Hal Johnson – Presbyterian Hunger Program Advisory Committee
Cynthia White – Compassion, Peace, and Justice Ministry
Chris Iosso – Compassion, Peace and Justice Ministry
Courtney Hoekstra – Executive Director’s Office
Barry Creech – Executive Director’s Office
Vince Patton – Executive Director’s Office
Roger Dermody – Deputy Executive Director’s Office
Ruth Farrell – Compassion, Peace and Justice
Carl Horton – Compassion, Peace and Justice
Ruth Gardner – Human Resources
Lisa Robbins – Human Resources
Mike Kirk – Legal Office
Leslie Scanlon – Presbyterian Outlook
Susan Abraham – Executive Director’s Office
Greg Allen-Pickett – World Mission
Don Wilson – Presbyterian Council for Chaplains and Military Personnel
Matt Schramm – Presbyterian Mission Agency Board
Deborah Fair – General Assembly Committee on Representation
Valerie Small – Office of the General Assembly, Department of Ecumenical and Agency Relations
Arthur Canada – Presbyterian Mission Agency Board

Welcome

Members, guests and staff were introduced.

Committee Actions

The chair gave an overview of the structure and purpose of the Justice Committee. The committee is composed of nine elected members. Members are asked to reflect on the issues at hand and make decisions that advance the mission for the church as a whole. Corresponding members are welcomed in all committee meetings. They have voice but not vote. Representatives from various committees and networks are also welcomed to all committee meetings.

The committee heard from the representatives about their ministry, organization, and how they relate to the Presbyterian Mission Agency Board.

**Approval of Agenda
Item B.100**

The Committee reviewed and approved the agenda.

**May 2012 Minutes of
the Justice Mission
Committee Item B.101**

That the Presbyterian Mission Agency Board review and adopt the May 2012 Minutes of the Justice Committee.

Discussion: None

**Referrals from the
220th General
Assembly (2012)
Item B.102**

That the Presbyterian Mission Agency Board receive for information the referrals from the 220th GA (2012).

Discussion: The committee requested that when significant responses or achievements have been accomplished with referrals that those be shared at future meetings.

**Director Emeritus of
the Presbyterian
Ministry at the United
Nations Item B.103**

That the Presbyterian Mission Agency Board approve and designate the Rev. Robert F. Smylie as Director Emeritus of the Presbyterian Ministry at the United Nations.

Discussion: None

**Board Statement of
Congratulations to
Presbyterian Church
of Korea on Occasion
of the 100th
Anniversary of its
General Assembly
Item B.104**

That the Presbyterian Mission Agency Board approve the following letter of congratulations to the Presbyterian Church of Korea as it celebrates its 100th Anniversary:

The Presbyterian Church (USA) would like to express great joy as we join the Presbyterian Church of Korea in celebrating 100 years of its General Assembly. We are humbled as we recognize God's blessings in nurturing the relationship between our denominations. From the arrival of missionaries from the Presbyterian Church of North America and the work of Rev. Horace G. Underwood opening the Presbyterian Mission in Korea to the organization of the All-Korea Presbytery (Dok Presbytery), the foundation of the Presbyterian Church of Korea was being formed. The pursuit of excellence in faithfulness brought forth the fruit of the Spirit and throughout the years, the PCK built churches, universities, and seminaries that bear witness to the fullness of life in Jesus Christ.

Today we enjoy a wonderful mission partnership and look forward to new ways in which God calls us in ongoing service together. The Presbyterian Mission Agency joins Korea's Christian community in a ministry that includes higher education and youth ministries, theological education, health ministries, women's and children's ministries, and peace education, reconciliation and reunification work. We look forward to continuing mission together as we bring young adults to the Young Adult Volunteer site at Han Nam University so that individuals from the United States may experience some of the ways in which the church in Korea actively engages in local community ministry.

Joining together in worship of thanksgiving for all that God has done, the Presbyterian Mission Agency was honored to receive a delegation from the Presbyterian Church of Korea in Pittsburgh during the gathering of our 220th General Assembly. The worship service we shared was a wonderful expression of the legacy of this centennial celebration. We look forward to our visit to

Seoul and the General Assembly meeting of the Presbyterian Church of Korea in September. We pray that God will continue to inspire, equip and connect us as we are lead into the future for the sake of God's realm.

Discussion: None

**Information Item 207
57th Session UN
Commission on the
Status of Women**

That the Presbyterian Mission Agency Board receive Information Item 207, 57th Session UN Commission on the Status of Women.

Discussion: None

**Information Item 209
Jinishian Memorial
Program United
States Advisory
Committee Meeting
Minutes - April 26-27,
2012**

That the Presbyterian Mission Agency Board receive Information Item 209, Jinishian Memorial Program United States Advisory Committee Meeting Minutes - April 26-27, 2012

Discussion: None

**Information Item 211
Compassion, Peace
and Justice: A Call to
Action**

That the Presbyterian Mission Agency Board receive Information Item 211, Compassion, Peace and Justice: A Call to Action.

Discussion: None

**Information Item 212
Jarvie Commonweal
Service Committee
Minutes – November
2-3, 2011**

That the Presbyterian Mission Agency Board receive Information Item 212, the Jarvie Commonweal Service Committee Minutes – November 2-3, 2011.

Discussion: None

**Liaison to
Presbyterian Health,
Education and
Welfare Association**

The Justice Committee named Melissa DeRosia as liaison to the Presbyterian Health, Education and Welfare Association (PHEWA).

Recommendation:

That the Presbyterian Mission Agency Board appoint a task force to conduct a review of the current dependent care reimbursement policy as stated in the current Guidelines for Reimbursement and report to the April 2013 Board meeting in light of Presbyterian Mission Agency's directional goals to involve Youth and Young Adults, and the difficulty young adults have in participating in national leadership and church meetings without adequate child care.

Recommendation:

That the Presbyterian Mission Agency Board approve a waiver of the cap to the dependent care policy as stated in the Guidelines for Reimbursement in order to facilitate participation of Melissa DeRosia as the Justice Committee liaison to PHEWA.

Discussion: Members discussed the Guidelines for Reimbursement related to the dependent care reimbursement policy.

Reports and Updates The committee received a copy of a letter from the General Secretary of the National Evangelical Synod of Syria and Lebanon which expressed gratitude for prayers and support, and requested continued prayers. The committee lifted up the people of Syria and the Synod of Syria and Lebanon in prayer.

The committee viewed the trailer, *Trigger, The Ripple Effects of Gun Violence*. Staff asked that members contact their local NBC station to promote the video. Additional information on promoting the video is listed on the Presbyterian Disaster Assistance (PDA) website.

The committee discussed the Pay Equity Update as presented to the Executive Committee (H.001). Ruth Gardner, Associate for Human Resources, gave an overview of the update. The Chair will share concerns raised by the Justice Committee in Plenary.

Adjournment Noelle Royer adjourned the meeting at 12:15 p.m. with prayer.

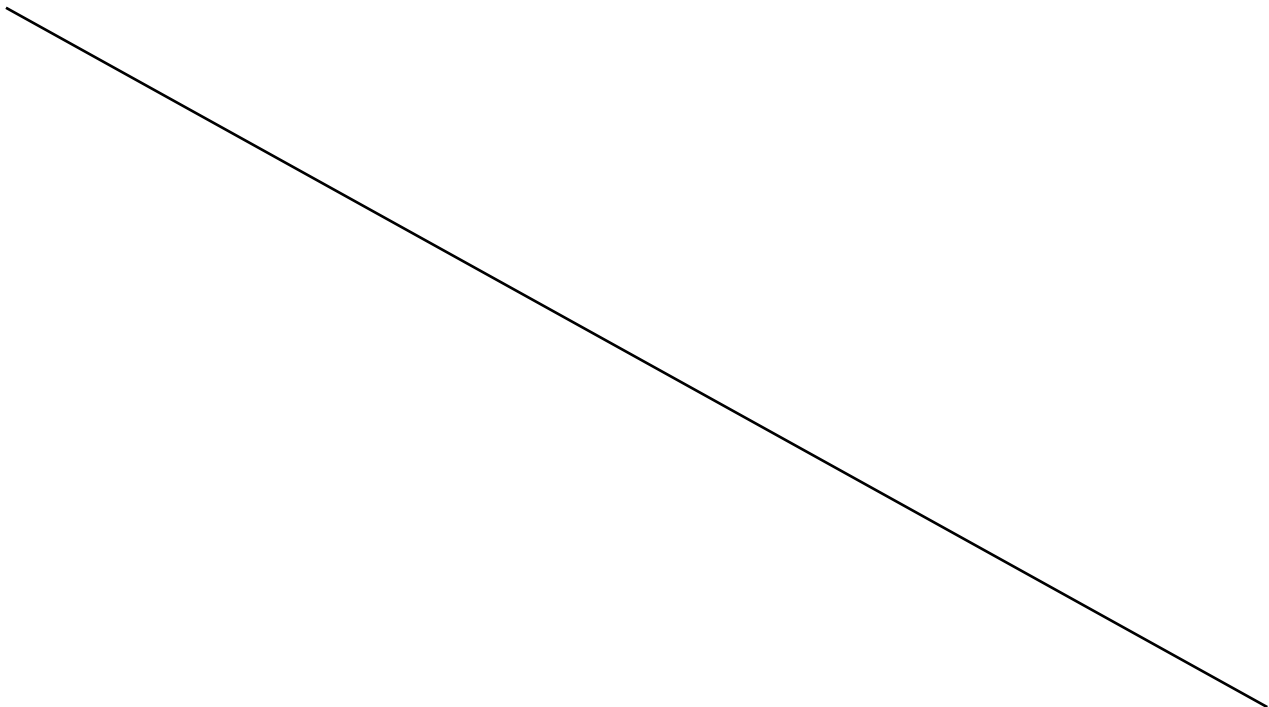
Respectfully submitted,

Noelle Royer, Chair

Hunter Farrell, Resource Staff

Bill Somplatsky-Jarman, Resource Staff

Annette Wimsett, Recorder



**Report C.001
Leadership Committee
Presbyterian Mission Agency Board
April 11, 2013**

The Leadership Committee met on Thursday, April 11, 2013 in Louisville, KY and forwards the following to the Presbyterian Mission Agency Board:

I. For Consent: No items.

II. For Action

- A. That the Presbyterian Mission Agency Board approve the proposal from Financial Aid for Service to eliminate financial barriers to service by offering repayment assistance for student loans. (C.102)
- B. That the Presbyterian Mission Agency Board approve a Christmas Joy Offering base grant be given to Knoxville College in 2013, as it seeks accreditation by December 2013, with the following stipulations: (C.103)
 - a. Knoxville College continues its process of seeking accreditation from the Accrediting Council for Independent Colleges and Schools (ACICS) in 2013, and thereby meeting the *Christmas Joy Offering Institutional Standards* as mandated by the General Assembly for the Historically Presbyterian Racial Ethnic Institutions.
 - b. Knoxville College will continue to have a Presbyterian Mission Agency representative serve in an ex-officio capacity on the college's board of trustees.
 - c. Knoxville College will report to each Presbyterian Mission Agency Board meeting on the school's status, plans, and progress, in its accreditation process, including providing an information report and a current financial report.

In addition, the continuation of the disbursement will be reviewed at the Presbyterian Mission Agency Board meeting in February 2014.

- C. That the Presbyterian Mission Agency Board approve a base grant from the Christmas Joy Offering (CJO) for Cook Native American Ministries for the 2013-2014 academic year, with the following stipulations: (C.104)
 - a. Cook Native American Ministries (CNAM) will continue to meet and follow the standards and criteria set by the Presbyterian Mission Agency for the Historically Presbyterian Racial Ethnic Institutions, including having a Presbyterian Mission Agency representative serve in an ex-officio capacity on the school's board of trustees.
 - b. CNAM will provide a written information report to the September 2013, February 2014, and April 2014 Presbyterian Mission Agency Board meetings on the school's status, plans and progress, including a current financial report.
 - c. CNAM will report to the September 2014 Presbyterian Mission Agency Board meeting, providing as detailed a report as possible, on its strategic plan for its transition, the sale of its property, and its progress in transitioning its school to a foundation.

In addition, the continuation of the Christmas Joy Offering disbursement will be reviewed in September 2014.

III. For Information

- A. Received and approved the September 13, 2012 Leadership Mission Committee Minutes. (C.101)
- B. The Leadership Committee elected Joyce Smith as Chair and Cruz Negron-Torres as Vice Chair for the year 2013-2014.
- C. The Committee approved a motion to send a recommendation to the President's Roundtable to initiate a process to amend I.D.1. of the Christmas Joy Offering Institutional Standards to read that the Historically Presbyterian Racial Ethnic Institutions (HPREIs) that are degree granting institutions must be accredited by a U.S. Department of Education-approved accrediting agency, whose requirements align with the constitutional standards of the PCUSA. I.D.1. of *The Institutional Standards for Participating in the Christmas Joy Offering* currently reads:
Degree granting institutions must be accredited by a U.S. Department of Education-approved accrediting association. Institutions that are not accredited will have a three-year period in which to achieve accreditation.
- D. Heard a report on the United Nations Commission on the Status of Women (Information 238) by Nancy Benson-Nicol, Associate for Gender and Racial Justice, Unzu Lee, Associate Leadership Development for Presbyterian Women, and Kate Carlisle, Associate for Young Women's Leadership Development.
- E. Heard a report on Young Women's Leadership Development (Information 208) by Kate Carlisle, Associate for Young Women's Leadership Development.
- F. Received an update on the Marriage Study by Charles Wiley, Associate Director for Theology, Worship and Education.
- G. Heard a report on the Marschner Memorial Award (Information 225) by Charles Wiley, Associate Director for Theology, Worship and Education.
- H. Heard an update on Mission Personnel Actions (Information 209) by Nancy Cavalcante, Coordinator, Mission Personnel.
- I. Heard an update on the ministry of the Military Chaplains from Don Wilson, Associate Director, Presbyterians Caring for Chaplains and Military Personnel.
- J. Heard a report on Racial Ethnic Leadership Development (Information 201) by Vince Patton, Racial Ethnic Leadership Development Manager.
- K. Received an update on the Theology, Worship and Education Ministry Area (Information 223 and 224) by Chip Hardwick, Director of Theology, Worship and Education.
- L. Engaged in generative discussion on Leadership Training for Ruling Elders facilitated by Chip Hardwick, Director of Theology, Worship and Education and Clare Lewis, Publisher for Congregational Ministries Publishing.

**ITEM C.102
 FOR ACTION**

<i>for presbyterian mission agency executive director's office use only</i>			
	A. Finance		E. Corporate Property, Legal, Finance
	B. Justice		F. PC(USA), A Corporation
X	C. Leadership		G. Audit
	D. Worshiping Communities		H. Executive Committee
			J. Nominating Committee
			K. Governance Committee
			P. Plenary

Subject: Eliminate Financial Barriers to Service

Recommendation:

That the Presbyterian Mission Agency Board approve the following proposal from Financial Aid for Service (FAS) to eliminate financial barriers to service by offering repayment assistance for student loans.

Proposal

Financial Aid for Service proposes creating debt assistance grants and loans to remove financial barriers to mission service to young adult Presbyterian Church (U.S.A.) members engaged in some form of temporary mission service with the Presbyterian Church (U.S.A.). Repayment of student loan debt by those who have completed or interrupted their college education is a potential barrier to service.

Financial Aid for Service envisions using certain student loan funds restricted to undergraduate (non-theological) education where the donor has not stipulated repayment to maintain the fund in perpetuity by offering debt assistance grants and loans but only to the extent consistent with applicable fund restrictions.

Participants in debt assistance programs for young adults funded by student loan funds must:

- 1. Have educational debt in excess of the amount of debt assistance offered.**
- 2. Be engaged in temporary volunteer mission service to a Presbyterian Church (U.S.A.) congregation, new worshiping community, college, university or secondary school, or other organization sponsored by Presbyterian Mission Agency or a mid-council.**
- 3. Demonstrate financial reliability.**

Grant funding would be reserved as an alternative use for participants planning to resume studies at a later date, or to address the needs of participants with educational debt exceeding the stated debt caps for PCUSA Educational Loans.

Background:

In 2010 loan forgiveness terms for service was added to Theological Student Loans. Financial Aid for Service seeks to expand this use as a service incentive in support of the goals of the Young Adult Action Implementation Team regarding service opportunities for young adults.

Implementation

Financial Aid for Service will launch a pilot program in partnership with Presbyterian Mission Agency's for the 2013-2014 budget cycles. The proposal is budget neutral.

In addition to financial assistance resourced from student loan funds, Financial Aid for Studies will process applications, educate participants about managing educational debt, and manage payments to loan servicers.

Awards will be capped at no more than \$250 of repayment assistance per month for a period not to exceed 12 months and will be part of the total lifetime benefit that is available to participants in debt assistance programs managed by Financial Aid for Service, including the Transformational Leadership Debt Assistance Program, should an individual participate in both programs over the course of their career.

Payments to the participant's student loan servicers will be made at the conclusion of each month of service, and will be authorized jointly by the agency supervising the participant's service, acknowledging that the service obligation has been met, and FAS, authorizing the expense to the program.

Budget

This is a budget neutral project for 2013-2014 using funding in the approved Presbyterian Mission Agency budget. FAS submitted proposals in the budgeting process outlining the expected use of up to \$150,000 in student loan funds for an as yet unnamed debt assistance program for young adults. Approximately half of that funding is reserved to develop a broader debt assistance program to complement the Season of Service.

Design a Program for the Whole Church

Partnering with Presbyterian Mission Agency's offers an opportunity for start-up with a built in reporting system for confirmation that participants have completed service requirements. Transformational Leadership Debt Assistance (TLDA) relies on mid-councils to fulfill this role for part-time and/or temporary pastors receiving assistance from TLDA.

We envision a broader debt assistance program that will be presented primarily to congregations and other Presbyterian organizations as an option for incentivizing service and eliminating financial barriers. As Season of Service gains definition, FAS will work to identify a reporting methodology that will protect the assets of the church while providing flexibility to accommodate innovation in local models of ministry, incentivize service, and educate Presbyterians burdened with educational debt.

**ITEM C.103
 FOR ACTION**

<i>for presbyterian mission agency executive director's office use only</i>			
	A. Finance		E. Corporate Property, Legal, Finance
	B. Justice		F. PC(USA), A Corporation
X	C. Leadership		G. Audit
	D. Worshiping Communities		H. Executive Committee
			J. Nominating Committee
			K. Governance Committee
			P. Plenary

Subject: Knoxville College Site Visit Team Report

Recommendation:

The Site Visit Team recommends that the Presbyterian Mission Agency Board approve a Christmas Joy Offering base grant be given to Knoxville College in 2013, as it seeks accreditation by December 2013, with the following stipulations:

- d. Knoxville College continues its process of seeking accreditation from the Accrediting Council for Independent Colleges and Schools (ACICS) in 2013, and thereby meeting the *Christmas Joy Offering Institutional Standards* as mandated by the General Assembly for the Historically Presbyterian Racial Ethnic Institutions.**
- e. Knoxville College will continue to have a Presbyterian Mission Agency representative serve in an ex-officio capacity on the college's board of trustees.**
- f. Knoxville College will report to each Presbyterian Mission Agency Board meeting on the school's status, plans, and progress, in its accreditation process, including providing an information report and a current financial report.**

In addition, the continuation of the disbursement will be reviewed at the Presbyterian Mission Agency Board meeting in February 2014.

Background:

A delegation visited Knoxville College in Knoxville, TN, on March 11, 2013. James Ephraim, Presbyterian Mission Agency Board member, Rhashell Hunter, Director of Racial Ethnic & Women's Ministries/PW, and Simone Adams, Associate for Educational and Financial Support/Racial Ethnic Schools and Colleges met with Dr. Horace Judson, President of Knoxville College, and some members of the college's Board of Trustees.

Knoxville College is currently receiving the base grant of the Christmas Joy Offering (CJO). Due to the lack of accreditation, Knoxville College is not in compliance with the Christmas Joy Offering Institutional Standards, as it is not accredited. Thus, the college is no longer receiving the incentive grant.

The Institutional Standards were approved by the 218th General Assembly (2008) in July 2008. The Presbyterian Mission Agency (formerly the GAMC) placed them in effect in January 2009. The three-year period for Knoxville College to achieve accreditation concluded in January 2012. The Presidents Roundtable of the Racial Ethnic Schools and Colleges met on March 21, 2012, and noted that two schools were currently unaccredited: Barber-Scotia College and Knoxville College. At its May 2012 meeting, the Discipleship Committee of the GAMC (now the Presbyterian Mission Agency Board) approved that a site visit to Barber-Scotia be scheduled. A delegation visited Barber-Scotia in Concord, NC, on July 27, 2012, and reported to the Leadership Committee of the Mission Agency Board at its September 2012 meeting. Following the meeting, a site visit team visited Knoxville College and is now reporting to the Leadership Committee at its April 2013 meeting.

Knoxville College in October 2012 received an invitation to apply for accreditation with Accrediting Council for Independent Colleges and Schools (ACICS), after an initial meeting and site visit by the organization in May of 2012. ACICS is recognized by both the U.S. Department of Education and the Council for Higher Education Accreditation.

Knoxville College is currently working towards the next step of the accreditation process, completing their application and concurrently working on a self-study, a required step of the process. The institution is working to maintain a schedule, which anticipates an accreditation council review in August 2013, and a potential final decision by December 2013.

The Institutional Standards for Participating in the Christmas Joy Offering was reviewed with the Knoxville College president and those on the board of Trustees, who attended the meeting with the site team, to ensure a clear understanding of the current status of the institution's standing with the Mission Agency. Knoxville College seeks continued funding of the CJO grant it receives as the institution actively pursues its accreditation in 2013.



OFFICE OF THE PRESIDENT
KNOXVILLE COLLEGE

Horace A. Judson, Ph.D.
Interim President

901 KNOXVILLE COLLEGE DRIVE • KNOXVILLE, TENNESSEE 37921

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Knoxville College A Status Update

A Signal Year

This year, 2013, is a signal year for Knoxville College. Critically important, this year is the first time in almost sixteen (16) years since the loss of accreditation that the College is engaged in the accreditation process.

The College began the process with the Accrediting Council of Independent Colleges and Schools (ACICS) in May 2012, when an ACICS official visited the campus. The President and the Dean attended an ACICS orientation workshop for initial applicants in June 2012. At the end of March 2013, Knoxville College will submit a completed initial application packet, including a copy of a current certified financial audit. It is expected that the accreditation process will be completed by the end of December 2013. That will mark the end of a daunting sixteen (16) year era and the beginning of a new era: The renaissance of Knoxville College.

Over the past sixteen (16) years of extraordinary challenges, the Alumni, the Presbyterian Church (USA) and others, have provided continuous support and shown great faith in Knoxville College. The College has been able to continue serving its 138-year mission because of that support and faith and the power of prayer. The College has continued to function as a postsecondary educational institution authorized by the Tennessee Higher Education Commission (THEC).

Educating Students: Keeping Faith with the Core Mission

Despite the daunting challenges of the past sixteen (16) years, Knoxville College has continued to provide quality education for students, including many who would not otherwise have had the opportunity - and the College continues to produce quality graduates. The achievements of our students and graduates, since 1997, are noteworthy and affirm the continued importance of our mission. A few representative examples: Students and faculty advisors participate in the National Science Foundation Undergraduate Research Program under the auspices of a major research university: The Physics and Aerospace Catalyst Experience in Research Program (PACER). More than a dozen KC students are participating in a Wellness Program through

Meharry Medical Center, conducting undergraduate research projects and community service in areas such as HIV/AIDS, Preconception Health, breast cancer and obesity. Our graduates go on to earn graduate and professional degrees as well obtain good jobs; some start their own businesses. A few specific examples: Tezel Brown (2001), Bachelors degree in accounting currently excise tax supervisor with Pilot Corporation; Jamie Boaz (2004), Masters Degree in Engineering Management, The University of Tennessee, Chattanooga, currently pursuing Ph.D. in Environmental Law and Policy, The University of Tennessee; Rachel Hill (2006), Ph.D. in Microbiology, The University of Tennessee, currently Post Doctor/Research Associate, The University of Tennessee; Lionel Arzu (2006), Masters of Science, International Commerce and Policy, Valparaiso University. Mr. Arzu is currently the Ombudsman for Belize, serving the Governor General of Belize; Chilelu Kakanwa (2007), MBA, Lincoln Memorial University, currently founder/CEO of Karns Healthcare, LLC; Patience Ajoff (2008), Master's degree, University of Pennsylvania, currently Program Coordinator of Computer and Security Technology, Drexel University; and Susan Yenkong (2008), Doctorate of Pharmacy, Roseman School of Health Sciences, University of Nevada, Las Vegas.

Institutional Viability and Stability

The goal of revitalizing The College and establishing fiscal stability is critically dependent on the acquisition of accreditation.

Two years ago, we re-emphasized the importance of effective fundraising with the launch of a new fundraising initiative: The Renaissance of Knoxville Campaign. Each year the number of alumni donors has increased. Our CheckFree Program participants, who donate monthly through automatic checking withdrawals, have increased from 55 to 225 and is still growing. Strengthening the Institutional Advancement function of the College will remain a high priority.

The achievement of accreditation will produce a quantum bounce for the College. Enrollment will increase because students will become eligible for Pell Grants and guaranteed student loans; and based on conversations with school counselors and potential students, enrollment will also increase because of our accredited status. Each year several international students seeking to attend KC (some who pre-pay tuitions in full) are denied VISAs because of KC's lack of accreditation. That barrier will be removed. The College will again be eligible for Federal funds in general, but specifically funding dedicated for HBCUs, such as the Title III program to strengthen HBCUs and the Department of the Interior Program to restore Historical Buildings on HBCU campuses. All accredited HBCUs receive Title III funding annually in five-year cycles. These funds will make a significant contribution to the stabilization of Knoxville College. Also, importantly, the College will be able to compete again for grants from foundations requiring institutional accreditation. Accreditation will eliminate the concern that potential individual donors have about supporting an unaccredited institution.

The College has appointed a Task Force for long-term fiscal stability, comprised of a diverse group of persons from across the country. The goal is to develop a comprehensive fiscal stability plan and provide a process of continuing assessment and advisement.

Beyond Accreditation

Given today's demographic realities and this nation's challenges, it is important for Knoxville College to continue providing opportunities for students of demonstrated academic ability and for students of potential who have been afforded little advantage within society. The College will continue to emphasize the fostering of spiritual and moral values and developing an inspirational college community life as preparation for a responsible role in society.

The College will strengthen and expand its Work Program because it is critical to the College's expanded purpose and mission. Knoxville College is not only committed to providing access with success to low and modest income students, but to make it possible for them to graduate with little or no debt. This commitment addresses a serious problem for African American students and other low income students. The Work Program is important to our commitment to produce students with strong work and service ethics.

We will continue pursuing our vision of becoming a viable, quality 21st Century College by focusing on a limited number of academic programs to develop our own niche consistent with 21st century needs and opportunities. By 2023, students of color will constitute a majority of the K-12 population which makes our commitment to produce K-12 teachers qualified to teach math and science particularly important. Knoxville College has a long history of producing successful graduates in math, science, and teacher education.

The Knoxville College National Register District comprises the whole college. A revitalized college will help preserve these historical resources which are important parts of Knox County's and the nation's heritage and the heritage of the Presbyterian Church.

The College owns a fifty percent share of the nearby Pilot Gas and convenience Store. The station provides a significant dependable revenue stream for the College and importantly, it provides work opportunities for KC students through the Work Program. The Station represents a successful model for developing future collaborations and partnerships with the community.

Dr. Horace A. Judson

From: Dr. Horace A. Judson [hjudson@knoxvillecollege.edu]
Sent: Monday, November 19, 2012 3:25 PM
To: hjudson@knoxvillecollege.edu
Subject: FW: Invitation to Apply
Attachments: Invitation to Apply_Knoxville College.pdf
Importance: High

From: Perliter Walters-Gilliam [mailto:PWGilliam@acics.org] **On Behalf Of** Initial Applicants
Sent: Tuesday, October 30, 2012 11:03 AM
To: Dr. Horace A. Judson; accreditation@knoxvillecollege.edu
Cc: stephanie.bellard@state.tn.us; Initial Applicants; Joseph Gurubatham
Subject: Invitation to Apply
Importance: High

Dear Dr. Judson:
Find attached the Council's official invitation to your institution to apply for initial accreditation with ACICS. Thank you.

Yours in service,

Perliter Walters-Gilliam
Manager, Institutional Development
ACICS
750 First Street, NE, Suite 980
Washington, DC 20002
Tel: 202.336.6769
Fax: 202.842.2593

"Be the change you want to see in the world" Mahatma Gandhi

**ITEM C.104
 FOR ACTION**

<i>for presbyterian mission agency executive director's office use only</i>			
	A. Finance		E. Corporate Property, Legal, Finance
	B. Justice		F. PC(USA), A Corporation
X	C. Leadership		G. Audit
	D. Worshiping Communities		H. Executive Committee
			J. Nominating Committee
			K. Governance Committee
			P. Plenary

Subject: Cook Native American Ministries Report

Recommendation:

That the Presbyterian Mission Agency Board approve a base grant from the Christmas Joy Offering (CJO) for Cook Native American Ministries for the 2013-2014 academic year, with the following stipulations:

- d. Cook Native American Ministries (CNAM) will continue to meet and follow the standards and criteria set by the Presbyterian Mission Agency for the Historically Presbyterian Racial Ethnic Institutions, including having a Presbyterian Mission Agency representative serve in an ex-officio capacity on the school's board of trustees.**
- e. CNAM will provide a written information report to the September 2013, February 2014, and April 2014 Presbyterian Mission Agency Board meetings on the school's status, plans and progress, including a current financial report.**
- f. CNAM will report to the September 2014 Presbyterian Mission Agency Board meeting, providing as detailed a report as possible, on its strategic plan for its transition, the sale of its property, and its progress in transitioning its school to a foundation.**

In addition, the continuation of the Christmas Joy Offering disbursement will be reviewed in September 2014.

Background:

In early 2008, Larry Norris, former president of Cook School for Christian Leadership, attended the Discipleship Committee of the General Assembly Mission Council (now the Presbyterian Mission Agency Board) and gave a presentation. At its February 2008 meeting, the Discipleship Committee agreed to send a delegation on a site visit to Cook School for Christian Leadership (now Cook Native American Ministries) including General Assembly Mission Council staff and an elected member of the General Assembly Mission Council.

The delegation returned to the Discipleship Committee Meeting in April 2008 with a recommendation to approve the continuation of the Christmas Joy Offering base grant for Cook in 2008-2009 with the following stipulations:

- a. Cook continue to meet and follow the standards and criteria set by the General Assembly Mission Council for the Historically Presbyterian Racial Ethnic Institutions (HPREI), including having a GAMC representative serve in an ex-officio capacity on the school's board of trustees.
- b. Cook report to each GAC meeting on the school's status, plans and progress, including a current financial report.

In addition, the committee agreed that the continuation of the disbursement will be reviewed in March 2009.

From February 2008 to September 2012, Cook Native American Ministries has submitted an Information Report and Financial Report at each Presbyterian Mission Agency Board meeting. For four years each fall, the Presbyterian Mission Agency Board's Discipleship Committee has voted to continue the Christmas Joy Offering base grant for another academic year, awaiting Cook's transition from an educational institution into a foundation that provides education. The committee has approved continued disbursement of the grant request, as Cook had difficulties selling its property in early 2009. There were changes in the economy around that time and Cook's first buyer was unable to obtain financing, so the contract with this developer fell through.

At the May 2012 General Assembly Mission Council meeting, Cook provided an information report indicating that the property would soon be sold. In the report that Cook submitted for the September 2012 Presbyterian Mission Agency Board meeting, it stated that the property is under contract and that the developer will finalize financing and complete the purchase in August 2012. The sale was not completed in August, so Cook was unable to deposit the proceeds into the Cook Native American Ministries Endowment Fund with the Presbyterian Foundation. As the sale did not occur, Cook has placed the property back on the market.

At the September 2012 Presbyterian Mission Agency Board meeting, Suanne Ware-Diaz, Executive Director of Cook Native American Ministries, attended the Leadership Committee and gave a presentation. The Leadership Committee asked that she return to the April 2013 meeting to give a follow-up report on the sale of the property and the strategic plan to transition from a school to a foundation. This recommendation is to continue Christmas Joy Offering disbursements to Cook Native American Ministries for the 2013-2014 academic year, and to review the continuation of grant disbursements at the Presbyterian Mission Agency Board's September 2014 meeting. Cook will also continue to provide written information reports to each Presbyterian Mission Agency Board meeting during this time, while it is in transition.

Cook

NATIVE AMERICAN MINISTRIES
Tempe, Arizona



**Report to the
Presbyterian Mission Agency Board**

April 11, 2013

**Cook Native American Ministries (CNAM)
Tempe, Arizona**

**Report to the Presbyterian Mission Agency Board
April 11, 2013**

Mission Statement: *“In response to the Christian Gospel, Cook Native American Ministries equips leaders to better serve their churches and communities.”*

Introduction

The following report is an update on the ministry and progress of Cook Native American Ministries (CNAM) over the last several months.

The mission of our founder, the Rev. Charles H. Cook, was to affirm and grow the inherent leadership abilities within the native community. As CNAM begins its initial phase of becoming a foundation, we remain committed to this same mission and vision. We are fulfilling our commitment to offer the Commissioned Ruling Elder (CRE) training program and learning workshop opportunities as we identify partners who will assume oversight for these educational programs in the future. We've launched the seed grant program supporting grassroots projects and ministries that address immediate needs and offer relevant training for Native American communities and churches.

Update on the Status of the Property

After the contract to sell on September 11th to a Texas-based contractor was terminated on August 10th, our real estate agents presented a Letter of Intent from another buyer on August 13th. Negotiations ensued. October 25th we were notified that prospective buyer backed out of the purchase. So for now, the campus remains on the market.

The Board of Directors, at its February session, voted to select another real estate broker to handle the sale of our campus property. At this time, the contract with the new broker is being reviewed by our legal counsel.

The good news is prices for property in the Greater Phoenix Area continue to rise and availability of large land tracts in Tempe for commercial and multi-family housing development are limited. Our land is well situated between Arizona State University (ASU) and the Phoenix Sky Harbor Airport with easy access to main highways and the immediate area will see a new commercial development begin this year. ASU recently announced they will be adding 10,000 new positions and State Farm Insurance Company will be relocating to Tempe adding another 7,500 jobs within the next two years.

Our new real estate broker will market the campus land at \$8.5M which is \$2.25M more than what we would have sold for in April of 2012.

Timeline for Sustainability

As has already been reported, all proceeds from the property will go directly into an endowment managed by the Presbyterian Foundation. The corpus of those funds will remain in the endowment with the interest, less 20% for operational costs, being used to fund the CNAM grant program in perpetuity.

Walker and Armstrong, LLP, Certified Public Accountants & Advisors, were engaged to provide our FY2012 audit.

CNAM remains debt-free and our finances are under control; estate maturities continue to grow and we were blessed to receive the Frank and Antigone Raphael Scholarship Fund Endowment from the Grosse Pointe Memorial Presbyterian Church of Michigan in December. The corpus of the Raphael Endowment, which is \$120,000, will also be managed by the Presbyterian Foundation. CNAM receives quarterly payments of approximately \$10,000 from UTE Mountain Distribution.

CNAM Board of Directors adopted a new gift service charge policy to do a one-time 20% deduction on restricted gifts and endowments to cover operational costs. However, the board recognizes these funds are not sufficient to cover all of our day-to-day expenses and an aggressive fundraising plan is being developed.

The extended transition period has required a significant amount of staff time to reconnect with donors and with churches and communities we've served. An open house at our new office location was held in August; staff attends Presbytery and association meetings, as well as, participates in municipal and local Native American community organization functions. Although, we've gained 93 new donors this year; we are reaching out to former donors who are uncertain about whether or not to support our foundation work or wondering if we are still operating.

Appeal letters and the "Indian Highways" newsletter both inform and solicit donations. The content and layout of the newsletter has been enhanced to include: CNAM Spotlight – cameo of CNAM "family member," CNAM Flashback – a photo from our rich past and a seasonal worship resource to share.

Online giving through our website decreased from \$1575 in 2011 to \$775 in 2012. Although website content has been regularly updated and attracted more guests, most folks still choose to send personal check donations. The website will eventually be redeveloped to share video vignettes of the ministries we've funded, give easier access to grant process information, have a more dynamic, engaging presentation of our history and our ministry and have a more visible, user-friendly donation button. Another online donation venue we will use is the Presbyterian Foundation website which can be hyperlinked to ours and donations will go directly to our endowment.

Though the delay of the sale of our property requires us to re-strategize, we've moved forward funding seed grants with program monies. The Christmas Joy Offering from the Presbyterian Church (U.S.A.) remains critical to our financial health and situation for the next few years because it allows us to cover operational costs in order to run our educational programs, grant program and to cover daily operations.

Strategic and Operational Plans

The framework to support CNAM's new era of service and ministry is "under construction." Following are six focus areas for the short term:

1. Complete promotional DVD and related textual materials for fundraising purposes.

2. Donor database: Begin migration to GiftWorks which has enhanced capability to record donor information and giving trends, easier access to data for reporting purposes and ability to do direct mailing.
3. The Strategic Planning Committee develop detailed plan for the next 3 years with emphasis on fundraising strategies. The committee met for the first time on January 30th and an updated Draft document will be submitted to the Presbyterian Mission Agency Board for review on March 28th.
4. Develop and schedule next CRE program beginning September 2013, seek endorsement from the Presbytery of the Grand Canyon and begin the process of identifying and working with partners to assume operation of the program by Year 3.
5. Presbyterian Foundation staff will be at the August 2013 board meeting to lead the first training session for our Directors on organization/fiduciary responsibilities and fundraising.
6. Enhance content of the “Indian Highways” newsletter and improve content/access to the website.

The Board of Directors appointed an Ad Hoc Strategic Planning Committee to work with the Executive Director and to comply/fulfill the request of the Presbyterian Mission Agency Board. The committee met for the first time on January 30th and will meet again on March 27th. An updated draft of the plan will be submitted for PMAB review on March 28th.

The Operational Plan with action steps, milestones, timeline and budget will be developed based on the strategic plan. Fundraising is an integral part of CNAM’s operations and will be incorporated within both the strategic and operational plans.

How CJO Funds are Expended

The second year of “*Commissioned Ruling Elder*” (CRE) certification courses were completed late October: “Introduction to Pastoral Care” on September 7-8 and September 21-22 and “Introduction to Christian Education” on October 5-6 and October 26-27 were led by Ms. Eveline Steele, CRE/CNAM Director. The third year courses, “Administrative Development” and “Ethics and Sexual Misconduct,” will be held in February, March and May this year. The instructor for these courses is Dr. Ronald Lundeen, CNAM Director. At this time, 9 students are in the CRE program.

The CNAM Strategic Planning Committee has suggested continuing the CRE program for two more years. At that time new partners will have been identified to assume the responsibility for providing third year training. CNAM will continue working and supporting the program in a resource capacity to ensure a smooth transition.

The *Winter Workshop Session* was held January 13-17, 2013 at the Fiesta Resort and Conference Center in Tempe Arizona. Two intensive learning workshops were led by ordained Native American pastors, assisted by non-Native Christian educators: “Faith-based Organizing” and “Nourishing Body and Soul.” Two evening electives were also offered: “How to Run a Meeting/Roberts’ Rules of Order” and “Applying for CNAM Grants.” The Rev. Martha Sadongei was the event chaplain, leading worship services and giving the keynote address.

Approximately 50% of the 32 attendees were Presbyterian. Other denominations represented were United Methodist, Episcopalian, Roman Catholic, Free Methodist, United Church of Christ, Church of Canada and Native American Church. While most folks came from Arizona, others came from California, Idaho, New York, Wisconsin, South Dakota and Alberta Canada.

Courses were determined based on availability of designated funds and immediate needs/support expressed by Native American leaders. Non-Native educators were included to begin the process of building communication and lifting cultural competency. Feedback on content and effectiveness of course material and leadership was overwhelmingly positive and areas were highlighted where more cross-cultural work is needed. A composite evaluation form is attached to this report for reference, as well as, additional items related to the promotion of the event.

The former Winter and Summer workshops offer training in courses geared to foster self-empowerment and enhance leadership skills necessary to run a successful ministry or project. "How to Apply for a CNAM Grant" workshops will be offered during the sessions.

CNAM committed to offer *Grant Workshops* in receiving monies from the HPREI Development Fund formerly Mary Holmes College Fund. These funds are supporting the start of CNAM's new seed grant program until the endowment can be realized from the sale of the land. The first formal classes were presented at the Winter Workshop Session and were well attended. More workshops will be held at our office and at local churches and venues over the next several months. The board will determine whether or not an online training module is to be developed or if regional sessions be held for next year.

The *CNAM Grant Program* officially launched its first funding cycle. There is a two-step process in place. Step one: One page Concept Paper due September 15th. The papers are reviewed early in October and selected projects are then invited to submit a full grant proposal. The Grant Committee will review the full proposals early November and then make their recommendations to the full board for approval at the November board meeting.

CNAM provides seed grants to continue the vision of Rev. Charles Cook, our founder. The program seeks to improve Indian communities through engaging congregations and faith-based nonprofit organizations to develop new and innovative programs which prepare and resource Native Americans for leadership in both church and society.

Fifteen churches and organizations submitted concept papers for consideration. Nine were selected and invited to submit full proposals. Six were approved for funding at the November 30th board meeting. A total of \$24,900 was disbursed.

For calendar year 2014 our goal will be to fund 12 leadership initiatives nationwide. In 2015 the goal is to fund 18.

Staff and the grant committees have done much work to clarify and refine the application process and have also developed a form for reporting on project progress. A list of the grant recipients accompanies this report and includes brief descriptions of each, amount funded and how monies will be spent.

The CJO funds allow us to have the staff, facilities and resources to coordinate, promote and run all of these programs and more. In the future, CNAM will fund the church's organizations and ministries to run similar programs throughout the country.

PCUSA Staff Representation

The CNAM Board of Directors has always held a seat at the table for an ex-officio member from the Presbyterian Mission Agency staff. The Rev. Dr. Jerry Cannon attended our November meeting, Dr. Rhaskell Hunter brought greetings at our February meeting and we look forward to welcoming our new staff – Simone Adams – at our annual meeting in May.

Summary

Due to the extended transition status, CNAM will have staff cuts effective March 30th. The full-time staff will be reduced from three to two persons: Suanne Ware-Diaz-Executive Director, and Della Pena-Administrative Assistant. Nancy Fleming our accountant now comes every other week instead of once a week; she is with Phocus Group/Seth Fink Accountant of Phoenix. Don Wood, consultant, who assists us with IT now works on an on-call basis. Other reductions: phone, cell, printing and we are looking into the possibility of convening two of the four board meetings via conference call.

Local volunteers have offered to assist us with general clerical duties and several were invaluable extra hands and ears during our Winter Workshops in January. We will recruit students from ASU to assist with our website once it has been redesigned.

The pending sale of the campus property will continue to be a major focus. However, we are heeding God's call to fulfill our mission by carrying through with funding new and innovative programs that enrich and educate Native American leaders. We are partnering with church leaders to develop and deliver relevant training that meets the needs of and gives support to Native American congregations and communities. These programs nurture native leadership in the greater ecumenical connection, so, we've been able to strengthen our communications with and to seek funds from other denominations. We are expanding our network in new ways – digitally and textually – so we can fund more ministries and programs that enrich minds and souls bringing Christ's hope and salvation to our world.

We have a committed staff, a dedicated Board of Directors, faithful donors and supporters and we are grateful for the Christmas Joy Offering of the PC(USA) that continues to sustain our ministry through transition.

Respectfully submitted,

Suanne Ware-Diaz, Executive Director

Cook Native American Ministries (CNAM)
1830 W. University Drive, Suite 105, Tempe, Arizona 85281

Training Event Evaluation Form

Form used to provide feedback on effectiveness, preparation, course content and facilities.

Evaluations will be tabulated in composite form and forwarded to the Executive Director.
 Your responses are confidential.

Winter Workshops 2013

Meeting Dates: January 13-17, 2013

Please rate your agreement or disagreement with the following statements using the scale below:

Strongly Disagree	Disagree Somewhat	Neutral / Adequate	Agree Somewhat	Strongly Agree	Not Applicable
1	2	3	4	5	NA

Registration and Facility:

Class registration process was easy and registration forms were clear. <i>Aggregate rating out of 29 responses received</i>	4.9
Meeting site was adequate in size, comfortable and convenient. <i>Aggregate rating out of 29 responses received</i>	4.4
Hotel accommodations were clean and comfortable. <i>Aggregate rating out of 25 responses received</i>	4.7
Shuttle bus service from the airport or to local points was efficient. <i>Aggregate rating out of 11 responses received</i>	4.9
Overall, I feel my time and my money were well spent. <i>Aggregate rating out of 30 responses received</i>	5

Aggregate ratings based on 12 responses received for Track A and 18 responses received for Track B

Course:	Track A	Track B
This course met my expectations.	5	4.7
The length of this course was just right.	5	4
Course content was up-to-date, well-organized and presented in sufficient depth.	5	4.8
The instructor demonstrated a comprehensive knowledge of the subject.	5	5
The instructor encouraged questions and student participation.	5	5
Printed resources and handout materials enhanced course content.	5	4.9
Overall, I would rate this course:	5	4.8
Overall, I would rate this instructor:	5	5

What did you think was useful about your class?

- *Challenged my reading and previous ideas.*
- *Kept our interest and learned about other interests.*
- *Interaction with small groups and solving problems.*
- *Good content putting organizing in a biblical context.*
- *Learning to organize and moving from mercy to justice work.*
- *Putting pertinent info on paper before planning the actual agenda you are teaching.*
- *Everything.*
- *Cynthia was very knowledgeable and resourceful. Loved interaction among group members. Learned a lot from everyone.*
- *The gathering of so many different tribes and peoples.*
- *I learned new ways to relate Native worship and Christian worship.*
- *Respect shown to all input. Room size was very adequate.*
- *Being able to share life experience and mainly hearing them. Also, liked connections to assistants in my class, they were supportive to my needs.*
- *The different prayer models.*
- *Realizing the volume of one, realizing that we are made in the same image as God Look in the mirror and see God! I will be more observant & careful.*
- *Learn a little more about health.*
- *Changing our diet to dissolve stress and understand more about keeping healthy.*
- *All of the course was very useful to me.*
- *To do an action plan.*

What, if anything, did you dislike?

- *Weather*
- *Classroom too cold. Food got cold served inside.*
- *Brueggemann was dense.*
- *Too much food but then again was great.*
- *The class inputs, conversation, experience and ideas.*
- *Only the coldness of the classroom.*
- *Nothing.*
- *Classroom too cold. Could've used some cereal or oatmeal for breakfast.*
- *Cold room.*
- *Absence of Native American guest speakers. I felt that our spirituality was not given the reverence it deserved.*
- *No dislikes.*
- *Break drinks, too cold, but good. Have breakfast fast food cart indoors. Food got too cold outdoors quickly.*
- *Being the only Anglo student.*
- *I felt that time was interrupted when other presenters were instructing thus not allowing time for them to complete their portion.*
- *The rushing of subjects, short and of time. Tried not to let it show, very respectful.*
- *Should be a 2 week course.*
- *Sometimes it became a little rushed.*

- *Class not long enough.*

What would you suggest to improve the class?

- *A lot larger space to allow for shifting configurations.*
- *More interaction through DVD and other media.*
- *Hard to say.*
- *It was too cold in classroom, hard to concentrate on class.*
- *Not much!*
- *I could feel if the guest speakers would have been Native American that it would have resonated more with us. I heard this statement by a few of us.*
- *1 hour time off after lunch, got sleepy during work, encourage some light exercise or walk.*
- *Not sure, I enjoyed the content and the company.*
- *A few of us would have liked to attend both classes, so perhaps splitting to an A.M. & P.M. time.*
- *More time.*
- *More digital media.*
- *Native people sharing with Natives.*

How did you hear about this event (mail, telephone, word of mouth, other?)

- *Email*
- *Telephone*
- *From Conference DOCM [Director of Connectional Ministries – UMC]*
- *Cook and Newsletter*
- *More space circular.*
- *Word of mouth.*
- *CONAM [Committee on Native American Ministries – UMC]*
- *Della*
- *Suanne emailing!!*
- *Word of mouth, friends (Thanks to Della!)*
- *Out of EDA Mtg. {Elders and Deacons Association – PC(USA)}*
- *The pamphlet, CCTS [Cook Theological School]*

Is this your first time attending a CNAM class or event?

- *No*
- *Yes*
- *Yes and no (attended another winter course @ CCTS)*

Would you prefer these classes to be offered during a weekend or evening session?

- *That is an option that might work for people who work.*
- *Weekend.*
- *During the summer also if possible.*
- *Yes, both.*
- *Not really.*
- *During the day.*

- *No*
- *Weekends would make for missing less work.*
- *Doesn't make a difference.*
- *Probably a Thursday, Friday, Saturday, w/Sunday worship as a nice end.*
- *Yes I would.*
- *No, week days are fine; just expand to two weeks and the weekend to explore.*
- *No it was great as is.*

What other topics and / or speakers would you like offered?

- *Team building.*
- *Current Youth Issues*
- *Social issues facing Native Americans.*
- *Native Theology*
- *Different ways church operates.*
- *These are not "new" but problems still exist on reservations. Sunday & bible classes (curriculum), suicide prevention.*
- *I would like to have heard health success stories from fellow Natives. That would give us a sense of hope/pride and ownership.*
- *A comparison of Native and non-native use of words. Concrete vs. abstract/passive vs. action. Have Natives give a workshop to non-natives; give a basic instruction when working with Native Americans.*
- *Something related to music in the church.*
- *Doctrine of Discovery.*
- *Duties of Elders & Deacons at church and in between.*
- *Can't think of any right now.*
- *Electronic age theology, Native Spirituality and the [illegible].*
- *Bible lessons.*

Additional comments:

- *I really liked the little book of prayers.*
- *Enjoyed using prayer books at start of class.*
- *All was good.*
- *More classes on faith based models of entrepreneurs*
- *It was a nice hotel/resort, nice food, great staff, and great conference all around. Enjoyed myself a lot!*
- *I enjoyed myself.*
- *Thank you for the experience.*
- *Have evening fun activities. Wednesday night prayer service, visit some of the nearby Indian Presbyterian churches. Class sizes being small-perhaps have one class in the morning so all can attend then the other class in the p.m. so all can attend. I wanted to attend both classes so maybe change the classes.*
- *I want to say that I truly appreciate attending this seminar. I feel it could have been more effective with just a few changes.*
- *Thank you!*

- *Serious about the two weeks with the weekend off to do churches and other activities.*
- *All instructors to be Native or culturally sensitive to Native cultures. Include in the bio how/many years, how long the instructor has worked with Native Americans if she/he is non-native.*
- *Nice group of individuals provided a nice mixture of sharing thoughts, ideas, and the wonderful stories.*
- *I learned a lot to use at our church it will help us tremendously.*
- *This was a great experience; I called my pastor to share.*

**Organizations and Projects
Receiving CNAM Grant Funds in 2013**

- 1) **Organization:** *House of Neighborly Service (HNS), a mission of the Presbytery de Cristo Presbyterian Church USA, Tucson, Arizona*
Project: *Three Sisters Neighborhood Garden Project*
An intergenerational leadership learning project focused on bringing together Native American elders and youth to preserve, strengthen and renew cultural, planting and spiritual practices. Situated in urban setting where local grocery stores have limited supplies of fresh fruits and vegetables. The garden project in conjunction with other HNS programs is intended to promote neighborhood leadership that sustains a healthy community rooted in its heritage and reaches into the future.
Amount funded: **\$3000** – honoraria, concrete, blocks and garden soil/amendments
- 2) **Organization:** *Indian Bible College, Flagstaff, Arizona*
Project: *One-year Online Certificate Program via WebEx*
Offers quality training and virtual discipleship through “live” on-line courses. This is year one of a 2-year Certificate of Bible Studies program. The intent is to deliver high quality education to Native American leaders who are unable to move across the country to receive biblical training. The mission statement is: “Indian Bible College exists to educate and disciple indigenous Native Christians for lifetimes of biblical ministry and spiritual leadership to their people and the world.”
Amount funded: **\$7000** – WebEx licenses, software and hardware, printed resources and promotion
- 3) **Organization:** *Lutheran Indian Ministries, a ministry of Lutheran Association of Missionaries and Pilots U.S., Bloomfield, Wisconsin*
Project: *Native Leadership Takes the Helm of the M/V Christian, Alaska*
Outreach programs and ministries – Vacation Bible School, Adult Bible Study, and Fellowship – will be “delivered” by boat to remote Alaska Native villages. There will be trips for staff and students of Hoonah Public School to petroglyphs, former village sites and traditional salmon harvest streams. For the first time in its 20 year history, the program is headed by a Native Skipper and First Mate. Dennis and Roberta Jack, both Tlingit, are supported by a mentor, receiving Coast Guard training to operate the boat and receiving theological training to enhance their witnessing and counseling skills in a culturally affirming

way. Training and mentoring is in now progress and actual mission visits to Alaska's Inside Passage begins early summer through September.

Amount funded: \$5000 – activities expenses and seminary training

- 4) **Organization:** *Native American United Methodist Church*, Anaheim, California (in partnership with the California-Pacific Conference Committee on Native American Ministries)

Project: *3 Year Leadership Development Program*

The first year training of three year program to develop and empower lay leaders to make broader connections and open doors for new ministries, outside of the four walls, with the large, diverse and scattered Native American populations in the Southern California counties of Los Angeles, Orange, Riverside, San Bernardino and San Diego. The program will encompass an ecumenical component and build ties with Native American church leaders and non-Native leaders working with Native American ministries and outreach programs throughout Southern California.

Amount funded: \$3400 for this funding cycle and Year One of the Program – resource materials, media, speakers' honoraria, promotion/communication, meals

- 5) **Organization:** *Pima Maricopa Indian Presbyterian Elders and Deacons Association (EDA)*, an association under the Presbytery of the Grand Canyon, Sacaton, Arizona

Project: *Youth Outreach Ministry and Safe Haven Program*

Create a youth "space" at Stotonic Presbyterian Church on the Gila River Reservation. Reservation churches are small and have little or no space for a youth gathering area. Bins will be purchased to store items youth select and use such as bean bag chairs, rugs, popcorn machine, etc. The space will host weekly worship, learning and recreational opportunities that encourage spiritual development and healthy life choices. Church leaders, teachers and local adult volunteers will lead the sessions and serve as positive role models. Youth will be encouraged to become involved and be part of the life of the church by communicating with clergy and at sessions. The project is already ahead of schedule and the goal over the next two years is to start the same ministry at two other churches on the Gila River Reservation.

Amount funded: \$2500 for this funding cycle and Year One of the Program – bins, resource materials, furnishings and small appliances, entry fees for field trips, mileage

- 6) **Organization:** *Whisper n Thunder Inc.*, "Online Community" based in Glendale, Arizona with a global outreach – www.whispernthunder.org – "*History has neither been kind nor accurate. We intend to change that.*"

Project: *Leadership Symposium Program*

Regional symposiums throughout the U.S. will be held over a three-year period to foster civil discourse and public dialogue about the need to strengthen resources critical to building healthy and sustainable communities. The goals will be to identify areas of needed leadership and potential leaders. Symposiums will target and then mentor Native American young adults who are involved with advocacy and social justice matters affecting Native Americans.

Amount funded: \$4000 for this funding cycle and Year One of the Program – honoraria, printed resources and media, transportation, meals, publicity, postage, facility rental

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February 27, 2013

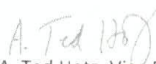
Dr. Horace A. Judson, President
Knoxville College
901 Knoxville College Drive
Knoxville, TN 37921

Dear Dr. Judson:

It is our understanding that Knoxville College has engaged the firm of Coulter and Justus, PC to conduct your annual audit for the year ended June 30, 2012. Our firm is assisting the College in its preparation for your external audit. Accordingly, we understand that Coulter and Justus will begin its audit fieldwork on Monday, March 4th with the goal of issuing its final report by the end of March.

Please contact me if any questions.

Sincerely,


A. Ted Hotz, Vice President
Pugh CPA's



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**ITEM C.101
 FOR ACTION**

<i>for presbyterian mission agency executive director's office use only</i>			
	A. Finance		E. Corporate Property, Legal, Finance
	B. Justice		F. PC(USA), A Corporation
X	C. Leadership		G. Audit
	D. Worshipping Communities		H. Executive Committee
			J. Nominating Committee
			K. Governance Committee
			P. Plenary

Subject: Minutes of the September 13, 2012 Meeting of the Leadership Committee

Recommendation:

That the Leadership Committee review and approve the September 13, 2012 committee minutes and forward them to the Presbyterian Mission Agency Board as an information item.

Background:

**IV. Minutes of the Leadership Committee of the
 Presbyterian Mission Agency of the Presbyterian Church (U.S.A.)
 Hyatt Hotel – Kentucky Suite
 September 13, 2012**

**CALL TO ORDER AND
 WORSHIP**

The meeting of the Leadership Committee of the Presbyterian Mission Agency Board was called to order at 8:35 AM on September 13, 2012 by Chair, Joyce Smith. Cruz Negron-Torres, vice Chair led the group in prayer.

ATTENDANCE

Elected Members

- Joyce Smith, Chair
- Cruz Negron Torres, Vice Chair
- Cathy Piekarski
- Nancy Ramsay
- Glen Snider
- Kevin Yoho
- Jung Nam Lee

Corresponding Members

Vince Patton

Others

- Laura Bryan – Vocation Mission Ministry
- Clare Lewis – Theology, Worship & Education Mission Ministry
- Penny Franklin – Theology, Worship & Education Mission Ministry
- Dosie Powell – Vocation Mission Ministry
- Charles Wiley – Theology, Worship & Education Mission Ministry
- Marcia Myers – Vocation Mission Ministry

Chip Hardwick – Theology, Worship & Education Mission Ministry
Rhashell Hunter – Racial Ethnic and Women’s Mission
Ministry/PW
Ben Albers – World Mission Ministry
Gary Luhr – Association of Presbyterian Colleges and University
Lee Hinson-Hasty –Theology, Worship and Education Mission
Ministry
Jerry Cannon – Racial Ethnic and Women’s Mission Ministry
Ed Brogan – Presbyterian Council of Chaplains and Military
Personnel
Arthur Canada – vice moderator of Presbyterian Mission Agency
Board
David Olah- President of Barber-Scotia College
Molly Baskin- member of Barber-Scotia Site Visit Committee
Suanne Ware-Diaz – Executive Director of Cook Native American
Ministries
Emily Odom – Mission Communications
Cynthia Cushman – Coordinator of For Such A Time As This
Mary Jorgenson – Moderator of Presbyterian Women
Jerry Van Marter – Presbyterian News
Sherri May – Racial Ethnic and Women’s Mission Ministry/PW
Mary Elva Smith – Committee of Theological Education (COTE)
representative

Excused

Joyce Emery
Jan Dowlearn

C.100 - AGENDA

Joyce Smith reviewed the agenda with the committee. The committee **VOTED** to adopt the agenda

**C.101- MINUTES –
VOCATION AND
DISCIPLESHIP MISSION
COMMITTEES - MAY 10, 2012**

The Leadership Committee **VOTED** to approve the May 10, 2012 minutes of the former Vocation Mission Committee minutes and the Discipleship Mission Committee with one correction that Jung Nam Lee was not present at the May meeting. Minutes will be reported as an information item to the Presbyterian Mission Agency Board.

**C. 102 – 220TH GA (2012)
REFERRALS**

The Committee **VOTED** to receive the 220th General Assembly (2012) Referrals for information.

**V. C.103 – NAME
CHANGE OF FINANCIAL
AID FOR STUDIES OFFICE**

Laura Bryan gave background information on the proposed name change for the Financial Aid For Studies Office.

The committee **VOTED** to recommend the Presbyterian Mission Agency Board change the name of the Office of Financial Aid for Studies to **Financial Aid for Service**.

VI. C. 106 FIVE AT-LARGE TRUSTEES AT PRESBYTERIAN COLLEGE

Gary Luhr shared background information on appointing the five at-large trustees at Presbyterian College.

The Leadership Mission Committee **VOTED** to recommend the Presbyterian Mission Agency Board receive the nominations from the Trusteeship and Honorary Degrees Subcommittee of the Administrative Committee of Presbyterian College and appoint the following persons for consideration for election by the Presbyterian College Board of Trustees.

1. **Thomas H Milton**, First Presbyterian Church, Greensboro, North Carolina (for a three year term)
2. **G.Patrick Phillips**, Myers Park Presbyterian Church, Charlotte, North Carolina (for a two year term)
3. **David F, Parker**, Eastminster Presbyterian Church (Columbia, SC) Elgin, South Carolina (for a one year term)
4. **Ernestine A Gilliam**, Barnwell Presbyterian Church, Barnwell, South Carolina (for a one year term)
5. **E. Lane Alderman**, Pastor, Roswell Presbyterian Church, Roswell, Georgia (for a two year term)

C. 107 –PRESBYTERIAN WOMEN CREATIVE MINISTRIES OFFERING COMMITTEE (CMOC) APPOINTMENT

Mary Jorgenson, moderator for Presbyterian Women, appeared before the committee to tell of the current vacancy on Presbyterian Women Creative Ministries Offering Committee (CMOC).

The Committee **VOTED** to recommend that the Presbyterian Mission Agency Board give approval to the Leadership Committee Chair to appoint a member to serve on the Presbyterian Women's Creative Ministries Offering Committee (CMOC) for the Spring 2013 meeting and one three year term beginning July 1, 2013 through June 30, 2016. This appointment will be made by October 1, 2012. The term would be three years plus six months for a total of seven CMOC meetings.

**ORDER OF THE DAY
BARBER-SCOTIA SITE VISIT
REPORT & COOK NATIVE
AMERICAN MINISTRIES
PRESENTATIONS**

Molly Baskin, member of site visit committee, presented background information on the site visit to Barber-Scotia College and spoke to the proposal for one more year of funding with certain stipulations to be met.

David Olah, president of Barber-Scotia College spoke of the strategic plans for improvement, appealed for continued funding and answered questions on enrollment, graduation numbers, accreditation plans, and fund raising efforts.

Rhashell Hunter introduced Suanne Ware-Diaz, executive director of Cook Native American Ministries, who gave an update on Cook and answered questions.

Rhashell Hunter spoke to the 2010 site visit and Jerry Cannon gave information on the proposed funding.

BREAK

**C. 104 -BARBER-SCOTIA
COLLEGE**

Following much discussion, the Leadership Committee **DENIED** to recommend the Presbyterian Mission Agency Board give a base grant for 2012-2013 to Barber Scotia College.

The Leadership Committee **VOTED** to recommend that the Presbyterian Mission Agency Board discontinue the inclusion of Barber Scotia College in future disbursements from the Christmas Joy Offering. Barber-Scotia will receive a base grant for the remainder of 2012. Funding will cease at the end of 2012

**C. 105 – COOK NATIVE
AMERICAN MINISTRIES**

The Committee **VOTED** to recommended that Cook Native American Ministries receive a base grant from the Christmas Joy Offering for the remainder of 2012 and the first grant distribution in 2013 with the following stipulations

Cook Native American Ministries will:

- a. **Report to the March 2013 Presbyterian Mission Agency Board Meeting on the sale of its property, including a detailed report on funds deposited in the Cook Native American Ministries Endowment Fund with the Presbyterian Foundation and plans for short term and long-range funding of CNAM.**
- b. **Provide to the Presbyterian Mission Agency a timeline for its self-sustainability, as it transitions from an educational institution into a foundation which provides education i.e. a “school without walls.”**
- c. **Provide to the Presbyterian Mission Agency a detailed operational plan (more specific than the strategic plan), including specific action steps and milestones to be met.**
- d. **Provide to the Presbyterian Mission Agency a detailed plan for fundraising with objectives and timelines.**
- e. **Provide financial reports showing budget vs. actual, and budget compared to the prior year-end, including an analysis explaining departures from budget and the outlook for major categories (gifts, student enrollment, expenses, etc.). Cook will also indicate where the Presbyterian Mission Agency’s grants have been used in the transition period.**

2. Cook Native American Ministries will continue to

meet and follow the standards and criteria set by the Presbyterian Mission Agency for the Historically Presbyterian Racial Ethnic Institutions, including keeping the Presbyterian Mission Agency informed of its transitional plans and funding for its endowment fund with the Presbyterian Foundation and having a Presbyterian Mission Agency representative serve in an ex-officio capacity on the school's board of trustees.

- 3. In addition, the continuation of the Presbyterian Mission Agency's grant will be reviewed at the Presbyterian Mission Agency Board meeting in April 2013..**

**203 –CELEBRATE
GIFTS OF WOMEN 2012**

**VII. 205 – PRESBYTERIAN
PAN AMERICAN SCHOOL**

**VIII. 206 – WOMEN OF
FAITH 2012**

**213 OFFICE OF THEOLOGY AND
WORSHIP UPDATE**

**210 – MISSION PERSONNEL
ACTIONS**

**APPOINTMENT OF A SUB-
COMMITTEE**

**ORDER OF THE DAY
200 – FOR SUCH A TIME AS
THIS UPDATE**

GENERATIVE DISCUSSION

Rhashell Hunter gave a presentation on the following information items

203 Celebrate Gifts of Women 2012,

205-Presbyterian Pan American School and

206 – Women of Faith 2012 – Rev Ann Rhee Menzie, Judith Henry and Rosemary Rice McMahan

The Leadership Committee **VOTED** to send a letter of congratulations to Jim Matthews on his retirement from Presbyterian Pan American Schools.

Charles Wiley highlighted three GA referrals that Theology and Worship are working on at present – Heidelberg Catechism, Belhar Confession and Christians and Jews paper.

Ben Albers entertained questions about the recent Mission Personnel Actions. The Committee reviewed the Mission Personnel Actions for April, May, June and July 2012 and will report them out as an information item to the Presbyterian Mission Agency Board.

The Committee **VOTED** to appoint a sub-committee consisting of Cruz Negron Torres, Cathy Piekarski, Jan Dowlearn to review and approve mission personnel actions in between meetings.

The Worshiping Communities Committee joined us to hear Marcia Myers present an update on For Such A Time As This (Pastoral Residency) and introduced coordinator Cynthia Cushman.

The Committee engaged in generative discussion of innovative and transformational Leadership and our committee's

responsibility to support.

**ADJOURNMENT WITH
APPRECIATION AND PRAYERS**

Nancy Ramsey closed the meeting with thanks and prayer.
The meeting adjourned at 12:00.

Respectfully Submitted,

Joyce Smith
Chair

Laura Bryan
Clare Lewis
Lead Resource Staff

Dosie Powell
Recorder



Report D.001
Worshiping Communities Committee
Presbyterian Mission Agency Board
April 11, 2013

The Worshiping Communities Committee met on Thursday, April 11, 2013, at the Marriott East Hotel in Louisville, Kentucky and forwards the following to the Presbyterian Mission Agency Board:

I. For Consent

None

II. For Action

- A. That the Presbyterian Mission Agency Board receive and approve the following outstanding New Church Development(s) as the 2013 Sam & Helen R. Walton Award recipient(s) which were selected and recommended by the Mission Development Resources Committee at its March 18, 2013, meeting to receive a one-time award of up to \$50,000:

New Vision Church, Western North Carolina, Synod of the Mid-Atlantic; Iglesia Presbiteriana Nuevas Fronteras, Elizabeth Presbytery, Synod of the Northeast; Bare Bulb Coffee, Flint River Presbytery, Synod of South Atlantic (D.102).

III. For Information

- A. The Worshiping Communities Committee elected Mihee Kim-Kort as Chair and Marilyn Gamm as Vice – Chair for 2013 – 2014.
- B. The September 13, 2012, Worshiping Communities Committee Minutes were approved with amendments (D.101).
- C. Engaged in Generative Discussion on “Legacies and Rummage Sales” led by Mihee Kim-Kort.
- D. Clare Lewis, Publisher for Congregational Ministries Publishing, presented a verbal report on young adults’ resources and New Engage curriculum.
- E. Adrian McMullen, Associate for Collegiate Ministries, presented a report on the work of Collegiate Ministries.
- F. Rhashell Hunter, Director of Racial Ethnic and Women’s Ministries/PW introduced a segment updating the committee on work being done by the following task forces:
- African American Church Growth Strategy – Lonnie Oliver, Associate for African American Congregational Support and Philip Lotspeich, Coordinator for Church Growth.
 - National Hispanic/Latino-a Leadership Development and Church Growth – Héctor Rodriguez, Associate for Hispanic/Latino-a Congregational Support and Marissa Galvan-Valle, Associate for Resources & Relationships.
 - Racial Ethnic and New Immigrant Church Growth Consultation (Information 205) – Sterling Morse, Coordinator for Congregational Support and Cross-Cultural Ministries.
- G. Heard a report from Philip Lotspeich, Coordinator for Church Growth on 1001 New Worshiping Communities (Information 227), and the Fresh Expressions movement in the UK, NEXT and Fellowship.

**ITEM D.102
FOR ACTION**

<i>for presbyterian mission agency executive director's office use only</i>			
<input type="checkbox"/>	A. Finance	<input type="checkbox"/>	E. Corporate Property, Legal, Finance
<input type="checkbox"/>	B. Justice	<input type="checkbox"/>	F. PC(USA), A Corporation
<input type="checkbox"/>	C. Leadership	<input type="checkbox"/>	G. Audit
<input checked="" type="checkbox"/>	D. Worshiping Communities	<input type="checkbox"/>	H. Executive Committee
<input type="checkbox"/>		<input type="checkbox"/>	J. Nominating Committee
<input type="checkbox"/>		<input type="checkbox"/>	K. Governance Committee
<input type="checkbox"/>		<input type="checkbox"/>	P. Plenary

Subject: 2013 Sam & Helen R. Walton Award Allocation

Recommendation:

That the Presbyterian Mission Agency Board receive and approve the following outstanding New Church Development(s) as the 2013 Sam & Helen R. Walton Award recipient(s) which were selected and recommended by the Mission Development Resources Committee at its March 18th, 2013 meeting to receive a one-time award of up-to \$50,000.

New Vision Church NCD, Western North Carolina, Synod of the Mid-Atlantic - \$35,000

Iglesia Presbiteriana Nuevas Fronteras NCD, Elizabeth Presbytery, Synod of the Northeast - \$35,000

Bare Bulb Coffee NCD, Flint River Presbytery, Synod of South Atlantic - \$35,000

Background:

In late December 1991, Sam and Helen R. Walton made a generous gift through the Presbyterian Foundation of \$6 million, which included \$3 million to be used for new church developments with an emphasis on site acquisition.

**ITEM D.101
 FOR ACTION**

<i>for presbyterian mission agency executive director's office use only</i>			
	A. Finance		E. Corporate Property, Legal, Finance
	B. Justice		F. PC(USA), A Corporation
	C. Leadership		G. Audit
X	D. Worshiping Communities		H. Executive Committee
			J. Nominating Committee
			K. Governance Committee
			P. Plenary

Subject: Worshiping Communities Committee Minutes – September 13, 2012

Recommendation:

That the Worshiping Communities Committee review and approve the September 13, 2012 committee minutes and forward them to the Presbyterian Mission Agency Board as an information item.

**Minutes of the Worshiping Communities Committee of the
 Presbyterian Mission Agency of the Presbyterian Church (U.S.A.)
 Hyatt Hotel – *Hiialeah/Gulfstream*
 September 13, 2012**

- | | |
|----------------------------------|--|
| CALL TO ORDER AND WORSHIP | The meeting of the Worshiping Communities Committee of the Presbyterian Mission Agency was called to order by Mihee Kim-Kort at 8:30 a.m. on September 13, 2012. |
| OPENING PRAYER | Marianne Rhebergen led devotions and Steve Aeschbacher opened with prayer. |
| ATTENDANCE | THOSE PRESENT FOR ALL OR A PORTION OF THE MEETING WERE: |
| ELECTED MEMBERS | Mihee Kim-Kort – Chair
Steve Aeschbacher – Vice Chair
Marsha Zell Anson
Marilyn Gamm
Heath Rada
Marianne Rhebergen
David Shinn
Charles “Arlin” Talley |
| CORRESPONDING MEMBERS | Linda Valentine |
| COMMITTEE SUPPORT | Ray Jones, Lead Staff Support
Philip Lotspeich, Lead Staff Support
Sterling Morse, Lead Staff Support |

Rebecca Snipp, Staff Support
Alejandra Sherman, Staff Support - Recorder

OTHERS

Terri Bates, Funds Development
Jerry Cannon, Racial Ethnic & Women's Ministries/PW
Roger Dermody, Deputy Executive Director for Mission
Deborah Fair, Moderator of the General Assembly Committee on
Representation.

Rob Fohr, Deputy Executive Director for Mission's Office
Brian Frick, Evangelism and Church Growth
Teresa Grant, Deputy Executive Director for Mission's Office
Charles "Chip Hardwick, Theology, Worship & Education
Debra Hepler, Ghost Ranch Education & Retreat Center
Lee Hinson-Hasty, Theology, Worship and Education
Rhashell Hunter, Racial Ethnic & Women's Ministries/PW
Paula Kinkaid, Reporter - The Layman
Clare Lewis, Theology, Worship & Education
Adrian McMullen, Evangelism & Church Growth
Carson Mouser, Stony Point Center
Lonnie Oliver, Racial Ethnic & Women's Ministries/PW
Cason Ellen Pearre Cason, at-large Member Audit Committee
Neal Presa, Moderator of the 220th General Assembly (2012)
Héctor Rodríguez, Racial Ethnic & Women's Ministries/PW
Leslie Scanlon, Report – Presbyterian Outlook
Valerie Small, OGA Staff – Department of Ecumenical and
Agency Relations

Mary Elva Smith, COTE Representative
Kitty Ufford-Chase, Stony Point Center
Rick Ufford-Chase, Stony Point Center
Jerry Van Marter, Presbyterian News Service
Vera White, Evangelism and Church Growth
Charles Wiley, Theology, Worship and Education

EXCUSED

Andrew Barron

D.100 - AGENDA

Mihee Kim-Kort reviewed the proposed meeting agenda and the
Worshipping Communities Committee **VOTED** to **adopt** it.

**D.101 – MINUTES – EVANGELISM
COMMITTEE - MAY 2012**

The Worshipping Communities Committee **VOTED to approve as
amended** the May 9-20, 2012, Evangelism Mission Committee
Minutes, as follow: Page 4, Item A.105 That the GAMC approve
the following comment on Overture 049, — On Supporting a
Peaceful, Diplomatic Solution to the U.S. - Iran Issues — From
the Presbytery of Greater Atlanta.

**D.102 – REFERRALS FROM THE
220TH GENERAL ASSEMBLY (2012)**

The Committee **Received** the 220th General Assembly (2012)
referrals to the Presbyterian Mission Agency.

**D.103 – MARILYN GAMM LIAISON
ON THE MISSION DEVELOPMENT**

The Worshipping Communities Committee **VOTED** to
recommend that the Presbyterian Mission Agency Board appoint

RESOURCES COMMITTEE

Marilyn Gamm as the Presbyterian Mission Agency Board liaison on the Mission Development Resources Committee for a four year term beginning September 2012.

GENERATIVE DISCUSSION

The committee engaged in generative discussion around two topics:

- 1001 Worshiping Communities
- Defining the Work of the Worshiping Communities Committee

Roger Dermody, Deputy Executive Director for Mission, shared with the committee his views on the role of the committee and how it would assist in the work of the Presbyterian Mission Agency Board and the Church.

A document outlining the committee's purpose and vision emerged as a result of the generative discussions. (page 9 of this Appendix).

COLLEGIATE MINISTRIES UPDATE

Adrian McMullen, Associate for Collegiate Ministries, Evangelism & Church Growth, gave an update on their work. Some of the highlights of his presentation included:

- UKIRK means University Church
- UKIRK Ministries is a network of ministries supported by the Presbyterian Church (U.S.A.) charged with reaching, loving, and teaching college students so that they may be lifelong followers of Jesus Christ.
- UKIRK wants to partner with existing ministries and help create new ones. Existing ministries can find information on to be involved at www.ukirk.org

MARRIAGE AND WORSHIPING COMMUNITIES UPDATE

Charles Wiley, Associate Director, Theology Worship & Education reported on the General Assembly action in response to overtures requesting changed the Book of Order on the definition of marriage. The 220th General Assembly (2012) approved a resolution to enter into a season of serious study and discernment concerning its meaning of Christian marriage in the two-year period between the 220th General Assembly (2012) and the 221st General Assembly (2014). It further approved that the Office of Theology and Worship prepare and distribute educational materials to all presbyteries and congregations. Here are some highlights from the update:

- It is anticipated that the work will be done by January 1, 2013.
- A series of representational congregations will be selected.

- Because of the controversial nature of the topic, Scripture, Book of Confessions, and other church documents will be used for the study.
- The report will include what is happening now and the cultural context.
- The study is being done in house with Congregational Ministries Publishing helping with the formatting and design
- The goal is to have the study to congregations in the next few weeks, and posted on the Web for study in January.
- The study should be available to congregations by the next Board meeting
- The material will be distributed online and news blasts communications.

**PROGRAM EVALUATION,
EXECUTIVE SUMMARY, OFFICE OF
CHURCH GROWTH AND
TRANSFORMATION, EVANGELISM
& CHURCH GROWTH**

Eric Hoey, Director of Evangelism & Church Growth, distributed copies of the Executive Summary (page 10 of this Appendix) written as part of the Program Evaluation process for the Office of Church Growth and Transformation.

CONFERENCE CENTER UPDATES
Stony Point, and Ghost Ranch

Representatives from the conference centers gave verbal updates on their respective organizations:

- *Stony Point Conference Center:* Rick Ufford-Chase, Kitty Ufford-Chase, and Carson Mouser
- *Ghost Ranch Conference Center:* Debra Hepler

**CONGREGATIONAL MINISTRIES
PUBLISHING UPDATE**

Clare Lewis, Publisher for Congregational Ministries Publishing (CMP) in Theology Worship and Education shared a verbal update. Some of the highlights are:

- CMP is currently self-sustaining with steady sales.
- Will be working on aligning resources with the Presbyterian Mission Agency's strategic goals.
- Will engage in collaborative work with offices in Evangelism & Church Growth
- Currently working with the Faith Alive, the denominational publisher for the Christian Reformed Church and the Reformed Church of America on a catechism piece that will include a book and DVD study guide from Criag Barnes. with a video component in house.
- Collaboration with PPC grows stronger all the time,
- Feasting on The Word curriculum, online Lectionary resource doing well.

- Being reformed series, going strong, they will do a study on each strategic direction. Currently working on a piece for transformational leaders. This will be available July 2013.

**JOINT SESSION WITH LEADERSHIP
COMMITTEE - FOR SUCH A TIME
AS THIS**

A joint session with the Leadership committee was held to listen to a report on For Such a Time as This. Marcia Myers, Director of the Office of Vocation, led the presentation.

For Such a Time as This is an innovative pastoral residency program designed to renew the Presbyterian Church (U.S.A). The program was launched by the Presbyterian Mission Agency in fall 2009. For Such a Time as This matches new seminary graduates seeking their first call with small, underserved congregations in rural, urban, or small town settings in a two-year pastoral residency relationship, during which they are supported and guided by a cluster of pastor-mentors.

Six recent seminary graduates received their first calls to ministry. The pastoral residents for 2012—listed with their calling congregations and partner presbyteries—are:

- Yvonne Thurmond, Quaker Meadows Presbyterian Church, Morganton, N.C. (Presbytery of Western North Carolina)
- Harold Bennett, Dulatown Presbyterian Church, Lenoir, N.C. (Western North Carolina Presbytery)
- Virgiliana Pickering, Keystone Presbyterian Church, Odessa, Fla. (Presbytery of Tampa Bay)
- Boone Clayton, First Presbyterian Church of Elberton, Ga. (Northeast Georgia Presbytery)
- Paul Snyder, Glencoe-Sloan Presbyterian Church, Bismarck, N.D., and First Presbyterian Church of Wilton, N.D. (Presbytery of the Northern Plains)
- Jay Kim, Corder (Mo.) Presbyterian Church and First Presbyterian Church of Higginsville, Mo. (Heartland Presbytery)

**RACIAL ETHNIC & WOMEN'S
MINISTRIES REPORT**

Rhashell Hunter, Director of the Racial Ethnic & Women's Ministries/Presbyterian Women, shared a presentation with the committee on Racial Ethnic & New Immigrant Church Growth.

Her presentation was followed by three presentations on work being done as result of actions taken by the 220th General Assembly (2012):

- African American Church Growth Strategy – Lonnie Oliver, Associate for African American Congregational Support
- Growing the Diverse Church – Racial Ethnic and New Immigrant Church Growth – Sterling Morse,

Coordinator for Congregational Support and Cross-Cultural Ministries

- Hispanic/Latino-a Conversation Group Report – Héctor Rodríguez, Associate for Hispanic/Latino-a Congregational Support.

**ADJOURNMENT WITH
APPRECIATION AND PRAYERS**

Mihee Kim-Kort closed the meeting with thanks and prayer.
The meeting adjourned at 12:00 p.m..

Respectfully Submitted,

Mihee Kim-Kort
Chair

Ray Jones
Philip Lotspeich
Sterling Morse
Lead Resource Staff

Alejandra Sherman
Recorder



WORSHIPING COMMUNITIES COMMITTEE

PURPOSE:

The Worshiping Communities exists to enable the mission/vision of the Presbyterian Mission Agency to equip and encourage new and existing worshiping communities for the purpose of making disciples who transform their neighborhoods.

(John 1:14)

VISION:

To be about the church on the ground. It's helpful to frame our conversations in the language of **discipleship**. We want everything we do with local congregations to be about making new disciples, encouraging growth in disciples, and challenging disciples towards compassionated presence in their communities, locally and globally.

Specifically it means **creating spaces for the myriad expressions of God's community that allows for creative, dynamic, and moving connection.**

What some of this could look like for our committee is:

1. Finding ways to resource and support collegiate ministries
2. Broadening our definition of church to supporting racial/ethnic fellowships and ministries
3. Providing feedback on curriculum that will be directly relevant to the context of millennials
4. Collaborating and partnering with mid-councils to connect their local congregations.

Executive Summary
Office of Church Growth and Transformation
Evangelism and Church Growth, September 4, 2012

Program's Purpose:

To support and resource congregational efforts to become healthy and vital places of mission and ministry

Goals:

- a. To help as many congregations in the first year to make a bold decision to use New Beginnings (NB)
 - i. To work with a number of presbyteries on running NB clusters
 - ii. To train assessors to work in NB
- b. To foster learning among urban presbyteries to strengthen their ability to support their urban congregations
- c. To offer financial support to small churches for leadership development
- d. To respond to presbytery requests for educational events around issues affecting small churches and church growth
- e. To support the Vocation Ministry Area in its work with small churches
- f. To create a network of transformation coaches

Financing

In 2011 the program had a total budget of \$319,836: 68% unrestricted funds and 32% from restricted funds. 40% of the budget covers administrative costs, 58% program costs, 2.3% common expenses. New Beginnings has generated \$103,337 in revenue since its inception.

Ministry Director Response:

How well is the program accomplishing its purpose?

The Office of Church Growth and Transformation is accomplishing its mission and stated goals. More than 60% of its New Beginning constituents and other constituents report the office has been "very effective" or "effective" in achieving its mission and achieving its goals and objectives over the past year and a half.

What impact is the program having?

From the people who have heard about the Office of Church Growth and Transformation, the impact seems to be significant. The churches and presbyteries that had received ministry services see value in the program and are thankful for the knowledgeable and dedicated staff. The congregations that have participated with the New Beginnings assessment have rediscovered a passion for ministry with and for their community. (See *Presbyterians Today*, January 2012 for two examples.)

Is the program cost effective? How so? Or why not?

The program is cost effective. In each assessment, at least \$500 is collected per assessment to help with the programmatic costs of the program. The New Beginnings program can become self-sufficient and offset the salary of the associate or offer programmatic funds to hire staff support for the program.

Is the program well managed? How so? Or why not?

Ann Philbrick has managed the Office of Church Growth and Transformation well. She oversees the training and deployment of assessors as well as the critical congregational transformation work for presbyteries. She manages her budget and maintains the goals for her office .

Is the program adequately resourced (funds, staff, etc.)? How so? or Why not?

Financially, the program is financed adequately. From a staffing perspective, this office is over stretched with the limited staff to respond to the high demand of New Beginnings assessments and consultations to mid-councils and congregations. Training more assessors and creating a congregational transformation coaching program has been neglected due to the surge for New Beginning assessments.

To what extent does the program help the PMA achieve its directional goals?

This office primarily helps the PMA focus on the health of congregations. It is effective in assessing congregations and helping churches see new opportunities of ministry in its own context. This office also engages in communities of mission practice through its various networks such as the Urban Presbyterian Network and Congregation Transformation networks. Leadership Development is vital to the work of this office.

If \$100,000 in new funds were available, would we invest in this program? Why or why not?

Yes. New funds would help accelerate the hiring of staff needed for training assessors and the creation of coaches for congregational transformation. Since inception of the program, the demand has been great and time became a major factor in not accomplishing coaching networks and assessment training goals.

Is the PMA best suited to do this work or does it/can it be done at another level?

The license for the New Beginnings program from the Disciples of Christ requires us to implement the program from the national level. The work of this office as it works in partnership with mid-councils is best done at a national level.

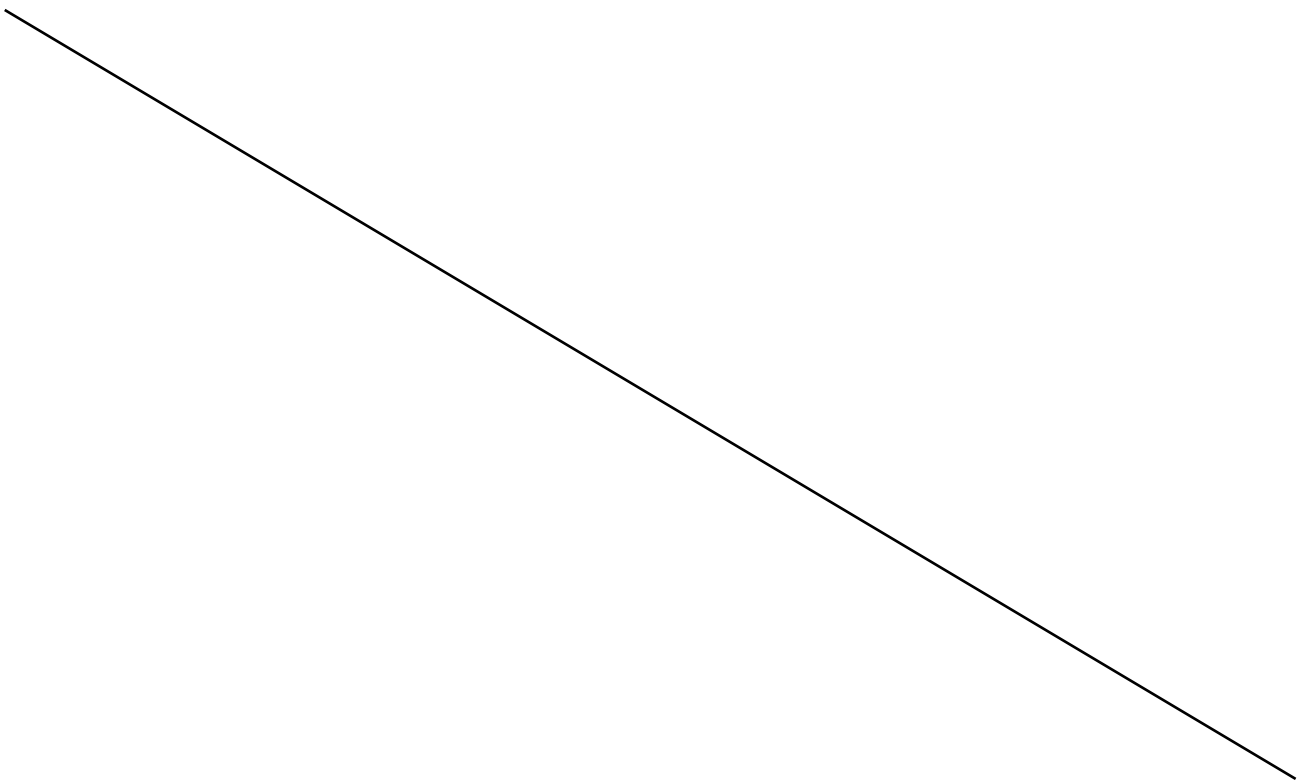
What recommendation should be made to the MDT?

Please continue this vital ministry to the local church.

Report G.001
Presbyterian Mission Agency Board
Audit Committee
April 9th, 2013

I. For Information:

A. The Presbyterian Mission Agency Board Audit Committee reports for information that at its April 9th, 2013 meeting, the Committee:

1. Received and approved the minutes of September 11th, 2012 meeting with minor changes;
 2. Elected Molly Baskin as the Chair of the Audit Committee;
 3. Received and approved the Flexible Spending Audit;
 4. Received and approved the 2013 Risk Assessment and Audit Plan;
 5. Received for review the new Internal Audit Guidelines;
 6. Received for review information / documentation associated with the new approach to Presbyterian Church (U.S.A.) internal control documentation and testing;
 7. Received information associated with the Corporate Credit Card Audit.
- 

Report H.003
EXECUTIVE COMMITTEE
Presbyterian Mission Agency Board
April 10-12, 2013
Report Three

The Presbyterian Mission Agency Board Executive Committee reports the activities of the Executive Committee meeting of April 10-12, 2013:

I. FOR CONSENT:

The Presbyterian Mission Agency Board (“PMAB”) Executive Committee recommends that the Board approve the adoption of the Presbyterian Church (U.S.A.) Foundation Bylaws as amended (Item H.105).

II. FOR ACTION:

a. Personnel Sub-Committee Report

The Executive Committee recommends that the Board approve the recommendations of the Personnel Subcommittee (H.104):

b. The Presbyterian Mission Agency Board (“PMAB”) Executive Committee recommends that the PMAB approve an amendment to item 1 of the Framework section of the Executive Committee’s December 3, 2008 action establishing the Presbyterian Mission Agency (f/k/a General Assembly Council)/Foundation Work Group (“Work Group”) so that the Work Group will consist of the chair of each entity’s board as well as one (1) additional board member from each entity as appointed by the entity’s chair (H.106).

III. FOR INFORMATION:

The Executive Committee:

1. Approved the Executive Committee Meeting Minutes of:

- September 12, 2012
- November 2, 2012
- January 16, 2013
- March 20, 2013

2. Ratified the Chair’s appointments as follows:

a. Personnel Subcommittee:

- Nancy Ramsay

b. Special Offerings Advisory Task Force:

- Marci Glass, Teaching Elder, Boise, ID
- Curtis Kearns, Ruling Elder, Louisville, KY (African-American)

- Joanna Kim, Ruling Elder, Irving, TX (Asian-American)
- Michael Kruse, Ruling Elder, Kansas City, MO

Sarah Butter will serve as chair of the Task Force.

3. Approved the following recommendation in closed session:

“That the Executive Committee receive and adopt the report of the decision group which responds to the recommendations of the Independent Abuse Review Panel, and to enter the report into the minutes of the meeting, expressing the deep appreciation of the Executive Committee to the witnesses and participants, the members of the Independent Abuse Review Panel and the Transition Team members, the appointed work group and the decision group for their dedication to this important work and continuing ministry of truth-telling and healing.”

**REPORT OF LEADERSHIP TEAM TO
EXECUTIVE COMMITTEE OF THE
PRESBYTERIAN MISSION AGENCY BOARD
APRIL 10, 2013**

**RESPONSE TO RECOMMENDATIONS OF THE
INDEPENDENT ABUSE REVIEW PANEL (IARP)**

At its September 12, 2012 meeting, the Executive Committee approved a plan presented by the IARP Leadership team to present its report responding to the recommendations of the IARP. Pursuant to the plan, the Leadership Team had a target deadline to submit its report to the Executive Committee at this meeting. The work scheduled to be completed through November 30, 2012 was completed, but for the follow up with the Work Group. Specifically:

- additional consultations with World Missions staff occurred;
- The Creating Safe Church Website was reviewed and revised to update its title to “Creating Safe Ministries” as well as to add a clear link for the Reporting Procedure for Mission Personnel, review will be ongoing by the Sexual Misconduct Ombudsperson and the Staff Sexual Misconduct Advisory Team;
- Consultation with the Office of the General Assembly and the Sexual Misconduct Ombudsperson occurred regarding providing mandatory reporting training; and
- A face-to-face consultation with former members of the IARP and former members of the Transition Team was held and feedback was received; and
- The response report has been drafted.

The next steps will be to follow up with the work group as soon as possible after this meeting and then submit the final report to the Executive Committee followed by posting on the appropriate pages of the Presbyterian Church (U.S.A.) website.

ITEM H.105
FOR ACTION

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>					
	A. Finance		E. Property, Legal, Finance (Corporate)		J. Nominating Committee
	B. Justice		F. PC(USA), A Corporation		K. Governance Committee
	C. Leadership		G. Audit		P. Plenary
	D. Worshiping Communities	X	H. Executive Committee		

Subject:

Amendment of the Bylaws of the Presbyterian Church (U.S.A.) Foundation (“Presbyterian Foundation”).

Recommendation:

That the Presbyterian Mission Agency Board (“PMAB”) Executive Committee approve the adoption of the Presbyterian Church (U.S.A.) Foundation Bylaws as amended.

Background:

The Presbyterian Foundation Board of Trustees has recommended amendment of the Bylaws because the Stated Clerk has advised the Presbyterian Foundation that his office will no longer serve in the capacity of Recording Secretary.

In addition, reference to individual committee names is being removed as the Presbyterian Foundation Board is currently reviewing its committee structure and may rename or restructure its standing committees.

Editorial changes were made to properly reflect the name of the Presbyterian Mission Agency.

BYLAWS

OF

THE PRESBYTERIAN CHURCH (U.S.A.) FOUNDATION

(As Amended February ~~19, 2011~~ [22, 2013](#))

(AND FOUNDATION CONSTITUENT CORPORATIONS

LISTED IN ANNEX A HERETO)

(Annex A Amended January 1, 2007)

ARTICLE I

Offices and Fiscal Year

Section 1.01. Offices. The Fiduciary Corporation may have offices at such places within or without the United States of America as the Board of Trustees may from time to time appoint or the business of the Fiduciary Corporation requires.

Section 1.02. Fiscal Year. The fiscal year of the Fiduciary Corporation shall begin on the first day of April in each year.

ARTICLE II

Trustees and Members

Section 2.01. Selection of Trustees; Members. The persons who shall be selected from time to time by the General Assembly of the Presbyterian Church (U.S.A.) ("General Assembly") to be the Board of Trustees of the Presbyterian Church (U.S.A.) Foundation, ("Fiduciary Corporation") shall by virtue of their offices, constitute the Board of Trustees of each Corporation listed in Annex A hereto (which Corporations so listed are referred to collectively in these bylaws as "Foundation Constituent Corporations") and, to the extent that these bylaws are applicable to Foundation Constituent Corporations incorporated under the laws of Illinois, shall also be the members of such Corporations; otherwise the Foundation Constituent Corporations shall have no members as such. The Fiduciary Corporation shall have no members, as such, except the Presbyterian Church (U.S.A.), A Corporation, hereinafter sometimes referred to as the "Central Treasury Corporation", which shall be a member of the Fiduciary Corporation without vote.

Section 2.02. Number and Tenure of Trustees. The Trustees of the Fiduciary Corporation shall be in such number, and for such terms, and may include such a number of ex officio

trustees with voice and vote, who shall be elected in such a manner, as the General Assembly may determine. The permanent complement of the Board of Trustees shall consist of nineteen (19) members elected by the General Assembly for four-year terms plus the Stated Clerk of the General Assembly and the Executive Director of the ~~General Assembly Mission Council~~[Presbyterian Mission Agency](#) ex officio. An elected Trustee shall be eligible to serve two terms, for a total of eight (8) years. Beginning in 2006, no person may serve more than two terms, full or partial. The number of Trustees may be increased or decreased at any time, as determined by the General Assembly. Persons elected to the Board of Trustees shall begin their term of service immediately upon the adjournment of the General Assembly by which they are elected.

ARTICLE III

Board of Trustees

Section 3.01. Meetings of Trustees. Every meeting of the Board of Trustees of the Fiduciary Corporation shall be, without further notice or action, a meeting of the Board of Trustees of each of the Foundation Constituent Corporations.

Section 3.02. Powers; Liability.

(a) The Board of Trustees shall have full power to conduct, manage, and direct the business and affairs of the Fiduciary Corporation; and all powers of the Fiduciary Corporation are hereby granted to and vested in the Board of Trustees.

(b) A Trustee of the Fiduciary Corporation shall not be personally liable for monetary damages as such for any action taken, or any failure to take any action, unless the Trustee has breached or failed to perform the duties of his or her office under 42 Pa.C.S. Section 8363 and the breach or failure to perform constitutes self-dealing, willful misconduct or recklessness. The provisions of this subsection shall not apply to the responsibility or liability of a Trustee pursuant to any criminal statute or the liability of a Trustee for the payment of taxes pursuant to local, state or Federal law.

Section 3.03. Organization. At every meeting of the Board of Trustees, the chair or, in the absence of the chair, the vice chair, or a chair chosen by a majority of the Trustees present, shall preside, and the secretary, or, in the absence of the secretary, an assistant secretary, or, in the absence of the secretary and the assistant secretaries, any person appointed by the chair of the meeting shall act as secretary.

Section 3.04. Place of Meeting. Meetings of the Board of Trustees may be held at such place within or without the United States of America as the Board of Trustees may from time to time appoint, or as may be designated in the notice of the meeting.

Section 3.05. Regular Meetings. Regular meetings of the Board of Trustees shall be held at such time and in such place as shall be designated from time to time by resolution of the Board of Trustees.—The last meeting of the calendar year shall be designated as the annual meeting. Prior to the annual meeting for organization, the chair and vice chair shall make recommendations for the appointment of members to committees and election of officers to be voted upon by the Board at the annual meeting. Officers may also be elected at any other meeting of the Trustees. At every regular meeting, the Trustees shall transact such business as may properly be brought before the meeting. Notice of regular meetings need not be given unless otherwise required by law or these bylaws.

Section 3.06. Special Meetings. Special meetings of the Board of Trustees shall be held whenever called by the chair of the Board of Trustees or by one-tenth or more of the Trustees by telephone or in writing at least 48 hours (in the case of notice by mail) before the time at which the meeting is to be held. Every such notice shall state the time and place of the meeting.

Section 3.07. Quorum, Manner of Acting and Adjournment. Twelve (12) Trustees shall be present at each meeting in order to constitute a quorum for the transaction of business. Every Trustee, whether elected by the General Assembly or ex-officio, shall be entitled to one vote. Except as otherwise specified in the Articles of Incorporation or these bylaws or provided by statute, the acts of a majority of the Trustees present at a meeting at which a quorum is present shall be the acts of the Board of Trustees. In the absence of a quorum, a majority of the Trustees present and voting may adjourn the meeting from time to time until a quorum is present. The Trustees shall act only as a Board of Trustees and individual Trustees shall have no power as such, except that any action which may be taken at a meeting of the Trustees may be taken without a meeting if a consent or consents in writing setting forth the action so taken shall be signed by all of the Trustees in office and shall be filed with the secretary of the Fiduciary Corporation.

Section 3.08. Committees. The Board of Trustees shall, by resolution adopted by a majority of the Trustees in office, establish one or more committees, each such committee to consist of two or more Trustees of the Fiduciary Corporation. The Board may designate one or more Trustees as alternate members of any committee, who may replace any absent or disqualified member at any meeting of the committee. In the absence or disqualification of a member, and the alternate or alternates, if any, designated for such member, of any committee, the member or members thereof present at any meeting and not disqualified from voting, whether or not the member or members constitute a quorum, may unanimously appoint another Trustee to act at the meeting in

the place of any such absent or disqualified member. Each committee of the Board shall serve at the pleasure of the Board.

No committee of the Board of Trustees, other than the Executive Committee or a committee having responsibility for supervising or effecting securities transactions, shall, pursuant to resolution of the Board of Trustees or otherwise, exercise any of the powers or authority vested by these bylaws, the Nonprofit Corporation Law of 1988 or other applicable law in the Board of Trustees as such, but any other committee of the Board of Trustees may make recommendations to the Board of Trustees or Executive Committee or a committee having responsibility for supervising or effecting securities transactions concerning the exercise of such powers and authority.

A majority of the Trustees in office designated to a committee, or Trustees designated to replace them as provided in this Section, shall be present at each meeting to constitute a quorum for the transaction of business and the acts of a majority of the Trustees in office designated to a committee or their replacements shall be the acts of the committee.

Each committee shall keep regular minutes of its proceedings in a book or books to be kept for that purpose and shall report such proceedings periodically to the Board of Trustees.

Executive Committee. The Executive Committee shall be comprised of the Board chair, vice chair and the chairs of the ~~Audit and Corporate Compliance, Board Development and Human Resources, Investment, and Vision and Outreach Committees~~ standing committees. It shall meet at the call of the Board chair or vice chair. Between regular meetings of the Board, when deemed necessary, the Executive Committee shall perform the duties of and have all the powers vested in the Board of Trustees, except to the extent excluded below. Any action of the Board taken by the Executive Committee pursuant to this interim authority shall be duly recorded in the minutes of the Fiduciary Corporation and reported to the full Board at the next meeting. The Board may assign other duties to the Executive Committee as needed. A quorum consisting of a majority of the members of the Executive Committee shall be necessary to constitute a duly authorized meeting.

Notwithstanding the above, the Executive Committee shall not have any power or authority as to the following:

- (1) The adoption, amendment or repeal of the bylaws, or the adoption of any amendment of articles or plan or merger, division or consolidation or the approving of the sale, lease or exchange of all or substantially all of the assets of the Fiduciary Corporation or of the dissolution of the Fiduciary Corporation.
- (2) The amendment or repeal of any resolutions of the Board.

- (3) Action on matters committed to a committee having responsibility for supervising or effecting securities transactions.

Section 3.09. Compensation and Expenses. Except as permitted by the last sentence of Section 5.14 of these bylaws, no compensation of any kind shall be paid directly or indirectly by the Fiduciary Corporation to, and no loan or other extension of credit shall be made for the benefit of, any Trustee, as such, or as an officer or employee of the Fiduciary Corporation. Trustees may be reimbursed for expenses in a manner consistent with any applicable policies adopted by the ~~General Assembly Mission Council~~ [Presbyterian Mission Agency](#) of the Presbyterian Church (U.S.A.) ("~~General Assembly Mission Council~~ [Presbyterian Mission Agency](#)") or the General Assembly.

Section 3.10. Personal Liability of Trustees. A Trustee of the Fiduciary Corporation shall not be personally liable, as such, for monetary damages for any action taken, or any failure to take any action, unless:

- (1) The Trustee has breached or failed to perform the duties of his or her office under 15 Pa.C.S. Section 5712; and
- (2) The breach or failure to perform constitutes self-dealing, willful misconduct or recklessness.

The provisions of this Section shall not apply to:

- (1) The responsibility or liability of a Trustee pursuant to any criminal statute; or
- (2) The liability of a Trustee for the payment of taxes pursuant to local, State or Federal law.

The provisions of this Section are cumulative of and shall be in addition to and independent of any and all:

- (1) Other limitations on the liabilities of Trustees of this Fiduciary Corporation, as such, whether such limitations arise under or are created by any statute, rule of law, provision of the articles of incorporation, agreement, vote of the General Assembly, disinterested Trustees or otherwise; and
- (2) Rights of indemnification existing under these bylaws or otherwise.

In any action, suit or proceeding involving the application of the provisions of this Section, the party or parties challenging the right of a Trustee to the benefits of this Section shall have the burden of proof.

Section 3.11. Attendance. Excluding the Stated Clerk of the General Assembly and the Executive Director of the ~~General Assembly Mission Council~~[Presbyterian Mission Agency](#), a Trustee's absence from two (2) regular meetings of the Board of Trustees within a twelve (12) month period shall be reviewed by the Executive Committee. The Executive Committee shall make a recommendation to the Board Development Committee as to whether the Trustee is able to fulfill his/her Board duties due to inability to attend. A Trustee may be removed by a vote of two-thirds of the trustees present at any duly called meeting of the Board.

Section 3.12. Removal of Trustees. Excluding the Stated Clerk of the General Assembly and the Executive Director of the ~~General Assembly Mission Council~~[Presbyterian Mission Agency](#), at the recommendation of the Executive Committee to the Board Development Committee, a Trustee may be removed from office, without assigning any cause, by an affirmative vote of two-thirds of the trustees present at any duly called meeting of the Board.

Article IV Notice - Waivers - Meetings

Section 4.01. Notice, What Constitutes. Whenever written notice is required to be given to any person under the provisions of the articles, these bylaws, the Nonprofit Corporation Law of 1988 or other applicable law, it may be given to such person, either personally or by sending a copy thereof by first class mail, postage prepaid, by telegram, charges prepaid, by overnight delivery, charges prepaid, by facsimile, with confirmation of delivery, or by electronic mail, to his or her address, fax number, or electronic mail address appearing on the books of the Fiduciary Corporation, or in the case of Trustees, supplied by the Trustee to the Fiduciary Corporation for the purpose of notice. If the notice is sent by mail, or by telegraph, or overnight delivery, it shall be deemed to have been given to the person entitled thereto when deposited in the United States mail or with a telegraph office or overnight delivery service for transmission to such person. If the notice is sent by facsimile, it shall be deemed to have been given when a written report of successful transmission has been received. If the notice is sent by electronic mail, it shall be deemed to have been given upon completion of transmission. A notice of meeting shall specify the place, day and hour of the meeting and any other information required by law or these bylaws.

When a meeting is adjourned, it shall not be necessary to give any notice of the adjourned meeting or of the business to be transacted at an adjourned meeting, other than by announcement at the meeting at which such adjournment is taken.

Section 4.02. Waiver of Notice. Whenever any written notice is required to be given under the provisions of the articles, these bylaws, the Nonprofit Corporation Law of 1988 or other applicable law, a waiver thereof in writing, signed by the person or persons entitled to such notice, whether

before or after the time stated therein, shall be deemed equivalent to the giving of such notice. Except as otherwise required by this Section and by Section 8.06 of these bylaws, neither the business to be transacted nor the purpose of a meeting need be specified in the waiver of notice of such meeting.

Attendance of a person at any meeting shall constitute a waiver of notice of such meeting, except where a person attends a meeting for the express purpose of objecting, at the beginning of the meeting, to the transaction of any business because the meeting was not lawfully called or convened.

Section 4.03. Modification of Proposal Contained in Notice. Whenever the language of a proposed resolution is included in a written notice of a meeting, the meeting considering the resolution may without further notice adopt it with such clarifying or other amendments as do not enlarge its original purpose.

Section 4.04. Conference Telephone Meetings. One or more persons may participate in a meeting of the Board or of a committee of the Board by means of conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear each other. Participation in a meeting pursuant to this Section shall constitute presence in person at such meeting.

ARTICLE V Officers

Section 5.01. Number, Qualifications and Designation. The officers of the Fiduciary Corporation shall be a president, one or more vice presidents, a secretary, a treasurer, and such other officers as may be elected in accordance with the provisions of Section 5.03 of this Article. Any number of offices may be held by the same person. Officers may but need not be Trustees or members of the Fiduciary Corporation, and shall be natural persons of full age except that the treasurer or assistant treasurer may be a corporation. The Board of Trustees may elect from among the members of the Board a chair of the Board and a vice chair of the Board who shall be officers of the Fiduciary Corporation.

Section 5.02. Selection and Term of Office. The officers of the Fiduciary Corporation shall be selected and their terms of office shall be determined as follows:

- (1) The president, any vice presidents, the treasurer and other executive officers of the Fiduciary Corporation, except those elected by delegated authority pursuant to Section 5.03, shall be elected by the Board of Trustees. The president shall be elected for a term of four years, subject to confirmation by the General Assembly, and shall be eligible for reelection. Any vice presidents, the treasurer and other executive officers of the Fiduciary Corporation shall be elected for the term of their employment with the

Fiduciary Corporation.

(2) ~~The office of secretary shall be comprised of a recording secretary and a corporate secretary. The recording secretary shall be the person for the time being in office as the Stated Clerk of the General Assembly of the Presbyterian Church (U.S.A.) with one or more associates in that office to serve as assistant recording secretary.~~ The corporate secretary shall be the person for the time being in office as the General Counsel of the Fiduciary Corporation, with one or more associates in that office, when available, to serve as assistant ~~corporate~~ secretary.

(3) Subordinate officers elected by delegated authority pursuant to Section 5.03 shall be governed as to their duties and term of service by the terms and conditions of their election.

Section 5.03. Officers, Committees and Agents. The Board of Trustees may from time to time elect such officers and appoint such committees, employees or other agents as the business of the Fiduciary Corporation may require, including one or more assistant secretaries, and one or more assistant treasurers, each of whom shall hold office for such period, have such authority, and perform such duties as are provided in these bylaws, or as the Board of Trustees may from time to time determine. The Board of Trustees may delegate to any officer or committee of the Fiduciary Corporation the power to elect subordinate or other officers and to retain or appoint employees or other agents, or committees thereof, and to prescribe the authority and duties of such subordinate or other officers, committees, employees or other agents.

Section 5.04. Resignations. Any officer or agent may resign at any time by giving written notice to the Board of Trustees, or to the president or the secretary of the Fiduciary Corporation. Any such resignation shall take effect at the date of the receipt of such notice or at any later time specified therein and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

Section 5.05. Removal. Any elected or appointed officer, committee member, employee or other agent of the Fiduciary Corporation may be removed, either for or without cause, by the Board of Trustees or other authority which elected or appointed such officer, committee, employee or other agent whenever in the judgment of such authority the best interests of the Fiduciary Corporation will be served thereby, but such removal shall be without prejudice to the contract rights of any person so removed.

Section 5.06. Vacancies. A vacancy in any elective or appointive office because of death, resignation, removal, disqualification, or any other cause, shall be filled by the Board of Trustees (in the case of the president, subject to confirmation by the General Assembly) or by the authority to which the power to fill such office has been delegated pursuant to Section 5.03 of this Article, as the case may be, and if the office is one for which a term is prescribed by or pursuant to these

bylaws, shall be filled for the unexpired portion of the term. The refusal of the General Assembly to confirm the election of a president shall result in the creation of a vacancy in that office.

Section 5.07. General Powers. All officers of the Fiduciary Corporation, as between themselves and the Fiduciary Corporation, shall respectively have such authority and perform such duties in the management of the property and affairs of the Fiduciary Corporation as may be determined by resolutions or orders of the Board of Trustees, or, in the absence of controlling provisions in resolutions or orders of the Board of Trustees, as may be provided in these bylaws.

Section 5.08. The Chair and Vice Chair of the Board. The chair of the Board, or in his or her absence, the vice chair of the Board, shall preside at all meetings of the members of the Board of Trustees, and shall perform such other duties as may from time to time be requested of such officers by the Board of Trustees or the Executive Committee.

Section 5.09. The President. The president shall be elected by the Board of Trustees and subject to confirmation by the General Assembly. The president-elect may assume the position of president with full authority of that office upon election by the Board of Trustees and before the next General Assembly at which confirmation shall be sought. The president shall be the chief executive officer of the Fiduciary Corporation and shall have general supervision over the activities and operations of the Fiduciary Corporation, subject, however, to the control of the Board of Trustees. The president shall sign, execute and acknowledge, in the name of the Fiduciary Corporation, deeds, mortgages, bonds, contracts or other instruments, authorized by the Board of Trustees, except expressly delegated by the Board of Trustees, or by these bylaws, to some other officer or agent of the Fiduciary Corporation; and, in general, shall perform all duties incident to the office of president, and such other duties as from time to time may be assigned to the president by the Board of Trustees or the Executive Committee.

Section 5.10. Chief Operating Officer. The chief operating officer shall perform the duties of the president in the absence of the president and such other duties as may from time to time be assigned to him/her by the Board of Trustees, the Executive Committee, or the president.

Section 5.11. The Secretary. The ~~recording~~-secretary, or assistant ~~recording~~-secretary, shall attend all meetings of the Board of Trustees and shall record all the votes of the Trustees and the minutes of the meetings of the Board of Trustees in a book or books to be kept for that purpose. The ~~corporate~~-secretary, or an assistant ~~corporate~~-secretary, shall see that notices are given and records and reports are filed and shall be the custodian of the seal of the Fiduciary Corporation and see that it is affixed to all documents to be executed on behalf of the Fiduciary Corporation under its seal; and, in general, shall perform all duties incident to the office of ~~corporate~~-secretary, and such other duties relating thereto as may from time to time be assigned to the ~~corporate~~-secretary by the Board of Trustees, the Executive Committee, or the president.

Section 5.12. The Treasurer. The treasurer or an assistant treasurer shall have or provide for the custody of the funds or other property of the Fiduciary Corporation and shall keep a separate book of account of the same to his or her credit as treasurer; shall collect and receive or provide for the collection and receipt of moneys earned by or in any manner due to or received by the Fiduciary Corporation; shall deposit all funds in his or her custody as treasurer in such banks or other places of deposit (including the Central Treasury Corporation) as the Board of Trustees may from time to time designate; shall, whenever so required by the Board of Trustees, render an account showing his or her transactions as treasurer, and the financial condition of the Fiduciary Corporation; and, in general, shall discharge such other duties as may from time to time be assigned to the treasurer by the Board of Trustees, the Executive Committee, or the president.

Section 5.13. Officers' Bonds. Any officer shall give a bond for the faithful discharge of the duties of the office held by such officer in such sum, if any, and with such surety or sureties as the Board of Trustees shall require.

Section 5.14. Salaries. The salaries of the staff officers elected by the Board of Trustees shall be determined from time to time or as may be designated by resolution of the Board. The salaries or other compensation of any other staff officers, employees and other agents shall be determined from time to time by the authority to which the power to elect such staff officers or to retain or appoint such employees or other agents has been delegated pursuant to Section 5.03 of this Article. No full-time staff officer shall be prevented from receiving such salary or other compensation by reason of the fact that he or she is also a Trustee of the Fiduciary Corporation. See also Section 3.09 of these bylaws.

ARTICLE VI

Indemnification of Trustees, Officers, Etc.

Section 6.01. Scope of Indemnification.

(a) The Fiduciary Corporation shall indemnify an indemnified representative against any liability incurred in connection with any proceeding in which the indemnified representative may be involved as a party or otherwise, by reason of the fact that such person is or was serving in an indemnified capacity, including without limitation any liability resulting from any actual or alleged breach or neglect of duty, error, misstatement or misleading statement, negligence, gross negligence or act giving rise to strict or products liability, except:

(1) where such indemnification is expressly prohibited by applicable law;

(2) where the conduct of the indemnified representative has been finally determined pursuant to Section 6.06(d) or otherwise to constitute willful misconduct or recklessness within the meaning of 42 Pa.C.S. Section 8365(b) or any

superseding provision of law sufficient in the circumstances to bar indemnification against liabilities arising from the conduct;

(3) to the extent the liability is finally determined pursuant to Section 6.06(d) or otherwise to be based upon or attributable to the indemnified representative gaining any personal pecuniary profit to which such indemnified representative was not legally entitled; or

(4) to the extent such indemnification has been finally determined in a final adjudication pursuant to Section 6.06(d) to be otherwise unlawful.

(b) If an indemnified representative is entitled to indemnification in respect of a portion, but not all, of any liabilities to which such person may be subject, the Fiduciary Corporation shall indemnify such indemnified representative to the maximum extent for such portion of the liabilities.

(c) The termination of a proceeding by judgment, order, settlement, conviction or upon a plea of nolo contendere or its equivalent shall not, of itself, create a presumption that the indemnified representative is not entitled to indemnification.

(d) For purposes of this Article:

(1) "indemnified capacity" means any and all past, present and future service by an indemnified representative in one or more capacities as a Trustee, officer, employee or agent of the Fiduciary Corporation or a Foundation Constituent Corporation, or, at the request of the Fiduciary Corporation, as a director, officer, employee, agent, fiduciary or trustee of another fiduciary corporation, partnership, joint venture, trust, employee benefit plan or other entity or enterprise;

(2) "indemnified representative" means any and all Trustees, officers and employees of the Fiduciary Corporation, and any other person designated as an indemnified representative by the Board of Trustees of the Fiduciary Corporation (which may, but need not, include any person serving, at the request of the Fiduciary Corporation, as a director, officer, employee, agent, fiduciary or trustee of another corporation, partnership, joint venture, trust, employee benefit plan or other entity or enterprise);

(3) "liability" means any damage, judgment, amount paid in settlement, fine, penalty, punitive damages, excise tax assessed with respect to an employee benefit plan, or cost or expense of any nature (including, without limitation, attorneys' fees and disbursements); and

(4) "proceeding" means any threatened, pending or completed action, suit, appeal or other proceeding of any nature, whether civil, criminal, administrative or investigative, whether formal or informal, and whether brought by or in the right of the Fiduciary Corporation, a class of its security holders, if any, or otherwise.

Section 6.02. Proceedings Initiated by Indemnified Representative. Notwithstanding any other provision of this Article, the Fiduciary Corporation shall not indemnify under this Article an indemnified representative for any liability incurred in a proceeding initiated (which shall not be deemed to include counter-claims or affirmative defenses) or participated in as an intervenor or amicus curiae by the person seeking indemnification unless such initiation of or participation in the proceeding is authorized, either before or after its commencement, by the affirmative vote of a majority of a quorum of the Trustees of the Fiduciary Corporation. This Section does not apply to reimbursement of expenses incurred in successfully prosecuting or defending an arbitration under Section 6.06(d) or otherwise successfully prosecuting or defending the rights of an indemnified representative granted by or pursuant to this Article.

Section 6.03. Advancing Expenses. The Fiduciary Corporation shall pay the expenses (including attorneys' fees and disbursements) incurred in good faith by a Trustee or officer and may, by act of the Board of Trustees (including the votes or consents of interested Trustees), pay the expenses (including attorneys' fees and disbursements) incurred in good faith by any other indemnified representative in advance of the final disposition of a proceeding described in Section 6.01 upon receipt of an undertaking by or on behalf of the indemnified representative to repay such amount if it shall ultimately be determined pursuant to Section 6.06(d) or otherwise that such person is not entitled to be indemnified by the Fiduciary Corporation pursuant to this Article. The financial ability of an

indemnified representative to repay an advance shall not be a prerequisite to the making of such advance.

Section 6.04. Securing of Indemnification Obligations. To further effect, satisfy or secure the indemnification obligations provided herein or otherwise, the Fiduciary Corporation may maintain insurance, obtain a letter of credit, act as self-insurer, create a reserve, trust, escrow, cash collateral or other fund or account, enter into indemnification agreements, pledge or grant a security interest in any assets or properties of the Fiduciary Corporation, or use any other mechanism or arrangement whatsoever in such amounts, at such costs, and upon such other terms and conditions as the Board of Trustees shall deem appropriate. Absent fraud, the determination of the Board of Trustees with respect to such amounts, costs, terms and conditions shall be conclusive against all security holders, if any, officers and Trustees and shall not be subject to voidability.

Section 6.05. Payment of Indemnification. An indemnified representative who is entitled to indemnification shall be entitled thereto within 30 days after a written request for such indemnification has been delivered to the secretary of the Fiduciary Corporation.

Section 6.06. Indemnification Procedure.

(a) An indemnified representative shall use such indemnified representative's best efforts to notify promptly the secretary of the Fiduciary Corporation of the commencement of any proceeding or the occurrence of any event which might give rise to a liability under this Article, but the failure so to notify the Fiduciary Corporation shall not relieve the Fiduciary Corporation for any liability which it may have to the indemnified representative under this Article or otherwise.

(b) The Fiduciary Corporation shall be entitled, upon notice to any such indemnified representative, to assume the defense of any proceeding with counsel reasonably satisfactory to the indemnified representative, or a majority of the indemnified representatives involved in such proceeding if there be more than one. If the Fiduciary Corporation notifies the indemnified representative of its election to defend the proceeding, the Fiduciary Corporation shall have no liability for the expenses (including attorneys' fees and disbursements) of the indemnified representative incurred in connection with the defense of such proceeding subsequent to such notice, unless (i) such expenses (including attorneys' fees and disbursements) have been authorized by the Fiduciary Corporation, (ii) the Fiduciary Corporation shall not in fact have employed counsel reasonably satisfactory to such indemnified representative or indemnified representatives to assume the defense of such proceeding, or (iii) it shall have been determined pursuant to Section 6.06(d) that the indemnified representative was entitled to indemnification to the benefits of this Article shall have the burden of proof. The Fiduciary Corporation shall reimburse an indemnified representative for such expenses under this Article or otherwise. Notwithstanding the foregoing, the indemnified representative may elect to retain counsel at the indemnified representative's own cost and expense to participate in the defense of such proceeding.

(c) The Fiduciary Corporation shall not be required to obtain the consent of the indemnified representative to the settlement of any proceeding which the Fiduciary Corporation has undertaken to defend if the Fiduciary Corporation assumes full and sole responsibility for such settlement and the settlement grants the indemnified representative an unqualified release in respect of all liabilities at issue in the proceeding. Whether or not the Fiduciary Corporation has elected to assume the defense of any proceeding, no indemnified representative shall have any right to enter into any full or partial settlement of the proceeding without the prior written consent of the Fiduciary Corporation (which consent shall not be unreasonably withheld), nor shall the Fiduciary Corporation be liable for any amount paid by an indemnified representative pursuant to any settlement to which the Fiduciary Corporation has not so consented.

(d) Any dispute related to the right to indemnification as provided under this Article shall be decided only by arbitration in the metropolitan area in which the principal executive offices of the Fiduciary Corporation are located at the time, in accordance with the commercial arbitration rules then in effect of the American Arbitration Association, before a panel of three arbitrators, one of whom shall be selected by the Fiduciary Corporation, the second of whom shall be selected by the indemnified representative and the third of whom shall be selected by the other two arbitrators. In the absence of the American Arbitration Association, or if for any reason arbitration under the arbitration rules of the American Arbitration Association cannot be initiated, and if one of the parties fails or refuses to select an arbitrator, or the arbitrators selected by the Fiduciary Corporation and the indemnified representative cannot agree on the selection of the third arbitrator within 30 days after such time as the Fiduciary Corporation and the indemnified representative have each been notified of the selection of the other's arbitrator, the necessary arbitrator or arbitrators shall be selected by the presiding judge of the court of general jurisdiction in such metropolitan area. Each arbitrator selected as provided in this subsection is required to be or have been a director or executive officer of a corporation whose shares of common stock were listed during at least one year of such service on the New York Stock Exchange or the American Stock Exchange or quoted on the National Association of Securities Dealers Automated Quotations System. The party or parties challenging the right of an indemnified representative to the benefits of this Article shall have the burden of proof. The Fiduciary Corporation shall reimburse an indemnified representative for the expenses (including attorneys' fees and disbursements) incurred in successfully prosecuting or defending such arbitration. Any award entered by the arbitrators shall be final, binding and nonappealable and judgment may be entered thereon by any party in accordance with applicable law in any court of competent jurisdiction, except that the Fiduciary Corporation shall be entitled to interpose as a defense in any such judicial enforcement proceeding any prior final judicial determination adverse to the indemnified representative under Section 6.01(a)(2) or (3) in a proceeding not directly involving indemnification under this Article. This arbitration provision shall be specifically enforceable.

(e) Upon a payment to any indemnified representative under this Article, the Fiduciary Corporation shall be subrogated to the extent of such payment to all of the rights of the indemnified representative to recover against any person for such liability, and the indemnified representative shall execute all documents and instruments required and shall take such other action as may be necessary to secure such rights, including the execution of such documents as may be necessary for the Fiduciary Corporation to bring suit to enforce such rights.

Section 6.07. Discharge of Duty. An indemnified representative shall be deemed to have discharged such person's duty to the Fiduciary Corporation if he or she has relied in good faith on information, advice or an opinion, report or statement prepared by:

- (1) one or more officers or employees of the Fiduciary Corporation whom such indemnified representative reasonably believes to be reliable and competent with respect to the matter presented;

(2) legal counsel, public accountants or other persons as to matters that the indemnified representative reasonably believes are within the persons' professional or expert competence; or

(3) a committee of the Board of Trustees on which he or she does not serve as to matters within its area of designated authority, which committee he or she reasonably believes to merit confidence.

Section 6.08. Contract Rights; Amendment or Repeal. All rights to indemnification under this Article shall be deemed a contract between the Fiduciary Corporation and the indemnified representatives pursuant to which the Fiduciary Corporation and each indemnified representative intend to be legally bound. Any repeal, amendment or modification hereof shall be prospective only and shall not affect any rights or obligations then existing.

Section 6.09. Scope of Article. The indemnification of indemnified representatives, as authorized by this Article, shall not be deemed exclusive of any other rights to which those seeking indemnification or advancement of expenses may be entitled under any statute, agreement, vote of the General Assembly or disinterested Trustees or otherwise, both as to action in an official capacity and as to action in any other capacity. The indemnification provided by or granted pursuant to this Article shall continue as to a person who has ceased to be an indemnified representative in respect of matters arising prior to such time, and shall inure to the benefit of the heirs, executors, administrators and personal representatives of such a person.

Section 6.10. Reliance on Provisions. Each person who shall act as an indemnified representative of the Fiduciary Corporation shall be deemed to be doing so in reliance upon the rights of indemnification provided by this Article.

Section 6.11 Interpretation. The provisions of this Article have been approved and ratified by the ~~General Assembly Mission Council~~[Presbyterian Mission Agency](#) and are intended to constitute Bylaws authorized by Section 5746 of the Pennsylvania Nonprofit Corporation Law of 1988 and 42 Pa.C.S. Section 8365.

ARTICLE VII Investments

Section 7.01. Administration. Unless otherwise specifically directed in the instrument by which any property, real or personal, is given, granted, conveyed, transferred, bequeathed, devised, assigned to or otherwise vested in the Fiduciary Corporation, including but not limited to its capacity as fiduciary or otherwise, and subject to the general investment policies, adopted from time to time by the General Assembly so far as consistent with the fiduciary responsibilities of the Board of Trustees, the appropriate committee of the Board of Trustees is authorized to invest and reinvest the property thus received or the proceeds of any property

thus received and to retain property thus received and investments heretofore or hereafter made if done in accordance with the Pennsylvania Prudent Investor statute, 20 Pa.C.S. Section 7201 et. seq. The appropriate committee of the Board of Trustees may employ such investment advisors and consultants as it desires to assist it in making investments, reinvestments and retention of investments.

Section 7.02. Certain Unrestricted Funds. With respect to investment of property and funds free of any standard of investment or over which the General Assembly has power of appropriation, the appropriate committee of the Board of Trustees may invest and reinvest such property and funds in such manner as the General Assembly or any body formed by the General Assembly thereto authorized may suggest or require, without reference to the standard provided by Section 7.01 of this Article.

Section 7.03. Restricted Funds. Where the terms of the gift or the instrument by which property or funds are received by the Fiduciary Corporation specify or limit the type of investments to be made with such property or funds, the investment or reinvestment of such property or funds shall be made in the discretion of the appropriate committee of the Board of Trustees in accordance with the terms provided or limited in the instrument by which such property or funds are received. In every case where a donor has specified that the principal of the gift be invested and that only the income be expended, the Fiduciary Corporation shall refrain from making any expenditure of principal, and in every case where a donor has specified the purposes for which principal or income may be expended, the Fiduciary Corporation shall refrain from making any expenditure inconsistent with the terms of the gift.

Section 7.04. Custodians and Nominee Registration. All investments and securities owned by the Fiduciary Corporation shall be held in the custody of a bank, or a trust company or other depositories as the Board of Trustees, the Executive Committee or another appropriate committee of the Board of Trustees may approve or designate. Investments and securities owned by the Fiduciary Corporation may be held in the name of a nominee which may be the nominee of a bank, or a trust company or other depository, provided the bank or trust company or other depository in the name of whose nominee investments and securities of the Fiduciary Corporation are held first gives a bond or letter to the Fiduciary Corporation where by it assumes full responsibility for the safe custody of the investments and securities and agrees to indemnify the Fiduciary Corporation and its Trustees and officers and employees against any loss or claims by reason of such nominee registration or default or infidelity of such nominee, and that all such investments and securities shall be so designated upon the records of the bank, or trust company or other custodian so that the ownership of the same in the Fiduciary Corporation shall clearly appear at all times.

ARTICLE VIII
Miscellaneous

Section 8.01. Corporate Seal. The Fiduciary Corporation shall have a corporate seal in the form of a design adopted by the 197th General Assembly (1985) of the Presbyterian Church (U.S.A.), together with the words: "PRESBYTERIAN CHURCH (U.S.A.) FOUNDATION -- INCORPORATED 1799 PENNSYLVANIA". The Foundation Constituent Corporations shall each have a corporate seal in the form of a circle containing the words "CORPORATE SEAL".

Section 8.02. Checks. All checks, notes, bills of exchange or other orders in writing shall be signed by such person or persons as the Board of Trustees may from time to time designate.

Section 8.03. Contracts. Except as otherwise provided in these bylaws, the Board of Trustees may authorize any officer or officers, agent or agents, to enter into any contract or to execute or deliver any instrument on behalf of the Fiduciary Corporation, and such authority may be general or confined to specific instances.

Section 8.04. Deposits and Disbursements. All funds of the Fiduciary Corporation shall be deposited from time to time to the credit of the Fiduciary Corporation in such banks, trust companies, or other depositories as the Board of Trustees may approve or designate, and all such funds shall be withdrawn only upon checks signed by, or bearing the authorized facsimile signature of such one or more officers, employees or agents as the Board of Trustees shall from time to time determine. The name or accounts to which such deposits are made, and the name of the Fiduciary Corporation on checks drawn against such accounts may be "Presbyterian Church (U.S.A.)", and may include such other words including the name of the Fiduciary Corporation and an appropriate designation to identify by purpose or otherwise. The Fiduciary Corporation shall designate the Central Treasury Corporation as attorney-in-fact of the Fiduciary Corporation and of each of the Foundation Constituent Corporations for the purpose of disbursing unrestricted income or unrestricted principal of invested funds (and restricted income or restricted principal to the extent specifically authorized by the Board of Trustees) pursuant to appropriations made by the General Assembly or any officer or agency thereof thereunto duly authorized. In the case of disbursements of unrestricted income or unrestricted principal, the personnel of the Central Treasury Corporation, and not the Board of Trustees of the Fiduciary Corporation and the Foundation Constituent Corporations, shall be accountable and responsible for such disbursements.

Section 8.05. Annual Report of Trustees. The Board of Trustees shall direct the president and treasurer to present at a regular meeting of the Board in every year a report, verified by such officers, showing in appropriate detail the following:

- (1) The assets, liabilities and fund balances, including the trust funds, of the Fiduciary Corporation as of the end of the fiscal year immediately preceding the date of the report.
- (2) The principal changes in assets, liabilities and fund balances, including trust funds, during the year immediately preceding the date of the report.

(3) The revenue or receipts of the Fiduciary Corporation, both unrestricted and restricted to particular purposes, for the year immediately preceding the date of the report, including separate date with respect to each trust fund held by or for the Fiduciary Corporation.

(4) The expenses or disbursements of the Fiduciary Corporation, for both general and restricted purposes, during the year immediately preceding the date of the report, including separate date with respect to each trust fund held by or for the Fiduciary Corporation.

(5) The number of members of the Fiduciary Corporation as of the date of the report and a statement of the place where the name and address of the current member of the Fiduciary Corporation may be found.

The annual report shall be filed with the minutes of the meeting of the Board and copies shall be transmitted to the Central Treasury Corporation, the ~~General Assembly Mission Council~~[Presbyterian Mission Agency](#) and the General Assembly.

Section 8.06. Amendment of Bylaws. These bylaws may be amended or repealed, or new bylaws may be adopted either: (1) by the action of a majority of Trustees present and voting at any regular or special meeting of the Board of Trustees at which a quorum is present, if ten days' written notice of such proposed amendment, repeal or new bylaws is given to each Trustee, or (2) by the action at any regular meeting of the Board of Trustees of a majority of all of the Trustees in office, where no notice of such proposed amendment, repeal or new bylaws has been given.

Any such amendment, repeal or new bylaws shall be consistent with the Form of Government of the Presbyterian Church (U.S.A.) and with the directions from time to time of the General Assembly. The substance of any proposed amendment, repeal or new bylaws shall first be approved by the ~~General Assembly Mission Council~~[Presbyterian Mission Agency](#).

ANNEX A
(As Amended January 1, 2007)

**Foundation Constituent Corporations
of the
Presbyterian Church (U.S.A.) Foundation**

<u>Name</u>	<u>State of Incorporation</u>
The Presbyterian Foundation, Inc. (U.S.)	North Carolina
Board of Christian Education of the Presbyterian Church (U.S.A.)	Pennsylvania
The Board of Christian Education of the Presbyterian Church (U.S.A.)	New York
Board of Home Missions of the Presbyterian Church (U.S.A.)	New York
Board of National Missions of the Presbyterian Church (U.S.A.)	New York
The Presbyterian Board of Home Mission	New York
Woman's Board of Home Missions of the Presbyterian Church (U.S.A.)	New York

**ITEM H.104
 FOR ACTION**

<i>for presbyterian mission agency executive director's office use only</i>			
A. Finance		E. Corporate Property, Legal, Finance	J. Nominating Committee
B. Justice		F. PC(USA), A Corporation	K. Governance Committee
C. Leadership		G. Audit	P. Plenary
D. Worshiping Communities	X	H. Executive Committee	

Subject: Report of the Personnel Subcommittee

Action Item 1: Staff Structure Changes

I. Communication and Funds Development

Recommendation:

- A. The Personnel subcommittee recommends that the Executive Committee propose changes, for approval by the Presbyterian Mission Agency Board, to the high level structure of the Presbyterian Mission Agency staff organization:**
 - 1. Eliminate the “Communications and Funds Development ministry area” and replace it with a Communications organization and a Funds Development organization**
 - 2. Direct that revisions to the Organization for Mission and the Presbyterian Mission Agency’s Manual of Operations, consistent with this change, be prepared for approval by the 221st General Assembly (2014).**
- B. The Personnel subcommittee recommends that the Executive Committee propose, for Presbyterian Mission Agency Board approval, a restructure of the staff organization listed in Appendix 2 of the Presbyterian Mission Agency’s Manual of Operations, as follows:**
 - 1. Change number of Deputy Executive Directors from three to two, and add a reference to a Senior Director for Communications Ministry and a Senior Director for Funds Development Ministry.**
 - 2. Eliminate the section outlining the eight work areas of the Deputy Executive Director for Communications and Funds Development,**
 - 3. Add sections describing the areas of responsibility for the Senior Director for Communications Ministry and the Senior Director for Funds Development Ministry:**

- i. Communications Ministry
 1. Mission Communications
 2. Communication Services

- ii. Funds Development Ministry
 1. Major Gifts
 2. Church Support
 3. Special Offerings and Appeals
 4. Relationship & Development Operations

The revised section would then read:

B. Deputy Executive Directors and Senior Directors

The General Assembly Ministries are led by ~~three~~ two Deputy Executive Directors, and two Senior Directors, reporting to the Executive Director.

- 1. Deputy Executive Director for Mission***
 - i. Evangelism and Church Growth*
 - ii. Compassion, Peace and Justice*
 - iii. Racial Ethnic and Women's Ministries/Presbyterian Women*
 - iv. Theology, Worship and Education*
 - v. Vocation*
 - vi. World Mission*
 - vii. Research Services*
- 2. Deputy Executive Director for Communications & Funds Development***
 - ~~i. Creative Services~~*
 - ~~ii. Relationship and Development Operations~~*
 - ~~iii. Executive Office on Policy Communications~~*
 - ~~iv. Funds Development~~*
 - ~~v. Mission Communications~~*
 - ~~vi. Mission Resources~~*
 - ~~vii. Presbyterian News Service~~*
 - ~~viii. Stewardship~~*
- 23. Deputy Executive Director for Shared Services***
 - i. Finance and Accounting*
 - ii. Information Technology*
 - iii. Presbyterian Center Services*
 - iv. Presbyterian Distribution Services*
- 3. Senior Director for Communications Ministry***
 - i. Communications Services*
 - ii. Mission Communications*
- 4. Senior Director for Funds Development Ministry***
 - i. Major Gifts*
 - ii. Church Support*
 - iii. Special Offerings & Appeals*
 - iv. Relationship & Development Operations*

Rationale:

The Communications and Funds Development (CFD) organization was established as a part of the reorganization of the Mission Agency staff in 2006. Considerable progress has been made since in improving the quality of our communications and awareness within the church of our work and in developing funds development capability.

In 2012, the Presbyterian Mission Agency undertook an evaluation of its communications and funds development organization and personnel, with the assistance of TAG Consulting. TAG conducted several dozen interviews with CFD staff, other staff that work with and use the services of CFD, and with some board members and other church leaders.

Several key findings were made which guided the resulting changes:

- The CFD structure was complex, and impeded collaborative teaming within the organization.
- An overemphasis on process made internal client relationships more regulatory than relationships of collaboration and partnership.
- Lack of overall strategy for CFD impedes alignment of decisions and behaviors within the organization
- Website is frustrating for users as well as for those in CFD, both a matter of the website design and how it is administered
- Desire for more cutting edge communications, including social media and video
- Recent shift to more storytelling in and through various tools of communication is making positive impact, especially noted by pastors and mid-council executives
- CFD is vitally important to the Presbyterian Mission Agency role to “inspire, equip and connect”, and our ministries are valued by church leaders

Change was needed, also, to meet the continual need to reduce costs and leverage our resources, and to develop fund raising strategies for other, prioritized ministries for which funding is needed going forward.

Organizational Structure

While structure is only a foundation for creating an organization that fulfills its purpose and mission with a healthy organizational culture, having a structure that will facilitate effectiveness is critical.

In order to simplify the structure, making it easier to understand and to work with, and to elevate the role and value to the organization, several shifts are being proposed.

The essential shift will be to divide CFD into two core services. One will oversee funds development and the other will deliver communications. The leaders for each of these areas, the Senior Director of Development and the Senior Director of Communications will be a part of the senior Presbyterian Mission Agency staff leadership team.

Funds Development Ministry

Over the past five years, an effective funds development support for World Mission has been built, specifically for mission personnel. Continuing our 175 year history of mission personnel was deemed among our highest priorities. Funding for mission personnel is vulnerable and declining, so funds development activity has been concentrated in this area. Over the past two years, funds development for Special Offerings has been given renewed attention and new initiatives have been implemented. In

conjunction with both of these emphases, the development support functions such as donor database, acknowledgement, and analysis systems and capabilities have also been greatly improved.

The Presbyterian Mission Agency is now at a point at which funds development activity must be broadened for other prioritized ministries for which funding needs to be cultivated. Priorities have been identified, but funds development strategies, including investment needs, for this additional funds development activity have not yet developed. It is anticipated that additional personnel or other investments in funds development will be needed, but specific proposals and the financial implications have not yet been determined. Developing these plans will be work for 2013 and beyond, in consultation with the ministries and programs for which efforts will be undertaken.

In keeping with the practices of leading funds development organizations, the team is organized around fund raising methods, rather than particular programs. Cost allocation will still attribute costs to those programs for which funds are being raised, and the funds development organization will still have the same goals for World Mission that have been established for the 2013-14 budget. Organizing around fund raising methods, however, broadens the reach of the organization and best uses the skills of specialized personnel and systems to support them.

The Presbyterian Mission Agency is long past an era in which funding can be taken for granted. Our efforts in recent years have demonstrated that we can be effective in funds development. By combining development into one organization, the Presbyterian Mission Agency will be better able to optimize our resources, continue to develop our capability and have an overall development program.

Stewardship

The Stewardship office and the Director of Stewardship position were eliminated effective December 31, 2012, upon determining that the preponderance of the work of this office was better accomplished by entities outside of the Mission Agency. Some activities, such as the stewardship newsletter, will be assumed by The Presbyterian Foundation, which also provides stewardship service to entities in the church. The Presbyterian Mission Agency will continue some stewardship activities that are aligned with our other work through the Funds Development Ministry, like participating as an annual Kaleidoscope conference partner, shared mission support and other presbytery support recognition. From time to time, we may also produce curriculum and other resources through Theology, Worship and Education, such as the recent addition to the "Being Reformed" series: "Enough: God's Blessings in Abundance," by Laura Mendenhall.

Communications Ministry

Communications will be streamlined into three primary areas.

The Senior Director of Communications will be responsible for the formation and execution of communication strategy and activities for the Presbyterian Mission Agency. The Senior Director will play an organization-wide strategic and leadership role, and also will provide communications support for the Executive Director, the Board of Directors and the Deputy Executive Director for Shared Services. The Senior Director's office will provide agency-wide and employee communications and media relations and will lead the overall communications function for the agency. Presbyterian News Service will be based in the office of the Senior Director.

Support for our six ministry areas will be led by the Director for Mission Communications, whose primary internal client is the Deputy Executive Director for Mission. Mission communicators reporting to the Director will be strategic communications partners with their client ministries. This area develops and implements comprehensive strategic plans for ministry communications. A Social Media specialist position has been added to this group to develop and implement a strategy and capacity for effective use of social media.

Communications Services will function like an internal agency, to design, plan, produce, advise on and execute communications of all sorts, digital, video, display, web, writing, social media, graphic design and print. This office will produce mission resources (mission year book, calendar and Presbyterians Today) and projects such as the annual report and GA agency joint projects. Services will be provided by combinations of staff and external resources.

Process

The Executive Director has been given authority by the General Assembly, in the Organization for Mission, for “providing leadership and administrative oversight to the staff and to the staffing and personnel decision process of the Presbyterian Mission Agency.” Individual personnel decisions related to this re-organization were made consistent with this authority.

The Presbyterian Mission Agency Board has been given authority by the General Assembly to restructure the staff organization listed in Appendix 2 of the Manual of Operations. Any restructure must be in alignment with the mission direction of the General Assembly, and must be reported as information to the next General Assembly. Recommendation I.B. above is being made consistent with this authority.

The Presbyterian Mission Agency Board has also been given authority to make high level changes in the organizational structure of the Presbyterian Mission Agency, such as in Recommendation I.A.. These changes must be reported to the General Assembly, and to the extent these changes are such that they result in revisions to the Organization for Mission and/or the Manual of Operations, those revisions must be approved by the General Assembly.

II. Office of the Executive Director

Recommendation:

- A. The Personnel subcommittee recommends that the Executive Committee propose, for approval by the Presbyterian Mission Agency Board, a restructure of the staff organization listed in Appendix 2, of the Presbyterian Mission Agency’s Manual of Operations as follows:**

Regarding Section A. Office of the Executive Director:

- 1. In #1, Replace “Executive Administrator’s Office” with “Advocacy Committee Support”**
- 2. In #1, Delete “and Human Resources” so that the list includes only “Advocacy Committee for Racial Ethnic Concerns and Advocacy Committee for Women’s Concerns.”**
- 3. Add a new #4: “Human Resources”**
- 4. Add a new #5: Policy, Administration and Board Support.”**

The resulting paragraph would then read:

A. Office of the Executive Director

The primary purpose of the office is to provide overall leadership and support for the mission of the Presbyterian Church (U.S.A.) working with and through the Presbyterian Mission Agency Board and the General Assembly Ministries. The office is divided into mission administration areas, one of which is shared with the Office of the General Assembly:

1. Advocacy Committee Support ~~Executive Administrator's Office~~ which includes, Advocacy Committee for Racial Ethnic Concerns, and Advocacy Committee for Women's Concerns, ~~and Human Resources.~~
2. Internal Audit
3. Legal & Risk Management
4. Human Resources
5. Policy, Administration and Board Support

Shared with the Office of the General Assembly

- ~~4.~~ 6. Mid Council Relations

- B. The Personnel subcommittee recommends, as a consequence of the changes listed above in II.A., that the Executive Committee propose, for approval by the Presbyterian Mission Agency Board, revisions to Appendix 1, Section VII, paragraphs B1, B2, C1 and C2 (regarding staffing relationships for the Advocacy Committee for Racial Ethnic Concerns and the Advocacy Committee for Women's Concerns), as follows:

Replace "Executive Administrator" with "Racial Ethnic Leadership Development Manager" in each paragraph.

The resulting paragraphs would read:

(Regarding the Advocacy Committee for Racial Ethnic Concerns)

B.1. Accountability and Lodgment

Staff responsible for the planning and coordination work of the committee shall be appointed by the Presbyterian Mission Agency Executive Director in consultation with the Advocacy Committee. The staff shall be lodged within the office of the Presbyterian Mission Agency Executive Director, unless the Advocacy Committee consents to staff being lodged outside that office. Such staff shall be accountable for the work of the committee to the office of the Presbyterian Mission Agency Board Executive Director through the ~~Executive Administrator~~ Racial Ethnic Leadership Development Manager.

B.2. Budget

Funding for the work of the Advocacy Committee for Racial Ethnic Concerns comes from the per capita budget except for the staffing costs which are accounted for in the budget of the office where the staff is lodged. The Advocacy Committee shall propose a yearly budget to the office of the ~~Executive Administrator~~ Racial Ethnic Leadership Development Manager.

(Regarding the Advocacy Committee for Women's Concerns)

C.1. Accountability and Lodgment

Staff responsible for the planning and coordination work of the committee shall be appointed by the Presbyterian Mission Agency Executive Director in consultation with the Advocacy Committee. The staff shall be lodged within the office of the Presbyterian Mission Agency Executive Director, unless the Advocacy Committee consents to staff being lodged outside that office. Such staff shall be accountable for the work of the committee to the office of the Presbyterian Mission Agency Board Executive Director through the ~~Executive Administrator~~ Racial Ethnic Leadership Development Manager.

C.2. Budget

Funding for the work of the Advocacy Committee for Women's Concerns comes from the per capita budget except for the staffing costs which are accounted for in the budget of the office where the staff is lodged. The Advocacy Committee shall propose a yearly budget to the office of the ~~Executive Administrator~~ Racial Ethnic Leadership Development Manager.

Rationale:

In November 2012, in an effort to strengthen the ability of the Presbyterian Mission Agency to recruit and engage racial ethnic persons in leadership positions within the church, a new position was created: Racial Ethnic Leadership Development Manager, replacing the former Executive Administrator position within the Executive Director's Office.

The new position is responsible for designing, developing, and implementing programs that prepare diverse individuals for leadership in the church and society, through partnerships between the Presbyterian Mission Agency, mid councils and congregations, in addition to continuing to provide oversight on behalf of the Presbyterian Mission Agency, for the work of the Advocacy Committee for Racial Ethnic Concerns and the Advocacy Committee for Women's Concerns. In order to strengthen collaboration within the organization, the new position reports to both the Racial Ethnic and Women's Ministries area and the Executive Director's Office.

In order to provide time for this new focus, Human Resources will report directly to the Executive Director, and a new area within the Executive Director's Office was formed: Policy, Administration and Board Support. This area is responsible for overseeing and providing support for the Presbyterian Mission Agency Board's governance functions and General Assembly interactions, as well as the agency's staff leadership teams. These changes also streamline our governance support.

The recommendation above aligns the Presbyterian Mission Agency's Manual of Operation with these changes, which took effect on 1/1/2013.

III. Office of Vocation

Recommendation:

The Personnel subcommittee recommends that the Executive Committee propose, for Presbyterian Mission Agency Board approval, a restructure of the staff organization listed in Appendix 2 of the Presbyterian Mission Agency's Manual of Operations, as follows:

Regarding Section B.1. Deputy Executive Director for Mission:

Delete “e. Vocation”.

The resulting paragraph would then read:

- 1. Deputy Executive Director for Mission**
 - a. Evangelism and Church Growth**
 - b. Compassion, Peace and Justice**
 - c. Racial Ethnic and Women’s Ministries/Presbyterian Women**
 - d. Theology, Worship and Education**
 - ~~**e. Vocation**~~
 - f. World Mission**
 - g. Research Services**

Rationale:

In 2006, as the GAC was reorganized, in partnership with the Office of the General Assembly, a combined Office of Vocation was established, with each agency contributing some of its vocation related programs and staff.

In recent months, OGA has undertaken an analysis of its organization, as it looks to significant reduction of the per capita budget and to align itself to serve the church in the future.

As part of this review, the Stated Clerk and the Executive Director of the Presbyterian Mission Agency have determined that it is best for both organizations that the combined office be dismantled and that staff and programs be reassigned into the individual agencies.

The combined office has been effective in improving coordination of vocation related programs, but has also created the challenge of dual reporting, requiring leaders within the combined office to spend a great deal of time in staff meetings in both agencies.

Existing Vocation programs have been distributed between the agencies:

Presbyterian Mission Agency:

- For Such A Time As This – to Theology Worship and Education
- Racial Ethnic seminarian program – to Theology Worship and Education
- Financial Aid for Service: -- to Theology Worship and Education
- Military Chaplains – to Evangelism and Church Growth

Office of the General Assembly:

- Support for Preparation for Ministry
- Ordination exams
- Support for Committees on Ministry
- Church Leadership Connection.

The recommendation above aligns the Manual of Operations with this change.

Action Item 2: Dependent Care Expense Reimbursement Policy

That the Presbyterian Mission Agency Board:

- A. nor revise the \$1,000 per family per year maximum limit on dependent care expenses; and**
- B. revise the title of the policy to “Guidelines for Reimbursement for Presbyterian Mission Agency Elected Members and Staff” so that it aligns with current practice; and**
- C. add a sentence to the end of the current policy stating” “Extraordinary exceptions to the annual maximum for dependent care reimbursement may be approved in advance by the Presbyterian Mission Agency Board Executive Committee (for elected members) or by either the Executive Director or a Deputy Executive Director (for staff members).”**

Rationale:

At the September 2012 meeting of the Presbyterian Mission Agency Board, the following motion was approved:

That the Presbyterian Mission Agency Board appoint a task force to conduct a review of the current dependent care reimbursement policy as stated in the current Guidelines for Reimbursement and report to the April 2013 Board meeting in light of Presbyterian Mission Agency’s directional goals to involve Youth and Young Adults, and the difficulty young adults have in participating in national leadership and church meetings without adequate child care.

Rather than appoint an additional task force, Matt Schramm, Board Chair, asked the Personnel Subcommittee to conduct the review, as the policy in question governs both the reimbursement of employees and elected members. The Personnel Subcommittee reviewed several items:

a. Dependent Care Reimbursement Policy

The Dependent Care Reimbursement Policy is included in “Guidelines for Reimbursement of Expenses for General Assembly Agencies and Related Bodies.” The policy dates to a time when the General Assembly Council served in a superintendent role for the other GA agencies. Today, each agency has its own reimbursement guidelines, and the original policy, as revised over time, continues to serve the Presbyterian Mission Agency Board and staff. The Dependent Care Expenses section of the Guidelines provides:

Dependent Care Expenses while Traveling

An employee or an elected person may include in vouchered expense, the cost of dependent care under the following circumstances:

- Employee/elected person is traveling to meet a required, business need
- The dependent is a child under the age of 18 or an adult dependent requiring care, and is the responsibility of the employee/elected person

- There is no alternative care available, such as family or friends
 - The expense is above and beyond the normal, routine care expense for the dependent
- The expense must fall within the following Guidelines:
- Expense is limited to \$50 per day per dependent
 - ~~There is a maximum expense of \$1,000 per family per year~~
 - The expense must be documented in writing; an invoice from a commercial provider, or a written note from a personal provider with provider's name, address, social security number, and signature
 - The documentation must include the dates covered and the rate per day/hour

Reimbursement shall be requested on a travel voucher. The dependent care expense must be listed on an accounting distribution line separate from all other expenses on the travel voucher. The employee/elected person should obtain supervisor approval prior to incurring the expenses.

b. Review of dependent care reimbursement usage from 2010-2012

INDIVIDUAL	2010	2011	2012
EDO ACWC Meeting Participant A	\$188.00	\$135.00	\$130.00
EDO Committee Member A		\$499.50	\$624.00
EDO Employee A	\$1,000.00	\$900.00	\$400.00
Evang & Church Growth-Collegian Meeting Participant A		\$556.00	
Moderator	\$1,000.00		
REWM/PW Employee A	\$390.00	\$875.00	
REWM/PW Employee B	\$600.30	\$180.00	
REWM/PW Employee C			\$360.00
REWM/PW Participant A			\$250.00
SDOP Committee Member A		\$750.00	\$400.00
SDOP Committee Member B		\$1,350.00	
Shared Services Employee A	\$120.00		
Shared Services Employee B		\$30.00	
TWE Co New Pastors Meeting Participant A	\$100.00		
Vice Moderator	\$365.00	\$725.00	\$35.00
World Mission Employee A		\$300.00	
World Mission Regional Liaison A			\$100.00
TOTALS	\$3,763.30	\$6,300.50	\$2,299.00

The chart shows that:

- i. Over the three-year period, 17 individuals (both staff and elected) received dependent care reimbursements

ii. Three individuals (of the 17) reached the \$1,000 level. One of these individuals also reached \$900 in a different year, and another individual reached \$875. Apart from these four individuals, no one exceeded \$750 in a single year.

iii. One of the individuals exceeded the \$1,000 limit by reaching \$1,350 in a single year. This extraordinary circumstance occurred with the permission of the Deputy Executive Director of Mission. There is no specific exception language in the Policy, but the language could be added to make it consistent with the exception provided in this situation.

c. Dependent Care Reimbursement Policies in Other Organizations

It is relatively rare for organizations to provide dependent care reimbursements. Of the organizations that currently have a provision, and publish their policies on the internet, most are educational institutions, and the annual maximum for reimbursement ranges between \$500 and \$1,000, which is consistent with the current Presbyterian Mission Agency Board Policy.

d. Conclusion

In light of the information reviewed by the Personnel Subcommittee, we recommend that since few elected or staff sought the \$1,000 maximum in the last three years and at least one who sought more received more, that the Executive Committee not recommend an increase in the \$1,000 maximum. Further, we recommend the title change so the policy aligns with current practice. Finally, we recommend that the Executive Committee recommend to the Board the addition of a sentence in the policy to clarify how exceptions may be sought and approved.

Action Item 3: Revision to Subcommittee Charter

Recommendation: It is recommended that the Executive Committee approve the following revisions to the Personnel Subcommittee Charter (strikethroughs denote deletions and underlining denotes additions):

RESOLVED, that the Personnel Subcommittee Charter be revised as follows to add member terms, reporting to the Executive Committee and a modification to its authority:

**PRESBYTERIAN MISSION AGENCY BOARD
PERSONNEL SUBCOMMITTEE CHARTER**

DESCRIPTION OF THE SUBCOMMITTEE

The Presbyterian Mission Agency Board (“Board”) approved the creation of the Personnel Subcommittee of the Executive Committee on February 17, 2012. The Personnel Subcommittee, in its role as a mission subcommittee, reviews, provides advice and recommends for action to the Executive Committee of the Board regarding employment-related policies, procedures and initiatives, including but not limited to:

1. personnel policies and procedures of the Board;

2. compensation guidelines within which salaries are administered;
3. equal employment and affirmative action guidelines;
4. recruitment and leadership development; and
5. any other employment-related assignment from the Executive Committee or the Board.

AUTHORITY

The Subcommittee's responsibility is one of review, advice and recommended action to the Executive Committee of the Board within the duties of the Subcommittee listed above. The Subcommittee reports to the Executive Committee of the Board, and in such capacity provides regular reports to the Executive Committee. It is the responsibility of the management of the Presbyterian Mission Agency to administer employment-related programs, manage the program budgets and provide any required or requested expertise to the Board and/or the Subcommittee. The Subcommittee is entitled to rely on the expertise of the Presbyterian Mission Agency staff and its outside consultants, as well as the work of other committees of the Board, as to matters within their authority and expertise. The Subcommittee will receive reports from the Human Resources Department and the Legal/Risk Management Services Office of the Presbyterian Mission Agency. The Subcommittee will invite its equivalent committee of the Committee on the Office of the General Assembly to meet biennially to collaborate on matters of common interest.

MEMBERSHIP AND MEETINGS

The Personnel Subcommittee consists of five (5) members with voice and vote: two (2) Executive Committee members and three at-large members, and the Executive Director of the Presbyterian Mission Agency a corresponding member with voice and without vote. Each member will serve a term of two (2) years commencing at the next meeting after appointment by the Chair of the Board and expiring the earlier of two (2) years after appointment or the end of the member's term on the Board. The Subcommittee generally meets quarterly by phone or in conjunction with the meetings of the Board. During these meetings, the Subcommittee provides reports on its activities and may make recommendations for action to the Executive Committee of the Board. The Subcommittee serves as a consultative body to the Executive Director in the Executive Director's staff management role. The Subcommittee is resourced by staff members of the Human Resources Department and the Legal/Risk Management Services Office.

PURPOSES

To further the fulfillment of the vision, mission, values and directional goals of the Presbyterian Mission Agency, the Personnel Subcommittee is called to assist and support the Executive Committee's work and ministry toward ensuring and envisioning a work community for the Presbyterian Mission Agency that is: built on faith; culturally proficient; legally compliant; dynamic; and appropriately positioned to meet the needs of a changing organization.

Rationale:

These revisions were recommended provide clarification as to member terms and reporting to the Executive Committee and the requirement to provide reports, and to add the important role of acting as a consultant to the Executive Director with regard to staff management.

Information Items:

Study of Revised Compensation Plan with Respect to Principle 11: The Personnel Subcommittee has reviewed the Revised Compensation Plan and Principle 11. The Chair and staff have consulted with the Advisory Committee on Social Witness Policy (ACSWP) and the Advocacy Committee for Women's Concerns (ACWC), received their input and concerns, and found no reason to recommend any change to the Revised Compensation Plan.

We value the 14 Principles of Compensation and believe that the revised Compensation Plan is consistent with them. Principle 11 contains the following statement:

In maintaining a relationship between the highest and lowest salaries, lower levels of compensation should be comparable to or better than the average salaries paid in the marketplace, but not so far above the average that good stewardship of the church's funds is compromised. Salaries at the top levels should reflect a tempering of excessive compensation.

The Revised Compensation Plan bases employee compensation on average salaries for the marketplace. The current ratio from highest to lowest actual salary is 7.65 to 1. We believe this is a reasonable

relationship and that it reflects a "tempering of excessive compensation." Reports from various sources show that compensation ratios at for-profit secular organizations range up to 300 to 1.

Our review confirmed that our current practices comport with Principle 2, which states:

The fulfillment of the church's mission calls for effective, competent staff throughout the church and appropriate compensation to attract and retain them.

We are aware that Human Resources will be reviewing the Compensation Plan every two years. The Personnel Subcommittee will continue to monitor the concerns of ACSWP and ACWC. We are grateful for the input and partnership from these committees and look forward to that dialogue continuing.

Rationale:

At the September 2012, Presbyterian Mission Agency Board meeting, the Board approved the following motion:

That the PMA Board instruct the Personnel Subcommittee to study the implementation of the Revised Compensation policy with respect to Principle 11 of the 14 Principles of Compensation. For example, the committee is instructed to evaluate whether across the board raises should be pro-rated to reduce the disparity magnified when a single percentage raise would provide more reward for upper tier employees. The Personnel Subcommittee shall consult with ACSWP and ACWC and report back to the PMA Board Executive Committee in April 2013.

Referrals from the General Assembly: Some actions of the 220th General Assembly (2012) which were referred to the Presbyterian Mission Agency are being addressed by the Human Resources Department in the Executive Director's Office. Of those ten referrals, several have already been addressed and resolved (ex. see next information item), and the Executive Director's Office and Human Resources are in the process of responding to the rest.

Six Year Cultural Proficiency Plan: The 220th General Assembly (2012) approved, with amendment, recommendations from the Advocacy Committee for Racial Ethnic Concerns contained in its report, "A Review of Efforts Regarding Cultural Proficiency and Creating a Climate for Change in the Presbyterian Church (U.S.A.)" In compliance with the first recommendation in that report the Presbyterian Mission Agency submitted to ACREC, prior to December 31, 2012, its 6-Year Cultural Proficiency Plan.

Compensation of Vendor Employees: The Personnel Subcommittee directed staff to provide information to ACSWP and ACWC about their concerns regarding compensation provided by vendors which provide staff for housekeeping and security.

**ITEM H.106
 FOR ACTION**

<i>for presbyterian mission agency executive director's office use only</i>					
	A. Finance		E. Corporate Property, Legal, Finance		J. Nominating Committee
	B. Justice		F. PC(USA), A Corporation		K. Governance Committee
	C. Leadership		G. Audit		P. Plenary
	D. Worshiping Communities	X	H. Executive Committee		

Subject: Amendment to Membership of the Presbyterian Mission Agency/Foundation Work Group

Recommendation:

The Presbyterian Mission Agency Board (“PMAB”) Executive Committee recommends that the PMAB approve an amendment to item 1 of the Framework section of the Executive Committee’s December 3, 2008 action establishing the Presbyterian Mission Agency (f/k/a General Assembly Council)/Foundation Work Group (“Work Group”) so that the Work Group will consist of the chair of each entity’s board as well as one (1) additional board member from each entity as appointed by the entity’s chair.

Background:

The December 8, 2008 action of the Executive Committee in item 1 of the Framework section states “the Executive Committees of both entities would each appoint 4 – 6 current members of the Foundation Board and the GAC to serve on the Working Group.” The Executive Committee has been discussing the difficulty it and the Nominating Committee have had filling liaison and other roles with PMAB member representation. Conversations with the Foundation have resulted in the ability to reduce the number of PMAB and Foundation members on the Work Group. Such a reduction in Work Group’s size will aid both entities.

ITEM 200 FOR INFORMATION

Presbyterian Women in the Presbyterian Church (U.S.A.), Inc. (PW)

A critical part of the PW Purpose Statement is “to support the mission of the church worldwide.”

PW has a covenant with the Presbyterian Church (U.S.A.) to support our church as we participate in God’s mission in the world. Two programs that encourage Presbyterian Women to engage in mission are through travel study mission opportunities such as the USA Mission Experience and the Global Exchange.

Included as official activities in each triennium, these two travel study opportunities provide at least one Presbyterian Woman from each synod the opportunity to understand the history and the culture of a particular region, the existing ministry of the church there, and the challenges faced by women, children and families living in the area. On return, participants serve as ambassadors for the region and the experience by itinerating for two years.

The **2013 USA Mission Experience**, “Unto These Hills”(Psalm 121), will take place June 18 – 26, 2013, in Eastern Tennessee (Holston Presbytery) and Western North Carolina Presbytery. Eighteen women representing 15 synods led by Shirley Novak, chair of the Planning Committee, Mary Jorgenson, PW moderator and Pam Snyder, PW vice-moderator for mission, will embark on a journey to

- meet with local historians and Appalachian women to better understand the unique history and culture of the area,
- tour and fellowship with local organizations serving women, children and families, and
- see the evolution of the PC(USA) mission and ministry programs in rural Appalachia.

The **Global Exchange 2014** is in the beginning planning stages, led by Dahlia Vela, chair of the Planning Committee. The region selected is the Caribbean. The Caribbean and North American Commission on Mission (CANACOM) is working with Presbyterian Women to organize the experience, which will take place in the fall, 2014.

During the 2008 Global Exchange to Eastern Europe, the participants noticed that the Roma (Gypsy) women in Carpath-Ukraine wove baskets. In an effort to help the women earn additional income to support their families and communities, Presbyterian Women launched the **Roma Development Project**. Through PW, thousands of dollars have been raised through the purchase of baskets woven by the Roma women and through donations for school supplies for the Roma children. Through the Roma Development Project, PW is working with church organizations in Hungary and Ukraine to help build a better life for the Roma Communities in Central and Eastern Europe.

The national Mission Relationships and Justice and Peace committees of Presbyterian Women have been collaborating to encourage Presbyterian women churchwide to explore issues affecting women worldwide. In partnership with the PC(USA) Human Trafficking Round Table, the first ever PW sponsored **Action Day** took place on January 11, 2013. Presbyterian Women groups across the United States set that day aside to learn about human trafficking and to consider ways to help eradicate slavery both in the United States and globally.

Another upcoming event is a **travel–study opportunity** that will begin with hands-on mission at the **Brethren Service Center** in New Windsor, MD, taking place in conjunction with the Ecumenical Advocacy Days. The event, taking place April 3 – 8, 2013, will provide participants with the opportunity to see where they send baby caps, layettes, receiving blankets, and other items sent to hospitals in Africa and other parts of the world and how the Brethren Service Center serves as a distribution service for our organization. After two days of mission service, participants will have the opportunity to participate in Ecumenical Advocacy Days to learn about global issues that contribute to poverty and how to advocate for the U.S. government to develop and support policies that will help eradicate poverty, hunger, and preventable illness throughout the world.

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FOR INFORMATION

African American Mentoring Event

On April 21 – 24, 2013 African American leaders from across the PC(USA) will gather for a mentoring event at the Montreat Conference Center in Montreat, North Carolina. The event will bring African American congregational teaching elders who are in their second or third calls and who show strong potential for heads of staff or executive-level positions, together with mentors who have ten years of ministry experience and who are in good standing in the denomination, for the purpose of developing leaders in the church for the future. Individuals attending the event will learn strategies for developing and sustaining effective mentoring relationships, explore qualities of new leadership in a changing world, network and fellowship with other African American church leaders and worship and pray together. Participants and mentors will form relationships at the event in April and will be encouraged to continue these relationships during six designated check-ins between the event in April and June 2014 (before the start of the General Assembly). Participants and mentors will be welcomed to be in communication with one another at other times besides the six designated check-in periods. Participants and mentors will communicate with one another through Go-to-Meetings, telephone conversations and email while face-to-face meetings at national PC(USA) gatherings such as the Big Tent and the General Assembly will be encouraged.

The African American Mentoring Event will be the first of three leadership institutes that Racial Ethnic and Women's Ministries/Presbyterian Women will sponsor in 2013. The New Immigrant Young Adult Leadership Institute and the Women's Leadership Event will be held in September and November 2013.

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FOR INFORMATION

Celebrate the Gifts of Women Sunday

“Women Transforming the Church in an Emerging Era,” is the theme of Celebrate the Gifts of Women Sunday. The Presbyterian Planning Calendar designates March 3, 2013, as Celebrate the Gifts of Women Sunday. Celebrate the Gifts of Women is associated with International Women’s Day, March 8. Congregations and groups, however, may use the Celebrate the Gifts of Women resources on any date they choose to celebrate women in the church.

This year’s resource is written by the Rev. Shannon Kershner, pastor of Black Mountain Presbyterian Church in Black Mountain, North Carolina. Highlighted are Theresa Cho and MaryAnn McKibben Dana, two dynamic women through whom God is transforming the church. Congregations and women’s groups will also have an opportunity to use the liturgical resource and scripture passages to pray and explore the words of Isaiah as a call for the church to be renewed and transformed.

The Celebrate the Gifts of Women Sunday materials include the following:

- A worship service with a call to worship, a call to confession, a prayer of confession, prayers, Scripture readings, suggested hymns and an intercession for healing.
- Bulletin Cover

These materials are available for download:

- Resource <http://www.pcusa.org/resource/celebrate-gifts-women-2013-liturgy/>
- Bulletin Cover <http://www.pcusa.org/resource/celebrate-gifts-women-2013-bulletin-cover/>

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FOR INFORMATION

Cross Cultural Young Adult Network

Last fall, the inaugural Cross Cultural Young Adult Network met in Louisville, Kentucky, and the gathering left those in Racial Ethnic and Cross Cultural Ministries buzzing with excitement. Staff from nine ministry offices within Racial Ethnic & Women's Ministries/PW invited two young adults each to take part in the newly-formed group.

Alex Chong, a Korean-American member of the network who works in college ministry at the University of Seattle, says, "My hope is that our network will become a big part of the church. We have some frustration because of the lack of young adult opportunities and involvement. I think it's awesome to give us a voice in regard to the direction the church is heading for the next generation."

The Presbyterian Mission Agency is charged with the task of "inspiring, equipping and connecting the church to engage and join with young adults in reforming the church for Christ's mission." The Cross Cultural Young Adult Network is Racial Ethnic & Women's Ministries' immediate response to begin realizing that important directional goal.

The Cross Cultural Young Adult Network will hold its next meeting immediately following the Big Tent on August 3 – 4 in Louisville, Kentucky. Members will spend time developing and sharing ideas on how to engage more young adults and to discern how the Presbyterian Mission Agency can inspire, equip and connect the church to join with young adults in reforming the church for Christ's mission. The network's future projects include building a database of young adults and working to identify the needs of young adults within the Presbyterian Church (U.S.A.).

Zach Williams, a Native American law enforcement officer outside of Livingston, Texas, and another member of the network, explains, "Young adults feel like we have a voice, and we need to put that out to the world. I heard so many great ideas and solutions from my brothers and sisters in Christ, and I would like to try them out in my own congregation. Those same ideas can be applied to the larger church."

"We want everyone to know that young adults are still here, serving God," Williams adds. "We are ready and willing to spread the word all over the world to show God is always here with us through good times and bad."

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FOR INFORMATION
RE&WM/PW Big Tent Events

Racial Ethnic & Women's Ministries/PW is sponsoring a number of conferences and workshops that will be held at the Big Tent, August 1-3, 2013, in Louisville, KY, that will allow church leaders the opportunity to engage with and learn from leaders of diverse races, ethnicities, genders, cultures, and backgrounds.

Enjoy worship, education, and community at the **Racial Ethnic and Immigrants Convocation**. At the convocation, participants will explore transformative models of being the church, discuss new avenues in congregational development, engage in leadership development, and celebrate cross-cultural ministries.

The **National Multicultural Conference** is another partner conference, filled with worship, workshops, speakers, and cultural celebrations. You won't want to miss learning how we can grow new worshipping communities, develop transformational leaders, and explore the many ways to, individually and collectively, identify and dismantle the barriers to building a church filled with glorious diversity.

Young Women's Leadership Development will offer two workshops:

- *"The Strength of Sisterhood"*, led by Jackie Spycher and Alex Zareth Canales Gonzales. This workshop invites women of every age to participate as we examine our strengths—individually and communally. We will explore the leadership skills of biblical women and define biblical sisterhood. Through small group discussions, we will share and interweave our stories together. We will also learn about the current work of Women's Ministries.

- *"Consensus and Community: How to Make Decisions as the Body of Christ,"* led by Kate Carlisle. Though many strategies for reaching out to young adults involve social media and the newest gadgets, this workshop will explore a decidedly low-tech way to foster participation and a sense of belonging. Consensus can build community across distinctions of age and gender, race and ethnicity; engaging many voices in the work of the church. We will learn about and practice models of consensus-based decision making that are relevant to congregations, mid-councils, and other organizations in the church.

The Office of Gender and Racial Justice will offer "Building the Beloved Community of God," led by Rev. Nancy Benson-Nicol and Rev. Mark Koenig. As people of faith, our commitment to antiracism work begins with the affirmation that all people are made in the image of God. The Building the Beloved Community training is an experience in cultural proficiency. This experience-based workshop helps participants gain a deeper understanding of the systems of power and privilege that perpetuate racism, learn about the tools and resources for antiracism work, and become equipped to be agents of change. Individuals are encouraged to assume an anti-racism identity by gaining a better understanding of power and privilege and their impact on society.

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FOR INFORMATION

Racial Ethnic & New Immigrant Church Growth Consultation

The 220th General Assembly (2012) called for a national Racial Ethnic & New Immigrant Church Growth consultation to develop strategies and policies to support racial ethnic, multicultural, and new immigrant church growth in the PC(USA). The directive was given to the Presbyterian Mission Agency and the Office of the General Assembly. The consultation shall bring together representatives from Racial Ethnic & Women's Ministries/PW, Evangelism & Church Growth, the Mid-Council Commission, leaders with experience in racial ethnic and new immigrant churches, and mid council executives.

The consultation will be held in coordination with the African American Church Growth Strategy consultation, and shall:

1. Assess the effectiveness of church growth and evangelism programs and initiatives of the PC(USA) at national, regional, and local levels in integrating racial ethnic and new immigrants into the church.
2. Create measurable goals for racial ethnic, multicultural, and new immigrant church growth.
3. Develop a cohesive coordinated strategy for realizing the goals and mechanisms for deploying resources at the presbytery and local congregation levels.
4. Designate the Presbyterian Mission Agency to monitor and report on the progress toward these goals at each General Assembly.
5. Include in its strategies a plan to encourage presbyteries to recognize and receive ministers of new immigrant fellowships and congregations as authorized in G-2.0505a(1).
6. Present a report on the national consultation at the 221st General Assembly (2014).
7. Study the successes of other denominations.

The Racial Ethnic & New Immigrant Church Growth Consultation and the African American Church Growth Strategy consultation are both scheduled for May 21-24, 2013, in Louisville, Kentucky.

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Racial Ethnic & Women's Ministries/Presbyterian Women Ministry Area Conference Events and Highlights

The 42nd Annual Conference of the National Council of Korean Presbyterian Churches (NCKPC), PCUSA - June 25-28, 2013, Cancun, Mexico. The theme of the event is “ Vital Church Growth to be Missional Congregations.” The conference will emphasize congregations’ missional vision and commitment to evangelism and justice. There are 4th and 5th generations of descendants of Korean laborers in Yucatan, Mexico, and many Korean congregations in the PC(USA) have been involved in mission work for them and other indigenous people. Contact Sun Bai Kim, 800-728-7228 x5683, sunbai.kim@pcusa.org

The Annual English Ministry (EM) Conference for 2nd generation Korean American EM pastors and seminarians - April 8-10, 2013, Princeton Theological Seminary. There are growing number of Korean American English speaking fellowships and congregations in the PC(USA) and Presbyterian Mission Agency supports English Ministry leaders and congregations by providing EM Field Staff service in the Office of Korean Emerging Ministries, Racial Ethnic & Women's Ministries. Contact Jin. S. Kim, Korean English Ministry Field Staff, 763-670-7886, jin@cando.org

Presbyterian Women U.S.A. Mission Experience – June 18 – 26, 2013. Eastern Tennessee, Western North Carolina. A group of Presbyterian women will travel to North Carolina and Tennessee in 2013 for the third USA Mission Experience. The Mission Experience equips women to understand the history of the church there and the challenges faced by women, children and families living in the area. For information, contact Kathy Reeves, 888-728-7228 x5402, katharine.reeves@pcusa.org

African American Mentoring Event – April 21-24, 2013, Montreat, North Carolina. A mentoring event for African American leaders will be held at the Montreat Conference Center. Individuals attending will learn strategies for developing and sustaining effective mentoring relationships, explore qualities of new leadership in a changing world, network and fellowship with other African American church leaders. This mentoring event will be the first of three leadership institutes sponsored by the Racial Ethnic & Women's Ministries/PW in 2013. A New Immigrant Young Adult Leadership Institute will be held in September 2013, and a Women's Leadership Event in November 2013. For more information, contact Vince Patton, 888-728-7228 x5523, vince.patton@pcusa.org

Big Tent – August 1-3, 2013, Louisville, Kentucky. The Racial Ethnic & Women's Ministries/PW is sponsoring conferences and workshops at the upcoming Big Tent.

- Racial Ethnic and Immigrants Convocation
- National Multicultural Conference
- Young Women's Leadership Development Workshops
 - The Strength of Sisterhood – *led by Jackie Spycher and Alex Zareth Canales Gonzalez*
 - Consensus and Community – *led by Kate Carlisle*
- Building the Beloved Community Workshop – *led by Nancy Benson-Nicol and Mark Koenig*

For information on events sponsored by Racial Ethnic & Women's Ministries/PW, please contact Vince Patton, 888-728-7228 ext. 5523, vince.patton@pcusa.org

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FOR INFORMATION

Introducing New Foci in Racial Ethnic & Women's Ministries/PW

Racial Ethnic & Women's Ministries/PW developed a long-range strategic plan in 2012 that expands its focus to work with emerging new communities in the PC(USA). As we envision what God is calling us to do, and what our unique role will be in facilitating ministry for the church, this strategic plan demonstrates new directions in our ministries. This plan is a direct response to the needs birthed out of the convergence of global witness and national mission.

This strategic plan pays particular attention to the historically racial ethnic congregational support offices; new immigrant and emerging communities, cross cultural and multicultural communities, and racial ethnic leadership development offices, living out the vision where we all live together as part of God's beloved community.

A new office group *New Immigrant and Emerging Communities Offices* was formed, which includes: Korean Emerging Ministries (including Korean English Ministry (EM) Field Staff, working with 1.5 and 2nd generation congregations and leaders), African Emerging Ministries, New Immigrants and Emerging Ministries and Middle Eastern Ministries. **Magdy Girgis** is the new Field Staff for Middle Eastern Ministries. Magdy is passionate about igniting the movement to grow 1001 New Worshiping Communities. He has invested a good deal of his life leading mission and evangelism initiatives in Middle Eastern congregations. **Almir Dantas** is the Field Staff for Portuguese-Language Ministries. He is the organizing pastor of the Brazilian Presbyterian Bible Church in Germantown, Maryland. In partnership with mid councils, Almir develops and grows new Portuguese-language worshiping communities in the PC (USA) and engages in Portuguese-language evangelism and church growth. He is a voice for Brazilian and Portuguese-language Presbyterian communities in the church, and he equips Portuguese-speaking leaders in the church.

The Associate for African Emerging Ministries will join the Racial Ethnic & Women's Ministries/PW staff soon. African Presbyterians are one of the largest growing new immigrant groups in the PC(USA). This associate will lead the church in growing African immigrant new worshiping communities in partnership with mid councils.

The Women's Leadership Development & Justice Ministries offices also engaged in strategic planning in 2012. The Office of Young Women's Leadership Development is expanding its reach to equip and connect young women in the church, not just those who have signed up on the networks' membership lists. Young Women's Leadership Development, while resourcing the young women's networks National Network of Presbyterian College Women (NNPCW) and Racial Ethnic Young Women Together (REYWT), will also reach out and provide spiritual nurture to "all young women in the church." **Kate Carlisle** is the Associate for Young Women's Leadership Development. Kate has a Master of Divinity degree from Yale Divinity School and a Bachelor of Arts degree from Haverford College. She is responsible for engaging in conversations and determining strategies for addressing issues facing women in the larger church.

Nancy Benson-Nicol is the Associate for Gender and Racial Justice. Nancy was the University Chaplain and Instructor of Old and New Testament at University of the Ozarks in Clarksville,

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Arkansas. She is the author of the 2012-2013 Presbyterian Women Horizons Bible Study, *Dispatches to God's Household: The General Epistles*. Nancy's work includes leading "Building the Beloved Community" (antiracism trainings) and developing programs and ministries at all levels of the church that implement the PC(USA)'s policies of becoming an inclusive, diverse, and racially just church.

Vince Patton is now serving as the Racial Ethnic Leadership Development Manager with responsibility for designing, developing and implementing programs that will prepare diverse individuals for leadership in the church. In this new role, he also provides support to the Presbyterian Mission Agency, mid councils, and congregations in developing leaders to serve the church and society. He will continue to supervise the Associate for Advocacy Support, who provides support to the Advocacy Committee for Racial Ethnic Concerns and the Advocacy Committee for Women's Concerns. And, Vince will continue to be an "ambassador" for the Diversity in Leadership Network.

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FOR INFORMATION

New Initiatives in Young Women's Leadership Development Ministries

The Office of Young Women's Leadership Development (YWLD) nurtures young women leaders, offers leadership development training, and provides resources to young adult women who are considering leadership in the church. It also supports two young women's national networks, the National Network of Presbyterian College Women (NNPCW), which serves college-age women (ages 18-25), and Racial Ethnic Young Women Together (REYWT), which serves racial ethnic women (ages 18-35). The Associate for Young Women's Leadership Development works in partnership with the Field Staffs for NNPCW and REYWT to facilitate the work of these networks and to be responsive to the needs of young women in the church.

YWLD is reaching beyond the young women's networks to broaden the offices' reach and provide leadership development opportunities for "all young women" in the church. Staff are engaging in "a season of listening," along with other young adult mission staff in the Presbyterian Mission Agency. In this regard, focus groups of young adult women are beginning to be gathered. The first one was held in January 2013 with young women seminarians at Louisville Presbyterian Theological Seminary, and it was successful. The Listening Project will discern needs and opportunities for ministry with and for young women across the church.

A new goal includes cultivating a pastoral role for the office of YWLD that nurtures the spirituality and Reformed identity of young women in the church. The actions/activities under the goal includes: Incorporating worship as an integral part of YWLD events and programs, increasing theologically-oriented content on websites and in other materials, and grounding the listening project and its focus groups in strategic reflection in spirituality and theological intention.

A delegation of young women recently attended the United Nations Commission on the Status of Women in New York. The delegation learned about global issues and joined Presbyterian Women in lifting up human rights, gender equality, and the dignity of all.

A group of college women will attend Ecumenical Advocacy Days in Washington, DC, in April, 2013, where they will also attend the Office of Public Witness' Compassion, Peace and Justice Training Day.

And, several young women's leadership development events will be held at the Big Tent in August 2013, including:

- "The Strength of Sisterhood," a common workshop led by Jackie Spycher and Alex Zareth Canales Gonzales
- "Consensus and Community: How to Make Decisions as the Body of Christ," led by Kate Carlisle
- A breakfast for all women in the church is being planned by YWLD in collaboration with others in RE&WM/PW, and

YWLD and REYWT will collaborate with others in Racial Ethnic & Women's Ministries to plan a post-conference gathering of the new Cross Cultural Young Adult Network.

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Appointment Actions for Mission Personnel

Approved by GAMC [currently Presbyterian Mission Agency] at the April, 2008, meeting:
 The GAMC has officially designated authority to a subcommittee of members from the Leadership and Vocation Committee to approve any mission personnel actions in their name and on their behalf.

Summary of approved actions for the months of July, August, September, October, November, December, 2012 and January and February, 2013, are as follows:

The following Mission Co-Worker Appointment Actions received Presbyterian Mission Agency Board approval

NAME	ASSIGNMENT	DATES OF SERVICE	COUNTRY
Carhuachin, César	Professor of Biblical Studies & Theology	1/14/2013 - 1/31/2016	Colombia
Corell, Cynthia	Joining Hands Facilitator, Haiti	1/14/2013 - 1/31/2016	Haiti
Esslinger, Kurt	Young Adult Volunteer	1/14/2013 - 1/31/2016	Korea
Doe, Jane	Site Coordinator /Partnership Facilitator International Relations	1/1/13 – 12/31/15	Country Sensitive
Doe, John	Coordinator Mission Interpretation	1/1/13 -12/31/15	Country Sensitive
Goss-Geffrard, Suzette	Officer Facilitator for Presbyterian Response in Haiti	1/14/2013 - 1/31/2016	Haiti
Doe, Jane	Team Ministry	1/14/2013 - 1/31/2016	Country Sensitive
Lee, Hyeyoung	Young Adult Volunteer	1/14/2013 - 1/31/2016	Korea
Doe, John	Site Coordinator /Partnership Facilitator Professor of Church History & Theology	9/1/12 – 8/31/13	Country Sensitive
Vogel, Leslie	Intercultural Encounter Facilitator	1/14/2013 - 1/31/2016	Guatemala

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The following Mission Co-Worker Reappointment Actions received Presbyterian Mission Agency Board approval.

NAME	ASSIGNMENT	DATES OF SERVICE	COUNTRY
Craft, Amanda	Women's Leadership Development	1/1/13 – 12/31/15	Guatemala
Fletcher, Gwenda	Education Consultant	1/1/13 – 12/31/15	Congo
Fletcher, John	Presbyterian Community of Congo (CPC) Surgical Consultant	1/1/13 – 12/31/15	Congo
Goodrum, Farris	Seminary Professor/ Evangelism & Social Outreach	7/1/13 – 6/30/16	Brazil
Goodrum, Thelma	Seminary Professor/ Evangelism & Social Outreach	7/1/13 – 6/30-16	Brazil
Sadaghiana, Azizollah	Refugee Worker	1/1/13 – 12/31/14	Germany
Sepehri, Sadegh	Minister, Iranian Congregation	1/1/13 –12/31/14	Germany
Weber, Carolyn	Theology/English Instructor	1/1/13 – 6/30/14	Ethiopia
Weller, Michael	Regional Liaison - Horn of Africa	1/1/13 – 12/31/15	Ethiopia

The following Mission Co-Worker Reassignment Actions received Presbyterian Mission Agency Board approval

NAME	ASSIGNMENT	DATES OF SERVICE	COUNTRY
McGaughey, Nancy	Community Health Facilitator/Consultant	1/1/13 – 12/31/16	South Sudan
Smith, Alan	Coordinator Ministry Outreach/ Evangelism Germany & Russia/Twinning	2/1/13 - 5/31/14	Germany
Smith, Ellen	Regional Liaison for Eastern Europe & Central Asia	2/1/13 - 5/31/14	Germany
Reneau, Ingrid	Education Officer & Partnership Manager	7/1/13 – 6/30/16	Ghana
Searles, Elizabeth	Advisor to New Opportunities for Romania's Orphaned Children (NOROC) Foundation & Children/ Youth Worker	2/1/13 – 1/31/16	Romania

The following Mission Co-Worker Extension Actions received Presbyterian Mission Agency Board approval.

NAME	ASSIGNMENT	DATES OF SERVICE	COUNTRY
Adams, Mark	US Coordinator	1/1/13 – 6/30-13	Mexico
Armstrong, Sara	Delegations & Partnership Coordinator	1/1/13 – 6/30/13	Peru
Beisswenger, Bacilia	Team Ministry	7/30/12 – 6/30/13	Guatemala
Beisswenger, Philip	Facilitator-Mission Delegations & Partnership	7/30/12 – 6/30/13	Guatemala
Chase, Deborah	Lecturer & Dean of Academic Affairs	1/1/13 – 12/31/13	Malawi
Edmondson, Russell	Delegations & Partnership Coordinator	1/1/13 – 6/30/13	Peru
Escobar, Miriam	Team Ministry	1/1/13 – 6/30/13	Mexico
Fujii, Carol	Team Ministry	1/1/13 – 6/30/13	Thailand
Fujii, Leith	Instructor in Theology and Evangelism	1/1/13 – 6/30/13	Thailand
Galetzka, Amy	Ministry to Burmese Refugees in Thailand	1/1/13 – 6/30/13	Thailand
Goodrum, Farris	Seminary Professor/ Evangelism & Social Outreach	1/1/13 – 6/30/13	Brazil
Goodrum, Thelma	Seminary Professor/ Evangelism & Social Outreach	1/1/13 – 6/30/13	Brazil
Harcourt, Brenda	Leadership Trainer, Presbyterian Church of East Africa	1/1/13 – 12/31/13	Kenya
Doe, Jane	Art & French Teacher	1/1/13 – 12/31/13	Country Sensitive
Koball, Jed	Companionship Facilitator	1/1/13 – 6/30/13	Peru
Martinez, Carlos	Disaster Mitigation/ Environmental Management & Agriculture	1/1/13 – 6/30/13	Nicaragua
Rice, Kristi	Christian Educator/Evangelist	1/1/13 – 6/30/13	Congo
Rice, Robert	Christian Educator/Evangelist	1/1/13 – 6/30/13	Congo
Sommers, Martha	Family Physician Specialist	1/1/13 – 1/31/13	Malawi
Steck, William	Associate for Development & Congregational Growth	1/1/13 – 12/31/13	Costa Rica
Doe, John	Director of Assessment & Professor of Psychology	10/1/12 – 7/31/ 13	Country Sensitive
Doe, Jane	Team Ministry	10/1/12 – 7/31/13	Country Sensitive
Wakeman, Esther	University Administrator	1/1/13 – 6/30/13	Thailand
Wheeler, Gloria	Delegations & Mission Education	1/1/13 – 12/31/13	Honduras
Wheeler, Timothy	Community Development	1/1/13 – 12/31/13	Honduras

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The following Mission Co-Worker Amendment Actions received Presbyterian Mission Agency Board approval

NAME	ASSIGNMENT	DATES OF SERVICE	COUNTRY
Broadhurst, Mamie	Pastoral Accompanier - Human Rights& Displaced	9/17/12 – 12/31/12	Colombia
Moore, Ann	Team Ministry	1/19/13 - 12/31/13	Japan
Moore, William	New Church Development	1/19/13 - 12/31/13	Japan
Searles, Elizabeth	Mission Co-Worker for Church Growth & Outreach	9/1/12 – 1/31/13	Poland
Smith, Alan	Coordinator for Congregational Twinning	6/1/13 - 1/31/13	Germany
Smith, Ellen	Coordinator for Congregational Twinning	6/1/13 - 1/31/13	Germany
Weller, Rachel	Clinics & Community Health Evangelism(CHE) Facilitator/Regional Administration	4/1/11 – 12/31/15	Ethiopia

The following Mission Co-Worker Leave of Absence Actions received Presbyterian Mission Agency Board approval

NAME	ASSIGNMENT	DATES OF SERVICE	COUNTRY
Sommers, Martha	Family Physician Specialist	1/22/13 - 12/31/13	Malawi
Reneau, Ingrid	Education Officer & Partnership Manager	1/1/13 – 6/30/13	South Sudan

The following Short Term Volunteer Actions received Presbyterian Mission Agency Board approval

NAME	ASSIGNMENT	DATES OF SERVICE	COUNTRY
Hunt, Cheryl Lynn	Accompaniment Volunteer	10/30/12 – 12/2/12	Colombia
Hunt, William, Douglas	Accompaniment Volunteer	10/30/12 – 12/2/12	Colombia
Palmer, Whitney Rae	Accompaniment Volunteer	3/4/13 – 4/2/13	Colombia
Wareing, Mary Kay	Accompaniment Volunteer	3/4/13 – 4/2/13	Colombia

The following Long Term Volunteer Appointment Actions received Presbyterian Mission Agency Board approval

NAME	ASSIGNMENT	DATES OF SERVICE	COUNTRY
Murray, Marcia	Teacher – Math and English	2/01/13 - 1/31/15	Congo

The following Long Term Volunteer Extension Action received Presbyterian Mission Agency Board approval

NAME	ASSIGNMENT	DATES OF SERVICE	COUNTRY
Steck, William	Associate for Development & Congregational Growth	1/1/13 – 12/31/13	Costa Rica

The following Mission Co-Worker End of Service Actions received Presbyterian Mission Agency Board approval

NAME	ASSIGNMENT	DATES OF SERVICE	COUNTRY
Blackburn, Charlotte	English Teacher and Teacher Trainer	7/1/10 – 8/31/12	Indonesia
Broadhurst, Mamie	Pastoral Accompanier - Human Rights & Displaced	9/17/12 – 12/31/12	Colombia
Doe, John	Coordinator for Church Based Leadership Training	1/1/12 – 12/31/12	Country Sensitive
Forbes, Derek	Consultant for Effective Administration	1/1/11 – 10/31/12	Zimbabwe
Doe, John	Director of Assessment & Prof. of Psychology	10/1/12 – 7/31/ 13	Country Sensitive
Doe, Jane	Team Ministry	10/1/12 – 7/31/13	Country Sensitive
George, Annette	Music Teacher	12/1/12 – 5/31/13	Thailand
Horne, Deborah	Young Adult Volunteer Site Coordinator	6/1/11 – 12/31/12	Peru
Horne, Edward	New Testament Professor	6/1/11 – 12/31/12	Peru
Park, Haejung	Young Adult Volunteer Site Coordinator	1/1/10 – 12/31 12	Korea
Park, Simon	Management/Financial Consultant-Partner Capacity Facilitator	1/1/10 – 12/31 12	Korea
Searles, Douglas	Mission Co-Worker for Church Growth & Outreach	9/1/12 – 1/31/13	Poland
Williams, Richard	Pastoral Accompanier - Human Rights & Displaced	7/1/12 – 9/16/12	Colombia

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FOR INFORMATION

Jinishian Memorial Program Commission Meeting Draft Minutes December 14, 2012

Commission Committee Meeting convened at 1:50 pm with the following members present: Martin Lifer (conference call), Jack Hodges, Mark Momjian and Vicki Gehrt. Absent were Michael Haratunian and Amgad Beblawi.

Martin Lifer opened the meeting with a prayer.

The meeting was recessed at 1:52 pm and reconvened at 2:50 pm.

The following motions were made and passed contingent on the approval of the Jinishian Memorial Program United States Advisory Committee (USAC).

To send the resolution to Linda Valentine, Hunter Farrell and Greg Allen-Pickett in a letter format. Motion made by Jack Hodges, seconded by Mark Momjian and unanimously approved.

Resolved: That the Jinishian Memorial Program, in order to effectively lift up the mission as defined in the bequest of Vartan H. Jinishian, consider beginning the process of moving the functioning and foundation offices into the core of the Armenian community, most probably in the New York metropolitan area.

We affirm, support, and remain in mission with the Presbyterian Church (U.S.A.) as we undergird service to the needs of poor and needy Armenians throughout the world.

Sincerely, Commission Committee Members (to be listed in the letter)

Motion made to appoint Martin Lifer as the new Chair for the Commission.

Motion made by Vickie Gehrt and seconded by Mark Momjian and unanimously approved.

Motion made to approve the 2013 country budgets as presented by the Executive Director, Eliza Minasyan.

Motion made by Jack Hodges, seconded by Mark Momjian and approved unanimously.

Motion made that because of budget constraints, the current model of financial support and distribution of funds for Turkey will be discontinued in 2014 and Jinishian Memorial Program (JMP) will aggressively search for alternative partners/funding/support in 2014.

Motion made by Martin Lifer, seconded by Mark Momjian and approved unanimously.

Motion made for the part-time employment of Cara Taylor as an administrative assistant.

Motion made by Mark Momjian, seconded by Martin Lifer and approved unanimously.

Motion made to extend Director Zabel Yirikian contract, July, 2013 through July, 2014.

Motion made by Vickie Gehrt, seconded by Mark Momjian, approved unanimously.

Motion made to give equally to the Armenian Apostolic and Armenian Catholic churches the deed and property ownership in Kamishly, Syria and for JMP to maintain occupancy in its current space.

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Motion made by Jack Hodges and seconded by Vickie Gehrt. Discussion followed.
Motion was made to table the motion until the April meeting of USAC and the Commission.
Motion made by Mark Momjian, seconded by Vickie Gehrt, approved unanimously Resolution of thanks was made to Hunter Farrell for the \$20,000 that World Mission provided to the Jinishian Memorial Program to assist in cost allocations.

Resolution of thanks made by Vickie Gehrt, seconded by Mark Momjian and approved unanimously.

Motion to adjourn at 3:28 pm made by Jack Hodges, seconded by Mark Momjian and approved unanimously.

Submitted by,
Martin Lifer, Commission Chairperson

ITEM 211
FOR INFORMATION

Jinishian Memorial Program United States Advisory Committee Draft Minutes December 13-14, 2012

Members present: Victoria Gehrt/ United States Advisory Committee (USAC) Chairperson, Michael Haratunian (Dec 13 only), and Mark Momjian. JMP Staff persons present: Eliza Minasyan. PC(USA) Guests: Martin Lifer (2nd half of meeting), Jack Hodges, Greg Allen-Pickett/General Manager, Tamron Keith/Finance Manager, Denise Hampton/Finance and Accounting. Foundation Guests: Anita Clemons/Investment Relationship Officer, and Greg Rousos/Executive Vice President and Chief Operating Officer, Tom Taylor/President and Chief Executive Officer.

Next Meeting April 25-26, 2013

Opening Prayer: Greg Allen-Pickett

Finance and Accounting Report

Denise Hampton reviewed cost allocation and cost recovery policies:

Denise Hampton: Jinishian Memorial Program (JMP) operates almost entirely from restricted funds. JMP has not been paying their total cost of shared services. Though JMP did pay about \$45,000, this payment did not cover all of the shared services the program uses. Finance and Accounting has figured out the “true cost” of program.

Eliza Minasyan: JMP should pay 8% of the budget, which means that JMP will pay higher costs with the budget increase. Nevertheless, no matter how much JMP Budget increases, the amount they pay for shared services should not change. Most of the funds are sent overseas, in case budget increase country programs get more money, but in-house operations do not change in Louisville.

Vickie Gehrt: Very concerned about the \$120,000 we now have to pay in cost allocation, especially since there is now only one employee in Louisville and very few transactions per month.

Denise Hampton: PC(USA) hired a contractor to come in and determine best cost allocation strategy. We have to be consistent.

Mark Momjian: They have asked for a breakdown of costs several times (*Denise distributes hard copy break down*). Would the costs of running the JMP program be reduced if we were located outside of PC(USA) headquarters?

Greg: Because this is such a revolutionary idea, we are unable to definitively determine what that would look like. This was discussed with Linda Valentine earlier this morning, and she expressed willingness to discuss this option.

Mark: Given shrinking budget and the effect this has on programs, operating expenses here really have to be scrutinized. Understands the need to be consistent in applying these policies, but these costs have increased so dramatically that JMP may need to close two international sites.

Vickie: The cost allocation formula seems to benefit no one but PC(USA) headquarters.

Denise: Jarvie has a contract with PC(USA) where they pay for some services, but not others as they are located off-site.

Mark: This could be a model to look into. Raised the question about amount going to research services. This is something that JMP does not use. Why are we being charged so much?

Eliza: Research Services conducted Program Review for JMP recently.

Denise: Basically, JMP is paying overhead expenses to Research Services so that everyone can continue to use them.

The committee agreed to have a more in depth conversation about Research Services and other expenses, as it does not seem to reflect actual JMP program costs. They thanked Denise and agreed to continue the conversation in the future.

Message from Hunter Farrell/Director World Mission: World Mission can provide up to \$20,000 (in 2013 only) to mitigate some of the negative impact of increased cost recovery for JMP.

The committee agreed to prepare a resolution of thanks to submit to the Commission for their consideration.

Greg Allen-Pickett: This cost allocation system is so new that folks may be willing to receive feedback from other programs to make necessary adjustments.

Jack Hodges: Though this is a generous gesture from WM, it does not change the percentage policy. Joey Bailey is retiring in March, and this is the person we would need to negotiate with. Most probably the percentage will not change here. Trying to push against the PC(USA) cost allocation is not going to work. We will continue to pay for expensive overhead and services we do not use if we stay in Louisville. In the big picture, Jinishian should move to New York to enhance partnership and networking with alike Armenian donor-based organizations and Armenian churches that would provide space to house this program. If this happened, the whole issue of 8% allocation would also get resolved.

Greg: Many of those costs would not go away. What would finance and accounting charges look like?

Jack: The board would have to recreate itself. They would have to meet quarterly and they would have to be broken up into subcommittees (legal, property, outreach, etc.). Recognize that there may be funds housed in the Presbyterian Foundation that cannot be moved, but we should look into this and create an investment subcommittee. So we have a choice: 1.) do we look at the restrictions within PC(USA) and try to work within them, or 2) do we re-conceptualize JMP?

Mark: Relocation is the best option. Having JMP in New York would promote exchanges with other development agencies doing similar things. This would better JMP's development and communication strategies. It would also drastically increase the number of people in JMP's contact database. Donors would have more control over where their donations are going, which would increase revenues. This would make up for the services we would lose from PC(USA). Areas with large Armenian communities do not even know what the JMP is. We need to change this by being on the ground there. We cannot do this while operating in Louisville. A big strength to the JMP is that the benefits go to *all* Armenians, regardless of denominational issues. We are not playing on this strength while Eliza is in Louisville.

Vickie: We need to take some action on this through a resolution. We cannot wait until April (next meeting) to get this process started. A resolution should be prepared and submitted to the PC(USA).

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Cautioned that PC(USA) needs to continue to have oversight over the JMP. This needs to be considered while moving forward.

Greg: Asked if the committee would like Hunter's voice in the conversation given his long experience with the church and World Mission.

Vickie: We can draft a resolution and circulate it to the committee and the commission. Nothing will be voted on today, but we need to draft up a document to make use of our time together and get the ball rolling on this decision. We cannot afford to wait until April. Jinishian needs to thrive and increase impact, *without* cutting ties with PC(USA).

Jack: Would strongly encourage Hunter's presence in the room. We take this time to perfect the resolution until Hunter returns to the conversation.

Resolved: That the Jinishian Memorial Program, in order to effectively lift up the mission as defined in the bequest of Vartan H. Jinishian, consider to begin the process of moving the functioning and foundation of the office into the core of the Armenian Community, most probably in the New York metropolitan area.

We affirm, support, and remain in mission with the Presbyterian Church (U.S.A.) as we undergird service to the needs of the poor and needy Armenians throughout the world.

Jack proposes language for the resolution. Mark seconded language. Vickie agrees.

Relocation Plan

Vicki: One or two people could develop a plan for the relocation of JMP headquarters. They will present this plan at the April meeting.

Jack: Cautions that we have not allotted enough time to discuss this during the next meeting.

Vickie Gehrt and Martin Lifer: People could come in on Wednesday for the meeting to discuss this issue specifically on Wednesday and Thursday.

Jack: Volunteered to draft a simple proposal to circulate prior to the meeting so that others can view it and make appropriate edits or additions.

Committee agreed to this. Final proposal to be discussed at April meeting.

Country Programs Progress and Financial reports

Lebanon

JMP Coordinator visited JMP Lebanon Program in June. Operations go smoothly, the organization is very popular in the country and the services provided are very needed, the work is highly appreciated by the local community. Programmatic staff and management are struggling with switching to development projects, which is not taking place easily due to the strong need for relief and constant political instability in the country. Country team did a great job in fundraising, yet still not enough to offset ongoing budget cuts. The newly purchased building renovation has not started yet and most probably will not start soon due to scarcity of time and human resources.

By the 3rd quarter, Lebanon has already exceeded 2012 funding sent by JMP headquarters. Lebanon continues to struggle with the budget cuts more than other country programs. They have ongoing salary

raises, which have been enforced by government, and generally admin expenses here are the highest—more than 30%. There might be a need to review the structure and the operations.

Armenia

JMP Coordinator visited JMP Armenia in July, met with the main partners and donors, and conducted overall monitoring and evaluation of the main programs in Armenia and Georgia. The program is being run successfully and JMP Armenia achieved significant results with moderate number of staff and has a very high reputation in Armenia, which significantly contributes to the increasing number of partners and donors. JMP in Armenia is fully recognized as a leader organization in development and civil society projects.

JMP Armenia also implements projects for Armenian communities in Nagorno Karabakh (health development) and in Georgia (vocational education).

JMP Armenia highly succeeded in fundraising, more than 30% of the budget JMP provides is fundraised. This is a great help to continue the mainstream projects. Admin cost is low and fiscally, they are doing very well.

Syria

Finally after a long period starting from August 2011 the office in Aleppo received the money through exchange office from Lebanon in September 2012. This has been achieved in collaboration with the Central Committee of the Union of the Armenian Churches in the Near East, namely Paul Hadostian.

After thorough search and interviews Talin Topalakian has been appointed as a new director for JMP Syria Program. She has successfully passed 2 months orientation with Ani Cholakian in October-November.

Talin is working diligently, keeping ongoing contact and reporting.

The need is great there; number of clients is growing continuously. Salaries and admin costs are very low in Syria. JMP office is operating as before and Elisa highly values heroism of the local staff that jeopardizes personal security to continue serving the mission.

The issue of the building in Kamishly, Syria has been discussed with Ani Cholakian and Vicki Gehrt in June at the Senior Staff meeting in Lebanon. It has been decided to inform Armenian Catholic and Apostolic Churches that “since the process of registering the property among Armenian Apostolic and Catholic Churches is not progressing, JMP proposes to set up an honorable contract between the three parties stating the ownership of the space currently occupied by JMP to JMP and the rest equally divided between the two denominations. When and if JMP leaves the occupied space, it will be given equally to the same churches.” We have never had a chance, however, to pass on the message to the denominations since the situation deteriorated and we lost contact with Kamishly fully.

Mark is unclear why JMP gives up the building, he considers the grounds for such an important decision are insufficient, and he is against giving up the building in the midst of financial constraints JMP currently has.

Eliza: suggests to postpone the discussion and to provide the new director Talin with opportunity to handle this issue in the best way for JMP. It will be challenging to negotiate with the church leaders on this matter.

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Turkey

Members discussed efficiency of JMP operations in Turkey. We have almost no direct contact with our representative there for the last year, only receive financial reports. Funds are too small after numerous cuts; loans program is not clear and justified. There is a need to make a review of our operations there and come up with the most efficient operations structure if there is still a need for our presence in Turkey.

Resolution

Discontinue the current model of funding programs in Turkey by 2014. Inform Turkish employee of these plans soon, so that he can spend 2013 closing books and tying up loose ends. In the meantime, JMP will investigate other humanitarian presences in Turkey (possibly NGOs) that are aligned with JMP goals and ethos. Consider funding these organizations in 2014 and beyond for long-term, systematic change.

Jerusalem

The program is run by the Advisory Committee Members, seven people of Orthodox and Catholic denomination, four of which are very active. The chair of the committee, Mr. Bannayan, is very passionate about JMP's role and importance in Jerusalem strongly articulating several arguments for its existence. Main argument is supporting Armenian and consequently Christian presence in Jerusalem. The program in Jerusalem supports most of the poor Armenians in the region that are not able to sustain their daily needs because of illness or age.

JMP loans program is having serious delay and losses, some of the borrowers left the country, some are experiencing serious economical problems, some have died. The research of the situation and the report will be provided by ICC. Eliza has requested to stop providing the loans for now.

Issues raised by the main representatives of the local Armenians in Jerusalem all lead to the passive role of the Armenian Church there.

JMP HQs Financial Report

Eliza presents JMP financial statements and budget report provided by finance and accounting office. Net assets have increased when compared with the previous year. Review of actual budget, with \$475,335 in the reserves for 2012. Committee members had some questions about "Miscellaneous expenses" and how much money has gone to pay for an outside legal consultation.

Martin Lifer joins conversation via speaker phone

Country Budgets for 2013

Eliza revised country program expenses and funds raised in the 3rd quarter. She presented the 2013 budgets for Armenia, Lebanon and Syria and answered the questions.

The 2013 country budgets were reviewed and discussed by the committee. They will bring recommendation to the Commission.

Presbyterian Foundation

Distributed Jinishian Fund, Investment Review, November 2012.

Foundation is working now with outside company, Cambridge, as their investment advisor.

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Whereas a few years ago eight managers were working on these funds, now there are 40 managers involved. (This does not cause increase in fees). This diversification helps to protect the funds against prevailing self-interests. This strategically keeps returns more in the middle—not as much fluctuation.

The 4.25 rate is instated across the board. This helps maintain the mission of JMP and all programs. It helps protect the intent and effectiveness of the funds for future generations.

Vickie: Can we get more info on what the investments are, a detailed quarterly report?

Foundation: Some hedge funds have limited transparency, but stocks, bonds, properties, etc. would be available to you. We could also add investment reports so that JMP board can see how investments are doing.

Vickie: Why do we seem to be moving back to hedge funds if they can be so unpredictable?

Foundation: There are responsible ways to invest this way. Cambridge has proven with other foundations that they can get into top tier managers, which are more consistent and stable than other hedge funds. Foundation can get reports out 2-3 weeks after quarter end.

Renewing Contract for Director in Damascus, Syria

Director in Damascus, Syria is on a temporary contract through July 2013. If we want to continue with her, we need to continue contract. Given the state of Syria right now, Eliza strongly suggests we continue her contract from July 2013 – July 2014.

Part time Administrative Assistant for JMP.

Eliza has expressed appreciation for the work of JMP part-time volunteer, Cara Taylor. Cara's professional expertise, diligence and commitment to JMP Mission make her a strong candidate for the position

Eliza strongly encourages the committee to consider hiring Cara for this position. JMP already has this in the budget.

Move to authorize the engagement of Cara Taylor as a part time AA for JMP.

To be brought before Commission.

April 2013 Meeting

Vickie: Suggests that the April meeting be held in Philadelphia. She agreed to host it at her office. Mark also offered his. Both sites have video conferencing capabilities. USAC members from Louisville staff could Skype in.

Consensus prevailed for Philadelphia.

Dates: April 25 and 26

Future of Operations in Syria

Mark : (summarizes conversation that happened last night)

Given the hold that the rebel groups have in Syria, especially in the city of Aleppo, persecution against Armenians could significantly worsen. JMP should be ready to act when situation worsens, strategies and partners should be identified.

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Committee had general discussion about what would happen if there was an all-out assault on the city of Aleppo. We need to have a plan in place to meet the relief needs this kind of assault would create. The \$50,000 in unrestricted funds along with Hunter's \$20,000 could be allocated to the emergency needs that Armenian Syrians would need if this were to happen. Beneficial to think about instituting a plan now so that we are best prepared. Given how long it took to get funds to Syria last time, we need to have all of our bases covered with a plan head of time.

Vickie: Would there be anything that would delay this kind of humanitarian transfer?

Eliza: If the general license is not in force, then it makes no difference if we plan now or not. We will not be able to send funds. As this is a possibility, we may need to pursue other options.

USAC Meeting adjourned

ITEM 212 FOR INFORMATION

Report on Dallas II Church-wide Consultation

The 217th General Assembly (2006) instructed the Moderator, the Stated Clerk and the Executive Director of the General Assembly Council (now Presbyterian Mission Agency) to convene a Consultation on the Worldwide Mission of the Church and tasked World Mission to organize it. The first Dallas Consultation took place at the Preston Hollow Presbyterian Church. Sixty-four people from across the church and around the world gathered to build greater trust and coordination among PC(USA) “mission initiators,” mission supporters and the GAMC ministries and to identify and agree upon the “benchmarks” (core values) and consequent “mission practices” that should characterize all Presbyterian mission work.

Following up on the consultation, World Mission conducted an in-depth study of mission leaders across the denomination, among ecumenical and global partner churches and organizations, and others and heard both hopes and concerns for how our church might increase the faithfulness and effectiveness with which we engage together in God’s mission. An insight was heard frequently from the study’s participants: while construction projects, Vacation Bible Schools, feeding programs and other short-term projects are often meaningful efforts in mission, our global partners, mission workers and Presbyterians across the United States pointed out a disturbing reality: **much of American churches’ efforts have become short-term in focus and address almost exclusively the *symptoms* of poverty, violence and injustice, rather than the causes.**

Our global partners challenged us to do something more. They have identified *three critical global issues* to which they need us to respond with them, in order to make a lasting difference in God’s world:

- ***Address the root causes of global poverty...***
... especially as it impacts women and children;
- ***Share the Good News of God’s love in Jesus Christ ...***
...together with other members of Christ’s body.
- ***Work for reconciliation amidst cultures of violence...***
...including our own;

Facilitated by Rick Ufford-Chase (Presbyterian Peace Fellowship) and Bridgette Ben-Naimah (Evangelical Presbyterian Church, Ghana), two hundred thirty (230) Presbyterian and ecumenical mission leaders gathered in Dallas, TX 5-7 October 2012 to develop shared strategies to make a collective impact for justice, witness and reconciliation and to open the door to thousands of PC(USA) congregations and others to bridge geographical and theological divides as we work together in a common mission.

The group was composed of global partners, mission personnel, Presbyterian Women, Young Adult Volunteer alumni, ecumenical mission leaders, seminary professors of mission, seminarians, mission advocates, mission networks leaders, congregation mission leaders, and the leaders of several Presbyterian mission organizations. The 230 Consultation participants affirmed a common structure for mission (attached diagram) and organized a Continuation Committee that has developed nine concrete and compelling strategies to invite Presbyterians from across the U.S. to join with global and ecumenical partners to make a collective impact on the issues that (attached document). World Mission has restructured its work to increase its focus on the nine strategies and to inspire, equip and connect Presbyterians to engage in more faithful and effective mission.

Dallas II Strategies to Respond to the Three Critical Global Issues

Poverty: *“Address the root causes of poverty, particularly as it impacts women and children.”*

1. HandsOn Partnership: “Diseases of Poverty Strategy”
Address diseases of poverty through Community Health Evangelism and programs of maternal and child health, water, sanitation, community-based development, disaster preparedness and response.
2. EmpoweringPartners: “Education Strategy”
Empower marginalized people—especially women and girls-- through literacy, basic and secondary education.
3. Advocacy: “Food, Land and Trade Justice Strategy”
Promote people’s dignity through advocacy and development in favor of food sovereignty, land and trade justice, corporate responsibility and creation care.

Evangelism: *“Share the good news of God’s love in Jesus Christ.”*

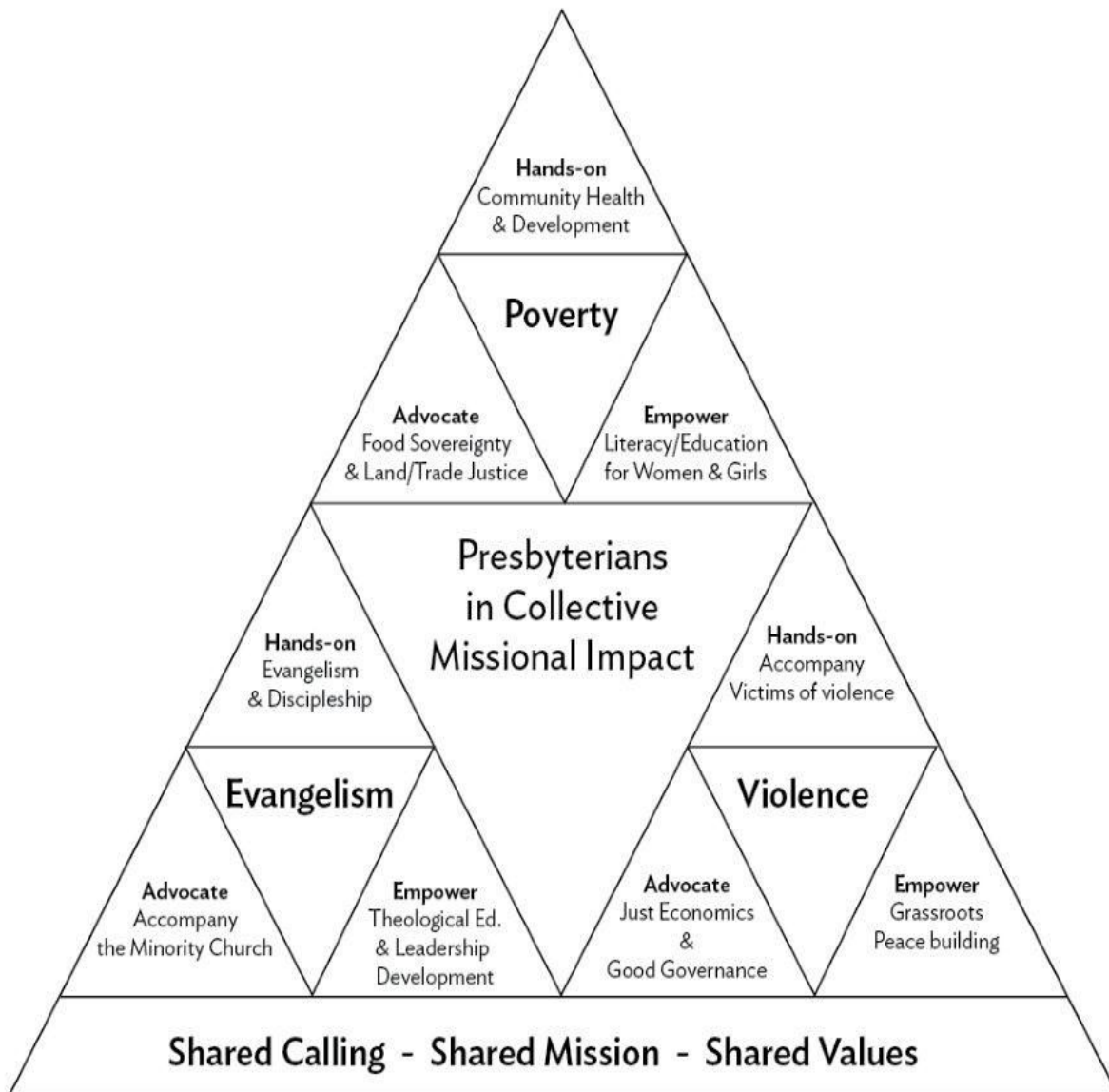
4. HandsOn Partnership: “Evangelism and Discipleship Strategy”
Support partners’ holistic models of evangelism focused on grassroots outreach and discipleship.
5. EmpoweringPartners: “Leader Training Strategy”
Equip the global Church through context-appropriate theological education and leadership development.
6. Advocacy: “Accompany the Persecuted Church Strategy”
Where Christian witness is threatened or at risk, accompany the Church through prayer, advocacy and capacity-building.

Reconciliation: *“Work for reconciliation amidst cultures of violence, including our own.”*

7. HandsOnPartnership: “Accompany Victims of Violence Strategy”
Support the victims of violence (including domestic violence, trafficking and harmful cultural practices) through trauma recovery, education and advocacy.
8. EmpoweringPartners: “Peacemaking Strategy”
Facilitate theologically-grounded, just peacemaking in contexts of conflict such as intra- denominational, inter-religious, inter-ethnic and political discord, especially where U.S. society, government or corporations play a major role.
9. Advocacy: “Root Causes of Violence Strategy”
Prevent violent conflict through awareness-raising, accompaniment, advocacy and support of good governance initiatives and just economic policies.



Item 212



ITEM 213
FOR INFORMATION

COMPASSION, PEACE AND JUSTICE
A CALL TO ACTION



Become an Earth Care Congregation and/or get Green Faith certification.

Invite 10 people to register for Compassion, Peace and Justice Track at Big Tent 3.

Make work a witness by volunteering to rebuild communities affected by disasters. Contact the Presbyterian Disaster Assistance Call Center at 866-732-6121.

Call-in for Food and Faith Learnings and Sharings on April 15, May 13, June 10 at 12pm EST. The call in number is: 1-424-203-8075 and enter 180305#.

Pray with our sisters and brothers in Syria as they struggle in the midst of a civil war. Download the bulletin insert to share with your congregation.

Engage your congregation in the Peace Discernment process. The time for response has been extended to end of June, and the questions can also be answered directly on-line.

Encourage your Presbytery members to share the new Self-Development of People booklet (PDS # 25422-12-002) with economically poor community groups who may be interested in applying for a grant from SDOP.

Plant a community garden as a Foods Resource Bank Growing Project to provide healthy produce locally while supporting PCUSA-managed sustainable agriculture in the Congo or Malawi. Contact Ruth Farrell for more information.

Item 213

Observe Disability Inclusion Sunday on June 24 or any Sunday or any day of the week. This year's theme is *A Variety of Gifts: Inclusion of People with Disabilities as We Age*, and resources are available online.

Contact your local NBC affiliate to promote the showing of Trigger: The Ripple effect of Gun Violence. This video shares the story of how gun violence ~~impacts individuals and communities~~ and examines the "ripple effect" that one shooting has on a survivor, a family, a community and a society.

Pray and act to end violence against women on Orange Days – the 25th of each month.

Engage in solidarity for justice in Palestine by not purchasing Soda-Stream, Ahava cosmetics, King Solomon and Jordan River dates, Interstar toys, Keter plastics, and other products of Israeli settlements which violate international law and block a two-state solution: [Click here for additional information](#).

Request a visit from an International Peacemaker during September 27-October 20.

Encourage at least three hotels to adopt The Code of Conduct to protect children from trafficking for sexual exploitation and pornography as you ~~travel during the next~~ three months.

Sign up for the Compassion, Peace and Justice e-newsletter and “like us” on Facebook!

Discover the ministry of Jarvie Commonweal Service, meeting the needs of older adults in the Greater New York City area.

Download the new congregational resources for addressing human trafficking A Toolkit for Action: Modern Slavery, now available from the Human Trafficking Roundtable.

Promote social witness policies of General Assembly on Unbound, Salt & Light e-newsletter, and in formatted versions for congregational and individual use via ~~download and print~~.

Sign up for action alerts from the Office of Public Witness.

ITEM 214 FOR INFORMATION

Minutes of the Presbyterian Hunger Program Advisory Committee Meeting October 10 - 12, 2012

Present: Committee Members: Sung Yeon Choi-Morrow, Lucy Janjigian, Harold Johnson (Chairperson), Jeff Kackley, Margarette Kennerly, Peter Mann, Janice Richardson, & Diane Waddell.
PHP Staff: Rebecca Barnes-Davies, Andrew Kang Bartlett, Noelle Damico (phone), Jennifer Evans, Ruth Farrell, Trey Hammond, Melanie Hardison, Jessica Maudlin, Valery Nodem, Eileen Schuhmann & Alexa Smith.
Other Staff: Sara Lisherness, Sam Locke, Gail Strange
Guests: VISTA's - Laura Stricklen, Rachel Brunner, Jonathan Krigger & Arianna King

Harold Johnson called the meeting to order at **1:30 PM**. Lucy Janjigian led devotion on Wednesday, Trey led on Thursday & Janice led on Friday.

Approval of Minutes: Prior minutes of 2/16/2012, 3/22/2012, 4/3/2012, 5/7/2012 & 6/7/2012 were received and **APPROVED**.

Adoption of Agenda: The agenda was reviewed and **ADOPTED**.
The Committee received the 2012 Staff Report which included the 2012 Financial Report through August and 2013 projected budget.

International Grants: The Committee reviewed **26** Grants. The Committee **APPROVED 20** Grants, **APPROVED 3** Grants with stipulations for a total of **\$509,000** (\$351,500 from 2012 budget & \$157,500 from 2013 budget) and **DECLINED 3** Proposals as indicated on the attached spreadsheet.

Joining Hands: The Committee **APPROVED** the Joining Hands 2013 Budget.

Congregation Based Community Organizing (CBCO) Grants: The Committee **APPROVED 29** Projects totaling **\$180,000** (2012 budget) and **7** Grants to CBCO Networks totaling **\$53,500**(2012 budget).

Hunger Action Enabler Grants: The Committee **APPROVED 27** Hunger Action Grants totaling **\$106,450** (Paid from 2012 Budget for 2013 work) with stipulations as indicated in the attached spreadsheet.

VISTA matching grant: The Committee **APPROVED** up to **\$36,000** (2013 Budget) as a matching grant for up to 12 Americorps*VISTA volunteers (\$3,000 per volunteer) to work with PHP in Louisville and two other locations in 2013.

National Grants: The Committee reviewed **95** Grants. The Committee **APPROVED 86** Grants totaling **\$628,821.77** (2012 Budget) and **DECLINED 9** proposals as indicated in the attached spreadsheet.

Scholarships: The Committee **APPROVED** up to **\$15,000** (2013 Budget) in scholarship funds to be awarded as needed by staff team.

Item214

Stipends for Internships and Funds for Campaign Activities: The Committee **APPROVED** up to **\$36,000** (2013 Budget) for stipends & campaign activities to be awarded by staff team.

Ecumenical Advocacy Days: The Committee **APPROVED \$5,000** (2012 Budget) for 2013 Ecumenical Advocacy Days.

The Committee concluded the meeting with a Sending Forth message from Alexa Smith.

Ruth Farrell, Coordinator,
Presbyterian Hunger Program

Harold J. Johnson, Chairperson

Jennifer R. Evans, Recorder

Full minutes from the Presbyterian Hunger Program.

ITEM 215 FOR INFORMATION

OCTOBER 25-26, 2012 PDA ADVISORY COMMITTEE MEETING Presbyterian Center, Louisville, KY Action Condensed Minutes

Attending: Stephanie Fritts, Jeff Holland, Kathy Fay Lee, Jim Pellet, Rene Suntay, and Adrian Washington; **NRT Representative:** Bob Houser; **Staff:** Luke Asikoye, Pamela Burdine, Eden Carroll, Toni Carver-Smith, Sara Lisherness, Jenny Oldham, John Robinson, Beth Snyder, Rick Turner and Janeth Nuñez.

Thursday, October 25

The meeting started with devotions by Rick Turner

Staff reports

The staff reports were emailed to the committee before the meeting. Comments and questions were addressed.

Recommendation for Disaster Hospitality

- Right now the hospitality program is a pilot project. We started it on a trial basis to see if it was worth a long term commitment. This has been a very successful program and we'd like to submit a recommendation for the next Presbyterian Mission Agency meeting.
- **Rene Suntay made a MOTION to convert the Hospitality Ministry from a pilot project to a permanent program of Presbyterian Disaster Assistance and to present this recommendation at the next Presbyterian Mission Agency meeting. Adrian Washington seconded the motion. Motion carried unanimously.**

Haiti Response Review and Recommendations

- PDA hired a monitoring and evaluation consultant. World Mission has conducted interviews for a new mission coworker.
- Jim Pellet noted that at the October 12, 2011 Advisory Committee meeting the decision was not to fund the reconstruction of the Episcopal Diocese school. At the March 20, 2012 meeting the committee was told that a plan of recommended proposals for funding the remaining 2.4 million in designated funds would be forthcoming in a couple months.
- Toni Carver-Smith told the committee that staff had reviewed proposals and identified projects in Haiti to fund. Luke Asikoye noted that staff followed the PDA standards to fund projects.

OGHS Meeting in Dallas

- There will be a meeting in Dallas next week with two representatives of each of the three OGHS programs, Jim Pellet and Jeff Holland will attend on behalf of PDA. The purpose of the meeting is to see how we can work more collaboratively to increase financial support to the OGHS offering.

Update on Refugee Ministry

- **The Advisory Committee will defer the discussion on the Refugee Ministry and its future until PDA has a new coordinator in place.**

Item 215

Update on Hurricane Isaac response

- Isaac was a storm that impacted the same areas as Gustav and Rita (mid New Orleans and MS.) We haven't had a robust response to it because MS and LA presbyteries have been slow to organize and make requests.
- Hurricane Isaac also impacted Haiti and Dominican Republic, and PDA sent \$20,000 for the relief work.

Mid councils

Presbyteries have to be more organized to facilitate disaster response. PDA works with a partner on the ground and when it looks like the response is slow it often is because we can't find a partner to work with. That is going to be challenging for the program within the next decade because there are a number of presbyteries that are losing staff. We've been creative in using synods when presbyteries have been without leadership. This is happening denomination wide. We have to figure out how to work with our non-operational mid-councils to deliver disaster relief services in the future.

Financial Report

- Rene and Toni worked on the financial reports which were presented to the Advisory Committee during the Thursday session.
- \$11,699,977 are designated, temporarily restricted funds that are already committed. Next time the budget should show the funds committed as not available.
- The funds that come from the interest generated from the accounts are allocated according to donor intent.
- The administrative cost to run the Compassion, Peace and Justice Programs is 12%.
- Long Term Recovery grant money is disbursed when narrative and financial reporting is received and reviewed.

Friday, October 26

The meeting was opened with prayer by Jeff Holland.

PILP Investment

The original March 2006 \$1 million investment is currently in a Mission Market monthly renewal fund and the current balance is 1.197,377.61. PDA keeps these funds in PILP to support our partner organization, they lend money to churches.

Adrian Washington made the MOTION to invest in PILP's fixed rate term notes: 531,404.62 for a 24 month term note; \$333,333.00 for a 36 month term note; and \$333,333.00 for a 48 month term note. Rene Suintay seconded the motion. The motion as unanimously approved.

Wrap up of Hurricane Katrina response

- We have one year of funding left for Presbytery of South Louisiana/Project Homecoming. John suggested inviting our funds recipients to reflect on the impact of PDA's response to the 2005 Hurricane season. Invite agencies to provide information on the number of people helped, the value of PDA response and what are the expectations for future responses to similar disasters. This information could be submitted by September 2013.
- PDA could use some of the Katrina funds to cover the costs of the meetings of a committee formed by Presbyterian organizations, volunteers, and staff that would write observations on lessons learned. John is working on the budget. The final report will have detailed data and will include a video made by David Barnhart. John would like somebody from the Advisory Committee to be part of the committee of the Hurricane Katrina response.

- **Stephanie Fritts made a MOTION to spend up to \$100,000 in the wrap up of the Hurricane Katrina response. Rene Suntay seconded the motion. Motion carried.**

Update on Coordinator search

- Toni Carver Smith noted that the pool of candidates has been excellent. Initially we received 50 or 60 applications. It was narrowed down to 8 applicants and telephone interviews were conducted. They were sent supplemental questions and now there are 5 candidates for face to face interviews. Two interviews have been completed and the remaining will be done on Monday, October 29. We'd like the process to be finished in 2 weeks. The idea is to have the paperwork ready by the end of the year so the new coordinator can start at the beginning of the year.
- Renato Suntay will take part of the interview process on November 6th.

Special Offerings Task Force update

- Sara noted that the people that formed that Special Offerings Task Force were well intended when they proposed the recommendations; they saw the offerings declining and they made their best effort for a plan to change. The recommendation to change the distribution of the offering was not accepted and now they are proposing to raise \$20 million by 2020.

World Mission/PDA Collaboration

Hunter Farrell shared that we can do better on our level of collaboration. We've gained some clarity in the last year in the strategic planning process. We need to think about what PCUSA can do best in the area of national and international disaster relief that no other organization can.

- Do the work ahead of time, check where the values are in each case. Hold networks of culturally appropriate institutions with credibility. Disaster response is most effective when one is sensitive to the people we are helping.
- Prepare for the long term recovery after the disaster. We have partners around the world that know about development work and that can make the connection from disaster relief to recovery to development.
- We have about 40 mission networks around the world; we have a mailing list that we can connect with. We want to connect this network with disaster relief.

The Advisory Committee recommended continuing this conversation when the new Coordinator is on board.

Evaluation of meeting

The Advisory Committee found the conversation with Linda Valentine and Roger Dermody very informative; and they expressed their support to the Disaster Hospitality Program and the work model presented by Rick.

The Advisory Committee thanked Sara and Toni for doing a dual duty until a new coordinator is hired.

2013 Meeting Dates

With Easter in March, a committee meeting the first part of the month was suggested. A joint meeting of the OGHs ministries was discussed. Jim will talk to the program chairs about a joint meeting date at the meeting in Dallas next week.

Committee Elections

Staff was dismissed and the committee re-elected Jim Pellot to serve as chair of the PDA Advisory Committee.

Meeting was adjourned with prayer.

**ITEM 216
FOR INFORMATION**

**PRESBYTERIAN COMMITTEE ON THE
SELF-DEVELOPMENT OF PEOPLE**

**January 21, 2012
San Antonio, TX
MINUTES**

Thursday, January 19, 2012 from 2:00 p.m. to 5:00 p.m. the Church-wide Relations Committee discussed its purpose to help all the National Committee members to be more intentional and effective in getting the word out about the work of Self-Development of People and to nurture relationships of trust and mutual support with Presbyterians and others who will be excited about contributing money, time, and talents to partnership with SDOP. A revised Partnership Relations Activity Report is being developed for Committee members to facilitate getting the word out about Self-Development People. The report will be presented at the May National meeting.

**CHURCH-WIDE
RELATIONS**

Thursday, January 19, 2012, from 2:00 p.m. to 5:00 p.m. the Community Relations Committee expressed the importance of Self-Development of Peoples' ministry and for the Ministry to continue it is imperative that each member be more intentional about getting the word out to people about the SDOP ministry.

**COMMUNITY
RELATIONS
COMMITTEE**

Friday, January 20, 2012 consisted of meetings:

8:30 a.m. – 11:30 a.m. Pilot Project Training
National Committee Members Continuing
Education
1:00 p.m. – 2:00 p.m. International Task Force
Personnel Committee
2:15 p.m. – 4:45 p.m. Task Force Meetings
5:00 p.m. Finance Committee
6:00 p.m. Steering Committee

On Saturday, January 21, 2012 the Self Development of People National meeting convened at 8:30 a.m.

CONVENED

The meeting was opened with prayer by Maria Williams who also led bible study.

The following Committee members were present:

Michael Fagans, Chairperson	
Carolyn Ashe	Lisa Leverette
Paul Bayerl	Levi Martinez
Faye Chiou	Sarah Jane Moore
Karen Finney	Johnnie Monroe
Oscar Heyward	Carline Seide Murphy

Susan Freed-Held	Joe Love Nelson
T. Ewen Holmes	Josephine Njoroge
Bernadette Hightower-Hughes	Reginald Ragland
Selma Jackson	Cathryn Surgenor
Joseph Johnson	Maria Williams
Dianne Kareha	Lori Winblood

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The following Committee members were excused:

Cornelius Blanding, Cynthia Hayes, and Johnetta Marshall

The following Committee member resigned:

Sister Teresa McElwee

The following staff members were present:

Wayne Gnatuk	Clara Nunez
Mary McAdory	Cynthia White

The following staff member was excused:

Margaret Mwale

The following guests and invited participants were present for portions of the meeting:

John Etheredge, Church-wide Pilot Project Trainer
Bertha Marsh, Community Technical Assistant Provider
Austin Immigrant Rights Coalition Project: Salvador Martinez, Esthe r
Reyes, and Dianna Tavera
Aero Dance Project: Dee Sanchez

The Committee **VOTED TO APPROVE** the Proposed Agenda.

**ACTION: 01-0112
Approved Agenda**

The Committee **VOTED TO APPROVE** the National Committee
September 23-24, 2011 Minutes. (Addendum 1)

**ACTION: 02-0112
Approved September
23-24, 2011 National
Minutes**

The Committee **VOTED TO RECEIVE** the Steering Committee Report.
(Addendum 2)

**ACTION: 03- 0112
Received the Steering
Committee Report**

The process of releasing funds to groups validated and funded was discussed. This discussion has become necessary because the majority of banks no longer honor the SDOP requirement of groups having two signatures required on their bank accounts. And with the opening of most accounts debits cards are now issued.

It was discussed to amend the requirement of two signatures to only one required signature. The Letter of Agreement is to include that the group agree to use the funds as allocated and must be signed by all the Decision Makers of the Governing Board.

The Committee **VOTED TO APPROVE**

To ensure the transparency in use of funds the Steering Committee
Recommends

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- Groups must demonstrate work experience with letters of recommendation from at least three established community leaders (i.e. local government council persons, persons at Community Foundations, bank representatives, etc.) and/or established organizations (i.e. United Way, Salvation Army, a well-established community organization, etc). The recommendation cannot come from any persons associated with the group.
- For large purchases that require lump sum payment a purchase order will be required. The check will then be made payable to the vendor and the community group.

The Steering Committee further **Recommend** that start-up groups that appear to meet the SDOP criteria receive up to \$5,000 for technical assistance (i.e. board development, capacity building, training in the area related to the goal of the project, etc). After completing the technical assistance and establishing a track record the group could then submit a request for funding (technical assistance being provided does not guarantee future funding).

The Committee **VOTED TO WITHDRAW** both recommendations for further discussion.

The Committee **VOTED TO APPROVE** that staff change the funding letter to indicate if needed documentation is not received within 30 days your grant **will be rescinded**.

The Committee **VOTED TO RECEIVE** the Visioning II Report.

ACTION: 04-0112
Received the Visioning
II Report

From the Visioning – Phase II Committee. The Steering Committee **Recommend** the following recommendations to the National Committee from the Visioning Committee:

ACTION: 05 -0112
Received the Visioning
II
Recommendations

- Number #1 of the SDOP criteria is revised to include the words economically poor, oppressed and disadvantaged. It would read

--be presented, owned and controlled by the group of **economically poor, oppressed, and disadvantaged** people who will benefit directly from it
- That the SDOP handbook and other appropriate documents be amended to include the Financial Committee with the following wording which was approved by the National Committee in January 2011:

The **Finance Committee** is charged with examining the financial and workload data of the National SDOP OGHS funds so that SDOP can continue to be good stewards of financial and human resources entrusted to it and continue to

impact the lives of economically poor, oppressed and disadvantaged people in a just and compassionate way.

The Committee **VOTED TO APPROVE** with amendments.

The Vision committee suggested that the SDOP web site include a list of books that would be relevant to the work of SDOP (Karen Finney will provide the initial list to the office).

They further suggested that a refresher training course is planned for all National Committee members and that it is incorporated in the plan for continuing education.

The Committee **VOTED TO APPROVE**

The next Visioning Phase II meeting is March 2-3, 2012 in Orlando, FL.

The Committee **VOTED TO RECEIVE** the Finance report for the period ending November 30, 2011 and 2010 Statement of Financial Position.

**ACTION: 06-0112
Received the Finance
Committee report**

The Finance Committee **Recommend** that \$2,000 from each Task Force is given to Church-wide Pilot Project.

The Committee **VOTED TO APPROVE**

The 2013 – 2014 budgets will be submitted to the National Committee for approval at the May meeting.

The Committee **VOTED TO RECEIVE** the Staff report.

**ACTION: 07-0112
Received the Staff
report**

The Director welcomed Bertha Marsh, Technical Assistance Provider, to the meeting. Ms. Marsh highlighted some the work being done in the Detroit area.

Administrative procedures in the national office were reviewed.

The Committee thanked the entire staff for their work
(Addendum 4)

Dialogue with Partners

**ACTION: 08-0112
Order of the Day**

The Committee welcomed our community partners Austin Immigrant Rights Coalition Project: Salvador Martinez, Esther Reyes, and Dianna Tavera and the Aero Dance Project: Dee Sanchez.

In her remarks, Ms. Sanchez indicated that the women involved in Aero Dance could not be present because they were doing a community fund raiser to help one of their members get their electricity turned back on. Through donations by Committee members and staff the amount needed was raised.

The groups' presentations were followed by a time for questions and answers over lunch.

The Committee recessed for lunch at 12:00 noon with prayer by Maria Williams.

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The National Committee reconvened at 1:15 p.m.

**TASK FORCE
REPORTS**

The Committee **VOTED TO RECEIVE** the International Task Force report.

INTERNATIONAL

**ACTION: 09-0112
Received the
International Task
Force report.**

Additional funding was **APPROVED** to the following projects in the Dominican Republic:

Batey Cinco Casas for \$11,300 for extending the current water project
Batey Cojobal for \$726 for changes in cost since application
Batey El Cano for \$667 for additional water storage

**ACTION: 10-0112
VALIDATION/FUNDI
NG
SI07009**

The International Task Force proposed moving the May meeting to an area in the United States with a large Garifuna and or Mayan population because Belize partnerships are still in the beginning stage and our projects located in Dominican Republic have been visited and are progressing well. The meeting will be an educational meeting.

The Committee **VOTED TO APPROVE**

The International Task Force next meeting is on March 15, 2012 in Tampa, FL in conjunction with the Steering Committee.

The Committee **VOTED TO RECEIVE** the Midwest Task Force report.

Two précis were presented for validation and funding

MIDWEST

M'S Southern Style, Columbus, OH
Validation/Funding: \$16,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

**ACTION: 11-0112
Received the Midwest
Task Force report.**

Positive Action for Education/Global
Community Support Center, St. Louis, MO
Validation/Funding: \$ 18,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

**ACTION: 12-0112
VALIDATION/FUNDI
NG
SM11010**

The following projects were rescinded because of lack of communication:
SM09005 Good Harvest, Worthington, MN for \$6,350.00 and
SM10009 Parents Helping Parents, Middletown, OH for \$633.00

**ACTION: 13-0112
VALIDATION/FUNDI
NG
SM11017**

The next Midwest Task Force meeting is March 9-10, 2012 in Detroit, MI.

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ACTION: 14-0112
Rescind SM09005 for
\$\$6,350 and
SM10009 for \$633

The Committee **VOTED TO RECEIVE** the Northeast Task Force report.

Three précis were presented for validation and funding.

NORTHEAST

Bridging the Gap Organization, Baltimore, MD
Validation/Funding: \$20,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

ACTION: 15-0112
Received Northeast
Task Force Report.

Immigrant Defense Project, New York, NY
Validation/Funding: \$ 20,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

ACTION: 16-0112
VALIDATION/FUNDI
NG
SN11009

Crossroads Associates, Allentown, PA
Validation/Funding: \$10,400
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

ACTION: 17-0112
VALIDATION/FUNDI
NG
SN11010

The following project was rescinded because payment was not used as approved:
SN09013 ONE DC, Washington, DC for \$5,000.00

ACTION: 18-0112
VALIDATION/FUNDI
NG
SN11014

The next Northeast Task Force meeting is March 23-24, 2012 in New York City, NY

ACTION: 19-0112
Rescind SN09013 for
\$5,000.00

The Committee **VOTED TO RECEIVE** the South Task Force report.

Six précis were presented for validation and funding.

SOUTH

Darlington Group, Hartsville, SC
Validation/Funding: \$20,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

ACTION: 20-0112
Received South Task
Force Report

Choctaw Community Development Center, Inc., Butler, AL
Validation/Funding: \$20,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**
(Contingent upon Joseph Johnson conducting a site visit and submitting précis to the office.)

ACTION: 21-0112
VALIDATION/FUNDI
NG
SS11016

A Community Voice, New Orleans, LA
Validation/Funding: \$20,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

ACTION: 22-0112
VALIDATION/FUNDI
NG
SS11025

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Fighting for Our Future and Youth 4 Change, Orlando, FL
Validation/Funding: \$20,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

**ACTION: 23-0112
VALIDATION/FUNDING
SS11031**

West Georgia Farmers' Cooperative, Hamilton, GA
Validation/Funding: \$20,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

**ACTION: 24-0112
VALIDATION/FUNDING
SS11032**

Fellsmere Community Farms, Fellsmere, FL
Validation/Funding: \$20,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

**ACTION: 25-0112
VALIDATION/FUNDING
SS11034**

(Contingent upon a site visit being conducted and précis submitted. Cathryn Surgenor and or Sarah Jane Moore indicated they would be willing to do the visits when in Florida.)

**ACTION: 26-0112
VALIDATION/FUNDING
SS11035**

The following project was rescinded at the group's request because of difficulties in obtaining various permits and licenses they have been unable to implement parts of the project:

SS07015 South Plaquemines Parish United Fisheries Cooperative, Port Sulfur, LA for \$55,000.00.

The next South Task Force meeting is March 23-24, 2012 in Houston, TX

**ACTION: 27-0112
Rescind SS07015 for
\$55,000**

The Committee **VOTED TO RECEIVE** the West Task Force report.

Five précis were presented for validation and funding.

WEST

Austin Immigrant Rights Coalition (AIRC), Austin, TX
Validation/Funding: \$ 20,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

**ACTION: 28-0112
Received West Task
Force Report.**

(Contingent upon receipt of précis being submitted electronically to the Committee.)

Trust South LA, South Central, LA
Validation/Funding: \$20,000
Payment Schedule: Quarterly

**ACTION: 29-0112
VALIDATED/FUNDED
SW10006**

Committee **VOTED TO APPROVE**

Women's Global Pathways New Mexico, Albuquerque, NM
Validation/Funding: \$20,000
Payment Schedule: Quarterly

**ACTION: 30-0112
VALIDATION/FUNDING**

Committee **VOTED TO APPROVE**

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Oregon Rural Action, Ontario, OR

Validation/Funding: \$20,000

Payment Schedule: Quarterly

Committee **VOTED TO APPROVE**

(Contingent upon a letter from the group and church that the group will access to the land.)

SW11002

**ACTION: 31-0112
VALIDATION/FUNDING**

SW11008

Immigrants Worker's Rights Project, Santa Fe, NM

Validation/Funding: \$20,000

Payment Schedule: Quarterly

Committee **VOTED TO APPROVE**

**ACTION: 32-0112
VALIDATED/FUNDED**

SW11011

The next West Task Force meeting is March 22-23, 2012 in Albuquerque, NM

**ACTION: 33-0112
VALIDATION/FUNDING
SW11009**

The Committee **VOTED TO RECEIVE** the Personnel report.

Michael Fagans reported on the resignations of Sister Teresa McElwee. He expressed prayers for a healthy recovery for Cynthia Hayes and Johnett a Marshall during their convalescence.

**STANDING
COMMITTEE
REPORTS**

Michael commented on the staff reports, he thanked the office for all of their diligent work.

**ACTION: 34-0112
Received Personnel
Report**

Karen Finney celebrated the quarterly birthdays of Committee members and staff with birthday cards.

Committee members and staff enjoyed the DVD Oscar Heyward shared on the legacy of Martin Luther King.

The Committee **VOTED TO RECEIVE** the Community Relations report.

Selma Jackson reported on their discussion of the SDOP ministry.

The National SDOP members were asked:

Do you believe that the ministry of SDOP is important? If so, why?

Where does the money come from for us to be able to empower groups that meet our criteria?

What are some challenges and threats to those funding streams?

What is one thing that you can do to help address at least of those threats?

**ACTION: 35-0112
Received Community
Relations Report**

Selma Jackson reminded members that it is not an option but imperative that they be more intentional about getting the word out to communities and churches about making a difference through SDOP.

The next Community Relations Committee is in conjunction with May 17-19,

2012 National meeting.

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The Committee **VOTED TO RECEIVE** the Church-wide Relations report.

Dianne Kareha reported on the purpose of the Church-wide Relations Committee.

Dianne Kareha reported on replacing the Partnership Relations Activity Report that was distributed in September 2011 but has been simplified to help National SDOP Committee members set goals for getting the word out about Self-Development People.

**ACTION: 36-0112
Received Church-wide
Relations Report**

The members will report on their goals and the outcome at the May National meeting.

Special thanks went to members of the Church-wide Committee in carrying out the strategic plan goals that were developed in 2011.

Special thanks were given to Joseph Johnson and Wayne Gnatuk and the National Committee members who have committed time and talent to launch the pilot project of education and outreach with 8 congregations throughout the United States, to be completed in 2012.

The next Church-wide Relations meeting is May 17-19, 2012 in conjunction with May National meeting.

The following persons were selected by their respective Task Force to serve on the SDOP Nominating Committee:

Midwest – Sarah Jane Moore
Northeast – Carline Seide Murphy
South – Cornelius Blanding
West – Lori Winblood

Cathryn Surgenor closed the meeting with prayer.

**ACTION: 37-0112
Received the
Nominating Committee**

The meeting adjourned at 5:30 p.m.

Respectfully submitted,

Mary L. McAdory

**ITEM 217
FOR INFORMATION**

**PRESBYTERIAN COMMITTEE ON THE
SELF-DEVELOPMENT OF PEOPLE**

May 18-19, 2012

Newark, NJ

MINUTES

Friday, May 18, 2012 from 9:00 a.m. to 12 noon the Church-wide Relations Committee met, a major discussion was the revised Partnership Relations Activity report. The report will be passed out to National Committee members for recording their goals. The goals will be presented at the September 2012 national meeting.

**CHURCH-WIDE
RELATIONS**

Friday, May 18, 2012 from 9:00 a.m. to 12 noon the Community Relations Committee discussed how they will continue their outreach to young adults and reflected on the work completed over the last few years.

**COMMUNITY
RELATIONS
COMMITTEE**

Friday, May 18, 2012 following lunch the Task Forces and Standing Committee meetings convened:

**1:00 p.m. – 2:00 p.m. Finance Committee
2:00 p.m. – 4:00 p.m. Task Force Meetings
4:00 p.m. - 5:00 p.m. Personnel Committee
5:00 p.m. - 6:00 p.m. International Task Force
6:00 p.m. - 6:20 p.m. Steering Committee**

The National Committee, guest, and staff departed from the hotel to Roseville Presbyterian Church for a Belize Cultural and Educational exposure and dinner.

CONVENED

Our guest included:

**Doris Glaspy, Pastor of Roseville Presbyterian Church
Neal Presa, Moderatorial Candidate from Elizabeth Presbyterian Church
Paul Yoho, Executive Presbyter of Newark Presbytery
Warren McNeil, Stated Clerk of Newark Presbytery
James Lowell, Garifuna Historian and Musician
Owusu Slater, Garifuna Historian and Musician / Biko Arts**

Cynthia White welcomed and introduced our guest.

**Pastor Doris Glaspy welcomed everyone to Roseville Presbyterian Church.
Paul Bayerl, International Chairpers on, gave an overview of our work in Belize.
Paul Yoho brought greetings from Newark Presbytery.
Neal Presa gave us a prospectus on the future of Presbyterian Church (U.S.A.).
Warren McNeal led us in prayer for dinner and we enjoyed a Garifuna meal.**

Following dinner James Lowell and Owusu Slater educated us about the Garifuna history and culture. They also treated us to some wonderful drumming and singing.

March 11 - April 12, 2012 is the Garifuna-American Heritage month in New York. This is an observance of the 215th anniversary of the exile of the Garifuna people from St. Vincent on March 11, 1797 and their settlement in Central America on April 12, 1797. The Garifuna or Black Carib inhabited various Caribbean islands but were later pushed out by the European colonist, and they resettled on the two islands of Dominica and Saint Vincent. Eventually they also settled in the Central America countries of Belize, Nicaragua, Honduras, and Guatemala. Their language, agriculture, and religion remain similar to their ancestors with their dances and drum music being strong in African influences.

Guest, Committee members, and staff departed Roseville Presbyterian Church at 9:00 p.m.

Saturday May 19, 2012, the Self-Development of People National meeting reconvened at 8:30 a.m. RECONVENED

The meeting was opened with prayer by Joseph Johnson.

Reverend Jon Brown of Old Bergen Presbyterian Church in Jersey City led us in bible study.

The following Committee members were present:

Michael Fagans, Chairperson

Carolyn Ashe	Lisa Leverette
Paul Bayerl	Johnetta Marshall
Faye Chiou	Sarah Jane Moore
Karen Finney	Johnnie Monroe
Cynthia Hayes	Joe Love Nelson
Oscar Heyward	Josephine Njoroge
Susan Freed-Held	Reginald Ragland
T. Ewen Holmes	Cathryn Surgenor
Bernadette Hightower-Hughes	
Selma Jackson	
Joseph Johnson	
Dianne Kareha	

The following Committee members were excused:

Carline Seide Murphy, Maria Williams, and Lori Winblood

The following Committee member resigned:

Cornelius Blanding

The following staff members were present:

Teresa Bidart Mary McAdory

Wayne Gnatuk
Mary Lewis

Patricia Wright

Clara Nunez
Cynthia White

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The following staff member was excused Saturday:

Margaret Mwale

The following guests and invited participants were present for portions of the meeting:

Jon Brown, Old Bergen Presbyterian Church

Linda Cary, Sister of Cynthia White

Cristian Dardon, Wind of the Spirit

Bethany Furkin, Reporter-Communications & Funds Development

Mario Garcia, Husband to Teresa Bidart

Bill Good, Newark HUD Tenants' Coalition

Patricia Jelly, Elizabeth Education Organizing Committee

Pamela Johnson, Wife to Joseph Johnson

Jimmy and Kenene Kave, Son-in-law and daughter to Mary McAdory

Sara Lisherness, Director of Compassion, Peace, and Justice

James Lowell, Garifuna Historian and Musician

Warren McNeil, Stated Clerk of Newark Presbytery

Diana Mejia, Wind of the Spirit

Owusu Slater, Garifuna Historian and Musician / Biko Arts

Stuart Sydenstricker, Wind of the Spirit

Nancy Zak, Newark HUD Tenants' Coalition

The Committee **VOTED TO APPROVE** the Proposed Agenda.

**ACTION: 01-0512
Approved Agenda**

The Committee **VOTED TO APPROVE** the National Committee January 21, 2012 minutes. (**Addendum 1**)

**ACTION: 02-0512
Approved January 21,
2012 National Minutes**

The Committee **VOTED TO RECEIVE** the Steering Committee Report. It was reported, with regret, that due to increased job responsibilities Cornelius Blanding found it necessary to resign from SDOP. Cornelius will continue working closely with the South Task Force as a relationship is established with the Federation of Southern Cooperatives. (**Addendum 2**)

**ACTION: 03- 0512
Received the Steering
Committee Report**

The Steering Committee **Recommended** that each Task Force allocate \$6,750 for technical assistance providers for eight months for each Region. The Committee **VOTED TO APPROVE**

**ACTION: 04- 0512
Approved each Task
Force allocation of
\$6,750 for technical
assistance providers**

The following précis, not a part of the package, were approved for presentation:

- SN12004 – Teach Our Children, New Haven, CT
- SN12007 – Damayan Migrant Workers Association, Inc, New York, NY

**ACTION: 05- 0512
Approved SN12004
and SN12007 for
presentation**

The Committee **VOTED TO APPROVE**

The Committee **VOTED TO RECEIVE** the Visioning II Report. Karen Finney reported that there are 13 areas of research divided by committee members and staff. Eight of the areas are to be completed before the August meeting. The areas will be presented at the September National meeting.

“After much discussion, meditation and prayer regarding the Special Offerings Task Force Report, the Visioning II Committee makes the following statement to the Steering Committee: The entire Special Offerings Report creates an opportunity to speak theologically to the seemingly changing mindset of the church to a corporate mindset.”

The Visioning II Committee **Recommend** that the Steering Committee pass the task of reviewing the Self-Development of People current criteria for funding of statewide networks and coalitions to them.

The Committee **VOTED TO APPROVE**

The next Visioning Phase II meeting is August 24, 2012 in Chicago, IL.

The Committee **VOTED TO RECEIVE** the Compassion, Peace and Justice report. Sara Lisherness reported on the May 11, 2012 downsizing and updated the Committee and guest on the General Assembly challenges.

The Committee **VOTED TO RECEIVE** the Staff report.

Cynthia White welcomed the SDOP staff, reported on the award winning West Africa Initiative, the Dominican Republic projects and the growth of projects in Belize.

The Committee **VOTED TO RECEIVE** the Finance report presented by Oscar Heyward for the period ending March 31, 2012 and 2011 Statement of Financial Position. Concerns regarding the 2013-2014 budgets were shared. The Finance Committee will send a letter requesting explanations for the significant increases in cost allocations to Sara Lisherness, CPJ Director.

The Committee **VOTED TO RECEIVE** the Nominating Committee Report presented by Sara Jane Moore.

The slate was presented:

Chairperson – Joseph Johnson **Vice Chairperson** – Selma Jackson

Task Forces and Standing Committees

International Task Force Chairperson – Paul Bayerl
Midwest Task Force Chairperson – Lisa Leverette
Northeast Task Force Chairperson - Johnnie Monroe
South Task Force Chairperson – Joseph Johnson
West Task Force Chairperson – Michael Fagans
Church wide Relations – Cathryn Surgenor
Community Relations – Faye Chiou
Finance Chairperson – Oscar Heyward

The Committee recessed for lunch at 12:30 p.m. with prayer by Warren McNeil.

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ACTION: 06-0512
Received the Visioning II Report

ACTION: 07-0512
Recommendations from Visioning Phase II

ACTION: 08-0512
Received Compassion, Peace and Justice report

ACTION: 09-0512
Received the Staff report

ACTION: 10-0512
Received the Finance Committee report

ACTION: 11-0512
Received the Nominating Committee Slate

Dialogue with Partners

The Committee and guest dialogued over lunch.

The National Committee reconvened at 1:15 p.m.

The dialogue with visitors from the Newark area continued after lunch with:
Patricia Jelly, Elizabeth Education Organizing Committee
Bill Good, Newark HUD Tenants' Coalition
Nancy Zak, Newark HUD Tenants' Coalition
Diana Mejia, Wind of the Spirit
Stuart Sydenstricker, Wind of the Spirit
Cristian Dardon, Wind of the Spirit

The Nominating Committee report was removed from the table. An omnibus motion was presented for the uncontested positions:

Chairperson – Joseph Johnson **Vice Chairperson** – Selma Jackson

Task Forces and Standing Committees

International Task Force Chairperson – Paul Bayerl
Midwest Task Force Chairperson – Lisa Leverette
Northeast Task Force Chairperson - Johnnie Monroe
Church wide Relations – Cathryn Surgenor
Finance Chairperson – Oscar Heyward
The Committee **VOTED TO APPROVE**

Nominations were made from the floor. The following persons were elected:

Interim South Task Force Chairperson – Joseph Johnson
West Task Force Chairperson – Michael Fagans
Community Relations – Faye Chiou
The Committee **VOTED TO APPROVE**

The Committee **VOTED TO RECEIVE** the International Task Force report.

Paul Bayerl reported on Belize and how sending Co mmittee members in teams of two is easier to move around in Belize to meet Cooperatives and projects. April 2012 Selma Jackson and Lori Winblood covered the areas of Belize City, Dangriga, Toledo, and Punta Gorda. The next team, Carolyn Ashe and Paul Bayerl, will visit in June 2012. Making stops in Toledo, Seine Bight/Placencia, Hopkins Village, Dangriga and finishing in Belize City. In August 2012; Lisa Leverette and Cynthia White will follow a similar travel schedule.

The Task Force **Recommended** the West Africa Initiative, Liberia and Sierra Leone \$50,000 for three years (2011, 2012, and 2013)... this had been approved by the International Task Force but not presented to the National Committee.)

The Committee **VOTED TO APPROVE**

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ACTION: 12-0512
Dialogue with partners and guest

RECONVENED

ACTION: 13 -0512
Approved Omnibus Motion

ACTION: 14 -0512
Approved Remaining Positions

TASK FORCE REPORTS
INTERNATIONAL
ACTION: 15-0512
Received the International Task Force report

ACTION: 16-0512
Approved \$50,000 for (2011, 2012, and 2013) for West Africa

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Paul reported that the West Africa Initiative (WAI) / Liberia were a recipient of the 2012 United Nations Development Program Equator award.

**Initiative, Liberia and
Sierra Leone**

Recommended additional funding of \$19,014 for the Association of Social Participation Los Puruhaes, Ecuador

The Committee **VOTED TO APPROVE**

**ACTION: 17-0512
VALIDATION/FUNDI
NG**

The International Task Force next meeting is on July 19, 2012 in Salt Lake City, UT in conjunction with the Steering Committee.

**Additional funding to
SI05079**

The Committee **VOTED TO RECEIVE** the Midwest Task Force report.

MIDWEST

One précis was presented for validation and funding:

**ACTION: 18-0512
Received the Midwest
Task Force report**

Warriors on Wheels of Metropolitan Detroit, Detroit, MI

Validation/Funding: \$10,000

Payment Schedule: Quarterly

Committee **VOTED TO APPROVE**

**ACTION: 19-0512
VALIDATION/FUNDI
NG
SM11021**

The Task Force voted to provide a \$4,749 technical assistance grant to the Second Chance Lawn Care of Springfield, OH for operations, management and leadership training; pending receipt of the following information from the group:

**ACTION: 20-0512
VALIDATION/FUNDI
NG
Technical Assistance
for SM11035**

1. The names of the person providing the course and the training?
2. An agreement to submit a final report detailing what they took away from the course.
3. Copy of Certificate of Completion for each person attending the training or if not available proof of attendance.

The following project was rescinded because of lack of communication:

Parents Helping Parents, Middletown, OH for \$2,033.

**ACTION: 21-0512
Rescind SM10009 for
\$2,033**

The Task Force requested that Bertha Marsh, Technical Assistant Provider, duties be extended for an additional 6 months at the current rate of pay. After General Assembly if the interns requested from Compassion, Peace and Justice are approved her pay will be revisited.

The Committee **VOTED TO APPROVE**

**ACTION: 22-0512
Approved 6 months
extension for Bertha
Marsh**

The next Midwest Task Force meeting is July 13-14, 2012 in Chicago, IL.

The Committee **VOTED TO RECEIVE** the Northeast Task Force report.

NORTHEAST

Three précis were presented for validation and funding.

**ACTION: 23-0512
Received Northeast**

No Boundaries Coalition, Baltimore, MD
Validation/Funding: \$15,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

A People's Agenda for Excellent Schools, New Haven, CT
Validation/Funding: \$ 20,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

Damayan Migrant Workers Association, Inc., New York, NY
Validation/Funding: \$20,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

The Task Force approved \$3,000 for technical assistance for Bridging the Gap, Baltimore, MD to be used for leadership development and organizational training.

In November 2010 the Task Force Recommended the grant to ONE DC (\$5,000) be rescinded; that recommendation was approved. The National committee rescinded the grant at the January 21, 2012 meeting.

The Task Force voted to reinstate SN09013 ONE DC, Washington, DC for their final payment of \$5,000 because upon review of documentation it was determined that the funds were used as approved.

The Committee **VOTED TO APPROVE**

The Task Force voted to rescind the \$6,565 balance to SN11002 Heroes Today, Chester, PA because funds were not used as agreed.
The Committee **VOTED TO APPROVE**

The next Northeast Task Force meeting is July 6-7, 2012 in conjunction with the General Assembly in Pittsburgh, PA.

The Committee **VOTED TO RECEIVE** the South Task Force report.

One précis was presented for validation and funding.

Homeless Solutions of Clearwater, Inc., Clearwater, FL
Validation/Funding: \$20,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

The Task Force voted to provide a \$5,000 technical assistance grant to the project Women Initiating Seeds of Empowerment (WISE), Irvington, AL
The grant is to be used to hire a consultant to train group members in

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Task Force Report

**ACTION: 24-0512
VALIDATION/FUNDING
SN12003**

**ACTION: 25-0512
VALIDATION/FUNDING
SN12004**

**ACTION: 26-0512
VALIDATION/FUNDING
SN12007**

**ACTION: 27-0512
Approved \$3,000
Technical
Assistance to SN11009**

**ACTION: 28-0512
Reinstate SN09013 for
\$5,000.00**

**ACTION: 29-05012
Rescind \$6,565 balance
to SN11002**

SOUTH

**ACTION: 30-0512
Received South Task
Force Report**

**ACTION: 31-0512
VALIDATION/FUNDING
SS11033**

gardening, marketing, and doing a feasibility study.

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The following project was rescinded because the project is not sustainable:
Fellsmere Community Farms, Fellsmere, FL for \$20,000.

Committee **VOTED TO APPROVE**

ACTION: 32-0512
Technical Assistance to
SS11030

The next South Task Force meeting is July 27-28, 2012 in New Orleans, LA

ACTION: 33-0512
Rescind SS11035 for
\$20,000

The Committee **VOTED TO RECEIVE** the West Task Force report.

One précis were presented for validation and funding.

WEST

The Women in the Green Economy, Seattle, WA

Validation/Funding: \$ 20,000

Payment Schedule: Quarterly

Committee **VOTED TO APPROVE**

ACTION: 34-0512
Received West Task
Force Report

The Task Force approved a \$5,000 technical assistance grant for program and board development to Amani Community Garden of Encanto, San Diego, CA

ACTION: 35-0512
VALIDATED/FUNDE
D
SW11017

The Task Force rescinded the final payment of \$5,000 to Chalaat Youth Group, Forks, WA because the group did not submit narrative report.

Committee **VOTED TO APPROVE**

ACTION: 36-0512
Technical Assistance
Grant
to SW12005

The next West Task Force meeting is July 27-28, 2012 in Los Angeles, CA.

ACTION: 37-0512
Rescinded \$5,000
balance to SW08006

The Committee **VOTED TO RECEIVE** the Personnel report.

Karen Finney spoke on the staffs' program and administrative concerns and suggestions. Stated the information will be shared with the Steering Committee.

(Addendum 4)

STANDING
COMMITTEE
REPORTS

ACTION: 38-0512
Received the Personnel
report

The Personnel Committee presented each staff member a Certificate of Appreciation and thanked the entire staff for their work.

The Committee **VOTED TO RECEIVE** the Community Relations report.

Selma Jackson reported on their discussions of:

- What the committee can do to get more young people connected with SDOP ministry?
- How the committee will continue their outreach to young adults?
- The realization that there will be transition with new leadership.

ACTION: 39-0512
Received Community
Relations Report

The Community Relations Committee also reflected on their completed work over the last few years.

The next Community Relations Committee is in conjunction with September

21-22, 2012 National meeting.

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The Committee **VOTED TO RECEIVE** the Church-wide Relations report.

Dianne Kareha reported on the purpose of the Church-wide Relations Committee.

**ACTION: 40-0512
Received Church-wide
Relations Report**

Dianne Kareha reported on the “Get The Word Out” forms and their distribution to the National Committee members who were asked to update them with their accomplishments for January–May 2012 and goals for May - September for 2012.

For the members participating in the Pilot project they are asked to communicate so that others can utilize their best practices:

- What steps each Committee member took to set up your visits.
- What you did (e.g. meetings with the session, Sunday school, minute for mission, etc.).
- Share the positives and challenges experienced.

Karen Finney, Levi Martinez, and Josephine Njoroge rotated off the Committee. They were thanked for their years of dedication and service to the Self-Development of People program. They were presented with SDOP crosses.

Johnnie Monroe closed the meeting with prayer.

The meeting adjourned at 5:00 p.m.

Respectfully submitted,

Mary L. McAdory

**ITEM 218
FOR INFORMATION**

**PRESBYTERIAN COMMITTEE ON THE
SELF-DEVELOPMENT OF PEOPLE
September 21-22, 2012
Raleigh Durham, NC
MINUTES**

Thursday September 20, 2012 from 2:00 p.m. to 6:00 p.m. the Church-wide Relations Committee discussed the priority to reach out to congregations during the next year in order to increase familiarity of Presbyterians with SDOP's ministry and to encourage greater giving to the One Great Hour of Sharing.

**CHURCH-WIDE
RELATIONS**

Thursday September 20, 2012 from 2:00 p.m. to 6:00 p.m. the Community Relations Committee discussed their goals on continued outreach by developing communication packets to agencies; seminaries congratulatory letters to graduates introducing the graduates to the ministry of SDOP; developing a presentation for the Youth Triennial for 2013; and how to use technology to promote Self-Development of People.

**COMMUNITY
RELATIONS
COMMITTEE**

Thursday September 20, 2012 from 7:00 p.m. to 9:00 p.m. the Church-wide Relations and Community Relations Committees conducted a Listening Session with young adults (under 40) from the Raleigh Durham area to determine better ways of engaging with them and them with SDOP. (Addendum I)

Listening Session Participants:

Katherine Haddock, North Carolina State University, member of PC(USA)

Annie Franklin, North Carolina State University, member of PC(USA)

Michael Shultz, Employed with a nonprofit organization

John Coggin, Employed with a nonprofit organization and a member of First Presbyterian Church Durham

Friday, September 21, 2012 the Task Forces and Standing Committee meetings convened:

CONVENED

**10:00 a.m. - 12:00 p.m. International Task Force
2:00 p.m. - 3:30 p.m. Domestic Task Force Meetings
3:30 p.m. - 5:00 p.m. Finance Committee
Personnel Committee
5:00 p.m. - 6:00 p.m. Steering Committee
6:00 p.m. - 9:00 p.m. Group Dinner**

The National Committee and staff departed at 5:30 p.m. from the hotel to First Presbyterian Church in Durham, North Carolina. We were welcomed by Joseph Harvard, Pastor; Lyn Francisco, Administrative Assistant, and

Robert Daye, Sexton.

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Cynthia White welcomed and introduced our guest:

Reverend Theodore E. Churn, Interim Executive Presbyter of New Hope Presbytery.

Reverend Barbara Campbell Davis, Retired Executive Presbyter of New Hope Presbytery.

Patrick Lachian, Barbara Campbell Davis Grandson.

Kay-Robert (Former committee member) and Desire Volkwijn.

Guest from community partners were introduced by John Etheredge:

Bertha Fuller, Alice Currie, Dorothy Johnson, Diane Montgomery-Fairview Community Garden.

Minnie Delsatch, Tobias Hopkins, Richard Joyner, Joshua Newkirk, Rosa J. Steele, and Takhiya Whitehead – Conetoe Organic Garden.

Following dinner Joseph Johnson invited the community groups to share their experiences with Self-Development of People.

Fairview Community Garden of Hillsborough Community Center, Dorothy Johnson, informed us of how the SDOP grant allowed the group to plant and harvest their garden located in Hillsborough, North Carolina. Bertha Fuller shared with everyone how the community and the police department worked together to clean up their neighborhood. Now the community has a park with equipment and games with the teenagers and adults working as a team to keep the park continuously monitored.

Conetoe Organic Garden, Richard Joyner and Tobias Hopkins informed us how the youth group used the 2005 grant received from New Hope Presbytery Self-Development of People Committee to transform a food desert to a 10 acre farm. The youth have a bee bus with five certified beekeepers. The group now has an irrigation system that will water their garden year round.

Reverend Theodore Churn closed with prayer.

Guest, Committee members, and staff departed from the First Presbyterian Church at 9:00 p.m.

Saturday September 22, 2012, the Self-Development of People National meeting reconvened at 9:00 a.m. RECONVENED

The meeting was opened with prayer by Lori Winblood.

T. Ewen Holmes led us in bible study.

The following Committee members were present:

Joseph Johnson, Chairperson

Paul Bayerl

Laura Krauss

Faye Chiou

Lisa Leverette

John Etheredge

Johanna Marshall

Michael Fagans	Sarah Jane Moore
Jonas Georges	Johnnie Monroe
Cynthia Hayes	Carline Seide Murphy
Oscar Heyward	Rebecca Reyes
Susan Freed-Held	Cathryn Surgenor
T. Ewen Holmes	Maria J. Williams
Bernadette Hightower-Hughes	Lori Winblood
Selma Jackson	
Dianne Kareha	

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The following Committee members were excused:

Carolyn Ashe

Lawrence Low and Reginald Ragland participated in meetings on Thursday and Friday.

The following Committee member resigned:

Tiffany Brown

The following staff members were present:

Wayne Gnatuk	Margaret Mwale
Mary McAdory	Clara Nunez
	Cynthia White

The following guests were present for portions of the meeting:

John Huggins – Nonprofit organization in North Carolina

Margie Keith and Ryan Keith - Daughter and grandson of Joe Love Nelson

The Committee **VOTED TO APPROVE** the Proposed Agenda.

**ACTION: 01-0912
Approved Agenda**

The Committee **VOTED TO APPROVE** the National Committee May 18-19, 2012 minutes. (**Addendum 2**)

**ACTION: 02-0912
Approved May18-19,
2012 National Minutes**

The Committee **VOTED TO RECEIVE** the Steering Committee Report. Joseph Johnson reported that several précis were submitted without a mid-council staff, or SDOP representative or local pastor present during the site visit. Members were reminded of the need to note on précis that contact was made but local representation was not available.

**ACTION: 03-0912
Received the Steering
Committee Report**

Joseph reiterated to chair persons the need for them to stress as major responsibilities to all of their members being involved in all aspects of the SDOP ministry particularly engaging congregations through preaching and minute for missions; being on the agenda of presbyteries; and doing community outreach through workshops and other creative means.

The redesigning and refocusing on how the National Committee and Task Forces operate at their meetings were discussed. Members were asked to give this some thought and to send suggestions/recommendations to the Steering Committee prior to their December 6-7, 2012 meeting. It is

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anticipated that the Steering Committee will bring recommendations to the January 19, 2013 National meeting.

In previous minutes the Steering Committee had **recommended** that start-up groups that appear to meet the SDOP criteria receive up to \$5,000 for technical assistance (i.e. board development, capacity building, training in the area related to the Goal of the project, etc). After completing the technical assistance and establishing a track record the group could then submit a request for funding (technical assistance being provided does not guarantee future funding). The Committee **VOTED TO WITHDRAW** recommendation from further discussion. **ACTION: 03-0112**

ACTION: 04-0912
Received the Visioning Phase II Report

The Steering Committee referred to the Visioning Phase II Committee the **recommendation** regarding \$5,000 for start-ups.

ACTION: 05-0912
Recommendation from Visioning Phase II

The Steering Committee asked the Vision Phase II Committee to develop five priority issues to be discussed in January 2013. Reported, with regret, that Karen Finney has resigned as Chair of Visioning Phase II.

The following priority issues are:

- Revenue
- Board/Staff Development
- Relevant Criteria
- Evaluation or follow-up of SDOP work and funded partners
- Promotion and communication

The Visioning Phase II Committee will be chaired by Paul Rader.

The next Visioning Phase II meeting is November 9-10, 2012 in Atlanta, GA.

The Committee **VOTED TO RECEIVE** the Staff report.

Cynthia White updated the Committee and staff on Maria William's health and thanked Cynthia Hayes, Rebecca Reyes, and Margaret M wale for their assistance with Maria.

ACTION: 06-0912
Received the Staff report

John Etheredge was thanked for bringing in the groups for Friday night's discussion.

Cynthia reported that the office is looking into the cost of getting tablets for the committee members.

Reported, with regret, the resignation of Tiffany Brown. Ms. Brown was elected at the 2012 General Assembly and attended the Orientation session. Regrettably she determined that her schedule would not allow her to dedicate the time needed to fulfill the SDOP responsibilities.

Reported that the office will request the position filled by Ms. Shonté Young, also elected at the 2012 GA, be declared vacant. Ms. Young did not attend orientation nor did she respond to communications regarding this meeting.

The office has received and continues receiving resumes for the Technical

Assistance Internship positions.

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The Committee **VOTED TO RECEIVE** the Finance report presented by Oscar Heyward for the period ending August 31, 2012 and 2011 Statement of Financial Position. Oscar asked that the Committee members email to him any financial questions.

ACTION: 07-0912
Received the Finance
Committee report

The Committee team building exercise was building a church without being verbal. The exercise was led by Selma Jackson and Maria Williams.

Order of the Day

The Committee recessed for lunch at 12:30 p.m. with prayer by Johnnie Monroe.

ACTION: 08-0912
Dialogue with guest

Dialogue with Guest

The Committee and guest dialogued over lunch.

RECONVENED

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

The Committee **VOTED TO RECEIVE** the Steering Committee presentation.

ACTION: 09-0912
Received the Steering
Committee
Presentation

Through a power-point presentation, Michael Fagans recommended the development of a Self-Development of People web-site dedicated to community partners.

The cost to build the website is \$10,000. Discussion will continue at the December 6-7, 2012 Steering meeting.

TASK FORCE
REPORTS

The Committee **VOTED TO RECEIVE** the West Task Force report.

WEST
ACTION: 10-0912
Received West Task
Force Report

Three précis were presented for validation and funding.

Our Homes Our Lives, Salt Lake City, UT
Validation/Funding: \$20,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

ACTION: 11-0912
VALIDATED/FUNDED
D
SW12001

Bicycle Resource Center, Santa Fe, NM
Validation/Funding: \$15,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

ACTION: 12-0912
VALIDATED/FUNDED
D
SW12004

Western Service Workers Association, Oakland, CA
Validation/Funding: \$12,852
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

ACTION: 13-0912
VALIDATED/FUNDED
D
SW12011

The next West Task Force meeting is a conference call on November 9, 2012 at 3:00 p.m. pacific time.

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NORTHEAST

The Committee **VOTED TO RECEIVE** the Northeast Task Force report.

**ACTION: 14-0912
Received Northeast
Task Force Report**

Five précis were presented for validation and funding.

A Village Inc., Albany, NY
Validation/Funding: \$20,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

**ACTION: 15-0912
VALIDATION/FUNDI
NG
SN12005**

Pratt Towers, Inc., Brooklyn, NY
Validation/Funding: \$ 20,000 (Challenge grant to raise another \$ 15,000 by May 2013)
Payment Schedule: Two payments
Committee **VOTED TO APPROVE**

**ACTION: 16-0912
VALIDATION/FUNDI
NG
SN12011**

Black Women's Blueprint, Brooklyn, NY
Validation/Funding: \$10,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

**ACTION: 17-0912
VALIDATION/FUNDI
NG
SN12012**

New Lens, Baltimore, MD
Validation/Funding: \$20,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

**ACTION: 18-0912
VALIDATION/FUNDI
NG
SN12013**

Safety is First in Families (SIFF), West Union, WV
Validation/Funding: \$20,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

**ACTION: 19-0912
VALIDATION/FUNDI
NG
SN12015**

The next Northeast Task Force meeting is a conference call on November 8, 2012; time to be determined.

MIDWEST

The Committee **VOTED TO RECEIVE** the Midwest Task Force report.

**ACTION: 20-0912
Received Midwest
Task Force Report**

One précis was presented for validation and funding.

Fair Chances, Lansing, MI
Validation/Funding: \$20,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

**ACTION: 21-0912
VALIDATION/FUNDI
NG
SM12005**

The next Midwest Task Force meeting is a conference call on November 7, 2012 at 6:00 p.m. Central time and 7:00 p.m. Eastern time

SOUTH

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The Committee **VOTED TO RECEIVE** the South Task Force report.

**ACTION: 22-0912
Received South Task
Force Report**

Four précis were presented for validation and funding.

VOCAL Capacity Building Initiative, Charlottesville, VA
Validation/Funding: \$20,000 (Contingent upon positive site visit)
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

**ACTION: 23-0912
SS11026**

Hoop House for Improved Farmer Livelihood, Watha, NC
Validation/Funding: \$20,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

**ACTION: 24-0912
SS12002**

Barriers Breakers, Charlotte, NC
Validation/Funding: \$20,000
Payment Schedule: Two equal payments
Committee **VOTED TO APPROVE**

**ACTION: 25 -0912
SS12015**

United Hands and Moving the Needle Forward, Springdale, AR
Validation/Funding: \$18,000
Payment Schedule: Quarterly
Committee **VOTED TO APPROVE**

**ACTION: 26 -0912
SS12016**

The Task Force voted to rescind the balances to the following projects (if a narrative report has not been received in the office by October 1, 2012) :
SS09004 – Financial Literacy for Self-Sufficiency, Miami, FL for \$4,025;
SS10008 – Community Gym, Anasco, PR for \$4,728.25;
SS10009 – Building the Cultural Bridge, Canton, GA for \$5,000
Committee **VOTED TO APPROVE**

**ACTION: 27-0912
Rescind the balance to
SS09004 - \$4,024;
SS10008 - \$4,728.75
and
SS10009 - \$5,000**

The next South Task Force meeting is a conference call on November 12, 2012 at 10:00 a.m. Eastern Time.

INTERNATIONAL

The Committee **VOTED TO RECEIVE** the International Task Force report.

**ACTION: 28-0912
Received International
Task Force Report**

Paul Bayerl informed the Committee of the Intermediaries status. The Task Force continued the discussion pertaining to current and future intermediary partners. Staff to inform CEOSS and CESE that the partnerships will not continue. Both of these organizations have been outstanding and long standing partners. The Task Force has determined that partnerships should be established in other parts of the world, as needs of poverty are being addressed in different regions.

CE-MUJER was approved for \$50,000 last year as a partner for three years 2011-2013. This year 2012 is the beginning of the second year.

The next International Task Force meeting and partner workshops are February 18-22, 2013 in Siene Bight, Belize. This will be a time of intense listening and networking. Future Team visits will be scheduled for 2013.

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**STANDING
COMMITTEE
REPORTS**

The Committee **VOTED TO RECEIVE** the Personnel report.

**ACTION: 29-012
Received the Personnel
report**

The Personnel Committee presented birthday cards to committee members and staff. Get well cards were posted to Carolyn Ashe and Delorez Walls.

The Committee **VOTED TO RECEIVE** the Community Relations report. Faye Chiou reported on their discussions of recommendations and goals:

**ACTION: 30-0912
Received Community
Relations Report**

- That Church-wide identifies 10 seminaries to send congratulatory letters to graduates introducing the SDOP ministry.
- The Task Forces refer non-funded projects to other funding sources, but continue the relationship with these non-funded groups.

The next Community Relations Committee is January 17, 2013 at 2:00 p.m. in conjunction with January 18-19, 2013 National meeting.

The Committee **VOTED TO RECEIVE** the Church-wide Relations report.

**ACTION: 31-0912
Received Church-wide
Relations Report**

Cathryn Surgenor reported on the purpose of the Church-wide Relations Committee to reach out to congregations in order to increase familiarity of Presbyterians with the SDOP's ministry and to encourage greater giving to the One Great Hour of sharing.

The Committee discussed a follow-up to the Congregational Outreach Pilot Project (COPP). Laura Krauss, Sarah Jane Moore, and Johnnie Monroe are to serve as a Work Group for COPP.

The Church-wide committee agreed to ask each member at each National Committee meeting to write down two personal goals for doing SDOP outreach. Dianne Kareha will send the goal statements via email to each member, as a reminder of their commitments.

Church-wide and Community Relations Committees met briefly for the purpose of planning for the evening's Listening Session with Young Adults.

The next Community Relations meeting is January 17, 2013 at 2:00 p.m. in conjunction with January 18-19, 2013 National meeting.

Joseph Johnson closed the meeting with prayer.

The meeting adjourned at 4:00 p.m.

Respectfully submitted,

Mary L. McAdory

ITEM 219
FOR INFORMATION

MINUTES OF THE MEETING HELD BY:
JARVIE COMMONWEAL SERVICE COMMITTEE

April 25-26, 2012
THE INTERCHURCH CENTER
475 RIVERSIDE DRIVE, SUITE 430, NEW YORK, NY 10115

COMMITTEE MEMBERS PRESENT: Rev. Merle Arnold
Mr. Alan D. Ford
Mr. Jon Brown
Ms. Elinor Hite
Ms. Sara P. Lisherness
Mr. Douglas McArthur, Chair, JCSC
Mr. Gregory T. Rousos
Rev. Patrick H. O'Connor
Ms. Betty Jones

GUESTS: Ms. Angela Duffy, Legal Counsel, Presbyterian Foundation
Ms. Anita Clemons, Investment Relationship Officer, Presbyterian Foundation

COMMITTEE MEMBERS EXCUSED: Ms. Leslie McCall

JARVIE STAFF PRESENT: Ms. Sofia Carreras
Ms. Susan F. Cohn
Mr. Joe Garner (only during his presentation of applicants on 4/26/12)
Mr. Raymond J. Hamilton
Ms. Margaret H. Reiff

MEETING CALLED

The Jarvie Commonweal Service Committee (JCSC) met on Wednesday, April 25, 2012 and Thursday, April 26, 2012 in the 12th Floor conference room of the offices of the Lutheran Social Services located in The Interchurch Center, 475 Riverside Drive, New York, NY 10115.

1. PRAYERS AND DEVOTIONS

Mr. Gregory Rousos led prayers and at 2:10 p.m.

2. MEETING CONVENED

Mr. Douglas McArthur, Chair of the JCSC convened the formal meeting of the JCSC, on Wednesday, April 25, 2012 at 2:19 p.m. There was a quorum present.

3. APPROVAL OF AGENDA

ACTION: The JCSC, on motion by Ms. Betty Jones, seconded by Ms. Elinor Hite, **VOTED TO APPROVE** the Agenda of the April 25-26, 2012 meeting of the Jarvie Commonweal Service Committee.

4. APPROVAL OF MINUTES

ACTION: The JCSC, on motion by Rev. Merle Arnold, seconded by Mr. Alan Ford, **VOTED TO APPROVE** the minutes of the November 2-3, 2011 meeting of the Jarvie Commonweal Service Committee as presented.

5. PRESENTATION REGARDING CHANGES IN THE PRESBYTERIAN FOUNDATION/BNM'S INVESTMENT STRATEGIES

- Ms. Anita Clemens, an Investment Relationship Officer for the Presbyterian Foundation, presented an update regarding the Foundation's selection of Cambridge Associates to oversee investment of all of its assets, including the endowment funds it manages such as Jarvie's. She provided copies of the "Jarvie Commonweal Investment Review" for the first quarter 2012. It outlined details related to the performance of Cambridge Associates, as well as SEI-Investment Advisor that manages New Covenant Funds.
- She noted that this is the first time the foundation has outsourced its entire investment portfolio. She explained that outsourcing to a large firm will provide the Foundation with access to more resources, reduce volatility and help deal with an increasingly complex marketplace. Cambridge Associates was also selected because of its commitment to socially responsible investing as well as its proven history of serving nonprofits (more than 70% of U.S. college and university assets and 40% of foundation assets).
- Ms. Clemens, Mr. Rousos and Mr. McArthur all noted how positive Cambridge's returns have been and their anticipation that this will greatly benefit Jarvie and the Beneficiaries. The JCSC members stated appreciation for this update.

6. REPORT OF ADMINISTRATION AND FINANCE SUBCOMMITTEE & REPORT OF THE AUDIT SUBCOMMITTEE

- In the absence of Ms. Leslie McCall, Mr. Greg Rousos reported that Ms. Clemens met with the Administration & Finance Subcommittee at the subcommittee's meeting earlier in the day and they discussed questions regarding what impact the Foundation's move to hire Cambridge Associates might have on the Jarvie's endowments and reserve funds. After substantive discussion, the subcommittee expressed its confidence about the changes made regarding the management of the foundation's assets. The subcommittee also discussed the changes the Foundation has implemented related to spending formula calculations and the impact on these on Jarvie's revenue projections.
- Mr. Rousos presented that the subcommittee completed the "*Annual Investment Policy Review*" and found the policy to be appropriate. Mr. Rousos shared the subcommittees' appreciation of Mr. Alan Ford's efforts to run scenarios of life expectancies for all of the Beneficiaries, the results of which indicated Jarvie's reserve funds are well overfunded. Based on the authority granted to the subcommittee to do so, it took the following action:

ACTION: The Administration and Finance Subcommittee voted to approve maintaining the use of this policy throughout the coming year. The JCSC accepted the report of this action.

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- The subcommittee reviewed the “**March 31, 2012, 1st Quarter Financial Reports**” and Mr. Rousos relayed the good news that Jarvie has a surplus of between \$75-100k at the end of the first quarter of 2012, which is quite positive.
- They also reviewed the “**Cash Flow Projections of Short- and Long- Term Revenues and Expenses for 2012-2019.**” The discussion of these projections included discussion of Ms. Margaret H. Reiff’s recommendation that the implementation of Strategy #1 of the Strategic Plan “Utilize Jarvie’s “living laboratory” within the Individual Service Program (ISP) to develop best practices that enhance our work and inform the aging field” be delayed until further discussion is completed to address questions about the potential scope and feasibility of this project. The subcommittee agreed to the delay and indicated further discussion should be included in the agenda for the fall JCSC meeting.
- Review of the “**Report of Beneficiary Budget Changes**” was completed by the subcommittee and included discussion about the lack of clarity about how the impending implementation of “Medicaid Managed Long Term Care” reform will impact Jarvie & its Beneficiaries. The Subcommittee stated appreciation for being alerted to the possible impact on future budget changes. Mr. Rousos presented the subcommittee’s motion that the Beneficiary budget changes be approved as submitted.

ACTION: The JCSC, on motion by the Administrative and Finance Subcommittee, **VOTED TO APPROVE** the Beneficiary Budget Changes as presented.

- The subcommittee completed its “**Annual Review of the Reports on Beneficiary Asset Levels and ‘Service Only’ Beneficiaries**” which they accepted as received. Discussion of both of these reports led to the subcommittee identifying the potential opportunity for Jarvie’s development efforts to include asking existing Beneficiaries who are “Service Only” to consider remembering Jarvie in their wills.
- Mr. Rousos provided an update for the Subcommittee regarding the Cy Pres Motion being worked on related to the Jarvie Mausoleum Fund. He reported that Ms. Angela Duffy is waiting for word from the attorney who will help to file this motion regarding any questions he may have. All pertinent documentation has been provided.
- Mr. Rousos also reported that during the Administration and Finance Subcommittee meeting the Audit Subcommittee was convened. They received the annual audit report from two members of the staff of EisnerAmper. The firm presented a clean, unqualified opinion. Regarding their audit of the financial statements for Jarvie for the year that ended December 31, 2011. The subcommittee met with the auditors in Executive Session and Mr. Rousos reported that they had a positive discussion. Mr. Rousos presented the subcommittee had unanimously voted to approve the budget and brought the motion to the full JCSC for approval.

ACTION: The JCSC, on motion by the Audit Subcommittee, **VOTED TO APPROVE** the audit of Jarvie’s financial statements for 2011.

- During the audit meeting, the auditor firm staff expressed their appreciation of the positive interactions with Mr. Ray Hamilton and his team throughout the audit process. Mr. Rousos stated that the Subcommittee is also very appreciative of Ray and his staff’s great work.
- The Audit Subcommittee also made a motion that an engagement letter be prepared for EisnerAmper to serve as the auditors for 2012.

ACTION: The JCSC, on motion by the Audit Subcommittee, **VOTED TO APPROVE** the engagement of Eisner Amper to serve as the auditors for 2012.

- The subcommittee has requested that Mr. Hamilton initiate preparation of the engagement letter.

ACTION: BY COMMON CONSENT the JCSC accepted the report of the Administration and Finance Subcommittee.

7. REPORT OF THE COMBINED MEETING OF THE INDIVIDUAL SERVICE PROGRAM SUBCOMMITTEE AND SOCIAL SERVICE ADVISORY COMMITTEE

Ms. Betty Jones conveyed her gratitude to Ms. Freda Gardner for her invaluable leadership and all her contributions during her time as Chair of the SSAC and Individual Service Program Subcommittee.

Ms. Jones shared that the theme of the joint meeting had been “change”. She reported that there will be many changes to be dealt with as a new Medicaid Managed Long Term Care Program is implemented for all those receiving Medicaid home care. Although the scope of the changes is not yet completely clear, we can anticipate that they will have an impact on both current and future Beneficiaries’ receipt of Medicaid home care. Mr. Joe Garner attended the SSAC/ISP Subcommittee meeting and was charged with reviewing the caseload of Jarvie Beneficiaries and identifying those who receive Medicaid home care so that Jarvie staff can get a sense of the potential impact the impending changes may have on the support the ISP provides.

Ms. Jones reported that there were three cases were discussed in their meeting:

- A review of an ongoing case of a couple - Mr. & Mrs. M who have been presented to the committees at prior meetings. It was heartening to learn that Mrs. M. was able to become “unstuck” and move into an assisted living facility, which has had a dramatically positive impact on her quality of life. It was noted that Jarvie staff will continue to work with this couple via separate meetings to focus on their individual needs.
- A long-standing Beneficiary, Mr. H, died since the last JCSC meeting. He was a very challenging Beneficiary to work with and his case was also presented on a number of occasions to the SSAC/ISP Subcommittee, which provided helpful guidance to the staff in developing policies to set “compassionate limits” with Mr. H. The staff and committee members celebrated the fact that Mr. H died peacefully in his sleep at his home. After his passing, Mr. H’s Jarvie SW was able to manage the complex process entailed in fulfilling his final wish to have his remains interred in his “hometown” cemetery in Mississippi.
- The staff shared a picture book that one of the student interns helped to create for one of the Beneficiaries, Ms. LT, who is a very talented sculptor. As her dementia has progressed she can no longer create art but enjoys looking at pictures of her selected works. The SW Student Intern worked with Ms. LT to select pictures and created the book using an iStore online program. Ms. Jones passed a copy of the book around for the JCSC members to see.

Ms. Jones acknowledged and commended the work of the Jarvie SW staff for its great efforts with the Beneficiaries. She stated appreciation for the skills and talents the staff draws upon and Mr. Jon Brown relayed that he is impressed by the level of competency, persistence, patience and thoroughness of the staff’s work.

ACTION: The JCSC, by **Common Consent**, **VOTED TO APPROVE** the report of the individual Service Program Subcommittee.

8. REPORT OF THE GRANTS TO ORGANIZATIONS SUBCOMMITTEE

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Rev. Patrick H. O'Connor reported on the joint meeting of the Grants to Organizations Committee and Subcommittee and expressed thanks that Mr. Merle Arnold joined the subcommittee as a new member and how helpful it is to have questioned raised that help the committees to think more carefully about the GTO Program.

This joint meeting of the GTO Committee and Subcommittee focused on the following:

- Discussion of the update on the Emergency Grants to Organizations Program and how heartening it is to see how big a difference the \$50,000 awarded among the eight grantee organizations can make in the lives of individual older adults.
- The Committees carefully reviewed the four grant proposals that had been provided to them prior to the meeting. Rev. Patrick O'Connor stated he felt very confident that these four grants address the goals that were set in the GTO Retreat last year, and will make a difference in the impact these agencies can have in helping to meet the needs of the older adult population. On behalf of the GTO Committee, Rev. Patrick O'Connor made a motion that the following four grants be approved by the JCSC:

NAME OF GRANTEE	PROJECT/PROGRAM	FUNDING	GRANT
		REQUESTED	RECOMMENDED
<i>Newark Emergency Services for Families</i>	<i>Preserving Our Legacy-Maintaining Our Homes</i>	<i>\$25,000.00</i>	<i>\$25,000.00</i>
<i>Parker Jewish Institute for Health Care and Rehabilitation (PJI)</i>	<i>Willing Hearts, Helpful Hands Program (WHHP)</i>	<i>\$25,000.00</i>	<i>\$25,000.00</i>
<i>Riverstone Senior Life Services, Inc</i>	<i>Riverstone's Community Case Management Program (CCM)</i>	<i>\$25,000.00</i>	<i>\$25,000.00</i>
<i>Services and Advocacy for Gay, Lesbian, Bisexual and Transgender Elders (SAGE)</i>	<i>Support for SAGE's Social Service Department</i>	<i>\$25,000.00</i>	<i>\$25,000.00</i>

- Rev. O'Connor indicated that the Committee believes that each of these proposed grants allows Jarvie to extend help to older adults in different parts of our catchment area (a 50-mile radius of Columbus Circle). He reported that all four focus on supporting underserved communities and addressing unmet needs, and the agencies all appear to have viability to maintain service delivery throughout the next 2-3 years,
- Rev. O'Connor reported that the GTO Committee members have agreed to accompany Ms. Reiff on site visits between now and November to these four so that they are able to get a sense of what the Jarvie grant funds help to support.
- Rev. O'Connor also stated appreciation for how quickly Ms. Reiff turned around the grantee's applications for these grants. Ms. Reiff indicated that these four organizations urgently needed the grant funds to support their work and she did not want to delay review of the proposals until November for presentation to the Committee.

ACTION: The JCSC, on motion of the GTO Committee, unanimously **VOTED TO APPROVE** the four grants as listed above.

ACTION: The JCSC, by **Common Consent, VOTED TO ACCEPT** the report of the Grants to Organization Subcommittee.

9. DISTRIBUTION OF CONFIDENTIAL INFORMATION PACKETS AND DISCUSSION REGARDING APPLICANTS TO BE REVIEWED FOR ACCEPTANCE BY THE JCSC

- Ms. Reiff provided an explanation of the process by which the new Beneficiaries are recommended to the JCSC for approved. Information packets containing details for both applicants were distributed to all members of the JCSC. For the sake of new JCSC members, Ms. Reiff reminded the JCSC members that this is the only time any potential Beneficiaries names are revealed to the JCSC. The importance of maintaining confidentiality of the materials was conveyed to the Committee members and the expectation that they will return the information packets tomorrow following their review so that they can be shredded.
- Ms. Cohn updated the Committee regarding the process by which Jarvie staff receive referrals, conduct assessments and determines whether or not an individual older adult would make a good applicant/potential Beneficiary to present to the JCSC for approval. The applicant is visited by Mr. Garner on multiple occasions in their home environment, a joint visit is made by Mr. Garner and the Social Worker to be assigned to the case and there is also an office visit for the Beneficiary candidate with the Executive and Associate Directors either at Jarvie's office or a home visit is made if an individual is unable to travel to the office or the Directors feel it is important to see their home environment first hand. The "office visit" provides a forum for the candidate to ask questions and for the staff to review expectations that the individual can have of Jarvie and that we have of each Beneficiary.
- Ms. Cohn also informed the Committee the extraordinary level of commitment and hard work Mr. Joe Garner applies to gathering information and materials regarding each applicant and conducting a thorough assessment of their situations from a very holistic perspective. The importance of each candidate's completion of advance directives was stressed, which is one of the many topics addressed during the application process that is required prior to presentation of a case to the JCSC.
- The Committee and staff discussed the importance of maintaining a balance of cases with different levels of need (both for services and potentially for financial assistance) and who represent varying levels of functioning.

10. MOTION TO ADJOURN THE MEETING

ACTION: At 4:20 p.m. Mr. Doug McArthur entertained a motion to adjourn the meeting. **BY COMMON CONSENT** the JCSC **VOTED TO RECESS** the meeting until 8:30 a.m. Thursday morning.

THURSDAY, APRIL 26, 2012

11. PRAYERS AND DEVOTIONS

Ms. Sara Lisherness led prayers and devotions, commencing at 8:45a.m.

12. MEETING RECONVENED

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Mr. Doug McArthur, Chair of the JCSC reconvened the meeting of the JCSC on Thursday, April 26th at 9:10 a.m. in the Lutheran Social Service Conference Room located on the 12th Floor of The Interchurch Center. There was a quorum present.

13. PRESENTATION OF APPLICANTS FOR ACCEPTANCE BY THE JCSC

Mr. Joe Garner provided brief presentations to the JCSC for two applicants the staff believes meet the criteria to be accepted as Jarvie Beneficiaries.

CODE#/CASE#	FEMALE/MALE	AGE	AMOUNT OF MONTHLY GRANT
3418	F	84	\$888.26
3457	M	71	\$1,019

Mr. Garner shared detailed information regarding each applicant and invited questions or comments from the JCSC members. The Committee recommended that Jarvie staff make arrangements to pay off the \$885 of debt listed on the financial record for Case# 3418 since it appeared to be a hardship for her based on the budget and financial information provided; no questions or comments were raised regarding the second applicant, Case# 3457.

ACTION: On motion by Rev. Merle Arnold and seconded by Rev. Patrick O’Connor, the JCSC **UNANIMOUSLY APPROVED** both applicants presented for acceptance as Beneficiaries of the ISP.

14. STRATEGIC PLAN UPDATE

- a. Report on progress to date in 2012
 - Ms. Margaret H. Reiff invited the JCSC to review the memo provided to them in advance of the meeting regarding the activities staff has engaged in related to Strategic Plan implementation since the November 2011 JCSC meeting. She highlighted the following:
 - the two work groups staff signed up to participate in to move forward with work to implement the Strategic Plan
 - the positive role John Beilenson and his staff at Strategic Communications and Planning continue to play to make the Jarvie to create infrastructure within website to be able to post resources in a way that is more accessible and be more helpful in general. Two staff members have also offered to work on the design of the webpage based on the skills they have from other work experiences

- b. Approval of revised Strategic Plan document including JCSC input from November 2011
 - Ms. Reiff presented that the revised Strategic Plan provided to the JCSC in advance of the meeting includes the committee members’ input especially related to development initiatives. She asked if the revisions adequately captured the asked if it was captured correctly. Mr. McArthur indicated his sense that the revised plan did capture the JCSC’s recommendations and other Committee members stated their agreement. One aspect of the plan related to development was discussed by the Committee: the potential for asking Beneficiaries and/or their family members to consider remembering Jarvie in their wills. Ms. Reiff stressed the importance of making sure the Beneficiaries understand this is not something that Jarvie expects or requires, but is an option they could choose to make. Several Committee members stated their excitement that this sort of development activity could be pursued in a “kind and forthright” way with the Beneficiaries without compromising

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their relationship with Jarvie. The message would need to include reminders that this request for contributions does not in any way affect Jarvie's commitment to provide assistance and support to each of the Beneficiaries for the rest of their lives.

- Ms. Sara Lisherness recommended that Ms. Reiff proactively seek to connect the strategic plan to individual staff member's performance goals to be evaluated as part of their annual performance reviews.
- Ms. Reiff reported that there is one adjustment to the timeline for carrying out the revised plan that was approved by the Administration and Finance Subcommittee on Wednesday, April 25, 2012. This relates to delaying the implementation of Strategy 1 until after the next JCSC meeting rather than initiating it now. Several members of the Subcommittee confirmed that this was agreed to and that given the flexibility of the timeline that does not indicate specific dates, this should not have a negative impact on the general implementation process.

ACTION: On motion by Rev. Patrick O'Connor and seconded by Jon Brown, the JCSC **UNANIMOUSLY APPROVED** the revised Strategic Plan to be in effect from 2012-2016.

- c. Recruit members for the Strategic Plan Monitoring Committee and schedule the first meeting
 - Ms. Reiff reminded the JCSC members of the make up of the Strategic Planning Monitoring Committee that helped to guide the work in carrying out Jarvie's prior Strategic Plan. This included a representative from each of the following Committees:
 - Administration and Finance Subcommittee
 - GTO Subcommittee
 - GTO Committee
 - ISP Subcommittee
 - JCSC Officers
 - Social Service Advisory Committee (SSAC)
 - Ms. Reiff reported that to date the following people have agreed to serve on the new Strategic Plan Monitoring Committee:
 - Ms. Leslie McCall – representing the JCSC's Administration and Finance Subcommittee
 - Rev. Bill Chapman – representing the GTO Committee
 - Therefore, representation is still needed from the following four committees:
 - GTO Subcommittee – Still to be determined
 - ISP Subcommittee – During the meeting Ms. Betty Jones volunteered to represent the ISP Subcommittee and since she also serves as the Secretary of the JCSC, she can also cover the officer's category.
 - JCSC Officers – see note above regarding Ms. Betty Jones
 - SSAC – invitation will be extended to Ms. Eliza Rossman
 - Ms. Reiff indicated that the first SPMC meeting will most likely be scheduled in connection with the fall JCSC meeting depending on progress made in achieving our 2012 goals.
 - While discussing Committee membership, Ms. Reiff also informed the JCSC that staff plans to recruit one of Jarvie's former SW Interns to fill the currently unoccupied seat on the Social Service Advisory Committee.

13. **EXECUTIVE DIRECTOR'S REPORT**

(1) Staffing Changes

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- Ms. Reiff informed the JCSC that Jarvie has engaged another ReServe volunteer, Mary Alleyne, as a part time office manager. To date, the staff feels that she has already made wonderful contributions to Jarvie.
- (2) 17th Annual Jarvie Colloquium to be held on June 21, 2012
- Ms. Reiff shared the Colloquium Program with the JCSC and gave a brief overview of the morning and afternoon plenary sessions.
 - She commended Mr. Kevin Curley on his work for the second year as Jarvie's Colloquium Planning Assistant, who has provided continuity in supporting this mini-conference and made all aspects of the planning work flow more smoothly.
 - This year, there is a change in the date of the Colloquium from the traditional second Friday in June to a Thursday later in that same month. This change was implemented in support of one recommendation and goal from the new Strategic Plan. Jarvie staff looks forward to identifying how the change in date will affect turnout, which has dropped precipitously in the past few years.
 - Ms. Lisherness suggested that Jarvie reach out to the staff member at the PC (USA) who now oversees older adult ministry and the Parish Nurse network and indicated she will forward email addresses and contacts. Mr. Jon Brown indicated that he will also help to provide contact information for the church's Older Adult Newsletter.
- (3) Update on activities
- Ms. Reiff reported that she was invited to attend the Foundation Board and General Assembly Mission Council Meetings in mid-February. She indicated that the presentation she made about Jarvie to the Foundation Board was well received and she appreciated the range of questions asked about the scope of Jarvie's work. She also noted what a positive experience it was to participate in a combined dinner of the Board and the Council and commended the staff at both organizations for the progress that has been made in creating current level of good will between the Board and Council that allowed this event to be based on the open exchange of ideas and engagement in fellowship together.
 - Ms. Reiff reported that she has accepted the invitation to serve as Vice-Chair of New York Academy of Medicine's Social Work Section, which she had mentioned at the last JCSC meeting.
 - It was reported that Ms. Reiff and Ms. Cohn met with Mr. Jon Brown recently as the newest member of the JCSC to provide an "orientation" to Jarvie and appreciated learning from the questions that he asked.
 - Ms. Reiff shared that she enrolled to participate in the American Society on Aging's first Leadership Academy in 2012, an intensive leadership training program offered during ASA's annual conference. However, due to personal reasons, she has secured permission to defer her enrollment until 2013. had to defer enrollment until 2013.
 - It was also reported that Ms. Reiff and Ms. Cohn continue to participate in the periodic meetings of the Private Organizations Providing Financial Assistance to the Elderly group, POPFAE, which continues to be very helpful.
- (4) Check in regarding JCSC's experiment in 2012 to hold meetings only twice in 2012 rather than maintain three meetings as done in the past
- Ms. Reiff asked the Committee for feedback regarding the JCSC's trial of meeting only twice this year and whether or not it should continue into 2013.

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- Rev. Merle Arnold stated that it appears appropriate to continue holding meetings twice a year since we have been able to attend to all items of business. he can't see a problem with it – business is being conducted in a timely manner.
- Mr. Alan Ford indicated that holding two meetings with the possibility of adding a conference call in between them seemed to be work well.
- Ms. Elinor Hite stated that it frees up time for other Committees like the Personnel Subcommittee to schedule an on-site meeting with the ED/CEO to complete the annual
- Ms. Reiff stated appreciation that 50% of the JCSC members provided monetary contributions to Jarvie related to the commitment forms they completed for 2011. She indicated the hope that we would reach the 100% level of participation in 2012 given the importance placed on this in the development world and by any funders we might approach in the future for grants. The JCSC members were reminded that board participation is one of the factors considered in the GTO Committee's review of proposals for funding from Jarvie. Ms. Reiff stressed that the amount of the individual donations is not what matters; what is most important is the ability to report that the JCSC has 100% participation in contributing to the organization. Ms. Elinor Hite conveyed that Board Commitment Sheets are important part of service and that participating in development activities is one of the expectations of board service. She echoed Ms. Reiff's statement that the dollar amount is not what is important – anything from \$10 to \$100 to more is fine. Mr. McArthur also stated endorsement of the need to achieve 100% participation and the important legacy that the current JCSC could provide by being the first iteration of the Committee to have achieved this goal. He stated that if the JCSC could figure out as a group how to achieve this would be very helpful. Mr. McArthur indicated that anyone with questions or concerns related to this topic should feel free to approach
- The Committee asked about the presentation that Ms. Reiff and Ms. Cohn provided at the Annual ASA Conference in Washing D.C. in March. Ms. Reiff requested that Ms. Cohn share information about this with the group. Ms. Cohn described the content of the presentation focused on "Care Management Challenges in Serving Clients with Mental Health Issues". The workshop was very well attended and the participants were very engaged and even shared resources for risk assessment that we have helped to distribute to the group of participants via email following the conference. Both Ms. Cohn and Ms. Reiff reported that he conference overall was very stimulating and that it was a valuable experience to present to a large group. JCSC members encouraged the staff to continue applying to serve as workshop facilitators at this and other conferences in years to come. Ms. Reiff indicated that staff now focuses on "what" topic we will present on the following year, not the question of "whether" we will do so.

RETURN TO ITEM #13 - STRATEGIC PLAN UPDATE

- d. Presentation regarding the Foundation's "Presbyterian Community" (Community) – A web-based development resource & the potential for Jarvie's utilization
 - Ms. Reiff reported that one of the results of her attending the mid-February Foundation Board meeting was the identification that Jarvie could participate in this Community. She indicated that during the presentation that Mr. Greg Rousos made at the Foundation meeting, many of the Board members present turned to her stating their sense that Jarvie should become an organization with a profile on the Community.
 - She asked Mr. Rousos to provide a similar presentation to the JCSC to explain this initiative. Mr. Rousos presented that this initiative came out of the Foundation's strategic plan launched in 2010 focusing on connecting to the life of the Presbyterian Church and be helpful to other

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ministries. The Foundation did a lot of study on donors and noted the change that they are now “cause” rather than “loyalty” based. He also shared that “transparency” is a crucial element for donors to know that they receive a return on their investment through impact of their dollar. They want to know how their contribution changed or impacted the ministry. During the implementation of the Foundation’s Strategic Plan they learned of the need to help churches and other ministries connect with opportunities for online giving. He relayed that this is especially important as more and more people no longer handle their financial contributions via cash or checks, but via bank and credit cards. He described that the Foundation’s President describes the Community as the “living room of trying to gather church leaders in conversations” that lead to securing more contributions. The Community offers the opportunity to create a profile including information, pictures, videos, etc. that describe the church or organization and allows for online giving and handles all of the back office processing of this type of contribution. The Foundation has focused on simplifying the process of managing online contributions for those who utilize the Community. Mr. Rousos articulated the goal of integrating the technology of the Community as part of Jarvie’s website. He provided a demonstration of the Community and how it works. The first utilization of the Community was through a collection they took up at the Foundation for victims of Southern Indiana Tornado Relief. They checked with the Presbytery for ideas about how to distribute the funds and they did, but were having difficulty raising funds. Mr. Rousos asked about whether they had online giving, which they did not, but in a matter of hours the Foundation was able to provide a “button” on the Presbytery’s website that connected interested parties to the Community to make an online contribution. The Foundation then handles all of the processing of the online payment through an electronic process that even generates letters acknowledging contributions for tax purposes. He also demonstrated how members of the Community (churches/organizations) can log on to the system and manage their own accounts to track balances related to one or multiple projects/funds and request distributions from any of them (i.e. capital campaign, general offering, soup kitchen, etc.). The Community has the capacity to be updated regularly to indicate changes going on in their ministry. The Community also will create a log in profile for individual donors to track their contributions, not just for the fiscal manager of the organization to log in to track activity for online giving. The next thing they are developing is the option to choose recurring contributions rather than only one time options. Additionally, they are working to provide the option for the donor to contribute the extra funds to cover the fees that are incurred in processing the online payments.

- A number of JCSC members asked questions about the way the Community works, especially the fees that are associated with processing credit card and ACH debit contributions. Mr. Rousos indicated that the fees for credit cards take approximately 2% from every transaction and the Foundation adds a 1% fee for processing these contributions. However, ACH debits do not include a charge to the member of the Community because the bank charges are so miniscule.
- Mr. Rousos also shared that the Foundation is developing an “Assessment Tool” to help with determining how a ministry is doing with the full continuum of forms of giving and engaging in development.
- Ms. Reiff also pulled up Jarvie’s website and showed the JCSC where a “button” could be inserted so that we would no longer have to ask people to contribute to Jarvie by filling out a form they would mail in with credit card information.

ACTION: On motion by Rev. Patrick O’Connor and seconded by Betty Jones, the JCSC **UNANIMOUSLY APPROVED** Jarvie becoming part of the “Presbyterian Community” website and getting a “button” to be placed on the Jarvie website to provide the opportunity for online giving.

14. EXECUTIVE SESSION

The JCSC moved into Executive Session at 10:40 a.m. The Committee met with the Executive Director and then met separately. The discussion focused on the report of the Personnel Committee who had met with the Executive Director on the previous day and reviewed her 2012 goals. No formal actions were requested.

ACTION: BY COMMON CONSENT the JCSC VOTED TO CLOSE the Executive Session at 10:50 a.m.

15. OLD BUSINESS

- (1) Confirmation of the remaining 2012 meeting for the JCSC Meeting in 2012:

Wednesday-Thursday, October 31 – November 1, 2012

- (2) Other old business

No other items of old business were raised for discussion.

16. NEW BUSINESS

- (1) Confirmed the following 2013 Meeting Dates:

Wednesday-Thursday, April 24-25, 2013

Wednesday-Thursday, November 6-7, 2013

- (2) Other new business

No other items of old business were raised for discussion

17. ADJOURNMENT AND CLOSING PRAYER

At 11:00 a.m. Mr. Doug McArthur entertained a motion to adjourn the meeting.

ACTION: BY COMMON CONSENT the JCSC VOTED TO ADJOURN the meeting of the JCSC at 11a.m.

Mr. Alan Ford led the JCSC in a closing prayer.

Final minutes are available from the Jarvie Commonweal Service staff.

ITEM 220
FOR INFORMATION

MISSION RESPONSIBILITY THROUGH INVESTMENT MEETING RECORD
September 20-21, 2012
Chicago, IL

THURSDAY, SEPTEMBER 20, 2012

MISSION RESPONSIBILITY THROUGH INVESTMENT (MRTI) INTRODUCTORY BUSINESS

Call To Order: MRTI Chairperson Elizabeth “Terry” Dunning called the meeting to order.

Opening Prayer: Raafat Zaki led MRTI in an opening prayer.

Roll Call: In attendance were the following members: Chairperson Terry Dunning, Noushin Framke (ACREC), John Hougen (Board of Pensions), Joseph Kinard (Board of Pensions), Sue Ezell (Presbyterian Mission Agency Board), George Parks (At-Large), Terry Alexander (ACWC), Susan Osoinach (Presbyterian Mission Agency Board) and Raafat Zaki (ACSWP). Staff in attendance: Anita Clemons (Foundation), Judy Freyer (Board of Pensions), and Bill Somplatsky-Jarman (Presbyterian Mission Agency). Special guest in attendance: Brian Ellison, Past MRTI Chairperson.

Sharing of Joys and Concerns: MRTI members updated each other on events and developments in their lives. MRTI also welcomed Susan Osoinach and Joseph Kinard to the committee, and expressed its appreciation to Terry Alexander and Brian Ellison for their service to MRTI and the PCUSA.

Adoption of Agenda: After reviewing the proposed agenda, John Hougen moved (seconded by Terry Alexander) that the agenda be adopted. **Motion Carried.**

Meeting Record Approval: The draft Meeting Record for March 21-22, 2012, was reviewed. John Hougen moved (seconded by Sue Ezell) that the Meeting Record be approved. **Motion Carried.**

DEBRIEF OF GENERAL ASSEMBLY

MRTI debriefed the General Assembly (GA). The primary topic involved the motion to substitute a minority report for MRTI’s recommendations that passed by two votes. The minority report did not end corporate engagement, but did not include divestment of Caterpillar, Hewlett-Packard and Motorola Solutions. The GA did adopt an overture supporting a boycott of products from the illegal Israeli settlements in Occupied Palestinian Territory. MRTI expressed its deepest gratitude to Brian Ellison for his leadership in representing MRTI’s report and recommendation before numerous forums during his tenure as MRTI’s chairperson.

FRIDAY, SEPTEMBER 21, 2012

MRTI reconvened with prayer.

REVIEW OF GENERAL ASSEMBLY REFERRALS

MRTI reviewed other GA actions referred to the committee. These included overtures on the health insurance industry and divestment, for-profit prisons, a statement on the mortgage crisis, boycott of Israeli settlement products, and the Western Sahara. MRTI agreed that the initial implementation of these referrals would be incorporated into the 2013 MRTI Work Plan.

REVIEW AND ADOPTION OF 2012-2013 MRTI WORK PLAN

MRTI reviewed the draft 2012-2013 Work Plan covering issues areas environmental responsibility; community investment, banking and financial issues; global corporate accountability and human rights; access to health care; for-profit prisons; media standards and family issues; and weapons production.

The review included an assessment of the engagements of 2011-2012. MRTI adopted the work plan after incorporating the following amendments:

Mortgage Lending and Servicing: MRTI will incorporate the positions advocated in the overture adopted by the 2012 GA into its on-going engagement with banks and financial institutions, and will identify ways for the church to respond to this crisis.

Israel-Palestine: MRTI will continue the corporate engagement process as directed by previous GA's. In addition, MRTI will engage non-Israeli banks operating in Israel to determine whether they are implicated in supporting the Occupation by providing financial services for illegal settlements. With the General Assembly's action supporting a boycott of Israeli settlement products, MRTI will engage retail companies regarding human rights policies to guide their marketing or sale of such products.

Western Sahara: MRTI will research corporate involvement in the occupied areas to determine whether corporate engagement is possible.

For-Profit Prisons: MRTI will update the research on the practices of for-profit prison companies such as Correction Corporation of America and the GEO Group (MRTI noted that no stock position is held by the Board of Pensions or the Foundation/New Covenant Funds), and engage them if possible, in the preparation of the report as instructed by the General Assembly.

Health Insurance Companies: MRTI will initiate the research about publicly traded insurance companies and the Board of Pensions as instructed by the General Assembly. Such companies would include **Cigna, Aetna, Humana, WellPoint, and United Health Care**. At this time of flux in the health care industry, MRTI will request the Stated Clerk to provide clarification on whether MRTI is the appropriate church body to engage the Board of Pensions regarding its health care insurance plan, and if so, to identify the General Assembly endorsed standards MRTI is to advocate.

CONVERSATION WITH SUNG YEON CHOI-MORROW, INTERFAITH WORKER JUSTICE

MRTI welcomed Sung Yeon Choi-Morrow, a Presbyterian Seminary Graduate working with Interfaith Worker Justice (IWJ). IWJ, a national organization, is located in Chicago, and Bill Somplatsky-Jarman is a new member of its Board of Directors. IWJ works to develop increased

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awareness and support within the religious community for the struggles of low-wage workers. Sung Yeon described her work with Wal-Mart employees and hotel cleaning personnel working for Hyatt Hotels. She also described the function of Worker Centers across the country where workers can come to learn about their rights and protections, and develop avenues for redressing grievances.

2013 GENERAL ASSEMBLY PROSCRIBED-SECURITIES LIST

Bill Somplatsky-Jarman reported on the research into companies identified with the military-related and tobacco screens adopted by the General Assembly. In total, forty-one companies were identified (thirty-one for military-related and the top ten tobacco companies). Noushin Framke moved (seconded by Terry Alexander) that MRTI approve the 2013 GA Proscribed Securities List comprised of ten tobacco companies and thirty-one military-related companies, and communicate the list to the PCUSA investing agencies (Board of Pensions, Foundation and New Covenant Trust Company); PCUSA-related seminaries, universities and colleges; mid-councils; and congregations and individuals that have requested such information with the urging that they utilize the 2013 General Assembly Proscribed Securities List in the management of their investments. **Motion Carried.**

GROUP REPORTS HIGHLIGHTS

Presbyterian Mission Agency Board: At the most recent meeting, held one week prior to MRTI, there was considerable focus on the 1001 Worshipping Communities and the budget for 2013 and 2014. Also noted, of course, is the new name for the former General Assembly Mission Council following the approval by the GA.

Board of Pensions: The portfolio now totals \$7.7 billion with a total return through August 31 of +9.2%. Both Rob Maggs, President and CEO, and Frank Maloney, Executive VP and COO, have announced their retirements at the 2014 GA. The Board is beginning succession planning.

Foundation/New Covenant Trust: Assets under management are now \$1.5 billion. In early 2012, the Foundation restructured its investment operations. Partnerships were formed with Cambridge Associates to be the investment advisor to the Foundation's fiduciary assets, and SEI became the investment advisor to the New Covenant Funds.

Advocacy Committee for Women's Concerns (ACWC): ACWC will be appointing a successor for Terry Alexander at its next meeting. ACWC is working hard on human trafficking issues.

Advocacy Committee for Racial Ethnic Concerns (ACREC): ACREC has four new members, and is concerned about the caucuses waning with the staff cutbacks.

Advisory Committee on Social Witness Policy (ASCWP): ASCWP has several initiatives underway including the Peace Discernment Process and tax policy, and was pleased that other papers were adopted by the 2012 GA: World of Hurt, Word of Life: Renewing God's Communion in the Work of Economic Reconstruction, and For Human Rights and Civic Freedom: Movements for Democratic Change in the Arab World.

REPORTS FROM ECUMENICAL PARTNERS

MRTI heard brief updates about the work of its ecumenical partners: Interfaith Center on Corporate Responsibility (ICCR), Ceres, Institute for Global Labour & Human Rights, Coalition for Justice in the Maquiladoras, Interfaith Worker Justice, Ecumenical Action Group (Israel-Palestine), and ECPAT-USA (End Child Prostitution, Child Pornography and Trafficking).

UPCOMING MEETINGS

Noushin Framke will be attending the Israel Palestine Mission Network (IPMN) on October 11-13, 2012. Bill Somplatsky-Jarman will be attending the UN Climate Change negotiations in December in Qatar. ICCR's winter meeting is February 4-7, 2013, in NYC. MRTI members who can are invited to attend. MRTI will meet at the end of the week, February 7-8, 2013 in NYC.

ADJOURNMENT

MRTI adjourned following prayer by Sue Ezell.

Respectfully Submitted,

William Somplatsky-Jarman, Recorder

APPROVED: February 8, 2013

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FOR INFORMATION

MISSION RESPONSIBILITY THROUGH INVESTMENT MEETING RECORD
March 21-22, 2012
Washington, DC

WEDNESDAY, MARCH 21, 2012

**MISSION RESPONSIBILITY THROUGH INVESTMENT (MRTI) INTRODUCTORY
BUSINESS**

Call To Order and Roll Call: Chairperson Brian Ellison called the meeting to order following a group dinner.

The following attendance was recorded: Brian Ellison (Board of Pensions), John Hougen (Board of Pensions), Sue Ezell (General Assembly Mission Council), Elizabeth (Terry) Dunning (Foundation), Terry Alexander (Advocacy Committee on Women's Concerns), Noushin Framke (Advocacy Committee on Racial Ethnic Concerns), Raafat Zaki (Advisory Committee on Social Witness Policy), George Parks (At-Large), George Philips (At-Large) and Joanne Rodriguez (At-Large). Staff present were Andy Browne (Board of Pensions), Anita Clemons (Foundation) and Bill Somplatsky-Jarman (GAMC). Member excused was Conrad Rocha (GAMC).

Opening Meditation: Brian Ellison offered a meditation using an essay by former Stated Clerk Cliff Kirkpatrick on why the church is engaged in public witness. The theme was our call to transform the world to the values of Christ.

Approval of Proposed Agenda: Following review, Sue Ezell moved (seconded by Joanne Rodriguez) that MRTI adopted the proposed agenda. The motion **PASSED**. Also noted is that some MRTI members would be participating in the Compassion, Peace and Justice Training Day on Friday, and the Ecumenical Advocacy Days on Saturday and Sunday.

MRTI Meeting Records: Following review, John Hougen moved (seconded by Sue Ezell) that MRTI approve the Meeting Records for the January 2012 Conference Call, and the September 2011 meeting. The motion **PASSED**.

MRTI ELECTIONS

Chairperson Election: Elizabeth (Terry) Dunning was elected as MRTI's chairperson with her term of service beginning at the end of the General Assembly in July.

Vice Chairperson Election: Brian Ellison was elected as Vice Chairperson.

MRTI REPORTS

General Assembly Mission Council: Sue Ezell reported that the GAMC is proposing to the General Assembly that its name be changed to *Presbyterian Mission Agency Board*. The committee structure is being changed to reduce the number of committees. She also noted that

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the GAMC leadership has supported MRTI as the elected body to do the corporate engagement work.

Board of Pensions: John Hougen reported that the Board of Pensions has approved partner benefits for same sex couples. Andy Browne reported on performance for 2011, and the beginning of 2012. She added that there would be no experience apportionment for the 4th year in a row, and that an asset allocation study is underway.

Foundation/New Covenant Trust Company: Terry Dunning and Anita Clemmons reported on the restructuring of the investment process at the Foundation and New Covenant Trust Company. The decision was made to subcontract management of the investment process to two separate outside firms. General Assembly screens will be applied. In response to a question from Raafat Zaki, Anita noted that while investments are placed in hedge funds, they are not in the speculative kind.

Advisory Committee on Social Witness Policy (ACSWP): Raafat Zaki reported on plans for the upcoming General Assembly where ACSWP will be providing Advice and Counsel to the GA committees on numerous items of business. Also, ACWP will be bringing a Human Rights Update, an interim report on the peacemaking discernment process, a resolution on the “Arab Spring,” and a paper on economic justice.

Advocacy Committee on Racial Ethnic Concerns (ACREC): Noushin Framke reported that four major items are on ACREC’s agenda for the GA: incarceration, children of immigrants, workers’ rights and the rebuilding of the middle class, and a prophetic witness resolution affirmed public witness. Also, Michelle Alexander, the author of “The New Jim Crow,” will speak at GA.

Advocacy Committee on Women’s Concerns (ACWC): Terry Alexander reported that ACWC is likely to advocate for the issues of same gender marriage, and civil unions. He noted that the new leadership of the committee is taking hold.

RECESS: Joanne Rodriguez closed the meeting with prayer.

THURSDAY, MARCH 22, 2012

CONVERSATION WITH DANAHER CORPORATION

MRTI welcomed three representatives of Danaher Corporation: Jim O’Reilly, Associate General Counsel and Corporate Secretary; Steven Nanesdorf, Environmental, Safety and Health and Risk Management; and Matthew McGrew, Investor Relations (by phone). The subject of the conversation was sustainability and environmental responsibility. Danaher shared a power point presentation that introduced Danaher’s structure and methodology. The key themes were (1) the core product strategies of many of Danaher’s operating companies are tied to sustainability and improving the quality of life globally, and (2) Danaher’s operating model is highly decentralized with each operating company being responsible for its own business decisions while linked by a common operating methodology focused on eliminating waste and inefficiency. Danaher’s corporate staff in D.C. numbers only 75 with the various businesses employing 60,000 globally. While this makes corporate-wide goals and reporting problematic, Danaher stressed that its companies’ products help purify drinking water, protect natural resources, keep the global food supply safe, reduce air pollution, power alternative energy sources, aid in research for life-saving treatments for disease, keep children safe, and track pharmaceuticals, food and consumer products. In

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addition, Danaher's business system designs for environment and product stewardship, waste reduction, workplace safety, energy efficiency and environmental protection.

MRTI members congratulated them on their work, and encouraged them to develop ways to communicate with shareholders, other stakeholders and their employees globally.

GENERAL ASSEMBLY PLANNING

Responses to Referrals: MRTI reviewed the responses on what had been done to fulfill the work referred to MRTI by previous GA's.

GAMC Report on Corporate Engagement Related to Israel and Palestine: MRTI reviewed the report being submitted through the GAMC to the General Assembly, and noted which MRTI members would be attending.

Overtures:

Israel and Palestine: MRTI reviewed the overtures related to Israel and Palestine. Some favored divestment while a couple of others opposed divestment. Others dealt with the situation of Palestinian Christians, whether apartheid is descriptive of the occupation, and supported a boycott of products made in the illegal Israeli settlements.

Health Insurance Companies: MRTI reviewed an overture instructing the committee to study and engage for-profit health insurance companies in light of General Assembly policies.

For-Profit Prisons: An overture related to investments in publicly traded companies operating for-profit prisons and detention centers is circulating in some mid-councils.

GA MRTI Team: MRTI approved that Brian Ellison, Conrad Rocha, Noushin Framke and George Philips could act to respond to late overtures and commissioners' resolutions.

CONVERSATION WITH GRADYE PARSONS

MRTI welcomed Stated Clerk Gradye Parsons to the meeting. He was in Washington, DC for other meetings, and graciously worked in some time for MRTI. The conversation focused on the issues facing the church.

REPORTS FROM ECUMENICAL PARTNERS

Interfaith Center on Corporate Responsibility (ICCR): Bill Somplatsky-Jarman reported on the February meeting which also included participation by several international faith-based organizations. While the financial situation has stabilized, ICCR has not been able yet to add program staff.

Ceres: The organization is in the middle of a planning process that involves adopting a new mission statement, and five-year goals. The Ceres paper on "The 21st Century Corporation" is receiving broad acceptance with a number of corporations using it as a springboard for their strategic planning.

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Institute for Global Labour & Human Rights: Now located in Pittsburgh, the Institute is focused on exposing the exploitation of workers globally, many of whom are laboring in factories supplying large corporations. Recent reports have updated situations in Jordan and Bangladesh, and research is underway in China and Central America.

Coalition for Justice in the Maquiladoras (CJM): CJM works on empowering workers and women activists, primarily in the high violence zones along the northern border of Mexico. CJM supported the TRW workers in their struggle to hold the company accountable for wrongdoing. Recently, CJM members, staff and workers have been subjected to increased threats.

Interfaith Worker Justice (IWJ): IWJ has continued its work on wage theft, and support for Hyatt hotel workers, and employees at Wal-Mart and Republic Airlines.

Ecumenical Action Group (EAG): EAG met during the February ICCR Meetings. A letter to Microsoft regarding its human rights policy was approved. Corporate engagement with Caterpillar, Hewlett-Packard, Motorola Solutions and Veolia was reviewed. Also attending were international guests from the United Kingdom and Denmark.

CONVERSATION WITH J. HERBERT NELSON

MRTI welcomed J. Herbert Nelson, Director of the Presbyterian Office of Public Witness. The conversation addressed the why and how of public witness to Congress and the Executive Branch, and the resourcing of Presbyterians seeking to have their voice heard on public policy issues.

REVIEW AND UPDATE OF MRTI WORK PLAN

Olympics and Human Trafficking: Faith-based investors communicated with sponsoring companies of the London Olympics, and travel and hotel companies regarding their plans for addressing human trafficking situations they might encounter during the 2012 Olympics. MRTI coordinated the letter to Hilton Hotels.

Time Warner: Bill Somplatsky-Jarman met with Time Warner officials regarding the delay in updating the company's sustainability report. MRTI had withdrawn a shareholder proposal after assurances that the update was forthcoming. The company shared a draft of language they intended to include addressing ethical sourcing performance, and stated that the report would be finished by early summer. Bill noted that the language was quite general, and not specifics on supplier performance were included, and that shareholders would likely be disappointed unless the language and detail was made more precise.

Wells Fargo: An ecumenical meeting with the bank was coordinated by MRTI. It addressed mortgage servicing and foreclosure avoidance. In addition, Wells Fargo's multi-family housing lending and environmental initiatives were addressed.

J.P. Morgan Chase: The resolution on mortgage servicing policy was filed following a less than satisfactory meeting with bank officials. The bank declined to meet again until after the May 2012 annual meeting when the resolution will be voted on.

ConocoPhillips: The resolution on setting a company-wide reduction goal for greenhouse gas emissions will be voted on in May. The company did not respond to MRTI's request for a dialogue.

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Caterpillar: The resolution on human rights policy review will be voted on at the annual meeting in June.

CONVERSATION WITH REV. PHIL TOM, U.S. DEPARTMENT OF LABOR

MRTI welcomed Phil Tom to the meeting. Previously, he was on the PCUSA national staff, and now is working in the Center for Faith-Based and Neighborhood Partnerships at the Department of Labor. He described the work of the Center, particularly in workforce development and worker protection, and how individuals and groups can work with the DOL to strengthen their communities.

UPCOMING MEETINGS AND DATE SEARCH FOR MRTI FALL MEETING

Ceres Conference: The annual Ceres conference will be held in Boston on April 25-26.

ICCR Annual General Meeting: The ICCR AGM also will be held in Boston on June 4-8.

Fall MRTI Meeting: After a review of calendars, the preferred dates for the fall MRTI meeting were September 20-22. Venue is likely to be Chicago.

Winter MRTI Meeting: MRTI discussed linking the winter meeting with ICCR's February meeting in New York City. If this can be done, the dates will be February 7-9, 2013. MRTI members can come in earlier in the week to attend ICCR meetings.

ADJOURNMENT

Following a closing meditation, the MRTI meeting was adjourned.

Respectfully submitted,

William Somplatsky-Jarman
Recorder

APPROVED: September 20, 2012

ITEM 222 FOR INFORMATION

Congregational Ministries Publishing Update

Congregational Ministries Publishing (CMP) is the denominational curriculum publisher for PC (USA). Mandated by General Assembly to produce cost effective, denominational curricula for Presbyterians of all ages - CMP strives to effectively achieve this mandate by providing curriculum to churches of all sizes, for ages birth to adult, in English and non-English language.

The CMP staff recognizes a responsibility that extends beyond this mandate. The purpose is to create more than just curriculum, but to set the foundation for each Presbyterian's life-long journey through Christian Education. CMP lives out that goal by pledging to produce and provide faithful educational resources that help people and congregations:

Make commitments to live as disciples of Jesus Christ;
Discover an identity in continuity with Reformed expressions of the historic Trinitarian faith;
Worship and serve God joyfully; and
Honor Christ by doing justice, loving kindness, and walking humbly with their God.

CMP is currently equipping church leaders and educators by offering the following resources and product lines:

We Believe: God's Word for God's People. The denominational curriculum currently includes resources for Presbyterians from birth to young adult. *We Believe* continues to maintain good sales although like most denominational specific curricula growth is stagnant. Recognizing the need to continually update the denominational curriculum to meet the needs of the constituency, the editorial staff is continuing to seek input from leaders and educators for the vision of the next denominational curriculum. A launch for these new resources is set for Fall 2015. The staff is currently undergoing a survey of the constituency. Results from the survey conducted in collaboration with Research Services will help shape the context of the new curriculum.

The adult curriculum, ***Being Reformed, Faith Seeking Understanding*** continues to be the 'showpiece' for CMP. Product awareness continues to build and CMP continues to gain market share within adult audiences. Edited by Don McKim, this thematic, adult curriculum includes well-known Presbyterian writers such as: John Burgess, Donald McKim, and Tom Gillespie. Each season new titles will be added to the series. Recent studies include *The Heidelberg Catechism* written by Gary Neal Hanson and *Reading the bible for Understanding* by Jim Davison.

New to the *Being Reformed* family is a series of studies focused on the strategic mission directional goals of the Presbyterian Mission Agency. This timely series invites congregations to join in working together as a faithful, inclusive community as we seek to accomplish our common goals. The first study in the series focuses on the directional goal to inspire, equip, and sustain diverse, transformational leaders for Christ's mission. Contributors include: Ken McFayden, Bruce Reyes-Chow, Carol Howard Merritt, Mark Hinds, Mindy Douglas, and Steve Eason.

The Present Word is an adult curriculum following the Cooperative Uniform Lesson Series, developed in collaboration with the Christian Church (Disciples of Christ), the Cumberland Presbyterian Church, The

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Moravian Church in America (North and South), the Presbyterian Church (U.S.A.), and the United Church of Christ. *The Present Word* continues to be a solid, profitable project. Sales continue to show a slight decrease each year, but considering the life cycle of this product it continues to be a worthwhile, profitable venture.

Witherspoon Press, a publishing imprint of CMP, was established in 1997 to help further the mission of the PC (USA) by providing resources that nurture, affirm, challenge and celebrate the human spirit. Witherspoon Press publishes books that address topics of the Reformed faith and theology, congregational life and worship, mission, service and stewardship. Don McKim wrote the Moderator's Lenten study for 2013, *Living into Lent*. This resource allows readers time during the Lenten season to reflect on their Christian identities, listen to God's Word and will and engage in practices that deepen the Christian experience through discipleship.

Language Resources

As mandated by the General Assembly Mission Council (now Presbyterian Mission Agency), CMP publishes key language-specific resources for teaching and study in the Reformed Tradition. Currently CMP provides materials in Korean, Spanish, and Portuguese, as well as Braille and audiocassette for the hearing and visually impaired. While this ministry is greatly valued by the respective constituents, the costs to produce these materials substantially outweigh the available market in which to sell these resources.

Spanish:

Asi Creemos. Based on the *We Believe* curriculum, this resource is the denominational curriculum for children in Spanish. Produced quarterly, it is available in three age levels ranging from pre- school to older Elementary. *Asi Creemos* has now moved to an online delivery format, thus eliminating high print costs for low print runs, and enabling expansion into other markets, such as Puerto Rico, typically too cost prohibitive due to shipping charges. This is now offered at no charge online as a way to aid Spanish-language new church developments.

The Spanish Language office has launched its new adult curriculum called *Estudio Bíblico Reformado* which is a thematic, quarterly curriculum written especially for Spanish speaking Presbyterians. In 2013 the themes include God of Love, God of Justice, God of Wisdom and God of Call.

Two of the more popular *Being Reformed* adult studies have now been translated into Spanish. Titles now available include: *Theology for Presbyterians* and *Discipleship*.

Korean:

The Present Word. The *Present Word* is designed for small – group Bible study in a narrative style. It emphasizes group discussion and sharing by the participants. Korean *Present Word* is a transformational Bible study resource for building mature faith communities. The curriculum consists of both a free leader's guide and a student book.

Kuyuk. The office of Korean Adult Resource Development in Congregational Ministries Publishing has published the *Kuyuk* Bible study for over ten years. The *Kuyuk* Bible study, written by Korean Presbyterian pastors, has twelve sessions to be used as monthly small – group Bible studies and intercessory prayer meetings. It reflects the life and faith of Korean American immigrants and congregations and connects with a variety of subjects such as discipleship, caring ministry, stewardship, justice, and peacemaking issues. In 2014 *Kuyuk* will have a name change to more fully express the nature of the resource. It will be renamed *Family Community*.

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Three of the more popular *Being Reformed* adult studies have now been translated into Korean. Titles include: *Theology for Presbyterians*, *Worship as Evangelism* and *The Lord's Prayer*. Response was so strong to the *Theology for Presbyterians* that it is already in its second printing.

Braille and Audio Cassette:

The Present Word is offered in both Braille and CD allowing the hearing and visually impaired to be included in bible study classes. CMP underwrites the cost of producing these resources; therefore they are available to the constituents as a fraction of the production costs.

Financial Results

English Language

Preliminary year-end numbers show that CMP again achieved self-sustainability within 2012 and anticipates a small surplus of approximately \$40,000. This is the second year in a row that CMP has achieved a surplus and continues the success of being self-sustainable within English language resources. All contributed to the success by watching expenses and providing excellent service to our constituency.

Language Specific

While language specific resources are supplemented by the Presbyterian Mission Agency and are not mandated to produce break-even results, the year-end numbers are also good news. Language specific resources ended 2012 being equal to the budgeted deficit of \$34,000.

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FOR INFORMATION

Introduction to Christine J. Hong, Associate for Theology: Interfaith

Christine J. Hong has been named Presbyterian Mission Agency's new Interfaith Associate in the office of Theology and Worship. In her new role, Hong will work with Presbyterian congregations toward building deeper relationships with their multi-faith neighbors.

"In the time since 9/11, the importance of interfaith relationships have become ever more critical," says Charles "Chip" Hardwick, director of Theology, Worship and Education for the church's mission agency. "Christine's ministry will be vital for the PCUSA. While her predecessor built relationships with top leadership of other religious traditions, Christine will focus more of her time on helping 2 million Presbyterians to do the ministry of interfaith relations in their own communities and neighborhoods."

"I'm excited about the educational aspect of this position," says Hong. "In our current climate of violence, fear, misrepresentation, and misunderstanding, it becomes critical for us to equip congregations to cultivate relationships with their neighbors of different traditions and religions. Making connections and developing community among people who sit in churches, mosques, and synagogues is the only way to get authentic interfaith engagement throughout the Presbyterian Church (U.S.A.)."

Born in Los Angeles and raised in Seattle, Hong earned degrees in Communications and English Literature from the University of Washington, and master's degrees in Divinity and Theology from Princeton Theological Seminary. In May 2013 she will graduate from California's Claremont School of Theology with a Ph.D. in practical theology, with a focus on religious education and spiritual formation.

At Claremont, Hong was at the forefront of groundbreaking interfaith consortium work. She helped organize the Center for Global Peacebuilding's first national conference, which brought together top North American Muslim scholars and practitioners to share peace-building proposals and practical approaches to conflict resolution.

A second-generation Korean American, Hong says she has learned that integral to building interfaith relationships is working toward acknowledgment and reconciliation. "It's about acknowledging how we have broken and been broken—working toward reconciliation simultaneously in both intrafaith and interfaith work."

ITEM 224 FOR INFORMATION

A Renewed Vision for Worship at the Presbyterian Center

Why is it important for the people of God to gather for worship on a regular basis? As the Presbyterian Church (U.S.A.) Directory for Worship teaches:

Christian worship joyfully **ascribes all praise and honor**, glory and power to the triune God. In worship the people of God **acknowledge God present** in the world and in their lives. As they **respond to God's claim** and redemptive action in Jesus Christ, believers are **transformed and renewed**. In worship the faithful **offer themselves to God** and are **equipped for God's service** in the world. (*Book of Order* W-1.1001)

Therefore, **weekly worship at the Presbyterian Center** we should be a time to (*phrases in italics inspired by comments from the 2012 chapel survey*):

- ascribe “praise and honor, glory and power to the triune God,” through
 - *lively, vibrant, and dynamic worship*
 - *a variety of styles and diversity of leaders*
- “acknowledge God present in the world and in [our] lives,” through
 - *the sharing of hearts and lives in prayer*
 - *connection with daily life and the larger society*
- “respond to God’s claim and redemptive action in Jesus Christ,” through
 - *passionate, personal testimony*
 - *active participation in worship*
- be “transformed and renewed” as believers, through
 - *deep reflection on scripture*
 - *thought-provoking, inspiring preaching*
- “offer [ourselves] to God” and be “equipped for God’s service in the world,” through
 - *heartfelt connection to God*
 - *engagement with the mission of the church*

Particularly as the PC(USA) calls for the formation of **1,001 new worshiping communities**, this is an important time for us as leaders in the denomination to explore and model what it means to be such a community.

Our **renewed vision and chapel schedule** for the Presbyterian Center is designed to facilitate this kind of dynamic encounter with the living God. We will gather **each Wednesday morning at 9:00 am** for a service of **no more than thirty minutes** (special quarterly services may last until 9:45 or 10:00 am). Each service will include **Scripture** reading(s), **proclamation** (usually a brief sermon), and **prayer**. The first Wednesday of the month will always be a **communion service**; worship planners are encouraged to include the Lord’s Supper each week.

Each agency and mission area will take responsibility for a certain number of Wednesdays per year, planned well in advance. **Special quarterly services** will be organized by a multi-agency planning team. **Theology and Worship associates** will be available to assist as needed (e.g., providing a list of musicians or sample orders of worship), and **Ada Middleton** (ada.middleton@pcusa.org, ext. 5306) will keep the calendar and assist with publicity.

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We do all of these things in order to give **glory to God**, joining the praise of saints and angels:

Blessing and glory and wisdom and thanksgiving and honor and power and might
be to our God forever and ever! Amen. (Rev. 7:12; *Book of Order* W-7.7001)

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FOR INFORMATION

Agnes and Dorothy Marschner Memorial Award Medical Education for Mission Service

Responding to the dedication establishing the Agnes Vetter Marschner and Dorothy M. Marschner Fund, Financial Aid for Service has created a debt assistance award restricted to female Presbyterian Church (U.S.A.) members who are engaged in mission service in the capacity of a medical physician for at least two years. Eligible applicants must have educational debt in excess of the amount awarded. Grants from this fund will be paid to the awardee's student loan servicer to meet payments and/or reduce the balance of their student loan.

Mission work under the direction of, or in partnership with, the Presbyterian Church (U.S.A.) will take preference. Other forms of eligible service might include service with a medical humanitarian organization, or service in a Health Professional Shortage Area. The Marschner fund will provide assistance to one to two physicians per year. Applicants must be recommended by their Pastor or Clerk of Session, and must express a commitment to mission service in their essay.

The grant will be offered with a total award cap of \$70,000 per awardee, disbursed in quarterly payments upon verification of continuing service in the mission field. The grant will be promoted through the PCUSA website, and submitted as a loan forgiveness opportunity for promotion by the Association of American Medical Colleges, a leader in promoting financial literacy for medical school students and graduates, and a financial aid resource for students, physicians, and Medical School financial aid professionals.

Given the size of the Marschner fund and the limited number of potential applicants, Financial Aid for Service anticipates funding 1-2 awards per year for 10-15 years before the Marschner fund is fully expended.

The application is available on the Presbyterian Mission Agency website at www.pcusa.org/financialaid.

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FOR INFORMATION

Release of Engage Curriculum

The Evangelism Office, in partnership with Congregational Ministries Publishing, is converting the *Engage* resource into curriculum. The curriculum will be published in three separate pieces. Each one will contain seven sessions and will include a leader's guide.

“Engage the Gospel” was launched at the January Disciple Making Conference and has been well received. *“Engage Discipleship”* and *“Engage Mission”* will be launched at Big Tent. The curriculum is proving to be user friendly. Our hope is it will be used in a variety of contexts within the church.

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FOR INFORMATION

1001 New Worshiping Communities Update

Internship Program:

A pilot internship program is available for up to 20 seminary students who will in the context of a church planting church. They will intersect with leaders, program and worship in a dynamic missional congregation. A major component of the program will be starting a new work of ministry, which *could lead to a call or could be valuable experience in starting something new* that they will be able to offer to committees seeking organizing leaders for new worshiping communities."

Princeton, Union Presbyterian, Pittsburgh, Wesley, and Columbia Seminaries have contributed to design the criteria for field education credits.

Partner sites include Northland Village (near Fuller Seminary) and Bare Bulb (near Columbia Seminary). When the interns are in place, site leaders will supervise and coach the interns in the local work, and each week the interns will connect through webinars for training specific to starting new worshiping communities.

1001 Facebook Page

Recently the 1001 Facebook Page has experienced an upsurge of activity. Conversations and resources are shared, creating a real sense of community.

Coaching Program

Forty New Church Development Coaches attended the annual January training program. An additional ten coaches will be added during the May Training event that will occur in May, at the East Coast Presbyterian Center for New Church Innovation, where an additional ten coaches will be trained.

Seed Grants

Fourteen New Worshiping Communities have been approved for Seed Grants through the Mission Program Grant Office.

1001 Web Page

Seventy-three groups have identified themselves as being a New Worshiping Community.

ITEM 228
FOR INFORMATION
YOUNG ADULT UPDATE

Since last October, a group of about fourteen Presbyterian Mission Agency staff members from six departments/ministry areas came together to form the Young Adult Action Implementation Team (YAAIT). This team decided to convene monthly and discuss ways in which we can collaborate, connect, and to help our individual ministry areas achieve our agency-wide directional goal on young adults.

The focus of our work has been developing a collective identity as a young adult ministries team, as well as prioritizing our objectives for achieving our directional goal. So far, our priorities include creating a multi-faceted communications strategy, resources both for young adults and those interested in young adult ministry, and augmenting both existing and new opportunities for young adult service. Specifically, we are in the process of developing a website that functions as a "clearinghouse" for the Presbyterian Mission Agency's young adult ministries as well as young adult-related points of connection in the broader church. In addition to the website, we are working to equip Presbyterian Mission Agency ministries to more effectively use social media. We are organizing a discernment resource for young adults, and also sharing helpful research on generational trends through presentations designed for inspiring and equipping congregations to more faithfully engage with young adults in their communities. Finally, we are working to expand the size and scope of the Young Adult Volunteer (YAV) program, while also connecting the church to other models of service such as the young adult hospitality house/intentional community movement.

We are excited as we continue identifying opportunities for partnership and points of connection both within the Presbyterian Mission Agency and the broader church—engaging and joining with young adults in reforming the church for Christ's mission.

ITEM 229
FOR INFORMATION

Monthly Financial Reports - Per Capita

Financial reports are prepared, analyzed and provided to management for utilization in the decision-making process. The reporting function is essential to make planning and controls effective.

The attached Per Capita Operation Report reflects preliminary results of operation as of December 31, 2012.

Presbyterian Church (U.S.A.)
Per Capita
COMBINED STATEMENT OF FINANCIAL POSITION
December 31, 2012 and 2011
 Preliminary and Subject to Audit

Assets	Per Capita	Dept. of History	Total 12/31/2012	Total 12/31/2011
Cash and cash equivalents	\$ 293,958	\$ 11,795	\$ 305,753	\$ 791,355
Short term investments	551,542	1,128,030	1,679,571	3,672,983
OGA Foundation	214,221	-	314,221	103,886
Per Capita Investments	3,614,555	-	3,614,555	3,389,577
Long term investments	-	3,370,586	3,270,586	2,715,229
Endowment investments	654,664	30,830	685,494	643,772
Investments PILP	367,634	-	367,634	361,470
Apportionment receivable--current year	2,790,931	-	2,790,931	2,768,171
Apportionment receivable--prior year	-	-	-	832,970
Allowance for Uncollectible Apportionments	(1,235,515)	-	(1,235,515)	(1,663,421)
Other receivables	(153,658)	193,784	40,126	254,547
Receivable - PMA	-	(7,682)	(7,682)	2,151
Prepaid-Other	26,805	-	26,805	31,084
Land, Building and Fixed Assets	18,668	3,216,382	3,235,050	3,235,050
Accumulated depreciation	(9,334)	(1,933,539)	(1,942,873)	(1,767,333)
Total Assets	\$ 7,134,469	\$ 6,010,186	\$ 13,144,655	\$ 15,371,490
 Liabilities and Net Assets				
<u>Liabilities:</u>				
Accounts Payable-PMA	\$ 7,794	\$ -	\$ 7,794	\$ 312,263
Accounts Payable	2,681	-	2,681	45,390
Receipts in Process/ Other	(450)	-	(450)	-
Total liabilities	\$ 10,024	\$ -	\$ 10,024	\$ 357,654
 Net assets:				
Unrestricted:				
Undesignated	\$ 6,074,531	\$ -	\$ 6,074,531	\$ 6,732,152
Designated	689,641	2,891,966	3,581,606	4,690,161
Plant Fund	9,334	1,435,889	1,445,223	1,620,762
Temporarily Restricted	261,370	987,270	1,248,640	1,188,127
Permanently Restricted	89,569	695,061	784,630	782,634
Total net assets	\$ 7,124,444	\$ 6,010,186	\$ 13,134,630	\$ 15,013,836
Total Liabilities and Net Assets	\$ 7,134,469	\$ 6,010,186	\$ 13,144,655	\$ 15,371,490

Presbyterian Church (U.S.A.)
PER CAPITA
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
For The Period Ending December 31, 2012
 Preliminary and Subject to Audit

	UNDESIGNATED			DESIGNATED		TEMPRARILY RESTRICTED		PERM. RESTR.	GRAND TOTAL		
	2012	YTD	Variance	2012	YTD	2012	YTD	YTD	2012	YTD	YTD
	Budget	Actual		Budget	Actual	Budget	Actual	Actual	Budget	Actual	Variance
Revenue, gains and other support											
1 Apportionment 2010	\$ 13,108,425	\$ 13,287,793	\$ 179,368	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 13,108,425	\$ 13,287,793	\$ 179,368
2 Income on investments	213,000	118,132	(94,868)	-	-	-	-	-	213,000	118,132	(94,868)
3 Realized and unrealized gain on investments	-	187,145	187,145	-	-	-	-	-	-	187,145	187,145
4 Sale of resources and services/ Other	-	-	-	1,727,260	1,031,233	-	-	-	1,727,260	1,031,233	(696,027)
5 Miscellaneous	2,000	99	(1,901)	-	-	-	-	-	2,000	99	(1,901)
Total revenue, gains and other support	\$ 13,323,425	\$ 13,593,169	\$ 269,744	\$ 1,727,260	\$ 1,031,233	\$ -	\$ -	\$ -	\$ 15,050,685	\$ 14,624,402	\$ (426,283)
Expenditures											
Programs:											
1 General Assembly session	\$ 2,768,060	\$ 2,703,990	\$ 64,070	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,768,060	\$ 2,703,990	\$ 64,070
2 GA committee & commission	627,379	569,928	57,451	-	-	-	-	-	627,379	569,928	57,451
3 Ecumenical	995,134	919,027	76,107	-	-	-	-	-	995,134	919,027	76,107
4 Office of the General Assembly	6,583,746	6,242,538	341,208	1,619,035	1,166,726	-	-	-	8,202,781	7,409,264	793,517
5 OGA/PMA Shared Expenses	205,240	196,166	9,074	-	-	-	-	-	205,240	196,166	9,074
6 General Assembly Council	1,701,963	1,729,522	(27,559)	35,000	(3,500)	-	-	-	1,736,963	1,726,022	10,941
7 Other PMA supervised areas	831,526	828,225	3,301	-	-	-	-	-	831,526	828,225	3,301
	\$ 13,713,048	\$ 13,189,395	\$ 523,653	\$ 1,654,035	\$ 1,163,226	\$ -	\$ -	\$ -	\$ 15,367,083	\$ 14,352,621	\$ 1,014,461
Shared:											
8 Support Services	\$ 633,363	\$ 703,514	\$ (70,151)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 633,363	\$ 703,514	\$ (70,151)
9 Other shared	179,000	168,543	10,457	-	-	-	-	-	179,000	168,543	10,457
10 Uncollectable Apportionment	800,000	1,565,352	(765,352)	-	-	-	-	-	800,000	1,565,352	(765,352)
	\$ 1,612,363	\$ 2,437,409	\$ (825,046)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,612,363	\$ 2,437,409	\$ (825,046)
Total expenses	\$ 15,325,410	\$ 15,626,804	\$ (301,393)	\$ 1,654,035	\$ 1,163,226	\$ -	\$ -	\$ -	\$ 16,979,445	\$ 16,790,030	\$ 189,416
Funds Allocated for Subsequent GA	1,384,030	1,372,280	(11,750)	(1,384,030)	(1,372,280)	-	-	-	-	-	-
Estimated Under-Expenditure	300,000	-	(300,000)	-	-	-	-	-	300,000	-	300,000
Change in Net Assets	\$ (317,956)	\$ (661,355)	\$ (343,399)	\$ (1,310,805)	\$ (1,504,273)	\$ -	\$ -	\$ -	\$ (1,628,761)	\$ (2,165,628)	\$ (536,867)
Net Assets at December 31, 2011		6,745,219			2,193,914		261,370	89,569		9,290,072	
Net Assets at December 31, 2012	\$ -	\$ 6,083,865	\$ -	\$ -	\$ 689,641	\$ -	\$ 261,370	\$ 89,569	\$ -	\$ 7,124,444	\$ -

Presbyterian Church (U.S.A.)
PER CAPITA
STATEMENT OF ACTIVITIES
For The Period Ending December 31, 2012
Preliminary and Subject to Audit

Item 229

	2012 Budget Rev'd App	2012 Actual	Variance	%
SOURCES OF FUNDING				
1 Apportionments	\$ 13,108,425	\$ 13,287,793	\$ 179,368	1.4%
2 Investment Inc	213,000	118,132	(94,868)	-44.5%
4 Miscellaneous	2,000	99	(1,901)	-95.1%
5 Unrealized/Realized Gain (Loss)	-	187,145	187,145	-
TOTAL SOURCES OF FUNDING	\$ 13,323,425	\$ 13,593,169	\$ 269,744	2.0%
EXPENDITURES				
1 General Assembly Session	\$ 2,768,060	\$ 2,703,990	\$ 64,070	2.3%
2 Committee/Commission Expenses	627,379	569,928	57,451	9.2%
3 Ecumenical Expenses	995,134	919,027	76,107	7.6%
4 Office of the General Assembly	6,583,746	6,242,538	341,208	5.2%
5 OGA/PMA Shared Expenses	205,240	196,166	9,074	4.4%
6 General Assembly Council	1,701,963	1,729,522	(27,559)	-1.6%
7 Other PMA Supervised Work	831,526	828,225	3,301	0.4%
8 Support Services	633,363	703,514	(70,151)	-11.1%
9 Other Expenses	179,000	168,543	10,457	5.8%
10 Uncollectable Apportionments	800,000	1,565,352	(765,352)	-95.7%
TOTAL EXPENSES	\$ 15,325,410	\$ 15,626,804	\$ (301,393)	-2.0%
Committed for Subsequent Assemblies	1,384,030	1,372,280	11,750	0.8%
Estimated Under-Expenditure	300,000	-	300,000	100.0%
TOTAL EXPENSES & COMMITMENTS	\$ 13,641,380	\$ 14,254,524	\$ (613,143)	-4.5%
Net to or (from) Reserve	\$ (317,956)	\$ (661,355)	\$ (343,399)	108.0%

Schedule 1 - GENERAL ASSEMBLY SESSION

1 Mileage & Per Diem	\$ 1,400,180	\$ 1,266,420	\$ 133,760	9.6%
2 Place of Meeting	154,000	171,496	(17,496)	-11.4%
3a Official Personnel	300,510	181,217	119,293	39.7%
3b Plenary	382,000	427,470	(45,470)	-11.9%
4 Printing	-	1,896	(1,896)	-
5 Local Committee	109,370	113,537	(4,167)	-3.8%
6 Accident Ins - Commissioners	-	-	-	-
7 Training	93,000	108,483	15,483	16.6%
8 GA Programs	-	-	-	-
9 Committees at GA	85,000	112,664	27,664	32.5%
10 Worship	84,500	122,213	37,713	44.6%
11 GA Technology	159,500	198,593	(39,093)	-24.5%
TOTAL	\$ 2,768,060	\$ 2,703,990	64,070	2.3%

Presbyterian Church (U.S.A.)
PER CAPITA
STATEMENT OF ACTIVITES
For The Period Ending December 31, 2012
Preliminary and Subject to Audit

Item 229

		2012 Budget Rev'd App	2012 Actual	Variance	% Variance
Schedule 2 - COMMITTEE AND COMMISSION EXPENSES					
1	Permanent Judicial Commission	\$ 89,575	\$ 92,360	\$ (2,785)	-3.1%
2	Permanent Nominating Comm	60,824	55,473	5,351	8.8%
3	Comm on Ecumenical Relations	38,600	22,192	16,408	42.5%
4	Comm of PHS	25,775	37,009	(11,234)	-43.6%
5	GA Comm on Representation	71,825	58,146	13,679	19.0%
6	Adv Comm on Constitution	28,970	30,325	(1,355)	-4.7%
7	Adv Comm on Litigation	11,480	10,387	1,093	9.5%
8	Committee on Ofc of GA	76,000	75,418	582	0.8%
9	COGA TF-Bienl Assm/PR FI10 03-18	8,735	8,097	638	7.3%
10	Comm for Review of GA	35,970	11,049	24,921	69.3%
11	Presbyterian Cooperative Committee	42,000	39,097	2,903	6.9%
12	Stated Clerk Rev/Nomination	46,425	39,287	7,138	15.4%
13	GA Task Forces (GA216-217)	-	(0)	0	-
14	Comm Marriage & Civil union	-	-	-	-
15	Form of Gov Taskforce	-	-	-	-
16	Comm on Middle East Issue	-	5,906	(5,906)	-
17	Comm Transln Heidelberg Catech	3,110	2,490	620	19.9%
18	Comm Belhar Confession	-	-	-	-
19	Struck Down - Print	-	-	-	-
20	Sexual Misconduct Prevent Rscs	-	-	-	-
21	Theological Diversity Comm	-	1,879	(1,879)	-
22	TF-Gun Violence 09-05	-	-	-	-
23	TF-Public Education 09-06	-	-	-	-
24	TF-Pay Equity 09-08	-	-	-	-
25	TF-HIV/AIDS 10-02	-	-	-	-
26	TF-Status of Women 09-12	-	-	-	-
27	Joint Work Group 09-13	-	-	-	-
28	TF-Climate for Change 09-16	-	-	-	-
29	TF-Special Offering 08-03	-	-	-	-
30	Rev Com on Adv Committees	-	-	-	-
31	Com-MGB & Adm Rev PR FI10 04-06	36,570	55,347	(18,777)	-51.3%
32	FOG Com on Interpretn FI10 07-11	-	-	-	-
33	Com on Nature-Church 21st FI10 11-10	13,665	7,343	6,322	46.3%
34	Com-Racl Ethnc/New Immig FI10 15-08	9,735	5,618	4,117	42.3%
35	Com-Hisp/Latino Partcpn FI10 15-09	13,310	12,075	1,235	9.3%
36	Com-Syn Bndries/Mid Cncils FI12, 05-12	14,810	-	14,810	100.0%
37	GA 220-Item 10-18 Spec Comm Fund Theol Inst	-	431	(431)	-
38	TF to Review Racl Ethn Minst-FI12-05-12 Rec 8	-	-	-	-
TOTAL		\$ 627,379	\$ 569,928	\$ 57,451	9.2%

Schedule 3 - ECUMENICAL EXPENSES

1	Natl Council of Churches	\$ 204,000	\$ 204,000	\$ -	-
2	World Council of Churches	458,402	458,402	-	-
3	Churches Uniting in Christ	20,000	15,000	5,000	25.0%
4	World Alliance Ref Churches	232,732	202,732	30,000	12.9%
5	Christian Churches Together	5,000	(36,107)	41,107	822.1%
6	Ecumenical Assembly Allocation	75,000	75,000	-	-
TOTAL		\$ 995,134	\$ 919,027	\$ 76,107	7.6%

Presbyterian Church (U.S.A.)
PER CAPITA
STATEMENT OF ACTIVITES
For The Period Ending December 31, 2012
Preliminary and Subject to Audit

Item 229

	2012 Budget Rev'd App	2012 Actual	Variance	%
				Variance
Schedule 4 - OFFICE OF GENERAL ASSEMBLY				
4A OFFICE EXPENSES				
1	\$ 6,000	\$ -	\$ 6,000	100.0%
2	20,000	10,595	9,406	47.0%
3	5,000	36	4,964	99.3%
4	65,000	52,824	12,176	18.7%
5	7,000	9,299	(2,299)	-32.8%
6	50,000	43,644	6,356	12.7%
7	2,000	120	1,880	94.0%
8	35,000	35,000	-	-
9	8,000	5,253	2,747	34.3%
10	10,000	10,000	-	-
	Sub-Total, 4A	\$ 208,000	\$ 166,770	\$ 41,230 19.8%
4B-DEPARTMENT OF THE STATED CLERK				
1	\$ 747,670	\$ 799,990	\$ (52,320)	-7.0%
2	45,600	40,901	4,699	10.3%
3	65,000	62,066	2,934	4.5%
4	4,000	4,000	-	-
	Sub-Total, 4B	\$ 862,270	\$ 906,957	\$ (44,687) -5.2%
4C-DEPARTMENT OF ECUMENICAL AGENCY RELATIONS				
1	\$ 504,430	\$ 465,149	\$ 39,281	7.8%
2	9,000	5,680	3,320	36.9%
3	42,000	28,522	13,478	32.1%
4	109,680	86,215	23,465	21.4%
5	40,100	20,944	19,156	47.8%
6	40,100	34,763	5,337	13.3%
7	6,000	6,000	-	-
	Sub-Total, 4C	\$ 751,310	\$ 647,272	\$ 104,038 13.8%
4D-CONSTITUTIONAL SERVICES				
1	\$ 573,832	\$ 546,521	\$ 27,311	4.8%
2	12,825	5,212	7,613	59.4%
3	55,575	56,754	(1,179)	-2.1%
4	-	-	-	-
5	14,015	13,128	887	6.3%
6	47,500	47,500	-	-
	Sub-Total, 4D	\$ 703,747	\$ 669,115	\$ 34,632 4.9%
4E-ASSEMBLY ARRANGEMENTS				
1	\$ 381,722	\$ 383,479	\$ (1,757)	-0.5%
2	7,900	923	6,977	88.3%
3	32,300	33,345	(1,045)	-3.2%
4	62,400	51,253	11,147	17.9%
	Sub-Total, 4E	\$ 484,322	\$ 469,001	\$ 15,321 3.2%

Presbyterian Church (U.S.A.)

Item 229

PER CAPITA

STATEMENT OF ACTIVITES

For The Period Ending December 31, 2012

Preliminary and Subject to Audit

	2012 Budget Rev'd App	2012 Actual	Variance	% Variance
4F-COMMUNICATION & TECHNOLOGY				
1 Salaries & Benefits	\$ 541,114	\$ 510,486	\$ 30,628	5.7%
2 Administrative	13,000	2,461	10,540	81.1%
3 Travel & Meetings	18,000	18,221	(221)	-1.2%
4 Technology-Equipment & Maintenance	49,950	47,691	2,259	4.5%
Sub-Total,4F	\$ 622,064	\$ 578,858	\$ 43,206	6.9%
4G- VOCATION				
1 Salaries & Benefits	\$ 879,588	\$ 825,040	\$ 54,548	6.2%
2 Administrative	17,000	1,866	15,134	89.0%
3 Travel & Meetings	63,000	54,070	8,930	14.2%
4 Program	68,500	51,847	16,653	24.3%
5 Pastorial Residency Support	25,000	8,332	16,668	66.7%
6 Healthy Ministries	-	-	-	-
7 COM/CPM Event	30,500	31,439	(939)	-3.1%
Sub-Total,4G	\$ 1,083,588	\$ 972,593	\$ 110,995	10.2%
4H-HISTORICAL SERVICES				
1 Salaries and Benefits	\$ 1,333,895	\$ 1,366,473	\$ (32,578)	-2.4%
2 Temporaries	4,000	1,933	2,067	51.7%
3 Postage	11,000	8,512	2,488	22.6%
4 Insurance	75,000	67,210	7,790	10.4%
5 Telephone	17,500	21,760	(4,260)	-24.3%
6 Contract Services-Fire	52,850	579	52,271	98.9%
7 Contract Services-Security	-	7,532	(7,532)	-
8 Contract Services-A/C	-	18,297	(18,297)	-
9 Contract Services-Elevator	-	5,638	(5,638)	-
10 Contract Services-Equipment	-	9,968	(9,968)	-
11 Travel & Meetings	34,500	35,909	(1,409)	-4.1%
12 Supplies-Building	19,300	12,248	7,052	36.5%
13 Supplies-Office	-	8,800	(8,800)	-
14 Utilities-Water	192,300	7,652	184,648	96.0%
15 Utilities-Electric & Gas	-	132,987	(132,987)	-
16 Utilities-Trash Collection	-	4,819	(4,819)	-
17 Repairs and Services	8,600	3,328	5,272	61.3%
18 Miscellaneous	500	1,852	(1,352)	-270.3%
19 Replacement Reserve	75,000	75,000	-	-
20 Staff Development	7,000	7,941	(941)	-13.4%
21 Library Computer Service	5,000	1,250	3,750	75.0%
22 Technology	32,000	32,282	(282)	-0.9%
Sub-Total, 4H	\$ 1,868,445	\$ 1,831,972	\$ 36,473	2.0%
TOTAL SCHEDULE 4'S	\$ 6,583,746	\$ 6,242,538	\$ 341,208	5.2%

Presbyterian Church (U.S.A.)
PER CAPITA
STATEMENT OF ACTIVITES
For The Period Ending December 31, 2012
Preliminary and Subject to Audit

Item 229

	2012 Budget Rev'd App	2012 Actual	Variance	%
5-GOVERNING BODY RELATIONS (OGA/PMA SHARED)				
1 Salaries & Benefits	\$ 154,840	\$ 162,064	\$ (7,224)	-4.7%
2 Administrative	3,250	493	2,757	84.8%
3 Travel & Meetings	28,500	26,157	2,343	8.2%
4 MGB Receptio/Office at GA	12,650	1,452	11,198	88.5%
5 Presbyterian Leadership Formn	6,000	6,000	-	-
TOTAL	\$ 205,240	\$ 196,166	\$ 9,074	4.4%

Schedule 6 - PRESBYTERIAN MISSION AGENCY

6A - MEETING COSTS				
1 Council Meetings	\$ 160,500	\$ 287,007	\$ (126,507)	-78.8%
2 GA Presentations	1,000	-	1,000	100.0%
3 Special Communications	-	-	-	-
4 Member Related Expenses	5,000	-	5,000	100.0%
5 Staff Teams/Cabinet	-	-	-	-
6 GA Orientation	-	-	-	-
7 PMA Elected Members Travel	9,000	1,820	7,180	79.8%
8 MGB Advisory Board	9,000	8,217	783	8.7%
9 MGB Planning Team	4,000	-	4,000	100.0%
Sub-Total, Lines 1-5	\$ 188,500	\$ 297,043	\$ (108,543)	-57.6%

- COMMITTEE MEETINGS				
10 Executive Committee	\$ 39,500	\$ 57,223	\$ (17,723)	-44.9%
11 Nominating Committee	5,000	-	5,000	100.0%
Sub-Total, Lines 6-7	\$ 44,500	\$ 57,223	\$ (12,723)	-28.6%

- OTHER MEETINGS				
12 PMA Task Forces	\$ 30,000	\$ 702	\$ 29,298	97.7%
13 Mission Part Fund Consult	-	-	-	-
14 Executive Training	9,500	-	9,500	100.0%
Sub-Total, Lines 8-9	\$ 39,500	\$ 702	\$ 38,798	98.2%

- ADVISORY COMMITTEES				
15 Racial Ethnic Concerns	\$ 52,155	\$ 51,896	\$ 259	0.5%
16 Social Witness Policy	52,155	55,690	(3,535)	-6.8%
17 TF-ACSWP Globalization	-	-	-	-
18 ACSWP-Dist Res Creed FI10 10-02	-	-	-	-
19 TF-Study Econ Trends FI10 10-09	3,110	1,736	1,374	44.2%
20 ACSWP-Pce Mkg Rev FI10 13-11	4,643	19,308	(14,665)	-315.9%
21 Dev mats Hiv/Aids FI10 19-05	-	-	-	-
22 Women's Concerns	52,155	38,183	13,972	26.8%
23 TF-Status of Women FI10 09-17	-	1,871	(1,871)	-
24 TF-Violence -Wom/ChildnFI10 10-06	-	3,271	(3,271)	-
28 Consultn Racl Ethn/New Immigts FI12 16-06	240	-	240	100.0%
29 GA220 Item 11-09 Tax Reform Study Group	-	3,486	(3,486)	-
Sub-Total, Lines 8-9	\$ 164,458	\$ 175,441	\$ (10,983)	-6.7%

Presbyterian Church (U.S.A.)
PER CAPITA
STATEMENT OF ACTIVITES
For The Period Ending December 31, 2012
Preliminary and Subject to Audit

Item 229

	2012 Budget Rev'd App	2012 Actual	Variance	%
				Variance
6B - OFFICE EXPENSES				
1 Supplies	\$ 5,000	\$ 4,569	\$ 431	8.6%
2 Printing & Duplicating	9,000	1,683	7,317	81.3%
3 Postage	3,000	1,181	1,819	60.6%
4 Telephone	12,500	20,008	(7,508)	-60.1%
5 Equip & Software	9,500	6,071	3,429	36.1%
6 Insurance	14,250	11,025	3,225	22.6%
7 Resource Materials	1,500	487	1,013	67.5%
8 Outside Legal Costs	9,500	-	9,500	100.0%
9 Executive Director Expenses	3,800	7,712	(3,912)	-103.0%
10 Leadership Team Expenses	3,325	3,361	(36)	-1.1%
11 Miscellaneous	825	6,438	(5,613)	-680.4%
Sub-Total, 6B	\$ 72,200	\$ 62,535	\$ 9,665	13.4%

6C - PERSONNEL COSTS				
1 Salaries & Benefits	\$ 1,097,605	\$ 1,039,676	\$ 57,929	5.3%
2 Travel - Exempt Staff	70,500	80,302	(9,802)	-13.9%
3 Travel - Non-Exempt Staff	6,650	-	6,650	100.0%
4 Staff Relations	-	5,588	(5,588)	-
5 Consultant Fees	9,500	2,700	6,800	71.6%
6 Staff Development	3,800	8,312	(4,512)	-118.7%
7 Cultural Proficiency Programs	4,750	-	4,750	100.0%
Sub-Total, 6C	\$ 1,192,805	\$ 1,136,578	\$ 56,227	4.7%
TOTAL	\$ 1,701,963	\$ 1,729,522	\$ (27,559)	-1.6%

Schedule 7 - OTHER PMA SUPERVISED WORK

1 Office of Legal Services	\$ 596,769	\$ 599,860	\$ (3,091)	-0.5%
2 Internal Auditor	234,757	228,365	6,392	2.7%
TOTAL	\$ 831,526	\$ 828,225	\$ 3,301	0.4%

Schedule 8 - SUPPORT SERVICES

1 Building Operation	\$ 312,329	\$ 312,329	\$ (0)	-0.0%
2 Finance & Accounting Services	269,788	339,939	(70,151)	-26.0%
3 Office of Information Services	51,246	51,246	(0)	-0.0%
4 Human Resources	-	-	-	-
TOTAL	\$ 633,363	\$ 703,514	\$ (70,151)	-11.1%

Schedule 9 - OTHER EXPENSES

1 Contingency	\$ 100,000	\$ 84,843	\$ 15,157	15.2%
2 Audit Expenses	79,000	83,700	(4,700)	-5.9%
TOTAL	\$ 179,000	\$ 168,543	\$ 10,457	5.8%

Schedule 10 - UNCOLLECTIBLE APPORTIONMENTS

1 Uncollectable Per Capita	\$ 800,000	\$ 1,220,377	\$ (420,377)	-52.5%
2 Adjustment to Uncollectable Reserve	-	344,975	(344,975)	-
TOTAL	\$ 800,000	\$ 1,565,352	\$ (765,352)	95.7%

**ITEM 230
FOR INFORMATION**

Comparative Financial Reports - Stony Point Conference Center

Financial reports are prepared, analyzed and provided to management for utilization in the decision-making process. The reporting function is essential to make planning and controls effective.

The attached Stony Point Financials reflect preliminary activity through December 31, 2012.

PRESBYTERIAN CHURCH USA
 STONY POINT CONFERENCE CENTER
 STATEMENT OF FINANCIAL POSITION
 December 31, 2012 and 2011
 Preliminary and Subject to Audit

	<u>2012</u>	<u>2011</u>
ASSETS		
CURRENT ASSETS		
Cash	\$ 237,464	\$ 257,486
Investments	\$ -	\$ 6,079
Other Assets		
Accounts Receivable	\$ 168,263	\$ 141,774
Less: Provision for Uncollectable Amounts	(10,000)	(10,000)
Prepaid	10,018	9,455
Inventory	33,104	10,510
Total Other Assets	<u>\$ 201,385</u>	<u>\$ 151,739</u>
Fixed Assets	<u>\$ 1,497,088</u>	<u>\$ 1,401,303</u>
TOTAL ASSETS	<u><u>\$ 1,935,938</u></u>	<u><u>\$ 1,816,607</u></u>
LIABILITIES		
Accounts Payable - PMA	\$ 1,489,583	\$ 1,589,642
Security Deposits Held	1,500	1,500
Deferred Revenue	62,600	89,069
TOTAL LIABILITIES	<u>\$ 1,553,683</u>	<u>\$ 1,680,211</u>
NET ASSETS		
Unrestricted Net Assets	\$ (1,150,293)	\$ (1,246,451)
Plant Fund	1,279,764	1,216,784
Temporarily Restricted	252,784	166,062
TOTAL NET ASSETS	<u>\$ 382,255</u>	<u>\$ 136,396</u>
TOTAL LIABILITIES and NET ASSETS	<u><u>\$ 1,935,938</u></u>	<u><u>\$ 1,816,607</u></u>

PRESBYTERIAN CHURCH USA
 STONY POINT CONFERENCE CENTER
 STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
 For the Period Ended December 31, 2012
 Preliminary and Subject to Audit

	<u>Annual</u> <u>Budget</u>	<u>YTD</u> <u>Actual</u>	<u>Remaining</u> <u>Budget</u>	<u>Budget</u> <u>Remaining</u>
REVENUE				
Campus Use	\$ 1,234,500	\$ 1,302,043	\$ 67,543	-5.5%
Food Service	-	-	-	0.0%
Program	7,000	7,118	118	-1.7%
Transportation	33,000	34,014	1,014	-3.1%
Readers Service	1,100	1,090	(10)	0.9%
Shop at the Point	65,000	60,093	(4,907)	7.5%
Building and Grounds	67,760	66,600	(1,160)	1.7%
Administration	54,915	107,822	52,907	-96.3%
Gilmor Sloane	186,000	229,613	43,613	-23.4%
Allison Estate	104,000	110,789	6,789	-6.5%
Community of Traditions Living	-	-	-	0.0%
SUBTOTAL REVENUE	<u>\$ 1,753,275</u>	<u>\$ 1,919,181</u>	<u>\$ 165,906</u>	<u>-9.5%</u>
EXPENSES				
Campus Use	\$ 205,767	\$ 237,767	\$ (31,999)	-15.6%
Food Service	528,376	522,897	5,479	1.0%
Program	6,000	8,380	(2,380)	-39.7%
Transportation	43,500	51,705	(8,205)	-18.9%
Readers Service	3,810	2,511	1,299	34.1%
Shop at the Point	41,600	40,494	1,106	2.7%
Building and Grounds	350,254	331,673	18,580	5.3%
Administration	538,476	588,348	(49,873)	-9.3%
Gilmor Sloane	21,478	22,841	(1,363)	-6.3%
Allison Estate	13,615	9,517	4,098	30.1%
Community of Traditions Living	400	485	(85)	-21.2%
SUBTOTAL EXPENSES	<u>\$ 1,753,275</u>	<u>\$ 1,816,617</u>	<u>\$ (63,342)</u>	<u>-3.6%</u>
 Change in Net Assets 12/31/2012	 \$ (0)	 \$ 102,564	 \$ 102,564	
Beginning Net Assets 1/1/2012		<u>(1,246,451)</u>		
Other Adjustments		(6,406)		
Ending Net Assets 12/31/2012		<u>\$ (1,150,293)</u>		

Stony Point
 Monthly Snapshot
 At 12/31/2012
 Preliminary and Subject to Audit

	YTD				Annual	Prior Year	YoY
	<u>Actual</u>	<u>Budget</u>	<u>Variance</u>	<u>% Budget</u>	<u>Budget</u>	<u>YTD</u>	<u>% Chg.</u>
Revenue							
Campus Revenue	1,627,888	1,510,500	117,388	107.8	1,510,500	1,453,481	12.0
Contributions	109,158	50,300	58,858	217.0	50,300	83,985	30.0
Other Revenue	182,135	192,475	(10,340)	94.6	192,475	203,932	(10.7)
Total Income	<u>1,919,181</u>	<u>1,753,275</u>	<u>165,906</u>	<u>109.5</u>	<u>1,753,275</u>	<u>1,741,398</u>	<u>10.2</u>
Expense							
Housekeeping	(237,767)	(205,767)	(31,999)	115.6	(205,767)	(202,213)	(17.6)
Food Service	(522,897)	(528,376)	5,479	99.0	(528,376)	(561,312)	6.8
Program	(8,380)	(6,000)	(2,380)	139.7	(6,000)	(7,871)	(6.5)
Transportation	(51,705)	(43,500)	(8,205)	118.9	(43,500)	(59,314)	12.8
Readers' Service	(2,511)	(3,810)	1,299	65.9	(3,810)	(4,080)	38.5
Shop at the Point	(40,494)	(41,600)	1,106	97.3	(41,600)	(42,192)	4.0
Building and Grounds	(331,673)	(350,254)	18,580	94.7	(350,254)	(339,167)	2.2
Administration	(588,348)	(538,476)	(49,873)	109.3	(538,476)	(546,508)	(7.7)
Gilmor Sloane	(22,841)	(21,478)	(1,363)	106.3	(21,478)	(24,308)	6.0
Allison	(9,517)	(13,615)	4,098	69.9	(13,615)	(13,885)	31.5
Community of Traditions Living	(485)	(400)	(85)	-	(400)	(841)	42.4
Total Expense	<u>(1,816,617)</u>	<u>(1,753,275)</u>	<u>(63,342)</u>	<u>103.6</u>	<u>(1,753,275)</u>	<u>(1,801,690)</u>	<u>(0.8)</u>
Operating Income	102,564	-	102,564		-	(60,292)	270.1
Non-Operating/Non-Recurring							
Capital Expenditures	-	-	-	-	-	-	
Prior Period Adjustments/Write-offs	-	-	-	-	-	49,455	
	-	-	-	-	-	49,455	
Net Income	<u>102,564</u>	<u>-</u>	<u>102,564</u>		<u>-</u>	<u>(10,837)</u>	
Separate Expense Breakdown							
Utilities	164,786	167,134	2,348	98.6	167,134	185,643	11.2
Salaries and Benefits	938,465	892,120	(46,345)	105.2	892,120	928,621	(1.1)
Volunteer costs	61,030	57,000	(4,030)	107.1	57,000	25,348	(140.8)
Other	652,336	637,022	(15,314)	102.4	637,022	662,078	1.5
	<u>1,816,617</u>	<u>1,753,275</u>	<u>(63,342)</u>	<u>103.6</u>	<u>1,753,275</u>	<u>1,801,690</u>	<u>(0.8)</u>
Balance Sheet							
	<u>12/31/12</u>	<u>12/31/11</u>					
Assets							
Cash	237,464	257,486					
Accounts Receivable	168,263	141,774					
Less: Prov. for Uncollectable	(10,000)	(10,000)					
Fixed Assets	1,497,088	1,401,303					
Other	43,122	26,044					
	<u>1,935,938</u>	<u>1,816,607</u>					
Liabilities							
Deferred Revenue	62,600	89,069					
Accounts Payable - PMA	1,489,583	1,589,642					
Other	1,500	1,500					
	<u>1,553,683</u>	<u>1,680,211</u>					
Equity	<u>382,255</u>	<u>136,396</u>					

PRESBYTERIAN CHURCH USA
 STONY POINT CONFERENCE CENTER
 PROGRESSION OF TEMPORARILY RESTRICTED NET ASSETS
 For the Period Ended December 31, 2012
 Preliminary and Subject to Audit

	1/1/2012			12/31/2012
	<u>Balance</u>	<u>Revenue</u>	<u>Expense</u>	<u>Balance</u>
E868808 Stony Point Center	\$ 418	\$ -	\$ -	\$ 418
SPC2 Friends of Stony Point	4,062	4,151	-	8,213
SPC3 Betty Parkinson - Stony Point	1,989	2,583	-	4,572
SPC4 Readers Service	(492)	350	-	(142)
SPC5 Meditation Space	33,237	-	-	33,237
SPC7 Lower Manhattan Retreats - 9/11 Healing	6,232	-	-	6,232
SPC8 Women's Leadership and Children at Risk	(0)	-	-	(0)
SPC10 Friends Discretionary Funt	4,394	28,771	(26,379)	6,787
SPC12 Spirituality and Justice Prog	8,466	-	-	8,466
SPC13 Endowments	125	(125)	-	-
SPC14 Scholarships	894	125	-	1,019
SPC15 Margaret Flory Msn Lctr	1,415	-	-	1,415
SPC17 Quimby Home	2,300	-	-	2,300
SPC20 Alzheimers Dev	7,798	(660)	-	7,138
SPC28 SPC Capital Campaign	58	-	-	58
SPC31 Gilmor Sloane House	(6,430)	6,430	(7,027)	(7,027)
SPC32 Community of Living Traditions	4,221	11,479	(22,375)	(6,675)
SPC34 Margaret Flory Memorial Fund	4,360	100	-	4,460
SPC35 Association for Global Volunteer Service	7,048	2,420	(7,793)	1,675
SPC36 LGBTQ Program-Hostetter	361	-	-	361
SPC37 Build On The Rock	48,532	228,777	(134,140)	143,169
SPC38 Cordee Hamilton Memorial Fund	8,540	1,547	-	10,087
SPC39 Shomer Shalom	9,485	-	(9,485)	-
SPC40 Presbyterian Church Hunger Grant Food Justice	15,000	-	-	15,000
SPC41 Handicap Accessibility Projects	-	10,000	(7,064)	2,936
SPC42 Capital Fund Matching Grants	-	8,132	-	8,132
Other	4,050	-	(3,095)	955
Total	\$ 166,062	\$ 304,080	\$ (217,358)	\$ 252,784

**ITEM 231
FOR INFORMATION**

Comparative Financial Reports - Ghost Ranch Conference Center

Financial reports are prepared, analyzed and provided to management for utilization in the decision-making process. The reporting function is essential to make planning and controls effective.

The attached Ghost Ranch Financials reflect preliminary activity through December 31, 2012.

PRESBYTERIAN CHURCH (USA)
GHOST RANCH CONFERENCE CENTER &
GHOST RANCH IN SANTA FE
COMBINED STATEMENT OF FINANCIAL POSITION
Preliminary and Subject to Audit

Item 231

	<u>December 31, 2012</u>	<u>December 31, 2011</u>
ASSETS		
Cash		
Cash & Money Market Funds	\$ 173,602	\$ 256,092
Cash in Process	187,283	-
Petty Cash	3,500	2,274
Total Cash	<u>\$ 364,385</u>	<u>\$ 258,366</u>
Investments		
Long-term Investments held by the Foundation	438,790	417,702
Other Assets		
Accounts Receivable	\$ 330,450	\$ 44,804
Prepaid Expenses	56,734	42,498
Inventory	105,910	150,786
Total Other Assets	<u>\$ 493,094</u>	<u>\$ 238,089</u>
Fixed Assets	<u>5,974,315</u>	<u>6,224,243</u>
TOTAL ASSETS	<u>\$ 7,270,583</u>	<u>\$ 7,138,399</u>
LIABILITIES		
Accounts Payable - PC(USA)	\$ 2,236,766	\$ 1,833,418
Accounts Payable - Accruals	39,034	-
Amounts Held for Others	450	(26,033)
Notes Payable	58,143	63,458
Deferred Revenue	184,680	136,586
Total Liabilities	<u>\$ 2,519,072</u>	<u>\$ 2,007,428</u>
NET ASSETS		
Unrestricted Net Assets	\$ (1,668,285)	\$ (1,564,738)
Temporarily Restricted	111,883	134,799
Temporarily Restricted-La Bruzza	(93,860)	(114,948)
Permanently Restricted-La Bruzza	532,650	532,650
Plant Fund	5,869,123	6,143,209
Total Net Assets	<u>\$ 4,751,511</u>	<u>\$ 5,130,972</u>
TOTAL LIABILITIES & NET ASSETS	<u>\$ 7,270,583</u>	<u>\$ 7,138,399</u>

Footnote: These statements were prepared based on information presented by management of Ghost Ranch.

PRESBYTERIAN CHURCH (USA)
GHOST RANCH CONFERENCE CENTER &
GHOST RANCH IN SANTA FE
COMBINED STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
For the periods ending December 31, 2012 and 2011
Preliminary and Subject to Audit

	Annual <u>Budget</u>	December 31, 2012 YTD			12/11 YTD <u>Actual</u>
		<u>Actual</u>	<u>Budget</u>	<u>Variance</u>	
<u>REVENUE</u>					
<i><u>Operating Income/Unrestricted</u></i>					
Program	\$ 1,667,248	\$ 1,571,157	\$ 1,667,248	\$ (96,091)	\$ 1,595,479
Operations	2,065,752	1,932,377	2,065,752	(133,375)	1,910,151
Piedra Lumbre	-	-	-	-	41,622
Interest Income	-	4	-	4	24
Miscellaneous Income	4,800	20,697	4,800	15,897	41,477
Misc (Prior Year) Adjustments	-	(94,208)	-	(94,208)	-
Total Operating Income	<u>\$ 3,737,800</u>	<u>\$ 3,430,028</u>	<u>\$ 3,737,800</u>	<u>\$ (307,772)</u>	<u>\$ 3,588,753</u>
<i><u>Other Revenue</u></i>					
Contributions	\$ 1,575	\$ 4,159	\$ 1,575	\$ 2,584	\$ 11,725
Individuals/Misc.	179,500	332,568	179,500	153,068	367,969
Special Events	-	-	-	-	-
Congregations	3,500	2,850	3,500	(650)	3,031
Leadership	127,500	104,026	127,500	(23,474)	133,957
Direct Mailing	189,500	84,694	189,500	(104,806)	100,360
Abiquiu Water Lease	-	250,000	-	250,000	-
Sub Total Annual Fund	<u>\$ 501,575</u>	<u>\$ 778,297</u>	<u>\$ 501,575</u>	<u>\$ 276,722</u>	<u>\$ 617,043</u>
NGRF	16,605	\$ 16,609	\$ 16,605	\$ 4	\$ 15,955
Total Other Revenue	<u>\$ 518,180</u>	<u>\$ 794,906</u>	<u>\$ 518,180</u>	<u>\$ 276,726</u>	<u>\$ 632,998</u>
Grand Total Revenue	<u>\$ 4,255,980</u>	<u>\$ 4,224,934</u>	<u>\$ 4,255,980</u>	<u>\$ (31,046)</u>	<u>\$ 4,221,751</u>
<u>EXPENDITURES</u>					
<i><u>Program and Operational</u></i>					
Operations	\$ 3,146,508	\$ 3,129,613	\$ 3,146,508	\$ 16,895	\$ 3,150,812
Program	684,780	706,173	684,780	(21,393)	736,920
Director's Office	99,767	107,598	99,767	(7,831)	95,596
Funds Development	138,606	131,492	138,606	7,114	127,244
Finance	251,369	240,517	251,369	10,852	271,751
Capital Improvements	9,960	-	9,960	9,960	2,161
Piedra Lumbre	-	3,088	-	(3,088)	29,259
Grand Total Expenditures	<u>\$ 4,330,990</u>	<u>\$ 4,318,481</u>	<u>\$ 4,330,990</u>	<u>\$ 12,509</u>	<u>\$ 4,413,743</u>
Current Year Change in Net Assets	\$ (75,010)	\$ (93,547)	\$ (75,010)	\$ (18,537)	\$ (191,992)
Other Adjustment		(10,000)			
Net Change in Net Assets		<u>\$ (103,547)</u>			
Unrestricted Net Assets at January 1, 2012		(1,564,738)			
Unrestricted Net Assets at December 31, 2012		<u><u>\$ (1,668,285)</u></u>			
TEMPORARY RESTRICTED					
Revenue		\$ 92,526			
Expenditures		(115,442)			
Change		<u>\$ (22,917)</u>			
PLANT FUND					
Temporarily Restricted Capitalized Assets		\$ 16,531			
Depreciation		(290,617)			
Change		<u>\$ (274,086)</u>			

**PRESBYTERIAN CHURCH (USA)
 GHOST RANCH CONFERENCE CENTER &
 GHOST RANCH IN SANTA FE**

**Comparative Statement of Activities and Changes in Net Assets
 For the periods ending December 31, 2012 and 2011**

	2012 YTD <u>Actual</u>	2011 YTD <u>Actual</u>	<u>Variance</u>
<u>REVENUE</u>			
<u>Operating Income/Unrestricted</u>			
Program	\$ 1,571,157	\$ 1,595,479	\$ (24,322)
Operations	1,932,377	1,910,151	22,226
Piedra Lumbre	-	41,622	(41,622)
Interest Income	4	24	(20)
Miscellaneous Income	20,697	41,477	(20,780)
Misc (Prior Year) Adjustments	(94,208)	-	(94,208)
Total Operating Income	<u>\$ 3,430,028</u>	<u>\$ 3,588,753</u>	<u>\$ (158,725)</u>
<u>Other Revenue</u>			
Contributions	\$ 4,159	\$ 11,725	\$ (7,566)
Individuals/Misc.	332,568	367,969	(35,402)
Special Events	-	-	-
Congregations	2,850	3,031	(181)
Leadership	104,026	133,957	(29,931)
Direct Mailing	84,694	100,360	(15,666)
Abiquiu Water Lease	250,000	-	250,000
Sub Total Annual Fund	<u>\$ 778,297</u>	<u>\$ 617,043</u>	<u>\$ 161,254</u>
NGRF	\$ 16,609	\$ 15,955	\$ 654
Total Other Revenue	<u>794,906</u>	<u>632,998</u>	<u>161,908</u>
Grand Total Revenue	<u>\$ 4,224,934</u>	<u>\$ 4,221,751</u>	<u>\$ 3,183</u>
<u>EXPENDITURES</u>			
<u>Program and Operational</u>			
Operations	\$ 3,129,613	\$ 3,150,812	\$ 21,200
Program	706,173	736,920	30,747
Director's Office	107,598	95,596	(12,002)
Funds Development	131,492	127,244	(4,248)
Finance	240,517	271,751	31,234
Capital Improvements	-	2,161	2,161
Piedra Lumbre	3,088	29,259	26,171
Grand Total Expenditures	<u>\$ 4,318,481</u>	<u>\$ 4,413,743</u>	<u>\$ 95,263</u>
Net Change in Net Assets	<u>\$ (93,547)</u>	<u>\$ (191,992)</u>	<u>\$ 98,446</u>

PRESBYTERIAN CHURCH (USA)
GHOST RANCH CONFERENCE CENTER
PROGRESSION OF TEMPORARILY RESTRICTED NET ASSETS
For the period ending December 31, 2012
Preliminary and Subject to Audit

		1/1/2012			12/31/2012
		Beginning			Ending
		Balance	Revenue	Expense	Balance
Ghost Ranch Abiquiu					
GRATR5	Museum	950	22,740	(125)	23,565
GRATR9	Scholarships	29,455	1,722	(32,694)	(1,517)
GRATR13	Archival	800	-	-	800
GRATR15	Accessibility	3,663	-	-	3,663
GRATR18	Capital Campaign - Housing	-	14,990	-	14,990
GRATR27	Casa del Sol Facilities	6,872	5,538	(13,307)	(897)
GRATR30	Campground Summit	6,792	2,000	-	8,792
GRATR34	Scholarships - Casa del Sol	23,699	10	-	23,709
GRATR37	Golf Carts	-	-	-	-
GRATR41	Outdoor Adventures	10,125	-	(4,793)	5,332
GRATR43	Johnson-Discerning the Times	10,000	-	-	10,000
GRATR45	Presbyterian Hunger Program National Grant	5,000	(2,145)	-	2,855
GRATR46	The Dorr Foundation	10,000	(1,208)	(8,386)	406
GRATR47	David B Jones Foundation	10,000	-	(9,086)	914
GRATR49	Peace Garden	-	-	-	-
GRATR50	Trail Restoration	2,414	105	-	2,519
GRATR51	College Staff Fund	-	-	-	-
GRATR52	Other Miscellaneous Projects	13,621	48,774	(45,310)	17,084
	All Other	-	-	-	-
Subtotal Ghost Ranch Abiquiu		133,391	92,526	(113,702)	112,215
Ghost Ranch In Santa Fe					
GRSTR1	Meeting Ground	1,408	-	(1,741)	(332)
Total Temporarily Restricted Net Assets		134,799	92,526	(115,442)	111,883

ITEM 232
FOR INFORMATION

Monthly Financial Reports – Curriculum

Financial reports are prepared, analyzed and provided to management for utilization in the decision-making process. The reporting function is essential to make planning and controls effective.

The attached Congregational Ministries Publishing – Curriculum Publishing Program Area Financials reflect preliminary activity through December 31, 2012.

**Presbyterian Church (U.S.A.)
 Congregational Ministries Publishing
 CMP Balance Sheet**

**For the Periods Ending December 31, 2012 and 2011
 Preliminary and Subject to Audit**

	<u>2012</u>	<u>2011</u>
ASSETS		
Accounts Receivable		
Accounts Receivables	313,342	385,794
Prepaid Expenses	6,000	-
Inventory PDS	197,223	182,806
Inventory - Work in Process Inventory	64,661	77,965
Total Assets	581,226	646,565
 LIABILITIES AND NET ASSETS		
Liabilities		
Accounts Payable	(488)	11,224
Accounts Payable - General Missions	821,042	828,601
Total Liabilities	820,554	839,825
Net Assets	(239,328)	(193,260)
Total Liabilities and Net Assets	581,226	646,565

**Presbyterian Church (U.S.A.)
Congregational Ministries Publishing
Summary Income Statement Activity-English Curriculum**

Item 232

**For The Periods Ending December 31, 2012 and 2011
Preliminary and Subject to Audit**

	Year-to-Date 2012		Variance Positive/ (Negative)	Year-to-Date 2011		Actual as a % of Year-To- Date Budget	Actual as a % of Annual Budget
	Budget	Actual		Actual	2012		
Curriculum Sources of Funding							
Sale of Resources							
Gross Sales-Resources	\$ 1,997,800	\$ 1,843,482	\$ (154,318)	\$ 1,962,031	92.28%	92.28%	
Discounts-Resources	-	(23,130)	(23,130)	(24,241)	0.00%	0.00%	
Net Sales-Resources	1,997,800	1,820,352	(177,448)	1,937,790	91.12%	91.12%	
Cost of Goods Sold and Misc Prod Exp	470,120	393,823	76,297	513,293	83.77%	83.77%	
		-					
Curriculum Sale of Resources Gross Margin	1,527,680	1,426,529	(101,151)	1,424,497	93.38%	93.38%	
Other Sources of Funding/Revenue							
Fee For Service	-	-	-	-	0.00%	0.00%	
Subscription Services - MGB and Ideas	45,000	34,566	(10,434)	45,240	76.81%	86.81%	
Revenue from Endowments and ECOs	289,819	257,516	(32,303)	329,125	88.85%	88.85%	
Total Other Sources of Funding	334,819	292,082	(42,737)	374,365	87.24%	87.24%	
Total Gross Margin-Resources	1,862,499	1,718,611	(143,888)	1,798,862	92.27%	92.27%	
Support From General Mission	53,100	-	(53,100)	-	0.00%	0.00%	
Total Resources Sales and General Mission Funding	1,915,599	1,718,611	(196,988)	1,798,862	89.72%	89.72%	
Summary of Expenses							
Executive Editor's Office-173	395,662	286,492	109,170	322,940	72.41%	72.41%	
General Editor's Office-174	367,231	363,618	3,613	343,796	99.02%	99.02%	
Marketing-176	410,133	328,625	81,508	371,410	80.13%	80.13%	
Point/Resource Center-177	180,579	149,308	31,271	158,878	82.68%	82.68%	
Managing Editor's Office-178	142,097	141,997	100	133,654	99.93%	99.93%	
Total Expenses	1,495,702	1,270,040	225,662	1,330,678	84.91%	84.91%	
NET SURPLUS/(DEFICIT) FROM OPERATIONS PRIOR TO ALLOCATIONS	419,897	448,571	28,674	468,184	106.83%	106.83%	
Shared Services Allocations Office-171	419,897	410,405	9,492	408,153	97.74%	97.74%	
NET SURPLUS/(Shortfall) From Operations	-	38,166	38,166	60,031	100.00%	-100.00%	
Note:							
¹ Cost Allocations are below the line as a management tool.							
Common Expense Allocations Office-169	\$ 283,425	\$ 272,297	\$ 11,128	\$ 384,113	96.07%	96.07%	

Presbyterian Church (U.S.A.)
 Language Resources - CMP
 Summary Income Statement Activity

Item 232

For The Periods Ending December 31, 2012 and 2011
 Preliminary and Subject to Audit

	2012 Year-To-Date			2011 Year-To-Date		
	Budget	Actual	Variance Positive/ (Negative)	Actual	Actual as a % of Year-To-Date Budget	Actual as a % of Annual Budget
Language Resources Sources of Funding						
Sale of Resources						
Gross Sales-Resources	\$ 158,000	\$ 139,348	\$ (18,652)	\$ 141,306	88.19%	88.19%
Discounts-Resources	-	-	-	-	0.00%	0.00%
Net Sales-Resources	158,000	139,348	(18,652)	141,306	88.19%	88.19%
Cost of Goods Sold and Misc Prod Exp	82,500	65,680	16,820	73,798	79.61%	79.61%
Curriculum Sale of Resources Gross Margin	75,500	73,668	(1,832)	67,508	97.57%	97.57%
Other Sources of Funding/Revenue						
Fee For Service	-	-	-	805	0.00%	0.00%
Subscription Services -	-	-	-	-	0.00%	0.00%
Revenue from ECOs and Endowments	18,500	18,500	-	15,150	100.00%	100.00%
Total Other Revenues	18,500	18,500	-	15,955	100.00%	100.00%
Total Gross Margin-Resources	94,000	92,168	(1,832)	83,463	98.05%	98.05%
Support From General Mission	301,485	277,491	(23,994)	228,619	92.04%	92.04%
Total Resources Sales and General Mission Funding	395,485	369,659	(25,826)	312,082	93.47%	#REF!
Summary of Expenses						
Korean Development Office-172	187,146	181,882	5,264	151,878	97.19%	97.19%
Spanish Development Office-175	174,114	153,552	20,562	129,097	88.19%	88.19%
Total Expenses	361,260	335,434	25,826	280,975	92.85%	92.85%
NET SURPLUS/(DEFICIT) FROM OPERATIONS						
PRIOR TO ALLOCATIONS						
	34,225	34,226	(1)	31,107	100.00%	100.00%
Shared Services Allocations Office-172	17,113	17,113	-	17,233	100.00%	100.00%
Shared Services Allocations Office-175	17,112	17,112	-	13,874	100.00%	100.00%
NET SURPLUS/(DEFICIT) VARIANCE FROM BUDGET	-	(0)	0	-		
Note:						
¹ Cost Allocations are below the line as a management tool.						
Common Expense Allocations Office-169	\$ 22,415	\$ 21,535	\$ 880	\$ 18,780	96.07%	96.07%

**ITEM 233
FOR INFORMATION**

Endowments and Gifts Report Additions and New Funds Received July—December 2012

The attached report is for receipts by the Foundation of terminated deferred giving arrangements, bequests or living gifts.

The allocation and classification of additions and new funds received from July—December 2012, as set forth in the report is for information to the Finance Committee and the Presbyterian Mission Agency Board.

Endowments and Gifts Report
 Additions and New Funds Received July—December 2012

	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
1.	094021	3,849.66	C		World Mission	PC(USA) - Income to General Assembly for work of Global Education and International Leadership Development of Worldwide Ministries Division, or its successor for its international educational mission efforts in Ethiopia, with preferences	A
2.	201557	200.00	C		Compassion, Peace & Justice	One Great Hour of Sharing Offering	A
3.	202572	25.00	C(P)	B	Foundation	Louisville Presbyterian Theological Seminary - To sustain ongoing need for textbook support of students at LPTS; in event Board of Trustees, in its sole discretion, determines that use of funds for above stated purpose is no longer appropriate, necessary, practical, or possible of performance, or for other good and lawful reason, said purpose should be changed, said Board of Trustees may use funds for such other closely related purposes as said Board, in its sole discretion, determines will best promote and support the mission of the institution	A
4.	057533	390.00	D		Deputy Executive Director for Mission	Board of Christian Education PC(USA) NY - to BCE of the PCUSA, to be used in the Western and Southwestern parts of the USA and Alaska for following purposes: to be used instead by the GAMC or its successor to create resources for use by churches to assist in providing Christian education, preferably to unchurched persons, and to assist churches in promoting such Christian education work [per 6/21/2011 cy pres order]; I hereby order and direct that no portion of this legacy shall be used for work among negroes	A
5.	057534	390.00	D		Evangelism & Church Growth	BNM PC(USA) - Appalachia; for benefit of poor white population of mountain regions of States of West Virginia, Tennessee and Kentucky	A
6.	057697	4,000.00	D		World Mission	PC(USA) - For overseas work of Commission on Ecumenical Mission and Relations	A
7.	057726	13,583.85	D		World Mission	COEMAR PC(USA) - Exclusively in aid of charitable medical or surgical work in foreign missions	A
8.	057727	200.00	D		World Mission	PCUSA - \$200 annually for support of native workers in foreign fields, where in judgment of board, money is most needed	A
9.	057809	750.44	D		Vocation	BCE PC(USA) - To be used and applied to assistance of needy students preparing for Christian ministry	A

Endowments and Gifts Report
Additions and New Funds Received July—December 2012

Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
10. 061302	5,311.10	D		Racial Ethnic & Women's Ministries	PC(USA) - Developing and training persons for leadership in negro race in the United States; if, in discretion of BNM of the PC, purpose is not feasible or is unnecessary, income so paid to it shall be feasible or is unnecessary, income so paid to it shall be used by Board for such educational and charitable purposes as it shall deem best, having regard particularly to its most urgent needs; decision of said Board shall be final and binding upon all persons in interest	A
11. 061303	5,311.11	D		Racial Ethnic & Women's Ministries	PC(USA) - Developing and training persons for leadership among American Indians; if, in opinion of BNM of the PC, purpose is not feasible or is unnecessary, income paid to it shall be used by Board for such educational and charitable purposes as it deems best; having regard particularly to its most urgent needs; decision of Board final and binding upon all persons in interest	A
12. 061309	51,750.00	D		Evangelism & Church Growth	Home Missions PC(USA) - It is my intention and desire that mission churches and schools established as hereinabove [Board of Church Erection Fund of the General Assembly of the Presbyterian Church in the USA] provided for shall be known and designated as "The Charles K. Smith Chain of Mission Churches and Schools," and that preference shall be given in the use of said income by said organizations to the USA and the colonial possessions thereof, and to the Republic of Mexico, if in the judgment of the Trustees of the General Assembly [Presbyterian Foundation] it is desirable to do so (see copy of will for restriction in its entirety)	A
13. 063182	4,220.59	D		Vocation	BCE PC(USA) - Scholarship aid to needy students attending Princeton Seminary at Princeton, NJ, and such other seminaries as Board may from time to time designate	A
14. 063184	11,500.00	D		Theology Worship & Education/Racial Ethnic & Women's Ministries	PC(USA), A Corp - Christian Education - For purchase and distribution of Bibles, tracts, hymn books and for purchase in whole or in part of libraries for missionaries	A
15. 070969	14,953.21	D		Theology Worship & Education	PC(USA) - For educational, benevolent and charitable programs of church as directed by General Assembly	A
16. 102301	10,000.00	D		Racial Ethnic & Women's Ministries	PC(USA) - To be used as Board [Women's General Missionary Society of United Presby Church of North America] may direct	A

Endowments and Gifts Report
 Additions and New Funds Received July—December 2012

Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
17. 200224	16,416.49	D		Evangelism & Church Growth	PC(USA) - For purpose of publication and extension of Gospel of Jesus Christ on continent of North America by employment and support of ministers and missionaries, erection of church edifices, establishing and supporting of schools for secular and religious training	A
18. 200441	782.02	D		Racial Ethnic & Women's Ministries	PC(USA) - For purposes of Board of Home Missions of United Presbyterian Church of North America	A
19. 200442	390.79	D		Racial Ethnic & Women's Ministries	PC(USA) - For purposes of Board of Freedmen's Missions of United Presbyterian Church of North America	A
20. 200443	782.02	D		Evangelism & Church Growth	PC(USA) - For purposes of Board of Church Extension of the United Presbyterian Church of North America	A
21. 200444	782.01	D		Racial Ethnic & Women's Ministries	PC(USA) - For purposes of Women's General Missionary Society of United Presbyterian Church of North America	A
22. 202525	0.14	D		Deputy Executive Director for Mission	PC(USA) - Fifteen percent (15%) of such amount to and for benefit of PRESBYTERIAN BOARD OF NATIONAL MISSIONS; for international evangelism	A
23. 061951	51,750.00	L		Church Loans	BNM PC(USA) - Church Erection Fund - It is my intention and desire that mission churches and schools established as hereinabove [Board of Church Erection Fund of the General Assembly of the Presbyterian Church in the USA] provided for shall be known and designated as "The Charles K. Smith Chain of Mission Churches and Schools," and that preference shall be given in the use of said income by said organizations to the USA and the colonial possessions thereof, and to the Republic of Mexico, if in the judgment of the Trustees of the General Assembly [Presbyterian Foundation] it is desirable to do so (see copy of will for restriction in its entirety)	A
24. 102376	56.46	F		GA Unrestricted	PC(USA) - Unrestricted	N
25. Q0103	1,957.59	F		Deputy Executive Director for Mission	PC(USA) - for purpose of providing overseas medical missionary work	T
26. Q0101	3,730.49	F		Deputy Executive Director for Mission	PC(USA) - for Worldwide Ministries Division to be used for mission coworker support	T
27. 000048	24,385.38	D(P)	C	Foundation	Presbyterian College - Unrestricted	T

Endowments and Gifts Report
 Additions and New Funds Received July—December 2012

Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
28. 000048	16,256.90	D(P)	C	Foundation	Presbyterian College - Unrestricted	T
29. 000048	1,749.93	D(P)	C	Foundation	San Francisco Theological Seminary - for scholarships, hopefully in honor of Dr. Donald Gordon Stewart	T
30. 102373	29,643.99	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
31. 102287	562.75	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
32. 102298	22,485.48	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
33. 102299	2,181.41	OTGA		GA Unrestricted	BNM PC(USA) - Unrestricted	A
34. 200223	5,472.17	OTGA		GA Unrestricted	BFM PC(USA) - Unrestricted	A
35. 200241	2.50	OTGA		GA Unrestricted	COEMAR PC(USA) - Unrestricted	A
36. 200242	2.50	OTGA		GA Unrestricted	BHM PC(USA) - Unrestricted	A
37. 200270	1,280.97	OTGA		GA Unrestricted	.0860388 of net to BNM for memorial fund of Frederick D. Secor Family	A
38. 200271	1,190.51	OTGA		GA Unrestricted	.0799732 of net to BCE for Memorial Fund of Frederick D. Secor Family	A
39. 200440	3,909.20	OTGA		GA Unrestricted	PC(USA) BFM - Unrestricted	A
40. 202096	120.32	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
41. 057275	6,086.70	C		World Mission	COEMAR PC(USA) - Request, but do not direct, that Commission use income from endowment fund created by Article Eleventh hereof for maintenance of a free dispensary and free clinic, and, as far as available income allows, with staff of nurses and devoted men of high character, to visit Armenian families, especially those having any sick members, to help... see document, restrictions continue for 3 pages	A
42. 058647	1,000.00	C		World Mission	PC(USA) - To Worldwide Ministries Division of PC(USA) for foreign medical missions	A
43. 094021	836.16	C		World Mission	PC(USA) - Income to General Assembly for work of Global Education and International Leadership Development of Worldwide Ministries Division, or its successor for its international educational mission efforts in Ethiopia, with preferences	A

Endowments and Gifts Report
 Additions and New Funds Received July—December 2012

Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
44. 202802	55,991.69	C		Deputy Executive Director for Mission	For Biblical instruction in seminaries or colleges of the United Presbyterian Church in the U.S.A., either in this country or overseas, wherever need is greatest	T
45. 057726	13,583.85	D		World Mission	COEMAR PC(USA) - Exclusively in aid of charitable medical or surgical work in foreign missions	A
46. 057730	437.55	D		Vocation	BCE PC(USA) NY - For general purposes of Board as shall be determined by Board, but Grantor calls Board's attention to needs of students from Buffalo-Niagara Presbytery (now PBY Western New York) who are preparing for ministry	A
47. 057968	1,364.32	D		Compassion, Peace & Justice	PC(USA) - Principal and income to General Assembly of the PC(USA) for Presbyterian Hunger Program	A
48. 061304	9,666.62	D		Vocation	PC(USA) BNM - I request (but do not direct) that BNM shall apply \$2,000 annually for maintenance, repair and operation of Drs. Home at Embudo Hospital, Embudo, NM, so long as (i) hospital shall be owned and operated by BNM of the United PCUSA, and (ii) Board in its discretion considers work of Hospital is furthering Board's general missionary purposes; further request (but do not direct) that portion of share as is not applied for Drs. Home at Embudo Presby Hospital shall be applied by Board for Warren H. Wilson Jr. College, a NC corp. located at Swannanoa, NC, so long as (i) College shall continue an affiliation with Board and (ii) Board in its discretion considers work of College is furthering Board's general missionary purposes (see copy of will for restriction in its entirety)	A
49. 062228	236.10	D		World Mission	PC(USA) - Foreign missions of United PC of America	A
50. 070969	12,653.44	D		Theology Worship & Education	PC(USA) - For educational, benevolent and charitable programs of church as directed by General Assembly	A
51. 094046	5,129.65	D		Theology Worship & Education	PC(USA) - Council on Theological Seminaries	A
52. 202808	30,521.35	D		Deputy Executive Director for Mission	PC(USA) - Fund in memory of Dr. Eugene Bell, his wife, Charlotte Witherspoon Bell, and my husband, Henry V. Bell, to be specifically utilized in Korea	T
53. 102376	9,519.91	F		GA Unrestricted	PC(USA) - Unrestricted	T

Endowments and Gifts Report
 Additions and New Funds Received July—December 2012

Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
54. 102376	5,807.80	F		GA Unrestricted	PC(USA) - Unrestricted	T
55. Q0106	939.17	F		Deputy Executive Director for Mission	PC(USA) - Worldwide Ministries Division - Bethel Mekane Yesus School (for Girls), Addis Ababa, Ethiopia (Formerly Ye-Hiwot Berhan School (for Girls)	T
56. Q0107	100.00	F		Deputy Executive Director for Mission	PC(USA) - To help feed, clothe, or educate those who most need it	N
57. 000048	10,454.18	D(P)	C	Foundation	San Francisco Theological Seminary - To be used for scholarships, as Seminary may determine; funds are to be an addition to other funds which Seminary may receive from other sources	T
58. 000048	6,743.03	D(P)	C	Foundation	McCormick Theological Seminary - To be used for scholarships	T
59. 000048	10,966.91	D(P)	C	Foundation	Barber-Scotia College - To be used as your governing board shall decide	T
60. 000048	10,966.91	D(P)	C	Foundation	Johnson C. Smith University - To be used as your governing board shall decide	T
61. 102373	33,054.45	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
62. 094159	3,627,780.00	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
63. 102302	30.61	OTGA		GA Unrestricted	COEMAR PC(USA) - Unrestricted	A
64. 102304	1,790.33	OTGA		GA Unrestricted	BHM PC(USA) - Unrestricted	A
65. 200248	975.39	OTGA		GA Unrestricted	COEMAR PC(USA) - Income to general foreign missions of PC(USA)	A
66. 200249	975.39	OTGA		GA Unrestricted	BHM PC(USA) - Income to general Board of Home Missions	A
67. 200258	503.10	OTGA		GA Unrestricted	PC(USA) - 23.5% income to COEMAR PC(USA)	A
68. 200259	503.10	OTGA		GA Unrestricted	PC(USA) - 23.5% income to BNM	A
69. 200263	154.40	OTGA		GA Unrestricted	PC(USA) - 50% BNM - Northern Church IRG	A
70. 200264	154.40	OTGA		GA Unrestricted	PC(USA) - 50% income to COEMAR PC(USA)	A
71. 200272	191.58	OTGA		GA Unrestricted	PC(USA) COEMAR - 1/4 net income to BFM	A
72. 200273	95.79	OTGA		GA Unrestricted	PC(USA) BHM - 1/8 net income to BHM	A

Endowments and Gifts Report
 Additions and New Funds Received July—December 2012

Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
73. 200283	1,243.13	OTGA		GA Unrestricted	PC(USA) COEMAR - 1/2 BFM - Unrestricted	A
74. 200284	1,243.13	OTGA		GA Unrestricted	PC(USA) BHM - 1/2 BHM - Unrestricted	A
75. 058734	35.00	C		World Mission	PC(USA) - Income for use by Board of Presbyterian Men to promote worldwide mission	A
76. 094021	556.16	C		World Mission	PC(USA) - Income to General Assembly for work of Global Education and International Leadership Development of Worldwide Ministries Division, or its successor for its international educational mission efforts in Ethiopia, with preferences	A
77. 201557	200.00	C		Compassion, Peace & Justice	PC(USA) - One Great Hour of Sharing Offering	A
78. 058622	10.00	C(P)	B	Foundation	Westminster College, Fulton, MO - Income used for emergency needs of international students	A
79. 202572	25.00	C(P)	B	Foundation	Louisville Presbyterian Theological Seminary - To sustain ongoing need for textbook support of students at LPTS; in event Board of Trustees, in its sole discretion, determines that use of funds for above stated purpose is no longer appropriate, necessary, practical, or possible of performance, or for other good and lawful reason, said purpose should be changed, said Board of Trustees may use funds for such other closely related purposes as said Board, in its sole discretion, determines will best promote and support the mission of the institution	A
80. 057696	3,399.80	D		World Mission	PC(USA) - "EIGHTH...[establishes a \$100,000 trust for St. Paul Presby Church, Philadelphia, PA]; in the event said Church shall go out of existence, I give said net income unto the Board of Foreign Missions for missionary work of PC(USA) or its successors	A
81. 057717	10,596.43	D		Deputy Executive Director for Mission	PC(USA) BHM - [Per 6/21/2011 cy pres order] Modified so that income may be used instead by GAMC or its successor to create resources for use by churches to assist in providing Christian education, preferably to unchurched persons, and to assist churches in promoting such Christian education work	A

Endowments and Gifts Report
 Additions and New Funds Received July—December 2012

Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
82. 057723	3,130.28	D		World Mission	PC(USA) – Until termination of trust, Trustee shall divide net income between SECOND PC, Butler, PA, and BOARD OF FOREIGN MISSIONS OF THE PRESBY CHURCH IN THE USA, NY; preparation of Christian students born outside the USA desiring to enter Christian missionary work or work complementary to the missionary program in their native countries and requiring funds to be educated either within US or in educational institutions under jurisdiction of board located outside of continental US; it being duty of board to determine need and usefulness of such students in overall Christian program of all denominations (see trust agreement for restriction in its entirety)	A
83. 057726	13,583.85	D		World Mission	COEMAR PC(USA) - Exclusively in aid of charitable medical or surgical work in foreign missions	A
84. 058836	29,931.00	D		World Mission	For work of Global Mission Ministry Unit, or its successor; it is my intention that this bequest be treated by said beneficiary as over and above its regular budget program for Global Mission, for work of Ministry Unit of Global Mission	A
85. 061301	4,946.39	D		World Mission/RFOSC	PC(USA) - Income to be paid to the Home Missionary Board for Sabbath School work in the PCUSA, or its successor, to be expended by said Board for the following purposes (see copy of will for restriction in its entirety)	A
86. 070969	13,893.37	D		Theology Worship & Education	PC(USA) - For educational, benevolent and charitable programs of church as directed by General Assembly	A
87. 200226	176.97	D		Racial Ethnic & Women's Ministries	PC(USA) - To be used for purposes of Board of Home Missions of United Presbyterian Church of North America	A
88. 061300	6,982.56	L		Church Loans	PC(USA), A Corporation - For construction of a Sunday School Building	A
89. 102376	16.43	F		GA Unrestricted	PC(USA) - Unrestricted	N
90. 000048	11,532.77	D(P)	C	Foundation	Westminster College - Women's Board Endowed Scholarship Fund	T
91. 102373	27,937.50	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
92. 102285	191.80	OTGA		GA Unrestricted	BNM PC(USA) - Unrestricted	A
93. 102289	7,449.95	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A

Endowments and Gifts Report
 Additions and New Funds Received July—December 2012

	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
94.	102291	1,305.72	OTGA		GA Unrestricted	BNM PC(USA) - Unrestricted	A
95.	102292	838.01	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
96.	102320	1,875.20	OTGA		GA Unrestricted	BNM PC(USA) - Unrestricted	A
97.	200225	882.72	OTGA		GA Unrestricted	BFM PC(USA) - Unrestricted	A
98.	200252	1,504.00	OTGA		GA Unrestricted	COEMAR - 2.5%	A
99.	200253	1,504.00	OTGA		GA Unrestricted	BNM, PA PC(USA) - 2.5%	A
100.	200260	13,504.43	OTGA		GA Unrestricted	BNM PC(USA) - 2/5	A
101.	200261	6,752.21	OTGA		GA Unrestricted	COEMAR - 1/5	A
102.	200262	6,752.21	OTGA		GA Unrestricted	BCE, NY PC(USA) - 1/5	A
103.	200278	978.00	OTGA		GA Unrestricted	COEMAR - 50% BFM	A
104.	200279	978.00	OTGA		GA Unrestricted	BNM PC(USA) - 50%	A
105.	200285	838.01	OTGA		GA Unrestricted	COEMAR - 1/4 BFM - Unrestricted	A
106.	200288	10,596.43	OTGA		GA Unrestricted	COEMAR PC(USA) - 1/4 net income to BFM	A
107.	200289	10,596.43	OTGA		GA Unrestricted	BHM PC(USA) - 1/4 net income to BHM	A
108.	061214	410,544.46	C		Evangelism & Church Growth	PC(USA) - For new church development within U.S. through General Assembly agency of United Presby Church in U. S.A., which is responsible for work; income from gift considered to be "outside the budget" and shall not be equalized	A
109.	094021	1,021.16	C		World Mission	PC(USA) - Income to General Assembly for work of Global Education and International Leadership Development of Worldwide Ministries Division, or its successor for its international educational mission efforts in Ethiopia, with preferences	A
110.	201557	200.00	C		Compassion, Peace & Justice	PC(USA) - One Great Hour of Sharing Offering	A

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Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
111. 202572	25.00	C(P)	B	Foundation	Louisville Presbyterian Theological Seminary - To sustain ongoing need for textbook support of students at LPTS; in event Board of Trustees, in its sole discretion, determines that use of funds for above stated purpose is no longer appropriate, necessary, practical, or possible of performance, or for other good and lawful reason, said purpose should be changed, said Board of Trustees may use funds for such other closely related purposes as said Board, in its sole discretion, determines will best promote and support the mission of the institution	A
112. 057533	390.00	D		Deputy Executive Director for Mission	Board of Christian Education PC(USA) NY - to BCE of the PCUSA, to be used in the Western and Southwestern parts of the USA and Alaska for following purposes: to be used instead by the GAMC or its successor to create resources for use by churches to assist in providing Christian education, preferably to unchurched persons, and to assist churches in promoting such Christian education work [per 6/21/2011 cy pres order]; I hereby order and direct that no portion of this legacy shall be used for work among negroes	A
113. 057534	390.00	D		Evangelism & Church Growth	BNM PC(USA) - Appalachia; for benefit of poor white population of mountain regions of States of West Virginia, Tennessee and Kentucky	A
114. 057697	4,000.00	D		World Mission	PC(USA) - For overseas work of Commission on Ecumenical Mission and Relations	A
115. 057699	1,299.07	D		Racial Ethnic & Women's Ministries/Theology Worship & Education	PC(USA) – Ethnic U.S. Teacher Aid; To Board of Home Missions of Presbyterian Church in the USA, incorporated April 19, 1872, by Act of the Legislature of the State of New York, same to be applied only towards payment of salaries of teachers, in work of Women's Board	A
116. 057726	13,583.85	D		World Mission	COEMAR PC(USA) - Exclusively in aid of charitable medical or surgical work in foreign missions	A
117. 057809	680.66	D		Vocation	BCE PC(USA) - To be used and applied to assistance of needy students preparing for Christian ministry	A
118. 058207	331.17	D		World Mission	PC(USA) – Foreign missions	A
119. 058281	1,653.50	D		World Mission	For foreign mission work	A
120. 058282	98.50	D		World Mission	PCUSA - For foreign missions	A

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 Additions and New Funds Received July—December 2012

Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
121. 061302	6,039.33	D		Racial Ethnic & Women's Ministries	PC(USA) - Developing and training persons for leadership in negro race in the United States; if, in discretion of BNM of the PC, purpose is not feasible or is unnecessary, income so paid to it shall be feasible or is unnecessary, income so paid to it shall be used by Board for such educational and charitable purposes as it shall deem best, having regard particularly to its most urgent needs; decision of said Board shall be final and binding upon all persons in interest	A
122. 061303	6,039.32	D		Racial Ethnic & Women's Ministries	PC(USA) - Developing and training persons for leadership among American Indians; if, in opinion of BNM of the PC, purpose is not feasible or is unnecessary, income paid to it shall be used by Board for such educational and charitable purposes as it deems best; having regard particularly to its most urgent needs; decision of Board final and binding upon all persons in interest	A
123. 061309	51,750.00	D		Evangelism & Church Growth	Home Missions PC(USA) - It is my intention and desire that mission churches and schools established as hereinabove [Board of Church Erection Fund of the General Assembly of the Presbyterian Church in the USA] provided for shall be known and designated as "The Charles K. Smith Chain of Mission Churches and Schools," and that preference shall be given in the use of said income by said organizations to the USA and the colonial possessions thereof, and to the Republic of Mexico, if in the judgment of the Trustees of the General Assembly [Presbyterian Foundation] it is desirable to do so (see copy of will for restriction in its entirety)	A
124. 063182	5,337.42	D		Vocation	BCE PC(USA) - Scholarship aid to needy students attending Princeton Seminary at Princeton, NJ, and such other seminaries as Board may from time to time designate	A
125. 063184	11,500.00	D		Theology Worship & Education/Racial Ethnic & Women's Ministries	For purchase and distribution of Bibles, tracts, hymnbooks and for purchase in whole or in part of libraries for missionaries, with preference given to a "Charles K. Smith Church," but available for other churches	A
126. 070969	12,417.48	D		Theology Worship & Education	PC(USA) - For educational, benevolent and charitable programs of church as directed by General Assembly	A
127. 094046	1,302.54	D		Theology Worship & Education	PC(USA) - Council on Theological Seminaries	A

Endowments and Gifts Report
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Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
128. 102301	10,000.00	D		Racial Ethnic & Women's Ministries	PC(USA) - To be used as Board [Women's General Missionary Society of United Presby Church of North America] may direct	A
129. 200224	16,275.70	D		Evangelism & Church Growth	PC(USA) - For purpose of publication and extension of Gospel of Jesus Christ on continent of North America by employment and support of ministers and missionaries, erection of church edifices, establishing and supporting of schools for secular and religious training	A
130. 200441	782.24	D		Racial Ethnic & Women's Ministries	PC(USA) - For purposes of Board of Home Missions of United Presbyterian Church of North America	A
131. 200442	390.13	D		Racial Ethnic & Women's Ministries	PC(USA) - For purposes of Board of Freedmen's Missions of United Presbyterian Church of North America	A
132. 200443	782.24	D		Evangelism & Church Growth	PC(USA) - For purposes of Board of Church Extension of the United Presbyterian Church of North America	A
133. 200444	782.23	D		Racial Ethnic & Women's Ministries	PC(USA) - For purposes of Women's General Missionary Society of United Presbyterian Church of North America	A
134. 202525	0.14	D		Deputy Executive Director for Mission	PC(USA) - Fifteen percent (15%) of such amount to and for benefit of PRESBYTERIAN BOARD OF NATIONAL MISSIONS; for international evangelism	A
135. 061951	51,750.00	L		Church Loans	BNM PC(USA) - Church Erection Fund - It is my intention and desire that mission churches and schools established as hereinabove [Board of Church Erection Fund of the General Assembly of the Presbyterian Church in the USA] provided for shall be known and designated as "The Charles K. Smith Chain of Mission Churches and Schools," and that preference shall be given in the use of said income by said organizations to the USA and the colonial possessions thereof, and to the Republic of Mexico, if in the judgment of the Trustees of the General Assembly [Presbyterian Foundation] it is desirable to do so (see copy of will for restriction in its entirety)	A
136. 000048	30,970.52	D(P)	C	Foundation	St. Andrews Presbyterian Church - Unrestricted	T
137. 000048	7,394.94	D(P)	C	Foundation	King College - For use as determined by Board	T
138. 000048	7,332.82	D(P)	C	Foundation	Union Presbyterian Seminary - For use as determined by Board	T
139. 102373	38,442.71	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A

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Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
140. 102287	488.95	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
141. 102298	22,515.48	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
142. 102299	2,339.12	OTGA		GA Unrestricted	BNM PC(USA) - Unrestricted	A
143. 102317	7,002.34	OTGA		GA Unrestricted	BNM PC(USA) - Unrestricted	A
144. 102327	133.00	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
145. 200223	5,425.23	OTGA		GA Unrestricted	BFM PC(USA) - Unrestricted	A
146. 200241	2.50	OTGA		GA Unrestricted	COEMAR PC(USA) - Unrestricted	A
147. 200242	2.50	OTGA		GA Unrestricted	BHM PC(USA) - Unrestricted	A
148. 200290	5,862.41	OTGA		GA Unrestricted	BNM PC(USA) - Unrestricted	A
149. 200291	5,862.41	OTGA		GA Unrestricted	COEMAR PC(USA) - Unrestricted	A
150. 200292	5,864.18	OTGA		GA Unrestricted	BCE PC(USA) - Unrestricted	A
151. 200440	3,909.20	OTGA		GA Unrestricted	BFM PC(USA) - Unrestricted	A
152. 202096	120.32	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
153. 57994	100.00	C		World Mission	Income used to provide financial assistance to deserving students in medical, nursing, or paramedical training; recipients of said financial assistance should come from disadvantaged classes of rural North India; recipients of financial assistance shall be selected in consultation with administrators of designated teaching institution	A
154. 059070	500.00	C		World Mission	For Global Education Office of Worldwide Ministries Division; income for scholarships for economically needy Aboriginal Christians in Taiwan studying for Christian service in Presbyterian Church of Taiwan	A
155. 094021	1,421.16	C		World Mission	PC(USA) - Income to General Assembly for work of Global Education and International Leadership Development of Worldwide Ministries Division, or its successor for its international educational mission efforts in Ethiopia, with preferences	A
156. 057724	100.00	C(P)	B	Foundation	PC(USA) - Income to PW for its work of leader development for women, as determined by PW's Churchwide Coordinating Team	A

Endowments and Gifts Report
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	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
157.	058320	40.00	C(P)	B	Foundation	Income to Muskingum College - Unrestricted	A
158.	202572	25.00	C(P)	B	Foundation	Louisville Presbyterian Theological Seminary - To sustain ongoing need for textbook support of students at LPTS; in event Board of Trustees, in its sole discretion, determines that use of funds for above stated purpose is no longer appropriate, necessary, practical, or possible of performance, or for other good and lawful reason, said purpose should be changed, said Board of Trustees may use funds for such other closely related purposes as said Board, in its sole discretion, determines will best promote and support the mission of the institution	A
159.	054800	18,390.21	D		World Mission	PC(USA) - Solely for foreign medical missionary work	A
160.	057726	13,583.85	D		World Mission	COEMAR PC(USA) - Exclusively in aid of charitable medical or surgical work in foreign missions	A
161.	057730	437.55	D		Vocation	BCE PC(USA) NY - For general purposes of Board as shall be determined by Board, but Grantor calls Board's attention to needs of students from Buffalo-Niagara Presbytery (now PBY Western New York) who are preparing for ministry	A
162.	057809	13,000.00	D		Vocation	BCE PC(USA) - To be used and applied to assistance of needy students preparing for Christian ministry	A
163.	057968	1,217.84	D		Compassion, Peace & Justice	PC(USA) - Principal and income to General Assembly of the PC(USA) for Presbyterian Hunger Program	A
164.	070969	9,808.47	D		Theology Worship & Education	PC(USA) - For educational, benevolent and charitable programs of church as directed by General Assembly	A
165.	202825	6,539.56	D		Deputy Executive Director for Mission	PC(USA) - New Church Development	T
166.	202871	29,688.15	D		Deputy Executive Director for Mission	PC(USA) - For Global Mission	T
167.	202874	10,000.00	D		Deputy Executive Director for Mission	PC(USA) - To be used by Worldwide Ministries Division of PC(USA) or its successor; for use in mission work overseas	N

Endowments and Gifts Report
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Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
168. 202887	189,263.02	D		Deputy Executive Director for Mission	PC(USA) - For reasonable and necessary expenditures for continuation of children's Sunday school classes at such Presbyterian Churches as determined by PC(USA); said expenditures determined by responsible committee of Board of Directors of PC(USA)	N
169. 000048	559.04	D(P)	C	Foundation	Whitworth University - General Endowment Fund	T
170. 000048	2,818.64	D(P)	C	Foundation	San Francisco Theological Seminary - For use as directed by Board of Trustees	T
171. 000048	2,928.51	D(P)	C	Foundation	Waynesburg University - Unrestricted	T
172. 102373	177.10	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
173. 102288	9,484.59	OTGA		GA Unrestricted	PC(USA) BNM - Unrestricted	A
174. 102316	8,301.27	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
175. 200248	12,915.93	OTGA		GA Unrestricted	COEMAR PC(USA) - Income to general foreign missions of PC(USA)	A
176. 200249	12,915.93	OTGA		GA Unrestricted	BHM PC(USA) - Income to general Board of Home Missions	A
177. 200254	1,801.25	OTGA		GA Unrestricted	1/4 income to BFM (COEMAR) PC(USA) - Unrestricted	A
178. 200255	1,801.25	OTGA		GA Unrestricted	1/4 income to BNM PC(USA) - Unrestricted	A
179. 200258	503.10	OTGA		GA Unrestricted	PC(USA) - 23.5% income to COEMAR	A
180. 200259	503.10	OTGA		GA Unrestricted	PC(USA) - 23.5% income to BNM	A
181. 200263	745.70	OTGA		GA Unrestricted	PC(USA) - 50% BNM - Northern Church IRG	A
182. 200264	745.71	OTGA		GA Unrestricted	PC(USA) - 50% income to COEMAR	A
183. 059104	1,000.00	A		GA Unrestricted	PC(USA) - Unrestricted	A
184. 057227	250.00	C		World Mission	PC(USA) - Income to the Global Mission Ministry Unit, or its successor	A
185. 057626	3,000.00	C		Compassion, Peace & Justice	Income for environmental justice/stewardship of natural resources; used for such purposes as, but not limited to, promoting sustainable agriculture, water quality, protection of wild life and wild lands, reduce and manage waste, overcome atmospheric instability	A

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Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
186. 058458	18.75	C		Compassion, Peace & Justice	For health care ministries support such as AIDS, chemical and drug abuse, child abuse, mental health or parish nursing through PHEWA or successor organizations	A
187. 058709	300.00	C		World Mission	Income for Arab student scholarships at Near East School of Theology (N.E.S.T.), Chouran Beirut, Lebanon	A
188. 058734	30.00	C		World Mission	PC(USA) - Income for use by Board of Presbyterian Men to promote worldwide mission	A
189. 058886	100.00	C		Theology Worship & Education	PC(USA) - Income used to foster renewed spiritual vitality in the church and assisting Presbyterians, both lay and clergy, in finding presence of God in everyday life and in practicing faithful discipleship	A
190. 058965	300.00	C		Compassion, Peace & Justice	Presbyterian Disaster Assistance - To ensure a continued witness of PCUSA and its partners worldwide to healing love of Christ as it provides human, financial, and material resources to disaster survivors; no restrictions	A
191. 059012	450.00	C		Compassion, Peace & Justice	PC(USA) - Income to be used for provision and/or distribution of clean water at Presbyterian or Presbyterian partnership mission sites such as, but not limited to, well drilling equipment, water treatment, or water storage	A
192. 059070	50.00	C		World Mission	For Global Education Office of Worldwide Ministries Division; income for scholarships for economically needy Aboriginal Christians in Taiwan studying for Christian service in Presbyterian Church of Taiwan	A
193. 059103	1,000.00	C		Compassion, Peace & Justice	PC(USA) - Income for GA Hunger programs	A
194. 059205	50.00	C		World Mission	To support Worldwide Missions, youth education focused on campus ministry, and work toward reconciliation of bodies of Church	A
195. 061214	6,101.74	C		Evangelism & Church Growth	For new church development within U.S. through General Assembly agency of United Presby Church in U. S.A., which is responsible for work; income from gift considered to be "outside the budget" and shall not be equalized	A
196. 062107	10,000.00	C		World Mission	PC(USA) - For overseas educational mission work of the Church with first preference to work in Oaxaca, Mexico and Colombia	A

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	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
197.	094021	1,121.16	C		World Mission	PC(USA) - Income to General Assembly for work of Global Education and International Leadership Development of Worldwide Ministries Division, or its successor for its international educational mission efforts in Ethiopia, with preferences	A
198.	202006	10,000.00	C		World Mission	PC(USA) - For DMS D504680 (Alice Winters) as long as service continues, then to Leadership Training in Colombia if possible, then for Worldwide Mission of PC(USA)	A
199.	202894	20,860.14	C		Deputy Executive Director for Mission	PC(USA) - to be used for Presbyterian Hunger Program	N
200.	058400	25.00	C(P)	A	World Mission	PC(USA) - Income used to further work of PC(USA) in educating Chinese women (preferably baptized Christians) for possible church vocation, and more particularly, to provide annual scholarship for such a student specializing in study of English language at Fujian Hwa Nan Women's College (see additional restrictions regarding selection of student)	A
201.	059065	275.00	C(P)	A	World Mission	PC(USA) - Income to the Near East School of Theology in Beirut, Lebanon, for fulfilling Board Action B-2000-6	A
202.	059076	300.00	C(P)	A	World Mission	Income to provide support for life and mission of Presbyterian Reformed Church in Cuba, or its successor, as long as it is related to PCUSA	A
203.	057578	1,100.00	C(P)	B	Foundation	University of Dubuque Theological Seminary - Income to UDTS for student scholarship fund	A
204.	058320	40.00	C(P)	B	Foundation	Income to Muskingum College - Unrestricted	A
205.	058397	1,000.00	C(P)	B	Foundation	Income to the Presbyterian Council for Chaplains and Military Personnel	A
206.	058748	200.00	C(P)	B	Foundation	Income to provide aid for international students at San Francisco Theological Seminary	A
207.	058979	95.00	C(P)	B	Foundation	Presbyterian Women PC(USA) Inc - Reinvest until corpus equals \$500,000, then income to Widening the Circle Restricted Expendable Fund (#58981)	A
208.	059101	25.00	C(P)	B	Foundation	Income to Pikeville College - Unrestricted	A
209.	059396	500.00	C(P)	B	Foundation	Muskingum University - Unrestricted	A
210.	059397	500.00	C(P)	B	Foundation	Davis and Elkins College - Unrestricted	A

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Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
211. 094825	2,727.00	C(P)	B	Foundation	Menaul Historical Library of the Southwest	A
212. 202572	1,125.00	C(P)	B	Foundation	Louisville Presbyterian Theological Seminary - To sustain ongoing need for textbook support of students at LPTS; in event Board of Trustees, in its sole discretion, determines that use of funds for above stated purpose is no longer appropriate, necessary, practical, or possible of performance, or for other good and lawful reason, said purpose should be changed, said Board of Trustees may use funds for such other closely related purposes as said Board, in its sole discretion, determines will best promote and support the mission of the institution	A
213. 058409	150.00	C		Racial Ethnic & Women's Ministries	Foundation shall reinvest net income so that net income becomes principal until principal reaches one million dollars (\$1,000,000.00); thereafter FDN shall continue to reinvest ten percent (10%) of net income into principal and perpetuity so that net income becomes principal and FDN shall pay ninety percent (90%) of net income there from (hereinafter "Net Income") after expiration of each calendar quarter (or at any regular time interval as established by Board of trustees of the Foundation from time to time) to GA of PC(USA) to be used for Racial Justice Program area, or its successor	A
214. 057527	1,429.50	D		World Mission	PC(USA) - To Board of World Missions of the Presbyterian Church in the United States, or successors [nka GAMB], and in this connection I [Isabelle Arrowood] request, but not specifically require, said Board of World Missions, of Presbyterian Church of the United States, or its successors, in its use of funds and assets received from my estate, give special consideration to foreign missions work in Korea	A
215. 057696	3,399.80	D		World Mission	PC(USA) - "EIGHTH...[establishes a \$100,000 trust for St. Paul Presby Church, Philadelphia, PA]; in the event said Church shall go out of existence, I give said net income unto the Board of Foreign Missions for missionary work of PC(USA) or its successors	A
216. 057698	15,780.92	D		World Mission	PC(USA) - For foreign missions	A

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Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
217. 057722	88,800.00	D		World Mission	PC(USA) - Twenty (20%) percent of annual net income of trust estate shall be paid by Trustees to Board of World Missions of the Presbyterian Church of the United States, to be used by said Board for world missions, or such other religious work as it may see fit	A
218. 057723	3,130.28	D		World Mission	PC(USA) - Preparation of Christian students born outside the USA desiring to enter Christian missionary work (see trust for restriction in its entirety)	A
219. 057726	13,583.85	D		World Mission	COEMAR PC(USA) - Exclusively in aid of charitable medical or surgical work in foreign missions	A
220. 057753	7,345.87	D		World Mission	for use and purposes of Board of World Missions of the Presbyterian Church in the United States of Nashville, TN [nka GAMB]	A
221. 059221	31.98	D		Vocation	For use for college tuition scholarships for students selected by the PC(USA) Foundation to attend Eckerd College, St. Petersburg, Florida	A
222. 061301	4,946.39	D		World Mission/RFOSC	PC(USA) - Income to be paid to the Home Missionary Board for Sabbath School work in the PCUSA, or its successor, to be expended by said Board for the following purposes (see copy of will for restriction in its entirety)	A
223. 061302	25,000.00	D		Racial Ethnic & Women's Ministries	PC(USA) - Developing and training persons for leadership in Negro race in the United States; if, in discretion of BNM of the PC, purpose is not feasible or is unnecessary, income so paid to it shall be used by Board for such educational and charitable purposes as it shall deem best, having regard particularly to its most urgent needs; decision of said Board shall be final and binding upon all persons in interest	A
224. 070969	14,903.11	D		Theology Worship & Education	PC(USA) - For educational, benevolent and charitable programs of church as directed by General Assembly	A
225. 200224	232,147.57	D		Evangelism & Church Growth	PC(USA) - For purpose of publication and extension of Gospel of Jesus Christ on continent of North America by employment and support of ministers and missionaries, erection of church edifices, establishing and supporting of schools for secular and religious training	A
226. 202525	4,812.09	D		Deputy Executive Director for Mission	PC(USA) - Fifteen percent (15%) of such amount to and for benefit of PRESBYTERIAN BOARD OF NATIONAL MISSIONS; for international evangelism	A

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Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
227. 202893	4,900.00	D		Deputy Executive Director for Mission	PC(USA), A Corp - Office of Theological Education, to be added to its Theological Fund, if it is then in existence, or if it is not, to otherwise be used for theological education	N
228. 061300	6,982.56	L		Church Loans	PC(USA), A Corporation - For construction of a Sunday School Building	A
229. Q0109	260.56	F		Deputy Executive Director for Mission	PC(USA) - Worldwide Ministries Division for overseas medical mission	T
230. 102373	177,493.65	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
231. 094039	15,350.00	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
232. 102285	115.46	OTGA		GA Unrestricted	PC(USA) BNM - Unrestricted	A
233. 102288	9,484.59	OTGA		GA Unrestricted	PC(USA) BNM - Unrestricted	A
234. 102289	17,795.32	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
235. 102291	1,305.72	OTGA		GA Unrestricted	PC(USA) BNM - Unrestricted	A
236. 102315	3,433.55	OTGA		GA Unrestricted	PC(USA) - to Board of Home Missions of PC(USA) incorporated April 19, 1872, by act of the Legislature of State of New York	A
237. 102317	7,560.30	OTGA		GA Unrestricted	PC(USA) - Unrestricted	A
238. 102319	1,516.65	OTGA		GA Unrestricted	COEMAR - Unrestricted	A
239. 200223	77,382.52	OTGA		GA Unrestricted	PC(USA) BFM - Unrestricted	A
240. 200260	13,504.43	OTGA		GA Unrestricted	PC(USA) BNM - 2/5	A
241. 200261	6,752.21	OTGA		GA Unrestricted	COEMAR - 1/5	A
242. 200262	6,752.21	OTGA		GA Unrestricted	PC(USA) BCE, NY - 1/5	A
243. 200270	2,471.48	OTGA		GA Unrestricted	.0860388 of net to BNM for memorial fund of Frederick D. Secor Family	A
244. 200271	2,471.48	OTGA		GA Unrestricted	.0799732 of net to BCE for Memorial Fund of Frederick D. Secor Family	A
245. 200276	811.61	OTGA		GA Unrestricted	PC(USA) BNM - 1/3 - Unrestricted	A
246. 200277	811.61	OTGA		GA Unrestricted	PC(USA) BFM - 1/3 - Unrestricted	A
247. 200283	13,609.53	OTGA		GA Unrestricted	PC(USA) COEMAR - 1/2 BFM - Unrestricted	A

Endowments and Gifts Report
Additions and New Funds Received July—December 2012

	Established Fund Reference	Amount	Class	Type	Assigned Program Area/Entity	Restriction	New Fund/ Addition/ Termination
248.	200284	13,609.53	OTGA		GA Unrestricted	PC(USA) BHM - 1/2 BHM - Unrestricted	A
249.	200285	838.01	OTGA		GA Unrestricted	PC(USA) COEMAR - 1/4 BFM - Unrestricted	A
250.	200286	838.01	OTGA		GA Unrestricted	PC(USA) BHM - 1/4 - Unrestricted	A
251.	200288	4,900.52	OTGA		GA Unrestricted	PC(USA) COEMAR - 1/4 net income to BFM	A
252.	200289	4,900.52	OTGA		GA Unrestricted	PC(USA) BHM - 1/4 net income to BHM	A
	Total	6,344,735.63					

**Endowments and Gifts Report
Additions and New Funds Received July—December 2012**

<u>Class</u>	
A	General Endowment - Permanent fund; income available for general use; income is part of the Unrestricted budget
C	Specific Endowment - Permanent fund; income is part of the budget; donor restrictions limit or prefer the use of the income to specific purposes
C(P)	Specific Endowment Pass-Through - Permanent fund; income is not budgeted, but is earned and paid out; donor restrictions limit use of the income to specific non-GA entities
D	Restricted Expendable - Entire fund balance can be used; is part of the budget; donor restrictions limit use to specific purposes
D(P)	Restricted Expendable Pass-Through - Expendable fund. Entire fund balance can be used. Is not budgeted; is ultimately paid out in full; donor restrictions limit use to specific non-GA entities
F	Unrestricted Undesignated - No donor restrictions limiting use of fund; gifts are placed in Unrestricted income account
L	Loan Fund - Fund balance and/or income can be used for student or church loans as designated by the donor
Z	"Z" Fund - Shared per GAC/FDN agreement
CLP	Church Loan Program
DMF	Designated Memorial Fund - A permanent fund which benefits an entity or governing body other than the General Assembly
OTGA	Outside Trust, General Assembly
RRPOG	Restricted Received and Paid Out General Assembly
T	Termination (new gift as a result of a Gift Annuity Agreement)
URPOG	Unrestricted Received and Paid Out General Assembly

Pass-Through Type

- | | |
|---|---|
| A | Determination required and/or overseas; to be paid by ministry division |
| B | No determination required; to be paid by Foundation |
| C | Foundation D(P) Pass through type C paid by Foundation |

**Endowments and Gifts Report
 Additions and New Funds Received July—December 2012**

Class	Presbyterian Mission	Overseas Entities	Other Entities	Total Amount
A	1,000.00	0.00	0.00	1,000.00
C	536,323.94	0.00	0.00	536,323.94
C(P)	0.00	600.00	7,562.00	8,162.00
D	1,152,730.27	0.00	0.00	1,152,730.27
D(P)	0.00	0.00	145,060.48	145,060.48
F	22,388.41	0.00	0.00	22,388.41
L	117,465.12	0.00	0.00	117,465.12
Z	0.00	0.00	0.00	0.00
OTGA	4,361,605.41	0.00	0.00	4,361,605.41
	6,191,513.15	600.00	152,622.48	6,344,735.63

ITEM 234 FOR INFORMATION

2012 Risk Management Self Insurance Fund (SIF) Annual Report

What is the Self Insurance Fund?

The church's six corporate entities share several common commercial insurance policies and have some individual policies. The self-insurance fund was designed to cover the deductibles under the commercial policies, certain insurable losses not covered by commercial insurance, and certain missionary health and property losses.

Financial overview of the SIF for 2012.

The Self-Insurance Fund ending balance as of December 31, 2012 was \$5,337,533.20 (preliminary, subject to year end closing). This is an increase in the fund from the December 31, 2011 ending balance of \$4,925,783.67. There were no entity contributions in 2012 to the Self Insurance Fund. Total claims paid as of December 31, 2012 were \$10,243.56. This is a decrease from the claims paid in 2011 of \$111,354.85.

Bankruptcy of the Reliance Insurance Company and its affect on the SIF.

Reliance Insurance Company insured the property, general liability, excess liability and workers compensation for Presbyterian Church (USA) General Assembly entities from January 1, 1996 to September 1, 2000. In September of 2000 coverage was switched to The Travelers Insurance Group. Reliance filed bankruptcy in May 2001. Claims activity increased for the Self Insurance Fund during 2003 and 2004 due to claims submitted to the now insolvent Reliance Insurance Co. Claims previously submitted to Reliance are being reviewed, adjusted and paid by the Kentucky Guarantee Fund. Unfortunately, under the Kentucky Guarantee Fund, companies whose net worth exceeds \$25 million in net assets are not eligible for the fund. Because of our net worth above \$25 million, we fall into the category with no coverage. During 2012 the Self Insurance Fund was reimbursed \$23,609.55 by Reliance Insurance Company. This amount is based on the Bankruptcy settlement percentage set by the courts. Additional payments are pending.

Self Insurance Fund Charts

Attached are three charts detailing the performance of the Self Insurance Fund from three perspectives:

- Five Year Annual Totals
- Claims by Entity for the Last Five Years
- Five Year Loss Percentages by Entity

SELF INSURANCE FUND
Annual Totals

Category	2012***	2011****	2010	2009	2008
SIF Beginning Balance	4,925,783.67	5,212,977.28	4,944,106.26	4,249,018.71	6,251,062.02
SIF Contributions					
SIF Net Earnings*	425,715.52	(175,838.76)	378,769.95	752,076.67	(1,987,470.15)
Auto Claims	(350.93)	(29,359.94)	(2,001.05)	(9,533.75)	(4,936.40)
Directors & Officers, General Liability Claims	14,606.92	(77,185.37)	(75,915.50)	(39,247.36)	(8,273.98)
Mission Personal Medical Claims		(10.04)	(511.38)	(1,557.97)	(1,362.78)
Mission Personal Prop. Claims	(290.00)	(1,280.00)	(18,140.00)	(5,750.04)	
Property Claims		(3,519.50)	(13,331.00)	(900.00)	
Total Annual Claims**	13,965.99	(111,354.85)	(109,898.93)	(56,989.12)	(14,573.16)
SIF Year End Balance	5,337,533.20	4,925,783.67	5,212,977.28	4,944,106.26	4,249,018.71

***Preliminary -Subject to Year End Closing

*Earnings include all investment income, unrealized gain/losses, fees and recoveries excluding contributions and claims made during the year.

**2012 includes reimbursement from Reliance claims.

****Final

**Presbyterian Church Self Insurance Fund
 2008 - 2012 Claims by Entity**

Item 234

Year	2012						Claim %
Claim Type	Medical	Miss. Per. Ppty	Auto	Property	Legal	Total	
Presbyterian Church		290.00	350.93		(14,606.22)	(13,965.29)	100%
Board of Pensions						-	
Foundation						-	
PPC						-	
PILP						-	
HUB						-	
Annual Totals	-	290.00	350.93	-	(14,606.22)	(13,965.29)	100%

Year	2011						Claim %
Claim Type	Medical	Miss. Per. Ppty	Auto	Property	Legal	Total	
Presbyterian Church	10.04	1,280.00	29,359.94	3,519.50	66,415.34	100,584.82	90%
Board of Pensions					10,770.03	10,770.03	10%
Foundation						-	
PPC						-	
PILP						-	
HUB						-	
Annual Totals	10.04	1,280.00	29,359.94	3,519.50	77,185.37	111,354.85	100%

Year	2010						Claim %
Claim Type	Medical	Miss. Per. Ppty	Auto	Property	Legal	Total	
Presbyterian Church	511.38	18,140.00	397.78	13,331.00	9,716.84	42,097.00	38%
Board of Pensions			608.50		66,198.66	66,807.16	62%
Foundation						-	0%
PPC			994.77			994.77	0%
PILP						-	0%
HUB						-	0%
Annual Totals	511.38	18,140.00	2,001.05	13,331.00	75,915.50	109,898.93	100%

Year	2009						Claim %
Claim Type	Medical	Miss. Per. Ppty	Auto	Property	Legal	Total	
Presbyterian Church	1,557.97	5,750.04	9,533.75	900.00	24,413.49	42,155.25	74%
Board of Pensions					14,833.87	14,833.87	26%
Foundation						-	0%
PPC						-	0%
PILP						-	0%
HUB						-	0%
Annual Totals	1,557.97	5,750.04	9,533.75	900.00	39,247.36	56,989.12	100%

Year	2008						Claim %
Claim Type	Medical	Miss. Per. Ppty	Auto	Property	Legal	Total	
Presbyterian Church	1,362.78	-	4,334.33		8,273.98	13,971.09	95%
Board of Pensions						-	0%
Foundation			394.00			394.00	3%
PPC			208.07			208.07	2%
PILP						-	0%
HUB						-	0%
Annual Totals	1,362.78	-	4,936.40	-	8,273.98	14,573.16	100%

Total All Claims							Claim %
Claim Type	Medical	Miss. Per. Ppty	Auto	Property	Legal	Total	
Presbyterian Church	3,442.17	25,460.04	43,976.73	17,750.50	94,213.43	184,842.87	66%
Board of Pensions			608.50		91,802.56	92,411.06	33%
Foundation			394.00	-	-	394.00	
PPC			1,202.84			1,202.84	1%
HUB				-		-	
PILP						-	
Annual Totals	3,442.17	25,460.04	46,182.07	17,750.50	186,015.99	278,850.77	100%

Self Insurance Fund by Entity
Chart of Five Year Loss Percentages
January 1, 2008-December 31, 2012

Organization	% of Losses
PC (U.S.A.), A Corporation	66
PC (U.S.A.) Board of Pensions	33
PC (U.S.A.) Foundation	0
Presbyterian Publishing Corporation	1
Investment and Loan Program	0
New Covenant Trust Company	0
Hubbard Press	0
Total	100

ITEM 235 FOR INFORMATION

Information Technology Update

ONGOING WORK:

Shoretel Mobility Router

In Early February, IT provided a demo of the ShoreTel Mobility system which allows employees to use their PC(USA) extensions on their iPhones and iPads. This system allows employees to use their Apple devices on Wi-Fi networks anywhere in the world as if they were in the office. We will be making this available to employees by mid-March.

ShoreTel VPN Concentrator

IT has installed the ShoreTel VPN Concentrator that allows employees to use their ShoreTel desk phones at home. Employees are required to plug the phone into their home router, enter a password, and transfer their desk extension to the ShoreTel phone at home. The Presbyterian Distribution Center has also successfully used this system to test customer service staff working from home.

Storage Infrastructure and Virtual Server Upgrades

IT has installed the new server and storage infrastructure and has migrated the majority of PC(USA) systems to this new platform. This has provided a noticeable improvement in application response—most notably with the e-mail system. IT will be migrating a few more systems throughout the month of March. After the migration is complete, many support contracts on the decommissioned equipment will be terminated resulting in a substantial cost reduction.

UPS (Uninterruptible Power Supply) Installation

IT has installed an enterprise-class UPS unit that will protect the entire PC(USA) data center equipment in case of short-term power outages.

Database Server Upgrades

IT will be working to upgrade all in house databases to SQL Server 2008 R2 from the current SQL Server 2005 version. This work will occur throughout 2013.

Google Search Appliance

The Google Search Appliance was purchased and the install will occur before the end of Q1 2013.

Capital Request:

CTRDBP1 Server Replacement – \$20,000: This is a Dell PowerEdge 6850 server that runs Microsoft Windows Server 2003 and SQL Server 2005. We are replacing this server on our regular server refresh. It is out of warranty and will be replaced with newer hardware and an updated SQL server installation.

**ITEM 236
FOR INFORMATION**

Subject: REPORT OF THE COORDINATED LOAN PROGRAM

Presbyterian Church (U.S.A.) Investment & Loan Program, Inc.
James B. Rea, Jr., Chair of the Board
James L. (Jay) Hudson, President

The Coordinated Loan Program is a combination of the Investment and Loan Program and the Church Loan Program. This represents the total lending program of the General Assembly for capital projects in congregations and mid-councils. We are currently administering a loan portfolio of \$186.9 million, including a pipeline of \$12.2 million in closed loans not yet disbursed and commitments not yet closed.

COORDINATED LOAN PROGRAM							
Loan Portfolio							
	12/31/08	12/31/09	12/31/10	12/31//11	12/31/12	2/28/13	Year to Date Change
Disbursed Loan Portfolio	\$163,211,463	\$179,686,369	\$184,312,088	\$182,021,102	\$176,878,647	\$174,702,127	-1.2%
Closed Loans Pending Disbursal	\$8,515,186	\$8,533,053	\$6,756,291	\$6,878,883	\$7,607,601	\$5,633,768	-25.9%
Commitments Pending Close	\$12,278,154	\$9,842,401	\$9,437,870	\$11,643,889	\$6,989,925	\$6,535,925	-6.2%
Total	\$184,004,803	\$198,061,823	\$200,506,249	\$200,543,874	\$191,476,173	\$186,889,820	-2.4%

The Presbyterian Investment and Loan Program administers the Church Loan Program for the Presbyterian Mission Agency. The Church Loan Program is the result of many gifts, campaigns and bequests to the Presbyterian Church (U.S.A.) over 170 years. The total endowments for church loans have grown to over \$215 million. The Presbyterian Mission Agency took action in February 2012 to make some of these funds available for grants as well as loans. The Presbyterian Mission Agency and the Presbyterian Foundation are currently considering using some of these funds to finance the “1001 New Worshipping Communities Initiative”

The maximum loan from the Church Loan Program is currently \$450,000. The maximum size project in which the Church Loan Program participates is \$2.5 million. The majority of the loan applications we receive qualify for funds from the Church Loan Program. During the first two months of 2013 the disbursed loan portfolio of endowment funds decreased by \$2.7 million, continuing a three-year trend of diminishing demand. During the same period, the pipeline of loans approved but not yet closed and loans awaiting disbursal in the Church Loan Program decreased by \$274,882.

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**CHURCH LOAN PROGRAM
 Loan Portfolio**

	12/31/08	12/31/09	12/31/10	12/31/11	12/31/12	2/28/13	Year to Date Change
Disbursed Loan Portfolio	\$102,181,144	\$105,699,365	\$103,259,405	\$102,220,827	\$93,625,457	\$90,902,465	-2.9%
Closed Loans	\$2,209,694	\$3,771,746	\$4,849,726	\$2,624,835	\$3,123,806	\$1,762,924	-43.6%
Pending Disbursal							
Commitments Pending Close	\$6,697,339	\$4,470,981	\$4,630,910	\$3,765,850	\$3,347,925	\$4,433,925	32.4%
Total	\$111,088,177	\$113,942,092	\$112,740,041	\$108,611,512	\$100,097,188	\$97,099,314	-3.0%

The base interest rate for loans to existing congregations from the Church Loan Program is 3.8% and for new church developments 3.5%. Rates can be further reduced for congregations with strong mission giving to the Presbyterian Church (U.S.A.).

The Church Loan Program does not permit refinancing of existing loans without an exception to the policy. We have been given permission by the Mission Development Resources Committee to refinance loans from the synod loan programs in the Synods of Lincoln Trails, Northeast and Mid-America. In August 2012 the Mission Development Resources Committee lowered the floor for interest rates to 3.5%. The current base interest rate for loans to existing congregations from the Church Loan Program is 3.8% and for new church developments 3.5%. Rates can be further reduced for congregations with strong mission giving to the Presbyterian Church (U.S.A.).

During the first two months of 2013 the disbursed loan portfolio from investor funds increased by \$546,472, in spite of strong disbursements in January and February. The pipeline of commitments pending close and closed loans pending disbursal is just under \$6 million at February 28, 2013, which is a decrease of \$2.1 million from December 31, 2012, as loans moved through the pipeline to the disbursed portfolio. This is the smallest pipeline we have had in many years, and reflects diminishing loan demand. The base interest rate for investor funds is 4.8%.

**INVESTMENT AND PROGRAM
 Loan Portfolio**

	12/31/08	12/31/09	12/31/10	12/31/11	12/31/12	2/28/13	Year to Date Change
Disbursed Loan Portfolio	\$61,030,319	\$73,987,004	\$81,052,683	\$79,800,275	\$83,253,190	\$83,799,662	0.7%
Closed Loans Pending Disbursal	\$6,305,492	\$4,761,307	\$1,906,565	\$4,254,048	\$4,483,795	\$3,870,844	-13.7%
Commitments Pending Close	\$5,580,815	\$5,371,420	\$4,806,960	\$7,878,039	\$3,642,000	\$2,120,000	-41.8%
Total	\$72,916,626	\$84,119,731	\$87,766,208	\$91,932,362	\$91,378,985	\$89,790,506	-1.7%

The total portfolio inclusive of pending disbursements and commitments is just under \$89.8 million, down 1.7% from year-end 2012. There are currently two, 30-day delinquencies in the investor portfolio, which should be resolved by April 1, 2013.

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The following is a brief history of new loans disbursed during each of the past ten years. The Program needs to disburse approximately \$600,000 of investor funds and just over \$1 million in endowment funds each month to maintain the same disbursed loan portfolios. We have had strong disbursements from investor funds in January and February, but this was combined with pre-payments and a large loan refinancing away from the Program to result in modest growth in the disbursed loan portfolio. We are hopeful that the refinancing of \$21 million in loans from the Church Development Corporation in the Synod of Mid-America, during the next three years, will enable us to grow both loan portfolios.

History of New Loans Disbursed Coordinated Loan Program				
Year	Investor Funds	Participations	Endowment	Total Funds
2003	\$ 8,798,332	\$4,681,199	\$ 8,080,573	\$21,560,104
2004	\$5,284,805	\$2,617,825	\$4,389,269	\$12,291,899
2005	\$10,579,630	\$621,510	\$16,776,967	\$27,978,107
2006	\$10,587,617	0	\$13,609,195	\$24,196,812
2007	\$7,149,100	0	\$12,781,823	\$19,930,923
2008	\$9,058,971	0	\$16,342,796	\$25,404,767
2009	\$15,739,211	0	\$16,513,870	\$32,253,081
2010	\$12,361,815	0	\$11,623,644	\$23,985,459
2011	\$7,249,596	0	\$11,782,729	\$19,032,325
2012	\$13,540,426	0	\$6,967,114	\$20,507,540
2013 YTD 2/28/13	\$3,934,855	0 \$1,078	,720	\$5,013,575

We have been able to maintain sufficient investment sales to keep investments at about \$95 million, which meets the existing loan demand and maintains the liquidity requirement without special promotions.

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Investment & Loan Program – Investments in Term Notes and Denominational Accounts							
	12/31/08	12/31/09	12/31/ 10	12/31/11	12/31/12	2/28/13	Year to Date Change
Notes	\$36,580,427	\$44,506,716	\$51,740,639	\$56,819,730	\$58,480,002	\$58,540,701	0.1%
Denominational Accounts	29,931,862	\$35,087,835	\$39,173,469	\$38,121,633	\$36,549,946	\$36,286,222	-0.7%
Total	\$66,512,289	\$79,594,551	\$90,914,108	\$94,941,363	\$95,029,948	\$94,826,923	-0.2%

Redemptions have exceeded investment sales so far in 2013. During the first two months of the year investments from mid-councils including the Church Development Corporation of the Synod of Mid-America declined slightly and investments from individuals increased slightly. The \$15 million deposit commitments from PC (U.S.A.), A Corp and from the Presbyterian Foundation are appreciated and essential to our ongoing growth.

The staff looks forward to talking with you and working with you as we seek to serve Christ and the Presbyterian Church (U.S.A.) together.

Presbyterian Mission Agency Item 237

Investment Review Fourth Quarter 2012



Table of Contents

1. Market Review
2. Market Outlook
3. Performance
4. Asset Allocation
5. Account Summary

Global market review: A surprisingly robust year

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Market review

- Markets climbed a wall of worry in 2012, with risk assets producing surprisingly robust returns.
- Markets were less affected by macro events in the second half of the year.
 - Fewer sharp directional changes; fundamentals begin to matter

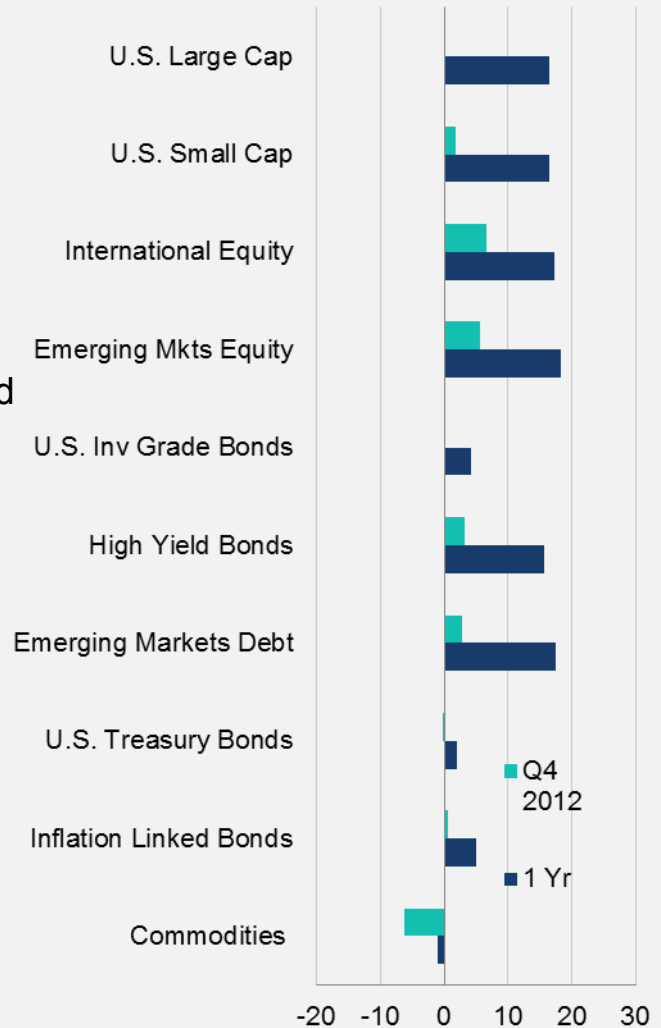
Strategy positioning

- Portfolios are generally well-positioned to benefit from the market's renewed focus on fundamentals.
- Active management added value.

Market and economic outlook

- The U.S. economy should continue to grow as the cyclical recovery remains intact.
- Bullish on equities versus fixed income.
- Remain skeptical about Europe in 2013.
 - The eurozone economy will remain weak until the banking system is on a sounder footing.

**Financial Markets Performance
as of 12/31/12
Selected Markets Q4, and 1 Year
(%)**

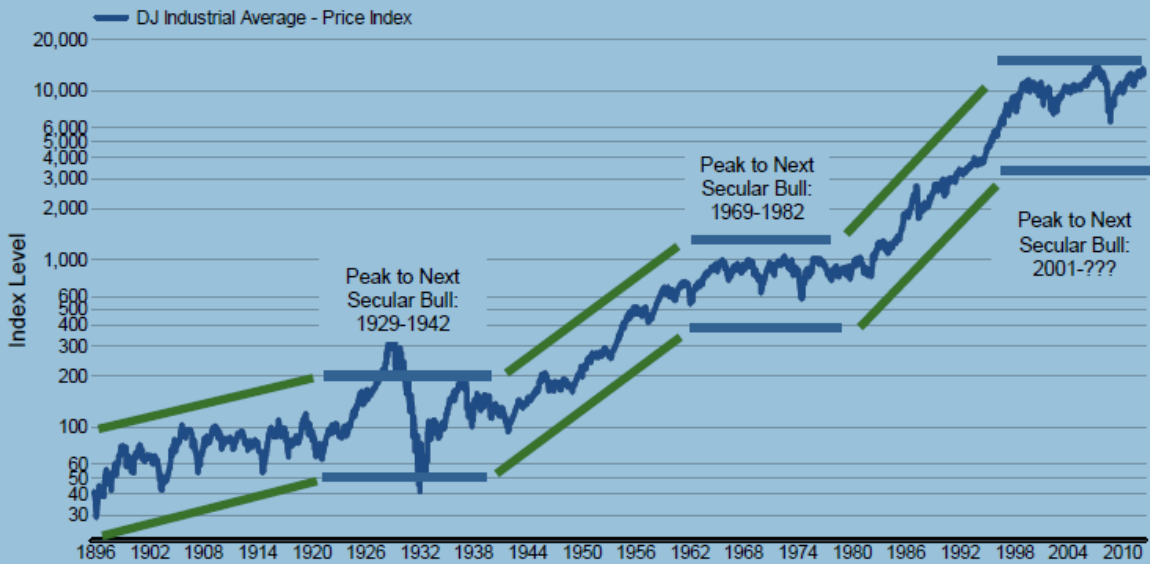


Outlook

Source Fidelity

We may be nearing an upside breakout.

Historically, there have been other extended periods of flat returns for equities. If history is any guide, we are likely to be exiting this phase sometime over the next 2-3 years.

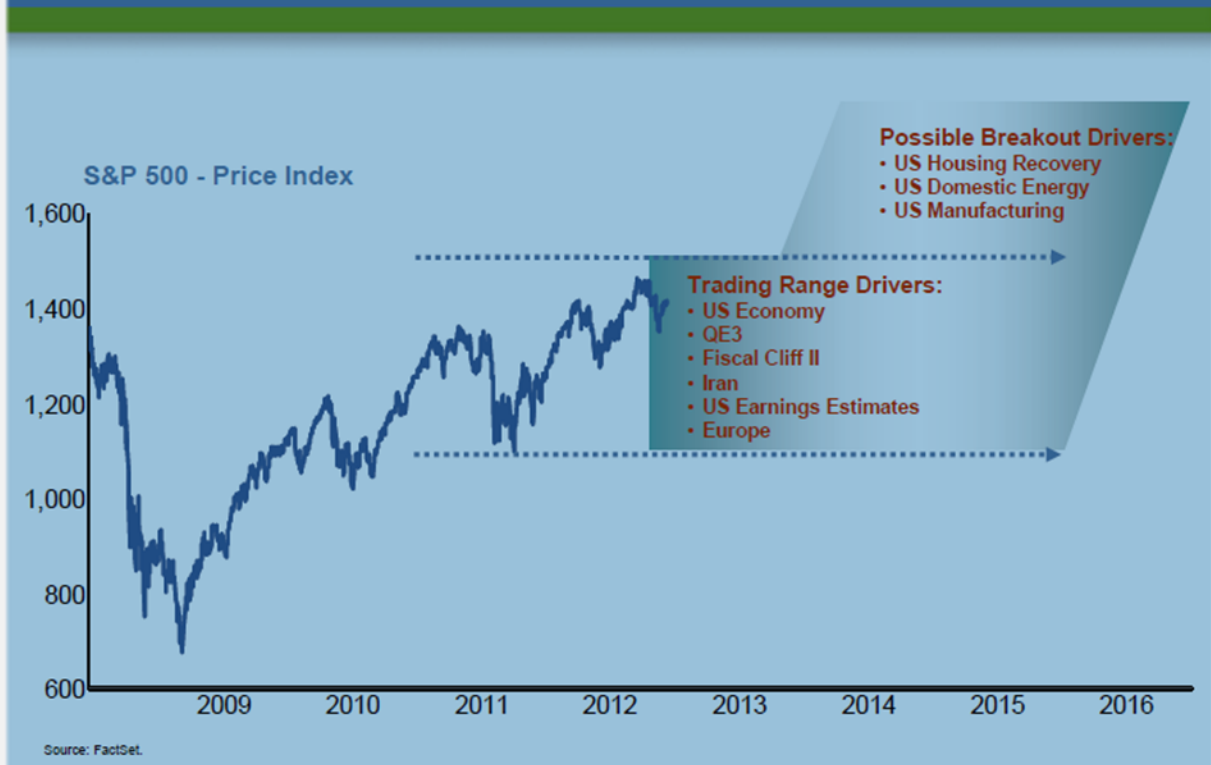


Source: FactSet. Past performance is no guarantee of future results.

Outlook

Source Fidelity

But short-term Challenges are Numerous!

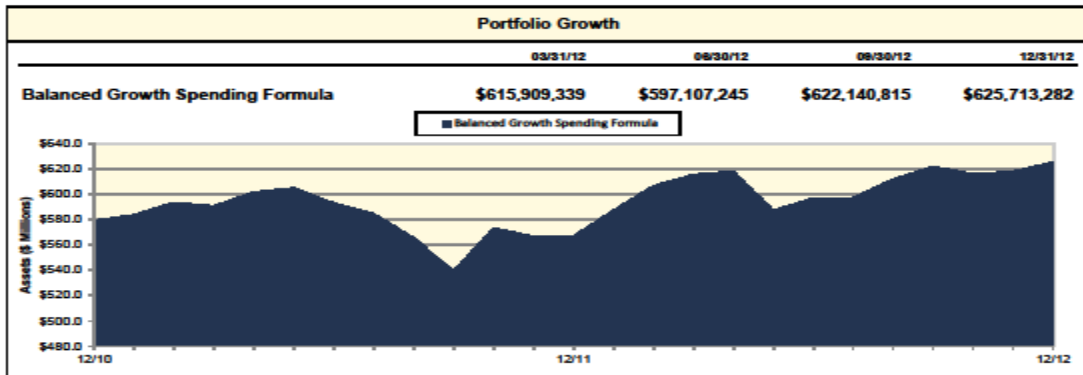


Permanent Fund Performance



CAMBRIDGE ASSOCIATES LLC

Presbyterian Church Foundation - Balanced Growth Spending Formula Fund
Portfolio Review (net of fees) as of December 31, 2012



Performance as of 12/31/12

Composite (Inception Date)	Latest Month 11/30/12 - 12/31/12	Qtr To Date 09/30/12 - 12/31/12	Cumulative Trailing 1 Year	Annualized Since Inception
Balanced Growth Spending Formula (12/31/10)	1.6	2.1	12.1	5.9
<i>Policy Benchmark (12/31/10)</i>	<i>1.4</i>	<i>1.5</i>	<i>10.5</i>	<i>4.3</i>
<i>Value Added</i>	<i>0.3</i>	<i>0.6</i>	<i>1.5</i>	<i>1.6</i>
<i>Simple Benchmark (12/31/10)</i>	<i>1.9</i>	<i>2.6</i>	<i>15.1</i>	<i>4.9</i>
<i>Value Added</i>	<i>-0.3</i>	<i>-0.5</i>	<i>-3.0</i>	<i>1.1</i>

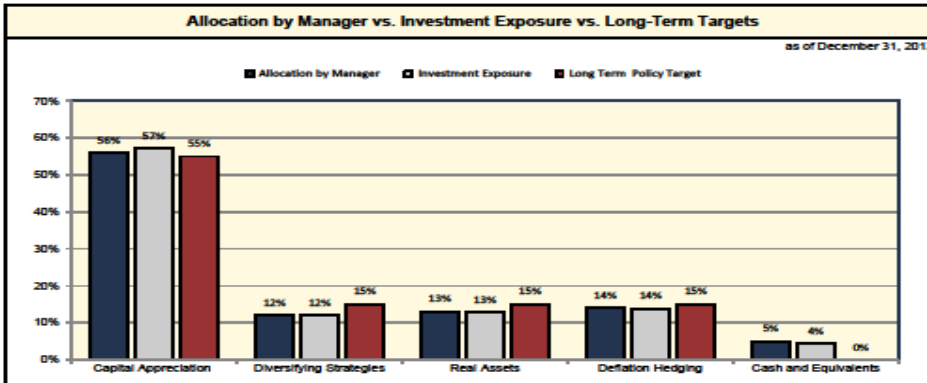
Note: See Endnotes for benchmark compositions.

Permanent Fund Asset Allocation



**Presbyterian Church Foundation - Balanced Growth Spending Formula Fund
Asset Allocation Policy** as of December 31, 2012

	Allocation by Manager	Investment Exposure	Long Term Policy Target	Allowable Range
Capital Appreciation	56.2%	57.1%	55.0%	40%-70%
U.S. Equity	18.6%	19.4%		
Global Developed ex-U.S. Equity	15.2%	15.2%		
Emerging Markets Equity	8.5%	8.5%		
Private Equity/Venture Capital	4.1%	4.1%		
Market Sensitive Hedge Funds	9.8%	9.8%		
Diversifying Strategies	12.0%	12.0%	15.0%	5%-25%
Real Assets	12.8%	12.8%	15.0%	5%-25%
Deflation Hedging	13.8%	13.8%	15.0%	5%-25%
Traditional Fixed Income	13.5%	13.5%		
MRI Fixed Income	0.3%	0.3%		
Cash and Equivalents	5.2%	4.4%	0.0%	0%-5%

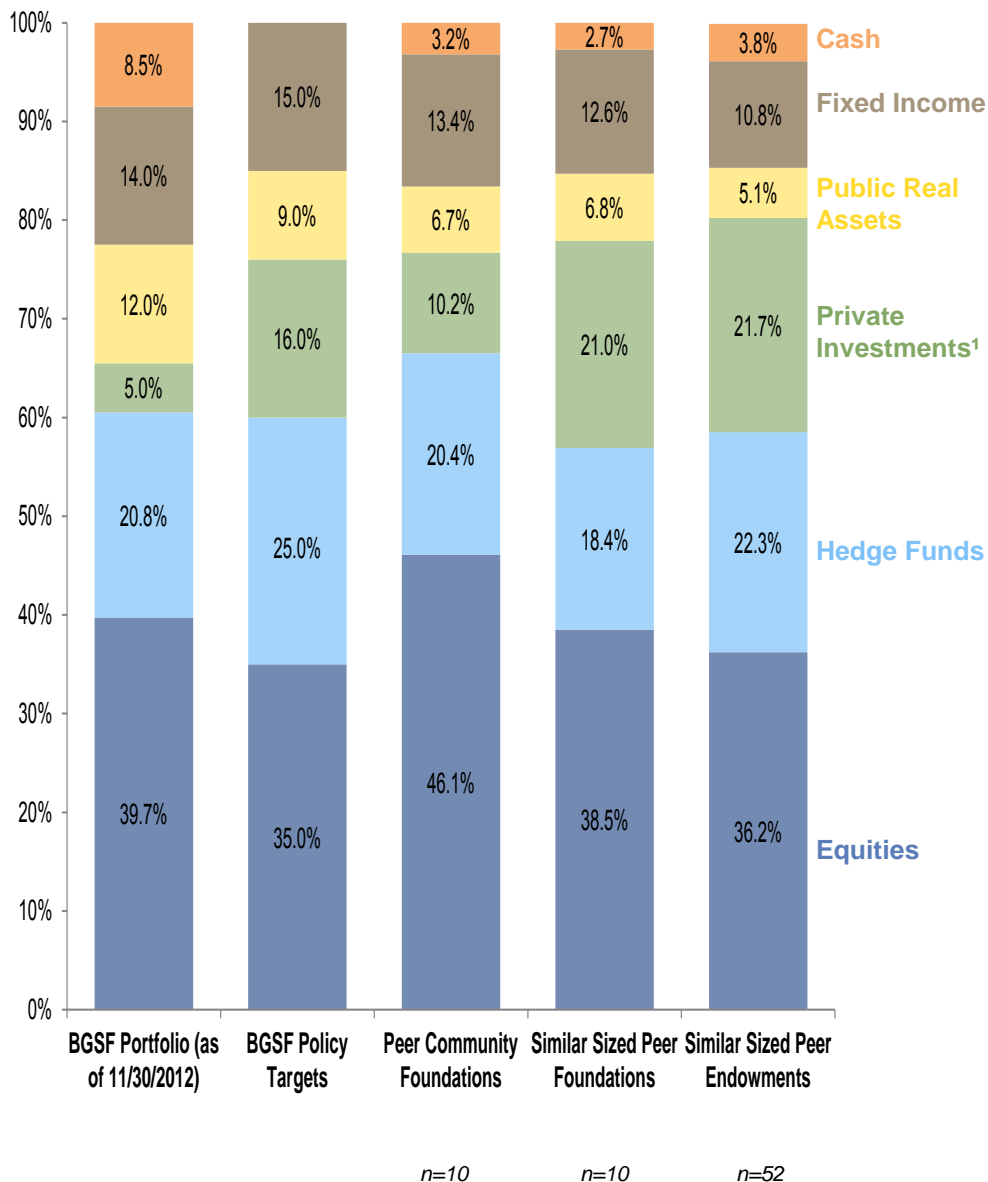


Note: Investment Exposure incorporates the economic exposure of futures contracts.



Comparative Asset Allocation Analysis

BGSF is comparable to similar sized endowments, foundations, and other community foundations



Key Points:

- The BGSF Policy Portfolio:
 - Is equity-oriented;
 - Has meaningful allocations to hedge funds and private investments; and
 - Is similar to peer foundations and endowments.
- BGSF’s investment policy has a maximum of 20% to private investments.
- It will take time to reach the target to private investments, as it takes years to identify and invest with high conviction managers.

Notes: Allocations may not sum to 100% due to rounding.
 "Peer Community Foundations" are foundations with market values between \$100 million and \$1 billion (consisting of 10 institutions), as of 9/30/2012. "Peer Foundations" are foundations with market values between \$500 million and \$1 billion (consisting of 10 institutions), as of 9/30/2012. "Peer Endowments" are endowments with market values between \$500 million and \$1 billion (consisting of 52 institutions), as of 9/30/2012. Cash includes "Other" assets not otherwise classified.
¹Private Investments include private equity, venture capital, private real estate, and private natural resources.

ITEM 238 FOR INFORMATION

United Nations Commission on the Status of Women, CSW 57

More than 70 Presbyterians along with ecumenical partners and representatives from nongovernmental organizations (NGOs), played a vital role as the United Nations Commission on the Status of Women, March 4–15, 2013 outlined its international approach to women’s issues—specifically in efforts to eliminate and prevent all forms of violence against women and girls. The Presbyterian delegation ranged in age from 19 to 80+.

Presbyterian women and men participate in NGO-sponsored parallel events that surround the annual sessions of CSW as part of Ecumenical Women, a network of faith-based organizations that advocates at the UN on behalf of women. Ecumenical Women provides a framework for the faith community to observe and participate at the UN that includes daily worship, a communication network, and advocacy meetings. The Presbyterian Ministry at the United Nations, housed at the Church Center for the United Nations also plays a vital role in organizing, orienting and otherwise supporting the delegation.

During this yearly meeting, representatives from member states gather at UN headquarters to evaluate progress on gender equality, identify challenges, set global standards, commit to agreed conclusions, and formulate concrete policies to promote gender equality and women’s empowerment worldwide.

A range of NGOs seeks to influence the Commission’s agreed conclusions (outcome document) through awareness, education and dialogue with Commission representatives. Presbyterian participants, guided by General Assembly policy, work with our partners in Ecumenical Women to advocate for God’s justice and peace with the Commission,. Participation inspires and equips Presbyterians, women and men alike, to proclaim and advocate for gender equality and women’s empowerment at the local, state, national, and international levels.

“The women and men in this diverse and dynamic group of Presbyterians are blessed by the opportunity to join our voices in working to affect real change locally and globally,” said Kate Carlisle, associate for Young Women’s Leadership Development (YWLD).

The majority of the Presbyterian delegation is made up of members of Presbyterian Women (PW), who have long been present at these meetings to share the concerns of women from around the world. This year, thirteen young women participating in or leading Young Women’s Leadership Development programs within Racial Ethnic and Women’s Ministries/PW joined them. They provided their generational perspectives by participating in the UN and parallel event proceedings, and through an intergenerational dialogue sponsored by Presbyterian Women. The Presbyterian participation is possible because the Presbyterian Church (U.S.A.) holds special consultative status with the UN Economic and Social Council.

“As Christians, we are called to bear witness to the suffering and injustice in the world. We are also called to speak out with compassion and courage, no matter how young or old we might be,” Carlisle adds.

For more information, contact Mark Koenig, director, Presbyterian Ministry at the United Nations, Compassion, Peace and Justice Ministry, Presbyterian Mission Agency, Presbyterian Church (U.S.A.), 777 UN Plaza, 7th Floor, New York, NY 10017, (212) 697-4568.

ITEM 239 FOR INFORMATION

Subject: 2012 World Mission Funds Development Report – YTD December 31, 2012

	2012 Annual GOAL	YTD 2011	2012 ACTUAL Mission co-Worker Sending and Support	Variance 2011 vs. 2012	
Individuals:	\$3,080,000	\$2,193,705	\$3,547,239	\$1,353,534	162%
MIJHH Pledges:	\$ 200,000	\$ 20,150	\$254,380	234,230	1262%
*Church Support:	\$4,000,000	\$4,297,412	\$4,259,741	-\$37,671	99%
Total Revenue:	\$7,280,000	\$6,511,267	\$8,061,360	\$1,550,093	124%
<hr style="border: 0.5px solid black;"/>					
<i>*(DMS, ECO, MIJHH cash gifts from churches)</i>					
Expenses:					
Fund Raising	\$1,763,988	\$1,500,142	\$1,675,673	\$175,531	112%
Shared Services	\$ 189,000	\$ 164,270	\$244,964	\$80,694	149%
Total Expenses	\$1,952,988	\$1,121,486	\$1,920,637	\$262,502	126%
Total Cash to Need:	\$5,237,012	\$4,846,855	\$6,140,723	\$1,293,868	127%
<hr style="border: 0.5px solid black;"/>					

Summary:

Our overall revenue for the sending and support of mission co-workers for the 2012 fiscal year (January through December) of \$8,061,360 is \$1,550,093 higher or 124% of last year's revenue. 2012 revenue is \$781,360 over and 111% of the 2012 goal. (Included in this total is an anonymous gift of \$1,000,000 made in May.)

Our total fund raising expenses of \$1,675,673 were 95% of the projected expense of \$1,763,988 or \$88,315 under the plan. Shared services expenses for the year were \$244,964 and 130% over the projection of \$189,000 creating a \$55,964 variance. This is attributed to the higher amount of gifts received from fund raising efforts during the year, as shared services were calculated as 5% of ECO receipts. Both churches and individuals give to these opportunities. For some churches it is considered beyond their budgeted basic mission support. For individuals, it is the way they are able to give a designated gift to a specific mission co-worker position. In 2006 it was determined that we needed to calculate a small percentage of each gift as the cost to administer these funds. Although 5% of each gift does not actually cover the shared services investment of time in processing these gifts, that was the amount agreed upon. In 2013 this will be discontinued as we have moved to a system of allocating true shared services costs throughout all of the mission areas.

Total 2012 cash to WM sending and support of mission co-workers is \$6,140,723. This is \$1,293,868 over for the 2011 year, and \$813,711 over and 115% of the cash to need goal for 2012.

In 2012 we received gifts from 351 churches for a total of \$395,021 who had not given in 2011.

Background:

Individuals – With fiscal year 2012 we are reporting on our direct mail and major gift programs as one individual giving program with a total goal of \$3,080,000 in revenue. As regional development officers developed deeper relationships with individuals in their regions, it became important to acknowledge that many gifts received from donors using the envelopes received through the direct mail

program were actually motivated by the heightened relationship with world mission through the fund raising representative. By combining the results of both direct mail and major gifts into one individual giving program we are able to build strategies that are seamless between the two programs. This will allow for higher results, while still having the ability to track each tactic and make corrections as needed.

In 2012 we utilized nine direct mail appeals in our **direct response** efforts and received 8,584 gifts from 4,737 donors, totaling \$628,712. This is an average gift size of \$73.24, and includes our return thank you program which brought in \$22,914. Our expenses of \$392,419 are 77% of the projected YTD expenses of \$508,198 and reflect a difference of \$115,779.

For our **major donor program** our 2012 revenue of \$2,893,808 includes an anonymous gift of \$1,000,000 and \$24,719 of new MIJHH cash gifts. Not counting the \$1 million gift, this total represents relationships with 957 donors whose average giving is \$972. Expenditures totaled \$1,014,560 or 99% of the projected YTD expenses of \$1,022,549.

MIJHH Pledges – Our YTD pledge redemption revenue toward mission sending and support of \$254,380 is 127% of the total annual goal of \$200,000. This is attributed to one major gift from a congregation toward their pledge. MIJHH pledge payments were accepted through December, 2012 and the Mission Initiative Joining Hearts and Hands has been closed.

Churches – (Church support combines DMS, ECO and Mission Initiative accounts.)

Our 2012 church support revenue of \$4,259,741 105% of our annual goal of \$4,000,000. This represents 99% of the revenue of \$4,297,412 we received last year, resulting in -37,671 less cash received. The church support number includes donations from churches made to DMS, (\$3,159,781) sending and support ECO (\$988,584) and MIJHH (\$111,376) accounts. Our YTD expenditures totaled \$268,694 and were 115% of the YTD expense projection of \$233,241, causing a \$34,453 variance.

**World Mission Fund Raising
 Income Statement
 December 31, 2012**

	2011 vs 2012				Year to date vs Year Goals			
	TD December 31, 2011	YTD December 31, 2012	2011 vs 2012 Sending and Support	% of Difference	Goal/Budget	Actual as of December 31, 2012	Goal vs Actual Sending and Support	% of Goal
Revenue								
*Individuals	2,193,705	3,547,239	1,353,534	162%	3,080,000	3,547,239	467,239	115%
**Churches	4,297,412	4,259,741	(37,671)	99%	4,000,000	4,259,741	259,741	106%
MIJHH	20,150	254,380	234,230	1262%	200,000	254,380	54,380	127%
Total Revenue	6,511,267	8,061,360	1,550,093	124%	7,280,000	8,061,360	781,360	111%
Expenses								
Major Gifts	879,997	1,014,560	134,563	115%	1,022,549	1,014,560	(7,989)	99%
Church Support	222,192	268,694	46,502	121%	233,241	268,694	35,453	115%
Direct Response	397,953	392,419	(5,534)	99%	508,198	392,419	(115,779)	77%
Total Direct Expenses	1,500,142	1,675,673	175,531	112%	1,763,988	1,675,673	(88,315)	95%
Net Revenue	5,011,125	6,385,687	1,374,562	127%	5,516,012	6,385,687	869,675	116%
Indirect Expenses								
Shared Expense	164,270	244,964	80,694	149%	189,000	244,964	55,964	130%
Total Shared Expense	164,270	244,964	80,694	149%	189,000	244,964	55,964	130%
Total Expenses	1,664,412	1,920,637	256,225	115%	1,952,988	1,920,637	(32,351)	98%
Net Funds Available to WM	4,846,855	6,140,723	1,293,868	127%	5,327,012	6,140,723	813,711	115%

should be at 100%

***Individuals**

Direct Response	1,091,399	628,712	(462,687)	58%	1,080,000	628,712	(451,288)	58%
¹ Major Gifts	1,059,016	2,893,808	1,834,792	273%	2,000,000	2,893,808	893,808	145%
MIJHH (non-pledge)	43,290	24,719	(18,571)	57%	-	24,719	24,719	
Total Individuals	2,193,705	3,547,239	1,353,534	162%	3,080,000	3,547,239	467,239	115%

****Church Support**

DMS	3,214,676	3,159,781	(54,895)	98%	3,000,000	3,159,781	159,781	105%
ECO (sending/support)	914,866	988,584	73,718	108%	1,000,000	988,584	(11,416)	99%
MIJHH (non-pledge)	167,870	111,376	(56,494)	66%	-	111,376	111,376	
Total Church Support	4,297,412	4,259,741	(37,671)	99%	4,000,000	4,259,741	259,741	106%

¹In May 2012 we received a Major Gift from an Individuals of \$1M, this is included in our total, but was put in a holding account and does't appear on our reports from RE.

ITEM 240 FOR INFORMATION

Special Offerings Annual Report, 2012

Special Offering Receipts 2012 YTD (Jan-Dec.)

	2011	2012	Variance
OGHS	\$7,690,644	\$7,030,031	-8.59%
Pentecost	\$758,284	\$818,984*	8.00%
Peacemaking	\$997,396	\$958,561**	-3.89%
CJO	\$4,124,341	\$3,989,899	-3.26%
Special Offerings	\$0.00	\$8,387	100.00%
TOTAL	\$13,570,665	\$12,805,862	-5.64%

2012 numbers are preliminary, subject to audit

*PMA receives 60% of receipts of the Pentecost Offering, 40% is retained in congregations. The total offering is estimated at \$1,364,973

**PMA receives 50% of receipts of the Peacemaking Offering, 25% is retained by congregations and 25% is directed to presbyteries and synods. It is estimated that total offering receipts were \$1,917,122.

Promotion/Communications

Our telephone contact strategy continues and phone calls continue to be received warmly by churches all across the country. With the addition of new contractors, we have been able to meet some of the goals related to call volume that have challenged us in the past. We have also added phone calls to churches non-currently participating in specific Offerings to encourage their future participation.

Our efforts to increase awareness of the Special Offerings through the internet continue to be met with success. Our utilization of sites such as Facebook, Twitter, YouTube, Instagram, Google Plus, and Pinterest enables us to leverage those individual networks, creating thousands of "brand advocates" who then spread our information to those we could not otherwise reach. The use of Facebook advertisements has been especially beneficial in growing our audience on that platform. Current Facebook "likes" now exceed 1,000. Our focus on building our social media presence has also been helpful with growing our text-based gifts, which (including gifts made to PDA keyword

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in wake of Sandy) totaled more than \$12,500 in 2012 – an increase of almost 450% from the \$2,790 raised via text in 2011.

We are now in the second year of the Special Offerings e-newsletter, to which we've received an overwhelming positive response and zero negative feedback regarding content. There are many goals we are trying to achieve with the newsletter, including: informing subscribers what Special Offerings is currently doing, increasing knowledge of the Offerings, encouraging generosity via emotional investment in the work of Special Offerings- beneficiaries, to provide tips for promoting Offerings within congregations, and to provide examples of how individual congregations are utilizing their share of kept Pentecost and Peacemaking Offering receipts.

Special Offerings continues to offer a physical presence at churchwide events and conferences across the country. Through this, we are able to provide “a face behind the brand” and even foster meaningful personal relationships with PC(USA) staff, pastors, and other church leaders – specifically those with influence over others in the church (Bruce Reyes-Chow, for example). During these events we have also provided guided workshops on promoting the Offerings and the use of social media in the church. These large-scale events also allow us to host fundraisers, the most successful being the “Fundraiser with the Pittsburgh Pirates” event during 220th General Assembly (2012), which raised over \$6,000 for the Offerings.

Production and Project Management

All Offerings include printed and online resources and a series of e-blasts to constituents with information and giving opportunities. Advertising in Presbyterian publications includes a brochure/mailer “tipped-in” offering the reader a description of the Offering as well as a chance to donate to the Offering if they wish. All resources continue with the new look to ensure that Offering resources have continuity. Working with Relationship and Development Operations, stickers were developed with giving information for the current offering season and are placed on the back of thank you letters that are mailed out. Beginning with the Christmas Joy Offering, packages of brochure/mailers were mailed to churches that had not ordered any resources or given any money to the Offering in the last three years. This was successful and will be continued for the other three Offerings. A Season of Peace was created for the Peacemaking Offering and will continue in 2013 with tweaks and a resource for youth.

Direct Response

Special Offerings direct response efforts began with our 2012 Christmas Joy Offering. Four (4) e-appeals were produced and sent, and a new-look landing page for the Christmas Joy Offering home page was created. Individual e-appeals were created using on-line gift tracking and were sent to a database of 11,207 recipients. Results from this effort totaled \$4,552 (48 gifts, with an average gift size of \$94.83).

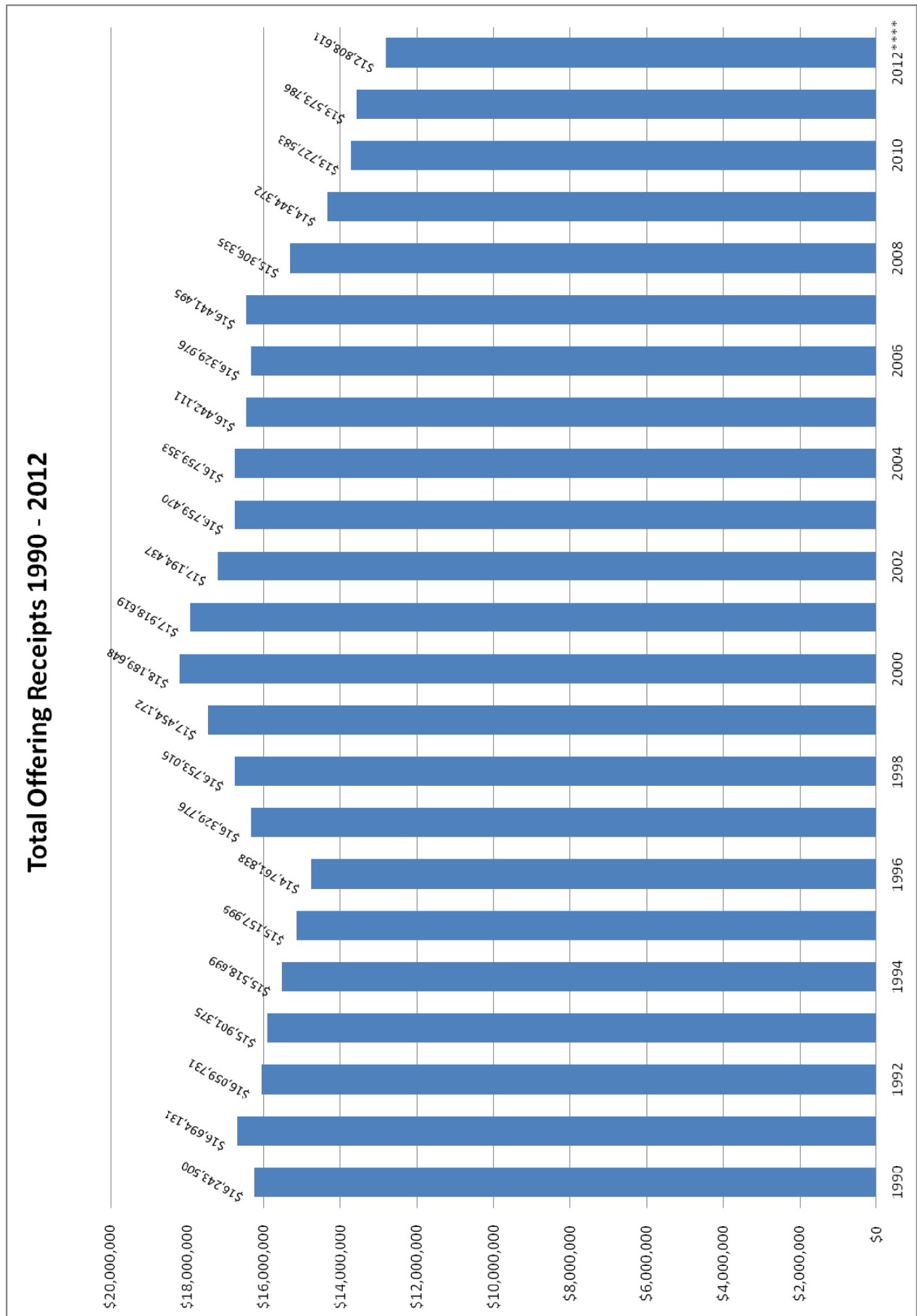
Special Offering Direct Response 2012 YTD (Jan-Dec.)			
Total received	Number of Recipients	Number of Gifts	Average Gift
\$4,522	11,207	48	\$94.83

Disaster Response

Superstorm Sandy efforts began October 30 with two e-appeals, one print appeal, a *Presbyterian's Today* ad and article, and a *Sojourner's* Just Giving Catalog e-appeal. 2012 results from these combined efforts amounted to \$2,250,010; this figure consists of 425 text gifts of \$10 each (\$4,250) and \$2,245,760 in gifts received (6,448 gifts at an average of \$348 per gift).

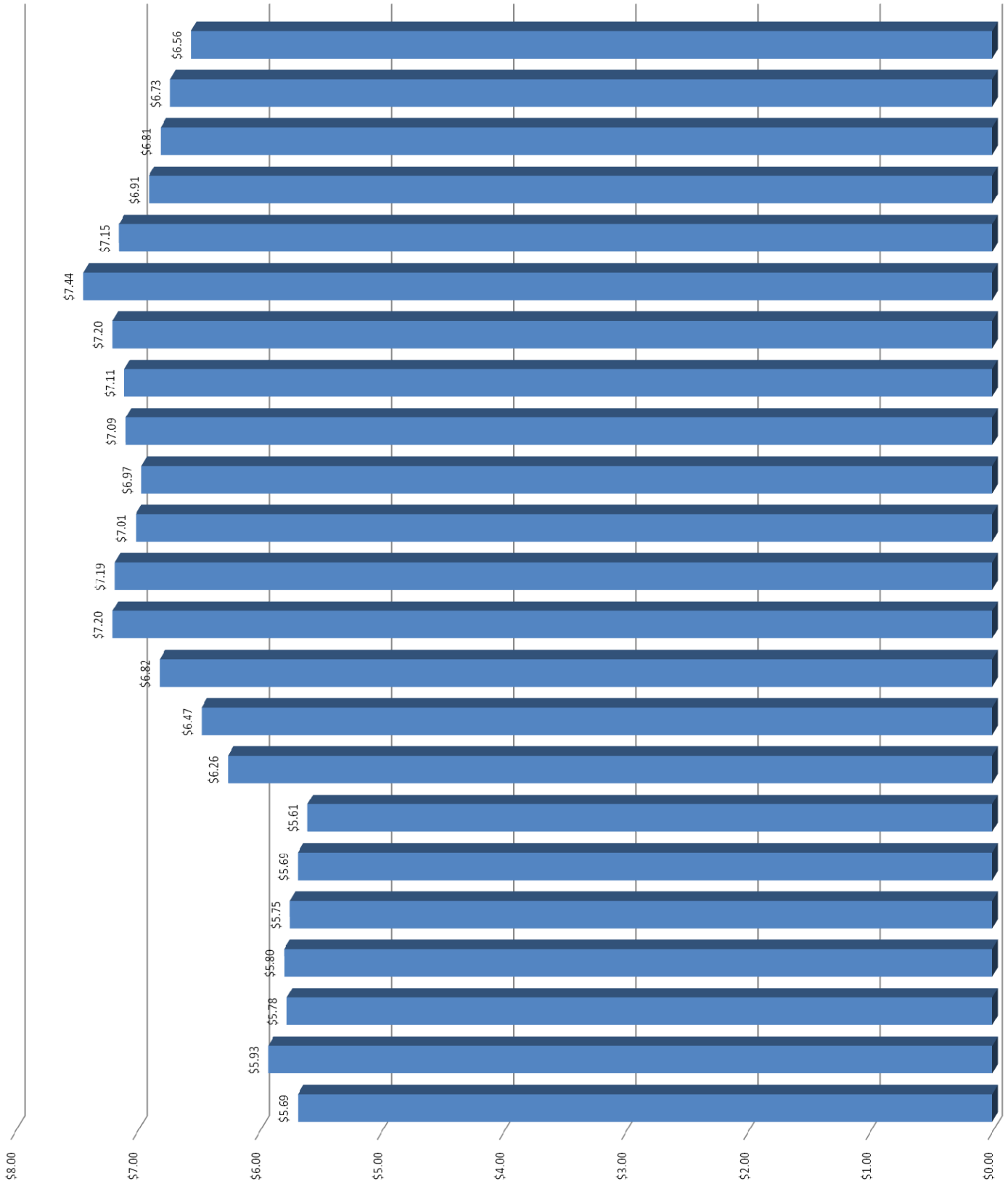
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	OGHS	PENTECOST	PEACEMAKING	CHRISTMAS JOY	WITNESS	Special Offerings#	TOTAL SPECIAL OFFERINGS
		*	**		***		
1990	\$9,603,411		\$1,035,825	\$4,646,937	\$957,327		\$16,243,500
1991	\$9,844,896		\$1,120,910	\$4,930,778	\$797,547		\$16,694,131
1992	\$9,499,708		\$1,121,358	\$4,610,371	\$828,294		\$16,059,731
1993	\$9,367,456		\$1,125,569	\$4,728,772	\$679,578		\$15,901,375
1994	\$9,082,346		\$1,162,775	\$4,643,159	\$630,419		\$15,518,699
1995	\$8,997,398		\$909,288	\$4,588,296	\$663,017		\$15,157,999
1996	\$8,741,152		\$839,500	\$4,585,068	\$596,118		\$14,761,838
1997	\$9,442,008		\$960,134	\$5,339,553	\$588,081		\$16,329,776
1998	\$9,660,658	\$464,650	\$1,029,844	\$5,454,899	\$142,965		\$16,753,016
1999	\$10,451,470	\$530,347	\$1,007,024	\$5,367,848	\$97,483		\$17,454,172
2000	\$10,755,457	\$608,000	\$1,082,325	\$5,683,054	\$60,812		\$18,189,648
2001	\$10,216,646	\$625,629	\$1,230,677	\$5,780,407	\$65,260		\$17,918,619
2002	\$9,968,371	\$650,870	\$1,040,537	\$5,472,085	\$62,574		\$17,194,437
2003	\$9,431,654	\$653,393	\$1,148,525	\$5,485,578	\$40,320		\$16,759,470
2004	\$9,532,254	\$685,178	\$1,089,004	\$5,409,520	\$43,397		\$16,759,353
2005	\$9,326,914	\$788,147	\$1,040,997	\$5,240,914	\$45,139		\$16,442,111
2006	\$9,465,261	\$799,561	\$1,108,097	\$4,927,405	\$29,652		\$16,329,976
2007	\$8,989,242	\$843,110	\$1,361,494	\$5,215,040	\$32,609		\$16,441,495
2008	\$8,245,099	\$863,861	\$1,177,333	\$4,987,577	\$32,465		\$15,306,335
2009	\$7,901,896	\$859,362	\$1,017,849	\$4,537,815	\$27,450		\$14,344,372
2010	\$7,655,272	\$823,988	\$995,996	\$4,240,750	\$11,577		\$13,727,583
2011	\$7,690,644	\$758,284	\$997,396	\$4,124,341	\$3,121		\$13,573,786
2012****	\$7,030,031	\$818,984	\$958,561	\$3,989,899	\$2,749	\$8,387	\$12,808,611
	* Pentecost figures represent the 60% that comes in to GA						
	** Peacemaking figures represent the 50% that comes in to GA						
	*** Witness has not been a special offering since 1998 but money still comes in						
	****Preliminary, subject to audit.						
	#a new fund was created for gifts for Special Offerings across the board						



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Special Offerings Per Member Giving 1990 - 2012



**ITEM 241
 FOR INFORMATION**

PMPF Use of Unrestricted Funds

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
PMPF (Use) or Addition of Funds	(848,923)	(2,732,652)	1,802,184	8,165,626	(1,389,703)	(5,541,356)	(471,468)	2,872,581	(1,002,223)	350,958
Balance at December 31	19,219,612	17,833,738	19,543,270	25,783,336	22,269,667	7,168,813	15,190,440	17,891,882	18,675,409	11,777,418
Reserve Requirement	11,604,672	11,415,277	11,128,585	12,914,243	9,570,524	8,640,359	7,887,459	7,571,504	7,571,504	7,308,127
Funds in Excess of Reserve Requirement	7,614,940	6,418,461	8,414,685	12,869,093	12,699,143	(1,471,546)	7,302,981	10,320,378	11,103,905	4,469,291

**ITEM 242
FOR INFORMATION**

Monthly Financial Reports – Mission

Financial reports are prepared, analyzed and provided to management for utilization in the decision-making process. The reporting function is essential to make planning and controls effective.

The attached General Assembly Mission Program Receipts & Disbursement Report reflects the preliminary results of operation as of December 31, 2012.



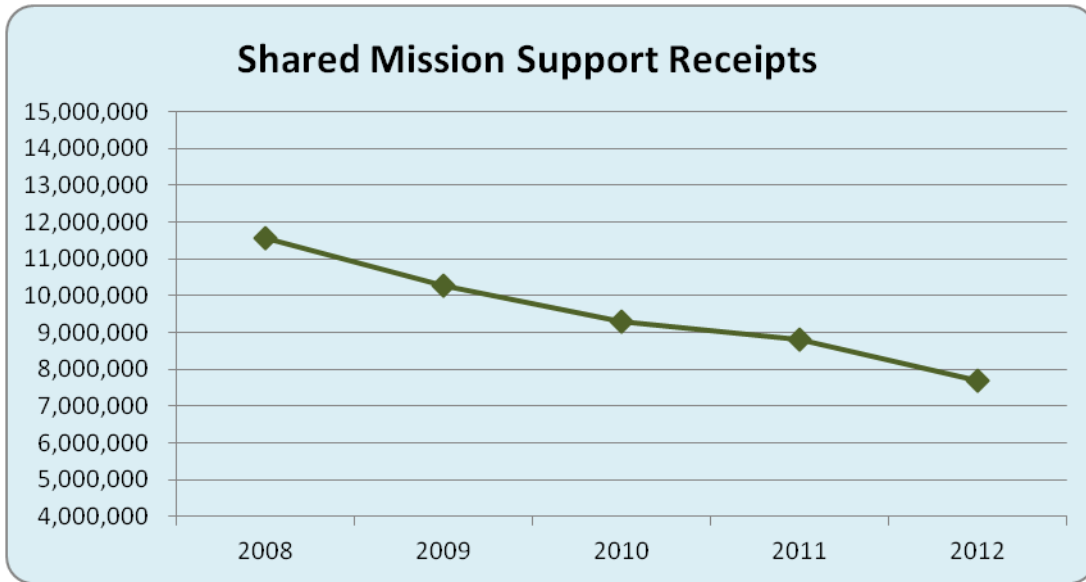
Presbyterian Mission Agency Budget Compared to Actual December 31, 2012



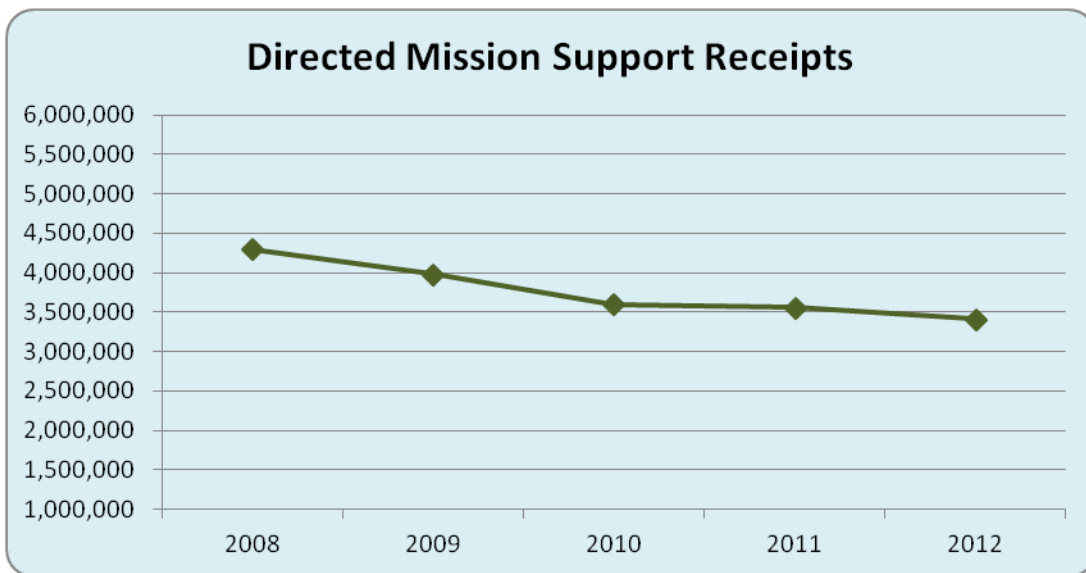
The following are highlights of activities through December 31, 2012:

RECEIPTS

Shared Mission Support - Unrestricted receipts were \$7,681,295 or 78.38% of the annual budget for 2012. The graph below represents actual Shared Mission Support receipts for the last five years. This is a decrease of 12.83% from the prior year.



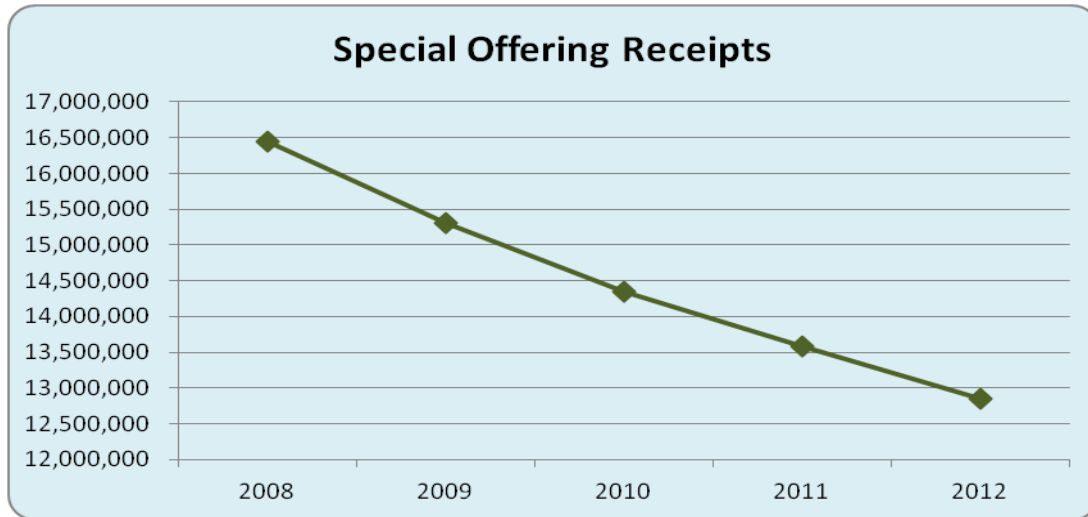
Directed Mission Support - Restricted receipts were \$3,410,143 or 89.74% of the annual budget for 2012. The graph below represents actual Directed Mission Support receipts for the last five years. This is a decrease of 4.20% from the prior year.



RECEIPTS

Special Offerings – Total receipts were \$12,844,455 or 98.05% of the annual budget for 2012. Peacemaking receipts exceeded budget by \$60,553 in 2012. The graph below represents actual Special Offering receipts for the last five years. The following Special Offering receipts denote percentage of the annual budget for 2012. This is a decrease of 5.74% from the prior year.

- Christmas Joy – 95.00%
- One Great Hour of Sharing – 99.58%
- Peacemaking – 106.73%
- Pentecost – 91.22%



Other Specific Appeals - Receipts were \$14,442,920 or 94.10% of the annual budget for 2012. This included Emergency and Disaster Relief receipts for Superstorm Sandy of \$2,245,825 and USA Disasters & Emergencies receipts of \$1,536,519. ECO receipts were 81.24% of the annual budget for 2012. Mission Initiative: Joining Hearts & Hands received a gift of \$250,000.

Additional Forms of Giving - A terminated unrestricted outside trust of \$3,446,419 was received in September. Two anonymous gifts of \$1 million each were received in May. The gifts are restricted for foreign mission and domestic mission.

Endowments, Interest, and Dividends – Short-term Investments were \$1,234,964 or 205.83% of the budget due to market value increases in Church Loan funds.

Other - Curriculum-English revenue totaled \$2,112,434 or 90.56% of the budget for 2012. The decrease was due to a decline in sales and a drop in ECO funding. Curriculum-English ended the year with a budget surplus of \$38,166. Curriculum-Language revenue totaled \$157,848 or 89.94% of the budget for 2012. Curriculum-Language ended the year within budget.

Mission Resources – The Presbyterian Planning Calendar had income over expenses of \$297,517 for 2012.

Total Receipts – The chart below shows the results for actual receipts versus budgeted receipts for all of 2012.

	December 2012 Actual Receipts	December 2012 Budgeted Receipts	Over (Under)
Shared Mission Giving	\$7,681,295	\$9,800,000	\$(2,118,705)
Directed Mission Giving	\$3,410,143	\$3,800,000	\$(389,857)
Special Offerings	\$12,844,455	\$13,100,000	\$(255,545)
Total Unrestricted Receipts	\$20,909,736 ¹	\$20,560,422	\$349,314
Total Restricted Receipts	\$54,287,550 ²	\$52,760,004	\$1,527,546
Total	\$75,197,286	\$73,320,426	\$1,876,860

¹ Includes \$3,446,419 terminated outside trusts ² Includes \$2 million anonymous gifts



Presbyterian Mission Agency Budget Compared to Actual December 31, 2012



The following are highlights of activities through December 31, 2012:

EXPENDITURES

Executive Director

- Executive Administrator –Restricted expenses were low compared to budget due to lower than expected Legal and IARP expenses.

Communications and Funds Development

- Mission Resources – Unrestricted expenses were low compared to budget and restricted expenses were high. This is due to Presbyterian Planning Calendar sales. The revenues were greater than expenditures; therefore, offsetting unrestricted expenditures.
- Church Financial Campaign Service – Unrestricted and restricted expenses were low compared to budget because Church Financial Campaign Service is no longer a program of the PMA (formerly GAMC), effective June 30. Former consultants that provided professional fund-raising services for Church Financial Campaign Service have collaborated to launch an independent campaign company—Church Campaign Services (CCS).

Mission

- Deputy Executive Director – Restricted expenses were low compared to budget due to anticipated Congregational Life survey work that did not occur in 2012 and will now be performed in 2013.
- Vocation – Restricted expenses were low compared to budget because expenses related to the “For Such a Time as This” program were lower than expected.
- Theology, Worship and Education – Unrestricted expenses were low compared to budget due to vacant positions. Restricted expenditures were low compared to budget. This was due to (1) lower grant and program expenditures than budgeted by \$413,000 in the Theological Education Office, (2) less expenditures in the Theology and Worship office of \$167,000 due primarily to vacant positions, (3) lower program expenditures of \$145,000 for the Company of New Pastors, and (4) less expenditures in the Interfaith Office by \$91,849 due to staff vacancies.
- Evangelism and Church Growth – Restricted expenses were low compared to budget due to a smaller than expected number of Mission Program Grant applicants.
- Compassion, Peace & Justice – Unrestricted expenses were low compared to budget due to savings in travel and administrative expenses. Restricted expenses were low compared to budget due primarily to Disaster Relief expenditures. The funds budgeted for Tsunami Relief funds were not exhausted due to the pace of the projects. These funds will be carried over and used next year.
- World Mission – Unrestricted expenses were approximately \$610,000 less than budget primarily due to position vacancies and the timing of new personnel hires, a result of restructuring, and savings in PMA common expenses. Restricted expenses were under budget by approximately \$3.3 million due to the timing and number of missionaries sent into the field, staff vacancies, and funds unable to be disbursed to certain countries due to sanctions, and some partners providing inadequate reporting on previously sent funds in a timely manner, and World Mission receiving less income than projected.
- Racial Ethnic and Women’s Ministries – Unrestricted expenses were low compared to budget due to vacancies in the Middle Eastern office. Restricted expenses were low compared to budget due vacancies and reduced special event attendance.

Shared Services

- Mail/Print Services – Restricted expenditures were low compared to budget due to lower than expected utilization of mail/print-related services.
- Facilities – Restricted expenditures were low compared to budget due to an unsecured lease agreement and building vacancies.

Other

- ECO Agency – Restricted expenditures were low compared to budget due to less ECO receipts than budgeted, so a lesser amount was paid out.

EXPENDITURES

Total Expenditures - The chart below shows the results for actual expenses versus budgeted expenses for all of 2012.

	December 2012 Actual Expenses	December 2012 Budgeted Expenses	Over (Under)
Total Unrestricted Expenses	\$20,558,778	\$22,805,633	\$(2,246,855)
Total Restricted Expenses	\$56,869,102	\$66,285,857	\$(9,416,755)
Total	\$77,427,880	\$89,091,490	\$(11,663,610)

UTILIZATION OF PRIOR YEAR RECEIPTS

Unrestricted PMPF

The 2012 budget for utilization of prior year receipts is \$2,245,211. There was no utilization of prior year receipts for 2012. Presbyterian Mission Program Fund increased by \$350,958.



Presbyterian Mission Agency Receipts
Actual Compared to Budget as of December 31, 2012
Preliminary - Subject to Audit



MISSION BUDGET									
Receipts	Unrestricted			Restricted			Grand Total		
	Annual Budget	2012 YTD Actual	2011 YTD Actual	Annual Budget	2012 YTD Actual	2011 YTD Actual	Annual Budget	2012 YTD Actual	2011 YTD Actual
I. Support from Congregations & Presbyteries									
Basic Mission Support									
Shared Mission Support	9,800,000	7,681,295	8,812,103	-	-	-	9,800,000	7,681,295	8,812,103
Directed Mission Support	-	-	-	3,800,000	3,410,143	3,559,500	3,800,000	3,410,143	3,559,500
	9,800,000	7,681,295	8,812,103	3,800,000	3,410,143	3,559,500	13,600,000	11,091,438	12,371,603
Churchwide Spec. Offerings									
Christmas Joy	-	-	-	4,200,000	3,989,899	4,124,341	4,200,000	3,989,899	4,124,341
One Great Hour of Sharing	-	-	-	7,100,000	7,070,278	7,732,144	7,100,000	7,070,278	7,732,144
Peacemaking	-	-	-	900,000	960,553	1,009,171	900,000	960,553	1,009,171
Pentecost	-	-	-	900,000	820,976	758,284	900,000	820,976	758,284
Witness	-	-	-	-	2,749	3,121	-	2,749	3,121
	-	-	-	13,100,000	12,844,455	13,627,061	13,100,000	12,844,455	13,627,061
II. Supplementary Support (Beyond Budget)									
From Congregations & Presbyteries & Individuals									
Other Specific Appeals									
Emergency and Disaster Relief	-	-	-	2,500,000	4,188,872	5,713,852	2,500,000	4,188,872	5,713,852
Extra Commitment Opportunity (ECO)	-	-	-	9,680,000	7,864,082	7,323,330	9,680,000	7,864,082	7,323,330
Mission Initiative Joining Hearts & Hands	-	-	-	510,000	423,211	262,466	510,000	423,211	262,466
Special Missionary Support	-	-	-	308,000	332,605	221,778	308,000	332,605	221,778
Hunger	-	-	-	600,000	408,770	742,183	600,000	408,770	742,183
Theological Education Fund	-	-	-	1,750,000	1,225,380	1,324,617	1,750,000	1,225,380	1,324,617
	-	-	-	15,348,000	14,442,920	15,588,226	15,348,000	14,442,920	15,588,226
Add'l Forms of Giving									
Presbyterian Women	498,604	199,192	409,798	451,396	503,182	412,979	950,000	702,374	822,777
Bequests and Annuities	2,500,000	3,656,215	728,216	200,000	75,988	76,897	2,700,000	3,732,203	805,113
Other Gifts	-	-	-	-	2,114,073	38,055	-	2,114,073	38,055
Validated Mission Support	-	-	-	-	(19,692)	11,350	-	(19,692)	11,350
Grants from Outside Fdns.	-	-	-	90,000	15,470	20,620	90,000	15,470	20,620
	2,998,604	3,855,407	1,138,014	741,396	2,689,021	559,901	3,740,000	6,544,428	1,697,915
III. Endowments, Interest and Dividends									
PC (USA) Restr. Endow. Fds.	-	-	-	5,352,340	5,342,952	5,832,049	5,352,340	5,342,952	5,832,049
PC (USA) Unres. Endow. Fds.	6,061,818	6,567,211	7,007,446	-	-	-	6,061,818	6,567,211	7,007,446
Pby. Mission Program Fund	250,000	101,240	183,550	289,532	196,418	168,105	539,532	297,658	351,655
Outside Trusts	800,000	1,450,890	1,343,388	150,000	96,000	114,000	950,000	1,546,890	1,457,388
Jinishian Fund	-	-	-	1,534,197	1,545,085	1,703,244	1,534,197	1,545,085	1,703,244
Short Term Investment	600,000	1,234,964	621,763	600,000	315,982	262,411	1,200,000	1,550,946	884,174
	7,711,818	9,354,305	9,156,147	7,926,069	7,496,437	8,079,809	15,637,887	16,850,742	17,235,956
IV. Other									
Partner Churches and Other	-	-	-	100,000	113,838	164,203	100,000	113,838	164,203
Hubbard Press	50,000	10,000	15,000	-	-	38,050	50,000	10,000	53,050
Sales: Curriculum	-	-	-	2,155,800	2,270,282	2,481,583	2,155,800	2,270,282	2,481,583
Sales: Program Services	-	-	-	7,963,180	9,223,062	8,020,126	7,963,180	9,223,062	8,020,126
Sales: Resources	-	8,729	11,141	1,625,559	1,797,392	1,832,349	1,625,559	1,806,121	1,843,490
Other Income	-	-	-	-	-	-	-	-	-
	50,000	18,729	26,141	11,844,539	13,404,574	12,536,311	11,894,539	13,423,303	12,562,452
TOTAL RECEIPTS	20,560,422	20,909,736	19,132,405	52,760,004	54,287,550	53,950,808	73,320,426	75,197,286	73,083,213
V. Prior Year Accumulations									
	2,245,211	(350,958)	1,002,223	13,525,853	2,581,552	3,785,708	15,771,064	2,230,594	4,787,931
TTL RCPTS, PY ACCUM & ADJS	22,805,633	20,558,778	20,134,628	66,285,857	56,869,102	57,736,516	89,091,490	77,427,880	77,871,144



Presbyterian Mission Agency
Expenditures by Entity
For the Period Ended December 31, 2012
(After Cost Allocation)
Preliminary - Subject to Audit

Item 242



BUDGETED ENTITY	MISSION BUDGET								
	UNRESTRICTED			RESTRICTED			GRAND TOTAL		
	Annual Budget	2012 YTD Actual	2011 YTD Actual	Annual Budget	2012 YTD Actual	2011 YTD Actual	Annual Budget	2012 YTD Actual	2011 YTD Actual
I Executive Director									
Executive Administrator	921,128	844,465	223,147	475,108	354,489	385,636	1,396,236	1,198,954	608,783
	921,128	844,465	223,147	475,108	354,489	385,636	1,396,236	1,198,954	608,783
II Communications and Funds Dev.									
Creative Services	-	-	-	3,853	3,880	12,026	3,853	3,880	12,026
Mission Resources	710,203	462,424	237,630	1,599,910	1,668,053	1,606,259	2,310,113	2,130,477	1,843,889
Church Financial Campaign Service	86,229	75,135	139,405	559,756	106,105	373,628	645,985	181,240	513,033
	796,432	537,559	377,035	2,163,519	1,778,038	1,991,913	2,959,951	2,315,597	2,368,948
III Mission									
Deputy Executive Director Office	645,050	668,775	267,843	525,300	372,065	377,403	1,170,350	1,040,840	645,246
Vocation	454,284	428,602	558,349	1,666,342	1,286,230	1,490,603	2,120,626	1,714,832	2,048,952
Theology Worship and Education	2,485,183	2,209,682	2,224,621	5,622,058	4,601,440	5,068,904	8,107,241	6,811,122	7,293,525
Evangelism and Church Growth	2,503,778	2,317,662	2,424,316	4,128,814	3,133,751	3,568,193	6,632,592	5,451,413	5,992,509
Compassion, Peace and Justice	3,391,523	3,079,440	3,117,958	17,797,521	15,959,739	17,027,948	21,189,044	19,039,179	20,145,906
World Mission	6,164,912	5,554,653	5,451,345	22,176,846	18,860,455	17,812,249	28,341,758	24,415,108	23,263,594
Racial Ethnic and Women's Ministries	2,923,385	2,446,059	2,856,946	3,710,923	3,347,540	2,750,044	6,634,308	5,793,599	5,606,990
	18,568,115	16,704,873	16,901,378	55,627,804	47,561,220	48,095,344	74,195,919	64,266,093	64,996,722
IV Shared Services									
Finance and Accounting	-	-	-	327,935	328,615	252,941	327,935	328,615	252,941
Information Technology	-	-	-	280,449	282,562	277,810	280,449	282,562	277,810
Presbyterian Distribution Services	-	-	-	1,364,285	1,415,643	1,398,723	1,364,285	1,415,643	1,398,723
Mail, Print Services	-	-	-	265,000	150,839	145,404	265,000	150,839	145,404
Facilities	-	-	-	465,764	284,168	378,887	465,764	284,168	378,887
	-	-	-	2,703,433	2,461,827	2,453,765	2,703,433	2,461,827	2,453,765
V Other									
Restricted Fund Allocation	-	-	-	-	28,054	33,035	-	28,054	33,035
Insurance	-	-	-	1,393,818	1,260,761	1,255,606	1,393,818	1,260,761	1,255,606
Board of Pensions	181,493	161,142	177,126	2,056,598	1,965,698	2,043,818	2,238,091	2,126,840	2,220,944
ECO Agency	79,053	68,630	63,062	1,801,716	1,388,717	1,383,296	1,880,769	1,457,347	1,446,358
Mission Partnership	2,259,412	2,242,109	2,392,880	63,861	70,298	94,103	2,323,273	2,312,407	2,486,983
	2,519,958	2,471,881	2,633,068	5,315,993	4,713,528	4,809,858	7,835,951	7,185,409	7,442,926
Total Expenditures	22,805,633	20,558,778	20,134,628	66,285,857	56,869,102	57,736,516	89,091,490	77,427,880	77,871,144

**ITEM 243
FOR INFORMATION**

Monthly Financial Reports – Presbyterian Mission Program Fund (PMPF)

Financial reports are prepared, analyzed and provided to management for utilization in the decision-making process. The reporting function is essential to make planning and controls effective.

The attached Financials reflect preliminary activity through December 31, 2012.

**Presbyterian Church (U.S.A.)
 Presbyterian Mission Program Fund
 Funds Committed for Special Projects
 as of December 31, 2012
 Preliminary - Subject to Audit**



UNRESTRICTED				
UNCOMMITTED FUNDS	COMMITTED FOR SPECIAL PROJECTS	PROGRAMMATIC LOAN FUND	COMBINED TOTAL	
1 Balance as of January 1, 2012	18,675,409	3,019,887	828,601	22,523,897
2 Market value adjustment in investments	400,341			400,341
3 Net increase (decrease) in loans/receivables	7,559		(7,559)	-
4 New allocation	(7,425,877)	7,425,877		-
5 Use of allocations		(805,541)		(805,541)
6 Unused allocations restored	119,987	(119,987)		-
7 Increase (Decrease) YTD	(6,897,991)	6,500,350	(7,559)	(405,200)
8 Subtotal	11,777,418	9,520,237	821,042	22,118,697
9 Excess unrestricted revenues/(expenditures) from PMA Budget		350,958		350,958
10 Balance December 31, 2012	11,777,418	9,871,195	821,042	22,469,655
11 Reserve requirement:				
Unrestricted receipts		20,909,736		
Directed mission support receipts		3,410,143		
Total		<u>24,319,879</u>		
30% Reserve requirement		<u>7,308,127</u>		

**Presbyterian Church (U.S.A.)
Presbyterian Mission Program Fund
Funds Committed for Special Projects
as of December 31, 2012
Preliminary - Subject to Audit**



GRANTS	Original Designation	Balance 1/1/12	Designated	Payments	Restored	12/31/12
1 Balance of allocations of \$1,093,000 (4/03), \$814,210 (2/04), \$150,000 (12/04), and reallocations (9/06), (2/08), (10/08), (5/10), & (2/12) to support the Independent Abuse Review Panel						
a. 2011	198,574	119,987			(119,987)	-
b. 2012	116,574	116,574	15,450	(75,509)		56,515
c. 2013			104,537			104,537
2 Sales of Resources		270,598	196,566	(34,539)		432,626
3 Allocation of \$574,585 (3/31/2011) for National Mission Partnership Funds (Osborn gift)	574,585	574,585		(574,585)		-
4 Allocation of \$115,625 for World Mission from proceeds from sale of Ithaca, NY property (3/09)	115,625	6,752		(6,752)		-
5 Allocation of \$174,900 for World Mission from sale of Morningside Gardens Apartments (9/09)	174,900	114,935		(87,149)		27,786
6 Allocation (5/10),(10/10) and (9/11) to balance the 2012 Mission Budget (3/11), (5/12)	1,597,759	1,781,597	463,614	350,958		2,596,169
7 Transfer from Plant Fund to Black Pipe SD Property	34,859	34,859		(27,007)		7,852
8 Allocation (5/12) to balance the 2013 Mission Budget (9/12)	2,117,865		2,383,865			2,383,865
9 Allocation (5/12) to balance the 2014 Mission Budget (9/12)	4,014,845		4,261,845			4,261,845
10 TOTAL		3,019,887	7,425,877	(454,583)	(119,987)	9,871,195

**Presbyterian Church (U.S.A.)
 Sales of Resources
 as of December 31, 2012
 Preliminary - Subject to Audit**



	Balance 1/1/12	Additions	(Payments)	Budgeted	Balance 12/31/12
Deputy Executive Director Communications and Development					
Media Services	-				-
Mission Education & Promotion	182,756.64	183,923.48	(25,586.57)		341,093.55
Church Financial Campaign	-				-
Funds Development	3,967.57				3,967.57
Total	<u>186,724.21</u>	<u>183,923.48</u>	<u>(25,586.57)</u>	<u>-</u>	<u>345,061.12</u>
Deputy Executive Director - Mission					
Mission	66,574.91	12,642.98	(8,952.08)		70,265.81
Social Witness Policy	17,298.56				17,298.56
Research Services	-		-		-
Total	<u>83,873.47</u>	<u>12,642.98</u>	<u>(8,952.08)</u>	<u>-</u>	<u>87,564.37</u>
 TOTAL	 <u>270,597.68</u>	 <u>196,566.46</u>	 <u>(34,538.65)</u>	 <u>-</u>	 <u>432,625.49</u>

**Presbyterian Church (U.S.A.)
 Programmatic Loan Fund
 as of December 31, 2012
 Preliminary - Subject to Audit**



RECEIVABLE	Balance 1/1/12	Increase (Decrease)	Balance 12/31/12
Receivable from Congregational Ministries Publishing	828,601	(7,559)	821,042
TOTAL PMPF	828,601	(7,559)	821,042
OTHER RECEIVABLES			
Ghost Ranch Conference Center (Abiquiu & Santa Fe)			2,236,766
Stony Point Center			1,489,583
TOTAL OTHER RECEIVABLES			3,726,349

**Presbyterian Church (U.S.A.)
 Self Insurance Fund
 as of December 31, 2012**
 Preliminary - Subject to Audit



1	Balance as of 1/01/12		4,925,784
2	Revenues:		
3	Income from investments	83,694	
4	Unrealized gain (loss)	<u>434,820</u>	
5	Total revenues		518,513
6	Expenditures:		
7	Foundation investment fees	(130)	
8	Shared Services management fees	(10,000)	
9	Risk Management recoveries	(110,000)	
10	Insurance claims paid	<u>13,366</u>	
11	Total expenditures		<u>(106,764)</u>
12	Funds available 12/31/12		<u><u>5,337,533</u></u>

ITEM 244 FOR INFORMATION

COMMITTEE ON THE OFFICE OF THE GENERAL ASSEMBLY March 18 – 20, 2013

Meeting highlights presented by Arthur W. Canada, Vice Chair, Presbyterian Mission Agency Board, and Corresponding Member, COGA

Stated Clerk's Report (Gradye Parsons):

- Described the reorganized/restructured Office of the General Assembly, including related staffing changes, notably the impending retirement of Fred Heuser, director of the Presbyterian Historical Society.
- In an effort to serve the church better, the OGA is completing some much-needed improvements to Church Leadership Connection, **the Internet-based matching and referral system of the Presbyterian Church (U.S.A.)**.

Report from the General Assembly Moderator (Neal Presa):

- Shared that he has traveled 87,000 miles since General Assembly.
- He has experienced the heartache of presbyteries and congregations, but sees rays of hope in the midst of change, heartache and transition.
- Mentioned the upcoming Moderators Colloquium at Austin Seminary April 23-25, in which people will be able to participate by live web stream.

221st General Assembly (2014) – Detroit (Tom Hay):

- COGA voted to endorse the use of the plenary hall at the COBO Center (where the 221st GA will be held June 14-21) for all worship services. Not only does this move realize a great savings (over \$100K), but it also grounds the Assembly as a worshipful, working body of Christ.
- Communion will also be served at each Assembly worship service, a new practice initiated by the current moderator, the Rev. Neal Presa.

Standing Rule Changes: (possible/projected):

- Looking into the number of Overture Advocates from a presbytery and whether they need to be members of the presbytery.
- Looking into the number of Theological Student Advisory Delegates.
- Looking into the possibility of an earlier date for naming commissioners (120 days) – there's no reason with biennial assemblies to wait to name commissioners.

Committee to Review Biennial Assemblies (Carol McDonald):

- No recommendations as of yet; the committee is exploring the possibility of electing the Moderator in the same manner as the Church of Scotland, i.e., through the use of a Nominating Committee elected by the prior Assembly. This is the only office in the PC(USA) which is not nominated through a nominating committee process.

Item 244

Update on Mid Council Commission :

- Council members are discussing various alternatives to the outright elimination of synods.

Working Groups Report Back:

- Ethics Policy (discussion of the Standards of Ethics for Commissioners and Advisory Delegates to the General Assembly).
- Per Capita Review (per capita is “one of the sinews of our covenantal relationship”; need to help people to better understand why it’s collected, what it’s used for, etc.).
- Statistics (ongoing discussion on how to collect better data; COGA was charged by the 219th GA with the responsibility of finding ways “to adapt the Session Annual Statistical Report to collect disaggregated data on age, gender, race, and ethnicity.”).
- Social Media Group (discussed how and why social media is used at General Assemblies, including the guiding principle for using social media at a General Assembly, i.e., “to be attentive and present to the community gathered immediately around us and to the mysterious and wondrous movement of the Spirit of Christ in this place.”).

Discussion on the Purpose of General Assemblies:

- Eileen Lindner led COGA members in a discussion of the purpose of General Assemblies. “How do we make the General Assembly the vital connective tissue for this body of Christ? If we don’t start asking the question, all of the other things we are doing don’t make sense.”

Report from the PMA Executive Director (Linda Valentine):

- Shared and focused on the PMA’s six directional goals.
- Regarding GA Engagement, reported on recent trip to the Holy Land in order to seek a positive investment in Palestine/West Bank.
- Transformational Leaders: What is the experience of leadership? How can we help? How can we connect leaders to each other? We are also seeking to raise up more racial ethnic leaders.
- Compassionate, prophetic discipleship. Marrying social justice and evangelism. Very broad goal area. Dallas II is one way we brought together Presbyterians from all parts of the church involved in global mission. Reported on Laurie Kraus, new PDA director, and PDA’s response in Syria, work in the aftermath of Hurricane Sandy, and numerous experiences in the U.S.
- Young adults: Young adults are not the future of the church, but the present. Described activities and ministries initiated by Rob Fohr.
- Reported on 1001 and its goal to “ignite a movement.” We started counting/accounting for the congregations.
- Economics: Funds development efforts in some areas have helped to make up for the fact that we have declining funds in some areas.
- Said, “I really celebrate very good relationships with the folks in OGA.”

ITEM 245

FOR INFORMATION

**Mountain Retreat Association
Board of Directors/Trustees of Stock
Spring Meeting, March 21-23, 2013
Report to the Presbyterian Mission Agency Board
Presbyterian Church (U.S.A.)
By Heath K. Rada and Dean K. Thompson**

The Mountain Retreat Board recognizes that both the Church and the culture in which we live are in a period of dramatic change. In order to assure an appropriate future for the Conference Center, the Board felt it imperative to explore our future, and to develop a plan to address needed changes.

Under the direction of Ron Norelli, Norelli & Company, Charlotte, North Carolina, the Board participated in several hours of a strategic planning and transformation process. A Strategic Planning Task Force was appointed by the Board to work with Mr. Norelli and colleagues throughout the year. The Board and the Board's permanent Committee on Strategic Planning will monitor their work.

The Mountain Retreat Association Board of Directors approved at its meeting in November 2010 a five year comprehensive campaign, with a goal of \$17 million. The campaign, *Building on the Tradition*, continues with remarkable success, even during a period hindered by national economic difficulties. Many improvements have been made on Assembly Inn and Reynolds Lodge. Improvements will soon begin on Anderson Auditorium. The Board is confident that the campaign goal will be met. The public phase of *Building on the Tradition* will begin May 1, 2013, and continue through April 30, 2016.

The Board adopted a 2013-2014 budget, which reflected strong financial health and management. The Board's permanent Finance Committee expects the fiscal year to end with a surplus. We gratefully report that the institution remains in a strong financial condition, and maintains a significant reservoir of longtime and new supporters.

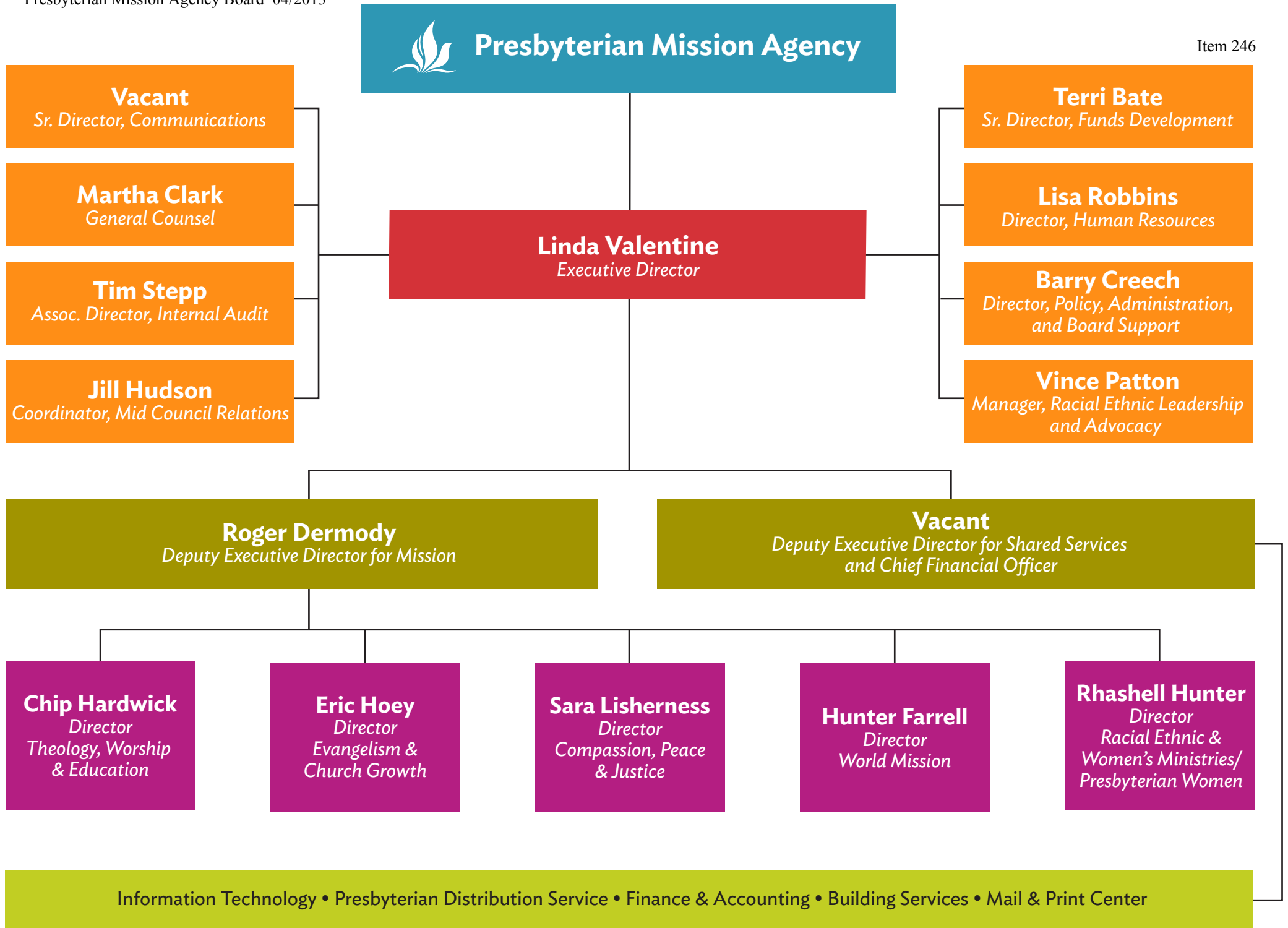
The Board expressed appreciation for our historic relationship with Montreat College, located in the midst of the Montreat Conference Center. Following former president Dan Struble's resignation and vocational move to development work in higher education, Montreat College has appointed Joe Kirkland, former Director of Development, to serve as interim president. A presidential search team has been appointed; and the Southern Association of Colleges (SACS) has confirmed the accreditation of Montreat College.

Tanner Pickett, from Jonesboro, Arkansas, was welcomed as the new Vice President for Sales, Marketing and Communications for the Montreat Conference Center. Pickett has had a successful career in healthcare management and has served as Chief Operating Officer, since 2009, for Ascent Children's Health Services, a company serving children with special needs and behavioral disorders. His employment with Montreat Conference Center began on March 25.

During the Board gathering, Merri Alexander, Vice President, The Center for Faith and Life, Montreat Conference Center, was ordained as Teaching Elder and Minister of Word and Sacrament, by the Presbytery of Western North Carolina, in a service of worship in the Upper Anderson Room of Anderson Auditorium.

Item 245

The Board expressed sincere gratitude to Rev. Dr. Pete Peery for his outstanding presidential leadership. Moreover, the Board believes that the Montreat Conference Center continues to serve the Presbyterian Church (U.S.A.) and many cooperative denominations as an indispensable gathering place, where countless vocational decisions are made, and where individuals and groups are winsomely fed in the Christian faith and our Reformed and ecumenical perspectives. With thanksgiving to God and deep commitment to Jesus Christ, we greatly look forward to our ongoing mission of *Celebrating Relationships, Nurturing Congregations, and Deepening Discipleship*.



ITEM 247

FOR INFORMATION

**REPORT OF LEADERSHIP TEAM TO
EXECUTIVE COMMITTEE OF THE
PRESBYTERIAN MISSION AGENCY BOARD
APRIL 10, 2013**

**RESPONSE TO RECOMMENDATIONS OF THE
INDEPENDENT ABUSE REVIEW PANEL (IARP)**

Action

“That the Executive Committee receive and adopt the report of the decision group which responds to the recommendations of the Independent Abuse Review Panel, and to enter the report into the minutes of the meeting, expressing the deep appreciation of the Executive Committee to the witnesses and participants, the members of the Independent Abuse Review Panel and the Transition Team members, the appointed work group and the decision group for their dedication to this important work and continuing ministry of truth-telling and healing.”

Background

At its September 12, 2012 meeting, the Executive Committee approved a plan presented by the IARP Leadership team to present its report responding to the recommendations of the IARP. Pursuant to the plan, the Leadership Team had a target deadline to submit its report to the Executive Committee at this meeting. The work scheduled to be completed through November 30, 2012 was completed, but for the follow up with the Work Group. Specifically:

additional consultations with World Missions staff occurred;

The Creating Safe Church Website was reviewed and revised to update its title to “Creating Safe Ministries” as well as to add a clear link for the Reporting Procedure for Mission Personnel, review will be ongoing by the Sexual Misconduct Ombudsperson and the Staff Sexual Misconduct Advisory Team;

Consultation with the Office of the General Assembly and the Sexual Misconduct Ombudsperson occurred regarding providing mandatory reporting training; and

A face-to-face consultation with former members of the IARP and former members of the Transition Team was held and feedback was received; and

The response report has been drafted.

The next steps will be to follow up with the work group as soon as possible after this meeting and then submit the final report to the Executive Committee followed by posting on the appropriate pages of the Presbyterian Church (U.S.A.) website.