

Draft – May 3, 2012

GENERAL ASSEMBLY MISSION COUNCIL

THE BROWN HOTEL

335 W. BROADWAY

LOUISVILLE, KY 40202

502.583.1234

May 9 – 11, 2012

AGENDA

GAMC OFFICE - J. Graham Brown Room

**Tuesday, May 8, 2012**

2:00 p.m. Audit – *Gallery Boardroom (16<sup>th</sup> floor)*

**Wednesday, May 9, 2012**

8:30 a.m. – 2:30 p.m. Executive Committee – *Secretariat B*

3:00 p.m. – 3:30 p.m. GAMC Plenary – *Crystal Ballroom*

- Welcome and Call to Order *Michael Kruse*
- Opening Devotional *Jack Hodges*
- GAMC Covenant *Michael Kruse*
- Adoption of Agenda
- Roll Call
- Approval of February 2012 GAMC Minutes

3:30 p.m. – 3:40 p.m. GAMC Chair’s Report *Michael Kruse*

3:40 p.m. – 3:50 p.m. GAMC Nominating Committee Report *Sue Ezell*

3:50 p.m. – 4:00 p.m. Committee Leadership Election Process ([P.102](#)) *Michael Kruse*

4:00 p.m. – 4:15 p.m. BREAK

4:15 p.m. – 5:00 p.m. Cost Recovery *Roger Dermody, Dave Crittenden and Denise Hampton*

5:00 p.m. – 6:00 p.m. Mission Work Plan and Budget *Linda Valentine and Staff Leaders*

6:00 p.m. Recess with Closing Prayer

6:30 p.m. Dinner in Committees

**Thursday, May 10, 2012**

7:00 a.m. – 8:30 a.m. Group Breakfast – *English Grill*

8:30 a.m. – 12:00 p.m. GAMC Mission Committee Meetings:

- Discipleship – *Citation B*
- Evangelism – *Citation A*
- Justice – *Secretariat B*
- Vocation – *Secretariat A*
- Stewardship – *Bluegrass Room*

|                        |   |  |
|------------------------|---|--|
| 12:00 p.m. – 2:00 p.m. | Lunch in New Committees – Group Building and Leadership Election <ul style="list-style-type: none"> <li>• Justice – <i>Secretariat B</i></li> <li>• Leadership – <i>Citation A</i></li> <li>• Finance – <i>Citation B</i></li> <li>• Worshiping Communities – <i>Secretariat A</i></li> </ul> |  |
|                        | <i>Staff and Others –English Grill</i>  |  |
| 2:30 p.m. – 2:45 p.m.  | GAMC Meeting Reconvenes – <i>Crystal Ballroom</i> <ul style="list-style-type: none"> <li>• Opening Prayer and Devotion</li> </ul>   | <i>Jean Demmler</i>                        |
| 2:45 p.m. – 2:50 p.m.  | Church Financial Campaign Service (CFCS) Recognition  | <i>Karen Schmidt</i>                       |
| 2:50 p.m. – 3:00 p.m.  | Greetings – Presbyterian Church (U.S.A.) Foundation   | <i>Tom Taylor, President and CEO</i>       |
| 3:00 p.m. – 3:30 p.m.  | Mission Work Plan and Budget  | <i>Linda Valentine &amp; Staff Leaders</i> |
| 3:30 p.m. – 4:00 p.m.  | BREAK   |  |
| 4:00 p.m. – 4:45 p.m.  | <b>CLOSED SESSION</b> <ul style="list-style-type: none"> <li>• Mission Work Plan and Budget Details</li> </ul>  |  |
| 4:45 p.m. – 5:30 p.m.  | Worship   | <i>Melissa DeRosia &amp; Marilyn Gamm</i>  |
| 6:30 p.m.              | GAMC Farewell Dinner – <i>Bluegrass Room</i>  | <i>GAMC Nominating Committee</i>           |

**Friday, May 11, 2012**      **COMMITTEE REPORTS AVAILABLE OUTSIDE OF PLENARY HALL**

|                        |   |   |
|------------------------|---|---|
| 7:30 a.m. – 8:30 a.m.  | Group Breakfast – <i>Bluegrass Room</i>   |   |
| 8:30 a.m. – 8:45 a.m.  | GAMC Plenary – <i>Crystal Ballroom</i><br>Opening Devotional  | <i>Matt Schramm</i>   |
| 8:45 a.m. – 9:00 a.m.  | Reflections of the Chair  | <i>Michael Kruse</i>  |
| 9:00 a.m. – 11:45 a.m. | Committee Reports <ul style="list-style-type: none"> <li>• Evangelism – A.001</li> <li>• Justice – B.001</li> <li>• Discipleship – C.001</li> <li>• Vocation – D.001</li> <li>• Stewardship – E.001</li> <li>• Corporate – F.001</li> <li>• Executive Committee – H.002</li> <li>• Audit – I.001</li> <li>• Nominating Committee - J.002</li> </ul> | <i>Matt Schramm</i><br><i>Roger Gench</i><br><i>Steve Aeschbacher</i><br><i>Clark Cowden</i><br><i>Alan Ford</i><br><i>Michael Kruse</i><br><i>Michael Kruse</i><br><i>Reginald Parsons</i><br><i>Sue Ezell</i> |

**CLOSED SESSION**

|            |                      |
|------------|----------------------|
| 11:45 a.m. | Installation Service |
|------------|----------------------|

**BOX LUNCHESES – South Foyer**

**REPORT J. 001**  
**GENERAL ASSEMBLY MISSION COUNCIL NOMINATING COMMITTEE**  
 General Assembly Mission Council  
 May 9-11, 2012

The members of the General Assembly Mission Council Nominating Committee are:

- Sue Ezell, chair
- Clark Cowden
- Jack Hodges
- Cathy Piekarski
- Joyce Smith

**Action Items:**

**The General Assembly Mission Council Nominating Committee recommends the following actions to the General Assembly Mission Council:**

- 1. That the General Assembly Mission Council elect the following individuals to the GAMC Committees as set out below:**

**KEY:**

|                                       |  |                              |                                |
|---------------------------------------|--|------------------------------|--------------------------------|
| <b>F</b> = Female                     | <b>M</b> = Male                        |                              |                                |
| <b>C</b> = Clergy                     | <b>E</b> = Elder                       | <b>L</b> = Layperson         |                                |
| <b>A</b> = Asian                      | <b>B</b> = Black                       | <b>H</b> = Hispanic          | <b>ME</b> = Middle Eastern     |
| <b>NA</b> = Native American           | <b>W</b> = White                       |                              | <b>D</b> = Known Disability    |
| <b>AL</b> = At-large Committee Member | <b>EA</b> = Ecumenical Advisory Member | <b>PM</b> = Presbyterian Men | <b>PW</b> = Presbyterian Women |
| <b>Y</b> = Young Adult                |  |                              |                                |

**JUSTICE:**

| <b>NAME</b>                   | <b>DIVERSITY</b> |   |   | <b>COMMITTEE TERM</b> | <b>GAMC CLASS</b> |
|-------------------------------|------------------|---|---|-----------------------|-------------------|
|                               |                  |   |   |                       |                   |
| 1. Rob Brink                  | W                | M | E | 1                     | 2016              |
| 2. Melissa DeRosia (Y)        | W                | F | C | 1                     | 2014              |
| 3. Roger Gench                | W                | M | C | 1                     | 2014              |
| 4. Jan Martin                 | W                | F | E | 1                     | 2014              |
| 5. Kears Pollock              | W                | M | E | 1                     | 2016              |
| 6. Noelle Royer (Y)           | W                | F | E | 1                     | 2016              |
| 7. Ecumenical Advisory Member |                  |   |   |                       |                   |

**LEADERSHIP:**

| NAME                  | DIVERSITY |   |   | COMMITTEE TERM | GAMC CLASS |
|-----------------------|-----------|---|---|----------------|------------|
|                       | W         | F | E |                |            |
| 1. Cynthia Bolbach    | W         | F | E | 1              | 2014       |
| 2. Jan Dowlearn       | W         | F | E | 1              | 2016       |
| 3. Jung Nam Lee       | A         | M | E | 1              | 2018       |
| 4. Cruz Negron Torres | H         | M | C | 1              | 2014       |
| 5. Cathy Piekarski    | W         | F | E | 1              | 2014       |
| 6. Joyce Smith        | B         | F | E | 1              | 2014       |
| 7. Glen Snider        | W         | M | E | 1              | 2016       |

**FINANCE:**

| NAME              | DIVERSITY |   |   | COMMITTEE TERM | GAMC CLASS |
|-------------------|-----------|---|---|----------------|------------|
|                   | N         | M | L |                |            |
| 1. Clay Antioquia | N         | M | L | 1              | 2014       |
| 2. Molly Baskin   | W         | F | L | 1              | 2018       |
| 3. Bill Capel     | W         | M | E | 1              | 2016       |
| 4. Nancy Caudel*  | W         | F | E | 1              | 2016       |
| 5. Clark Cowden   | W         | M | C | 1              | 2014       |
| 6. Jack Hodges    | W         | M | C | 1              | 2014       |
| 7. Connie Tubb    | W         | F | E | 1              | 2016       |

\*Resigned since assignments to committees were made.

**WORSHIPPING COMMUNITIES:**

| NAME                  | DIVERSITY |   |   | COMMITTEE TERM | GAMC CLASS |
|-----------------------|-----------|---|---|----------------|------------|
|                       | W         | M | E |                |            |
| 1. Steve Aeschbacher  | W         | M | E | 1              | 2014       |
| 2. Marilyn Gamm       | W         | F | C | 1              | 2016       |
| 3. Mihee Kim-Kort (Y) | A         | F | C | 1              | 2016       |
| 4. Heath Rada         | W         | M | E | 1              | 2016       |
| 5. Marianne Rhebergen | W         | F | C | 1              | 2016       |
| 6. Arlin Talley (PM)  | W         | M | C | 1              | 2014       |
| 7. Vicki Garber (EA)  | W         | F | C | 1              | 2012       |

2. That the GAMC elect Cathy Piekarski to the Presbyterian Women Inc. Board of Directors for the Class of 2015.

**Rationale:** Cathy Piekarski will replace Joyce Smith who will complete her term on the Presbyterian Women Inc. Board of Directors with the conclusion of the Presbyterian Women's Gathering in July 2012.

**ITEM P.102  
 FOR ACTION**

| <i>FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i> |                 |  |                                       |  |                           |
|--|-----------------|--|---------------------------------------|--|---------------------------|
|  | A. Evangelism   |  | D. Vocation                           |  | G. PC(USA), A Corporation |
|  | B. Justice      |  | E. Stewardship                        |  | H. Executive Committee    |
|  | C. Discipleship |  | F. Corporate Property, Legal, Finance |  | I. Audit                  |
| X  | P. Plenary      |  |                                       |  |                           |

**Subject:** Committee Election Process

**Recommendation:**

**SUSPENSION OF THE MANUAL OF OPERATIONS**

**A. That the committee chair election procedures from the GAMC Manual of Operations (Section VI.C) be suspended for the May 2012 meeting in light of the move to a new GAMC committee structure. The existing procedures described in the GAMC Manual of Operations will be used for the 2013 - 2014 elections. The procedures for the May 2012 meeting shall be as follows:**

**Election Procedures for Chairs of the Mission Committees**

- 1. The committees shall nominate and elect their chairs, and may elect a vice-chair, for the 2012-2013 meeting cycle, at the May 2012 meeting.**
- 2. The chairs shall begin their service at the end of the General Assembly.**
- 3. Committee chairs shall be elected for a one-year term, renewable for one additional term.**
- 4. Members of the Class of 2012 will join a new committee for the election process. They are eligible to vote in the committee elections, but they will not be eligible to serve as chair or vice chair of any of the new committees. Members of the Classes of 2014 through 2016, who have served at least one year on the Council, will be eligible for election as chair or vice chair of the new committees.**
- 5. Members of the Class of 2014 through 2016, who have not served at least one year on the Council, will be eligible to vote in the elections but are not eligible for election as chair or vice chair of the committee.**

**COMMITTEE ELECTION PROCESS**

**B. That the following persons are elected as temporary presiding officers for the chair election committee meetings:**

**Finance - Arthur Canada (with vote)**  
**Justice - Michael Kruse (without vote)**  
**Leadership - Carolyn McLarnan (without vote)**  
**Worshiping Communities - Matthew Schramm (with vote)**

**And, that the following members of the Class of 2012 are included as voting members in the elections held in these committees:**

**Finance - LaVert Jones, Alan Ford, Jean Demmler, Jack Shelver and Kathy Trott**  
**Justice - Teresa Bryce Bazemore, Aleida Jernigan, and Bruce Reyes Chow**  
**Leadership - Marta Rodriguez and Reg Parsons**  
**Worshiping Communities - Sue Ezell and Ethan Powell**

**C. That the following procedure may be used for the committee chair election process, if the committee desires:**

**ICEBREAKER:**

**The invited temporary presiding officers can begin each meeting with prayer. The committees can spend some time getting to know one another by discussing the questions below.**

**What inspired you to select this particular committee?**

**What gifts, skills or experiences do you think you will bring to this particular committee and its work?**

**What would you like to see take place in this particular committee and in the Council as a whole in the next two years?**

**What would be your prayer for this particular committee as it begins its work?**

**VOTING:**

**After the icebreaker session, the temporary presiding officer can invite each individual interested in serving as chair and vice chair to answer the first question and complete the sentences below.**

**What experience have you had serving as a chair or vice chair of a church or presbytery?**

**Fill in the blank "When I am doing a good job as a committee chair, I am \_\_\_\_\_."**

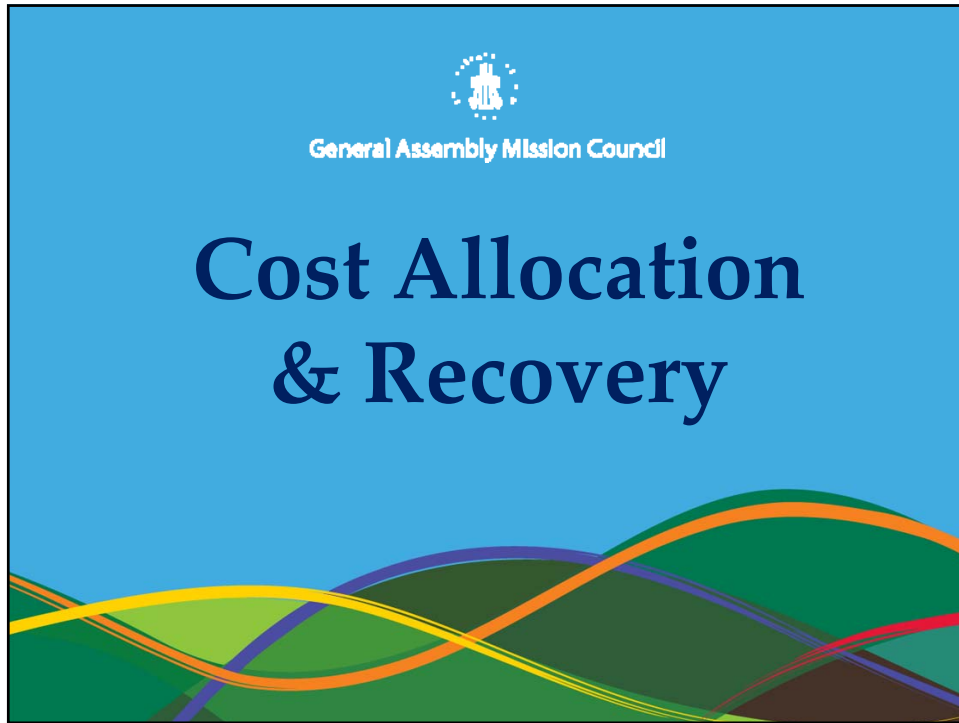
**"The thing I value most in a committee is \_\_\_\_\_."**

**The presiding officer in each committee will ask members to vote for one person to serve as chair from those who expressed interest in holding this office. The presiding officer can ask if there are nominations from the floor.**

**A separate election will be held for the vice chair position of each committee. The presiding officer in each committee will ask members to vote for one person to serve as vice chair from those who expressed interest in holding that office. The presiding officer can ask if there are nominations from the floor.**

**Votes can be cast in writing if there is more than one person who has expressed interest in serving as chair and vice chair.**

**The temporary presiding officers count the votes for chair and vice chair in each committee and inform the Nominating Committee (GAMC's existing committee elected at the GAMC meeting in February).**



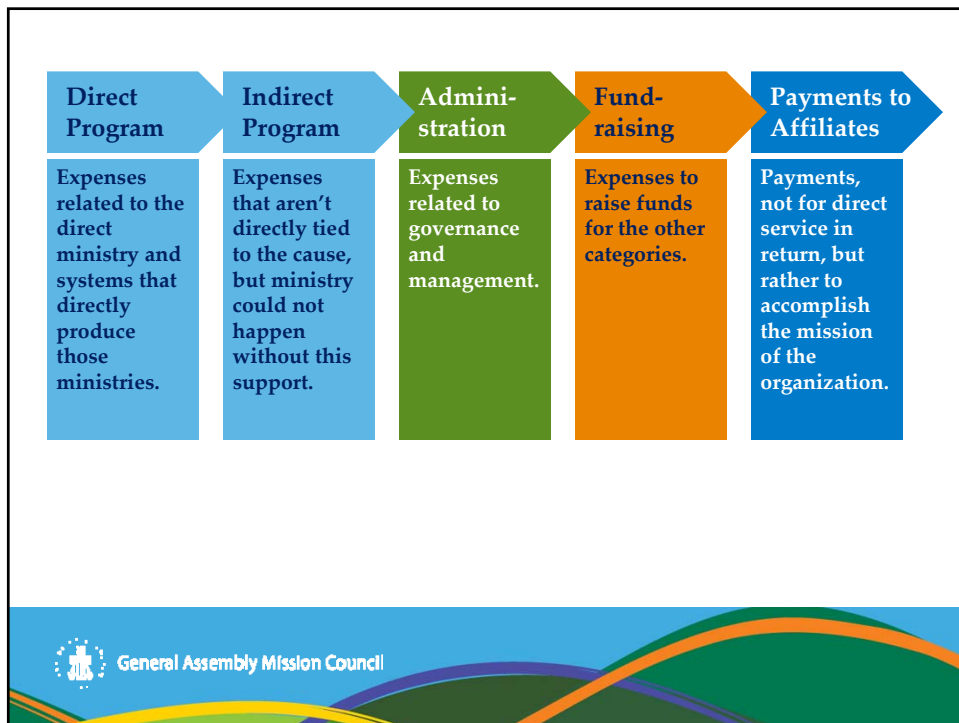
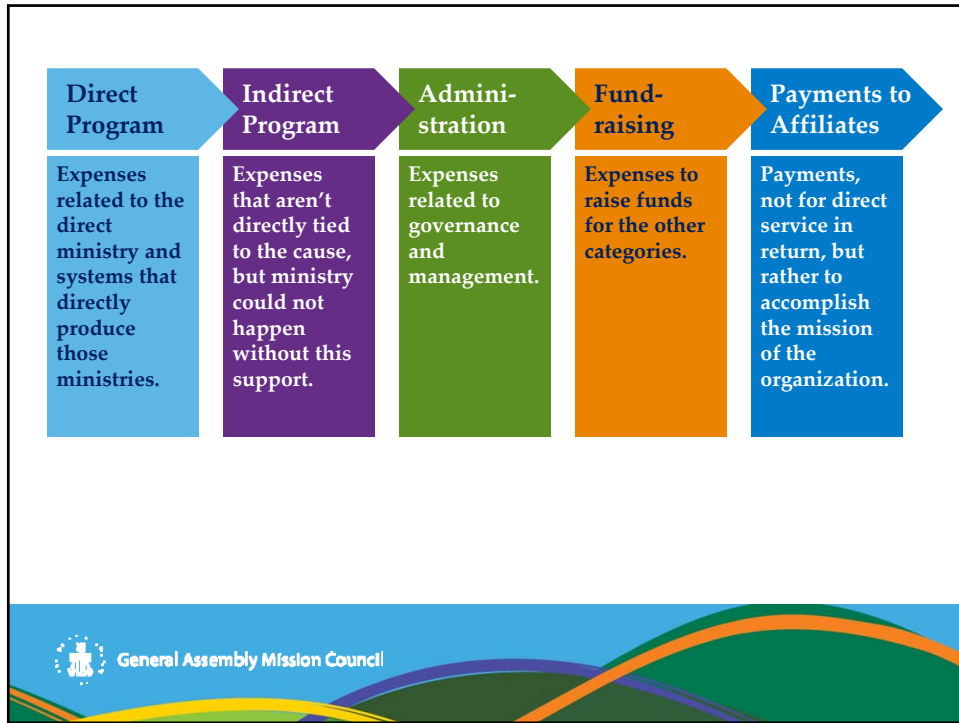
## Cost Allocation & Recovery System

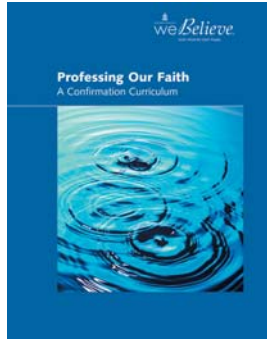
- **What is the true cost of....**

- Sending a mission worker?
  - Making a grant?
  - Awarding a scholarship?
  - Holding a conference?
- utilities*      *mail services*
- benefits*      *phones*
- computers*      *insurance*
- leadership*      *salaries*
- office space*      *communications*
- human resources*      *accounting*

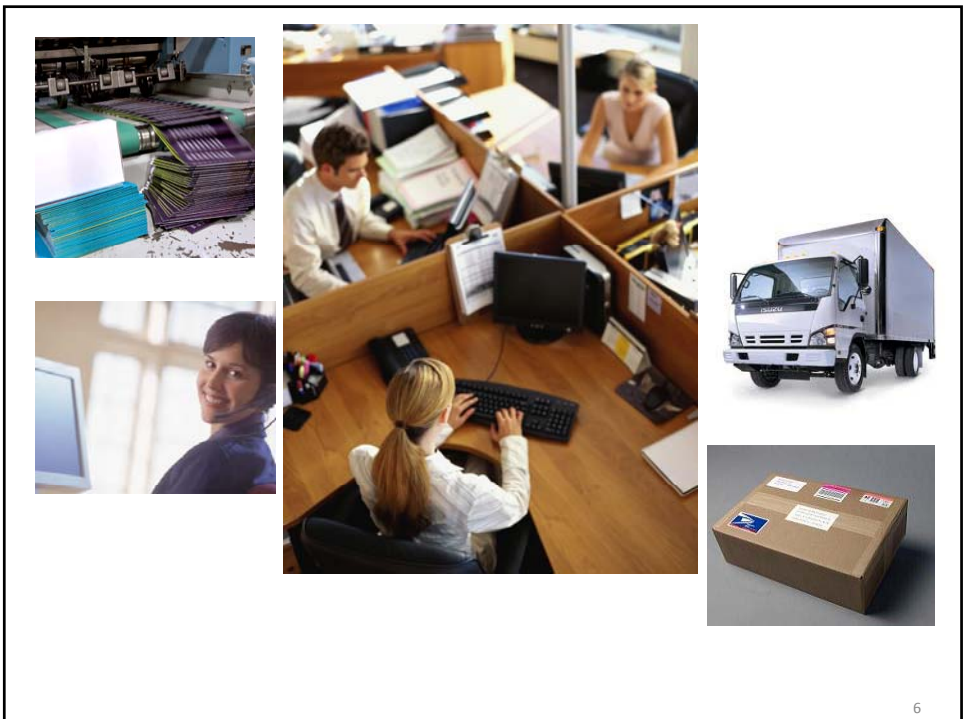


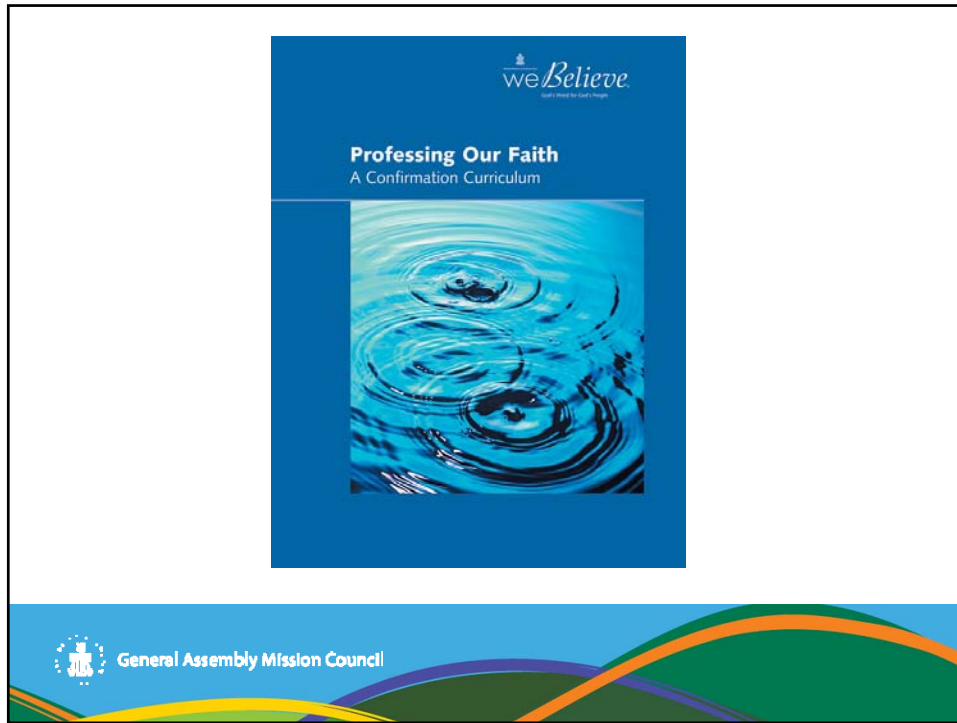






**Producing curriculum involves a variety of direct and indirect expenses.**





**Sending a mission co-worker involves a variety of direct and indirect expenses.**



**Charity Navigator:** An independent, non-profit organization that evaluates American charities.

| Charity (2010 Year End)    | Program Expenses (Direct & Indirect) | Admin Exp   | Fund Raising Expenses | Payments to Affiliates |
|----------------------------|--------------------------------------|-------------|-----------------------|------------------------|
| Lutheran World Relief      | 90.6%                                | 4.8%        | 4.4%                  | .2%                    |
| Church World Service       | 85.6%                                | 3.4%        | 10.8%                 | .2%                    |
| Episcopal Relief & Dev.    | 90.2%                                | 2.6%        | 7.0%                  | .2%                    |
| United Methodist - Relief  | 88.8%                                | 9.3%        | 1.8%                  | .1%                    |
| American Red Cross         | 92.1%                                | 3.9%        | 3.8%                  | .2%                    |
| Habitat for Humanity Int'l | 80.9%                                | 4.1%        | 14.9%                 | .1%                    |
| United Way Worldwide       | 90.6%                                | 7.1%        | 2.2%                  | .1%                    |
| World Vision               | 88.3%                                | 4.0%        | 7.5%                  | .2%                    |
| <b>Average</b>             | <b>88.4%</b>                         | <b>4.9%</b> | <b>6.6%</b>           | <b>.16%</b>            |
| <b>PC(USA) (2011)</b>      | <b>93.8%</b>                         | <b>0.8%</b> | <b>3.0%</b>           | <b>2.4%</b>            |



**Direct or Indirect?**

Depends upon where it is done.

**For example: Some accounting is done in Compassion Peace and Justice. This work is considered direct program.**

**However, other accounting for CPJ is done in Shared Services and is considered indirect.**




**What about Recruiting?**

obviously indirect....or is it?

**Our Human Resources office is responsible for recruiting. This is considered indirect program.**

**World Mission recruits mission personnel, and it is considered direct program, because it is done in World Mission.**

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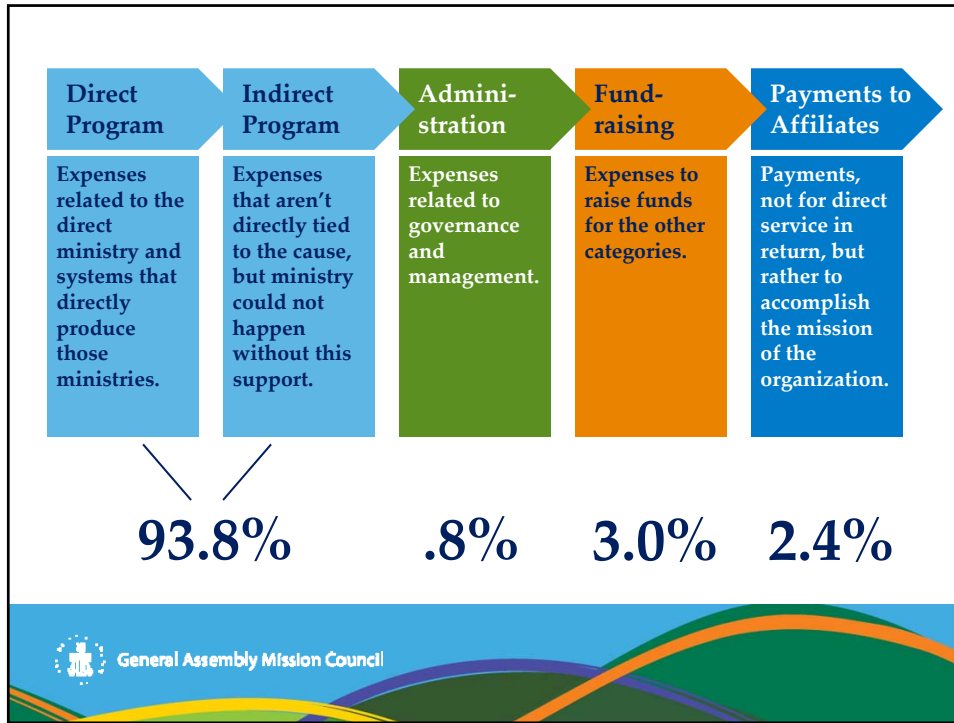


**Direct or Indirect?**

**The primary factor which determines whether something is direct program or indirect program, is which office does the work.**

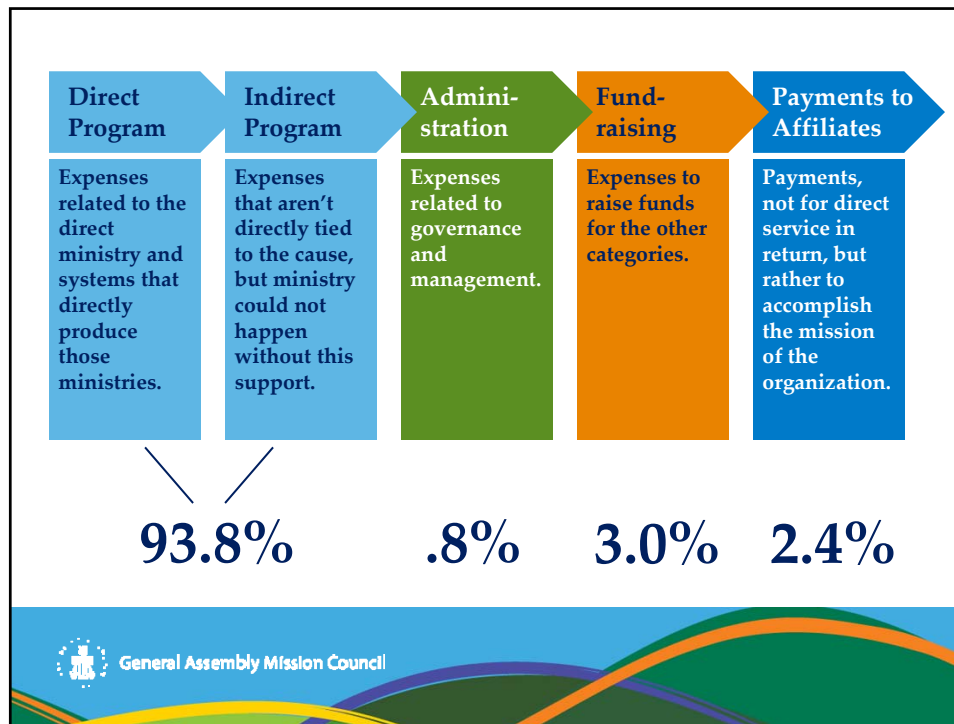
**Therefore, the divide between direct program and indirect program is an arbitrary result of the organization's structure.**

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### Program Costs Are A Consequence Of How GAMC Organizes Common Services

| Mission                            | Direct | Indirect |
|------------------------------------|--------|----------|
| Compassion, Peace & Justice        | 88%    | 12%      |
| Evangelism & Church Growth         | 87%    | 13%      |
| Racial Ethnic & Women's Ministries | 85%    | 15%      |
| Theology Worship & Education       | 81%    | 19%      |
| Vocation                           | 84%    | 16%      |
| World Mission                      | 89%    | 11%      |
| <b>Other</b>                       |        |          |
| Board of Pensions                  | 92%    | 8%       |
| ECO Agency                         | 93%    | 7%       |
| Mission Partnership                | 94%    | 6%       |



## Cost Allocation Recovery System

- Funding Christ's Mission throughout the Presbyterian Church (U.S.A.) [Adopted by the 218th General Assembly (2008)]

"... the system of giving developed by the GAMC (shall) fairly and accurately allocate all costs associated with individual projects in the General Assembly mission budget, including the costs associated with the systems necessary for the support, promotion, and accountability of each item; ... This transition will be gradually phased in over a five-year period, beginning in 2009."



## Funding Christ's Mission

### Background

*"The task force believes that our system of giving needs to be more transparent and accountable to donor intent. Previous mission funding strategies have used designated mission giving opportunities as a means to fund direct mission, and undesignated mission giving as a means of funding the administrative expenses associated with mission. The task force views this as an artificial division, which fails to communicate clearly to donors the costs of doing mission. Allocating the full cost of mission activities in each item enables the church to communicate more clearly both the need for funding, and accountability for how the funds have been used."* Funding Christ's Mission Throughout the Presbyterian Church (U.S.A.), 2008, p. 22



General Assembly Mission Council

## Organization for Mission

### Budgeting and Equalization

**Funding of approved budgets is accomplished as follows:**

- 1. First, restricted funds are applied to the appropriate budget items.**
- 2. Then, unrestricted funds are applied toward fulfillment of all budget items.**

Organization for Mission of the Presbyterian Church (U.S.A.) (2010), Appendix A: Financial Issues, p. 29



General Assembly Mission Council

## FASB 116 - Accounting for Contributions Received and Contributions Made

“If an expense is incurred for a purpose for which both unrestricted and temporarily restricted net assets are available, a donor-imposed restriction is fulfilled to the extent of the expense incurred unless the expense is for a purpose that is directly attributable to another specific external source of revenue.”

**SUMMARY:** A restricted gift must be used to pay for an expense for which it is earmarked, before any unrestricted money is used for the same purpose.



## Previous Way

Ministry  
A



\$10

Support for  
Ministries  
A&B



\$10

Ministry  
B




\$10




## Cost Allocation

|             |             |             |
|-------------|-------------|-------------|
| <br>        | <br>        | <br>        |
| <b>\$10</b> | <b>\$10</b> | <b>\$10</b> |

 General Assembly Mission Council

## Why Cost Allocation/ Recovery Is Important

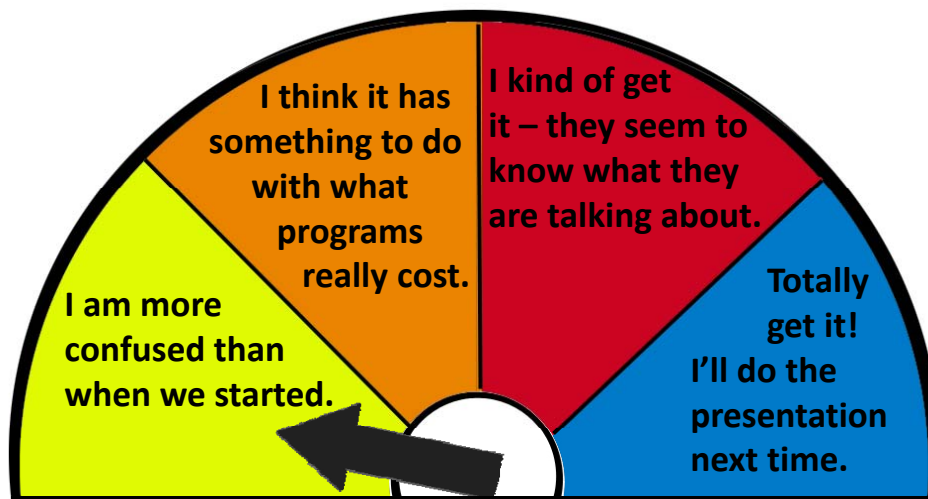
- It is part of the transparency demanded by donors.
- It is part of a holistic vision of transformation.
- There is no mission without support.
- It shows everyone the true cost of doing mission.

 General Assembly Mission Council

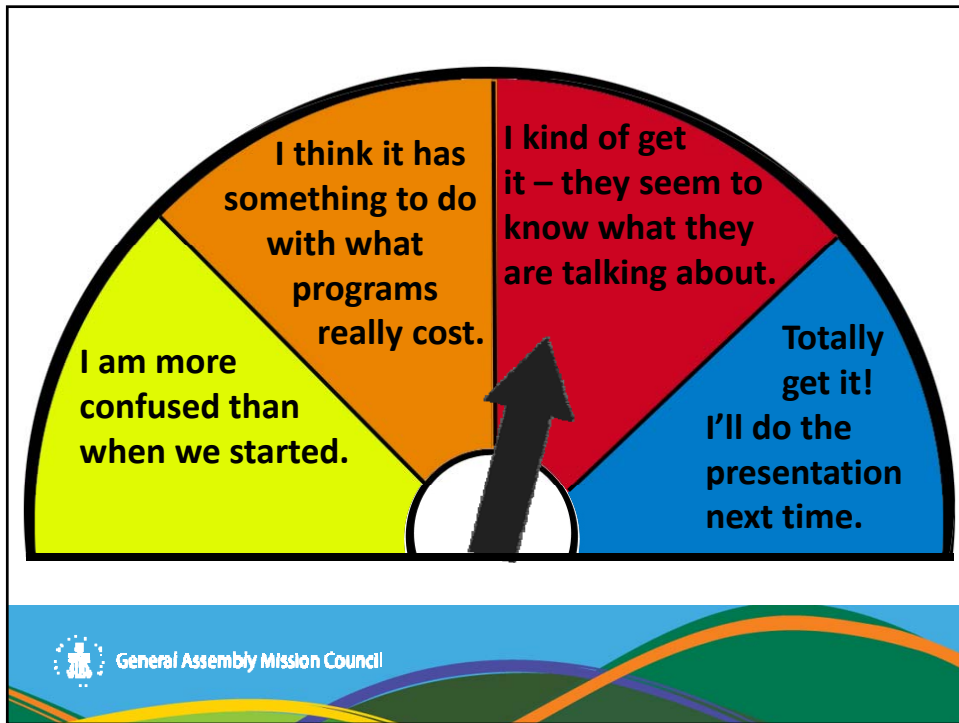
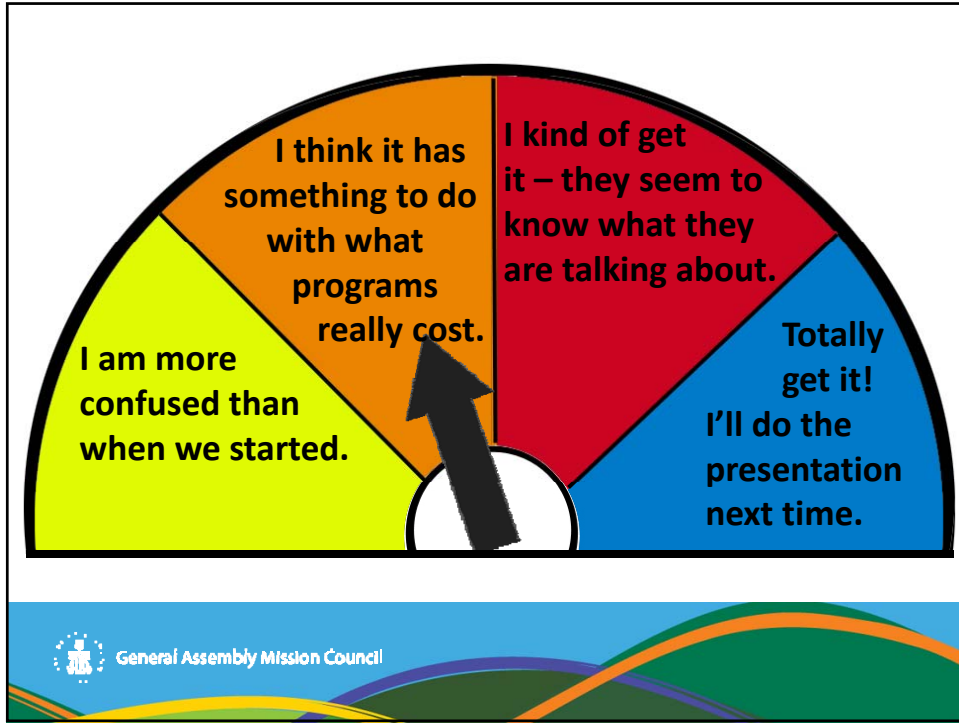
## Questions about our Cost Allocation and Recovery System?

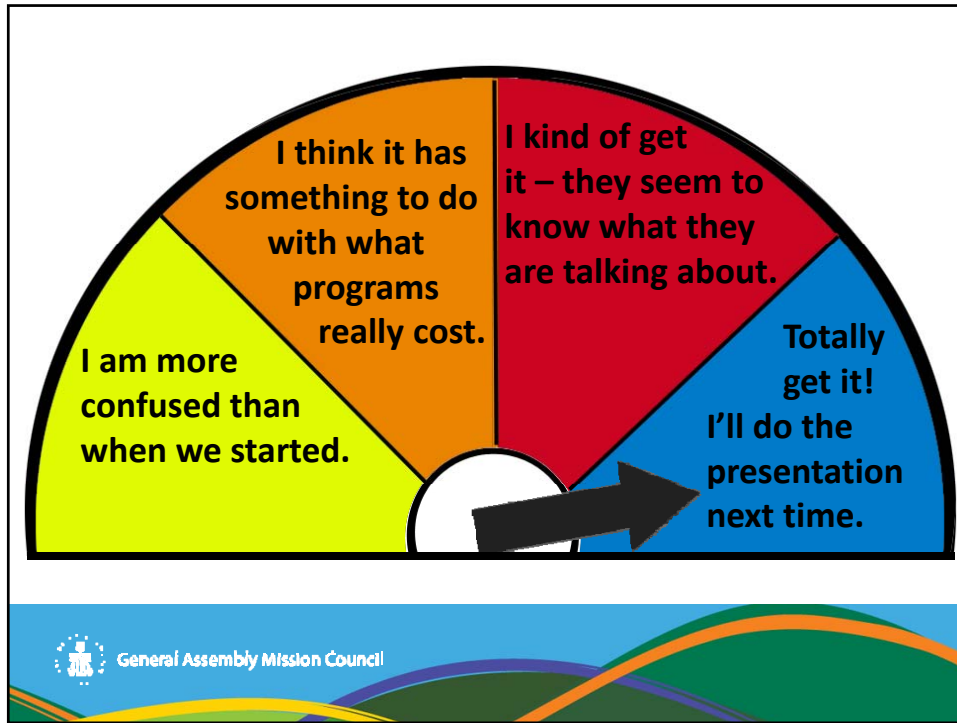


General Assembly Mission Council



General Assembly Mission Council







## General Assembly Mission Council Open Session

**“Now is the time! Here comes God’s realm!  
Change your hearts and lives, and trust the  
good news!”**

Mark 1:15



## Theological Reflection



### Paul and Timothy’s Prayer - Colossians 1:9-14

Spirit will fill you with  
knowledge of God’s will/wisdom

To live a life that is worthy of the  
Lord and pleases God

To bear fruit in every work and  
grow in knowledge of the Lord

## Theological Reflection



### Paul and Timothy's Prayer - Colossians 1:9-14

To be strengthened to have  
endurance/patience



To give joyful thanks for  
inheritance of kingdom



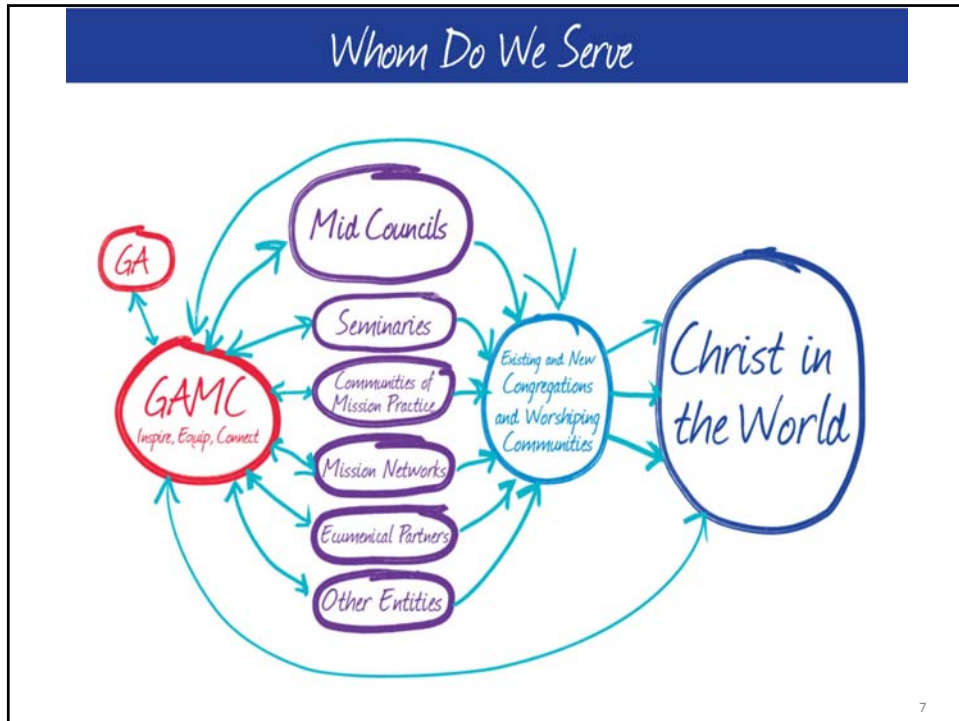
For the rescue from darkness—  
redemption, forgiveness

## Mission Work Plan 2013- 2016









## 2013-2016 Objectives for Strategy Process



- Strategically aligns ministries to support common mission, vision and directional goals.
- Provides clear direction, a guide for decision making and allocation of resources.
- Focuses on those things that the GAMC can do best and that are of most value to the church.

## 2013-2016 Objectives for Strategy Process cont.



- Attracts engagement and support by congregations, mid-councils and other constituents.
- Is sustainable by the church.
- Provides for periodic evaluation, continuous strategic thinking and innovation as to enable the GAMC to anticipate and adapt to change in the world and the church.

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## Vision Statement

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



General Assembly Mission Council

# Mission Statement

**Inspire, equip, and connect the Presbyterian Church (U.S.A.) in its many expressions to serve Christ in the world through new and existing communities of faith, hope, love and witness.**



General Assembly Mission Council

## Transformational Leaders



Cultivate, nurture and sustain diverse, transformational leaders for Christ's mission.

## Compassionate and Prophetic Discipleship

Make, receive and send disciples who demonstrate and proclaim God's justice, peace and love in an increasingly globalized world.



## 1001 New Worshiping Communities

Ignite a movement within the PC(USA) that results in the creation of 1,001 new worshiping communities.



### Young Adults



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

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## General Assembly Engagement

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



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## Organizational Integrity



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

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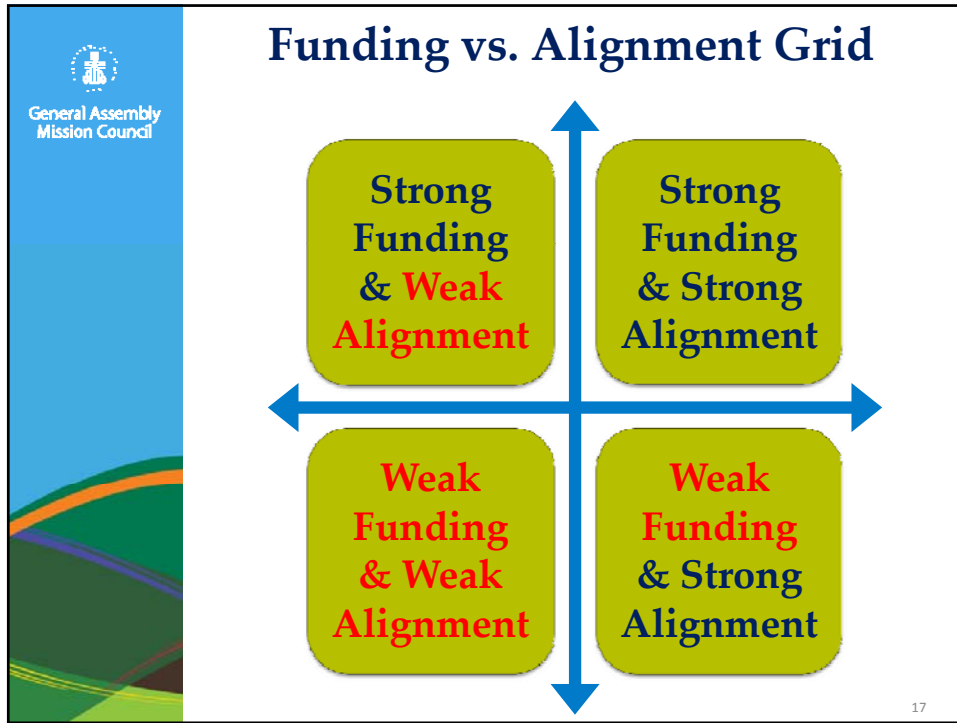
## Mission Work Plan Approved by GAMC and GA:

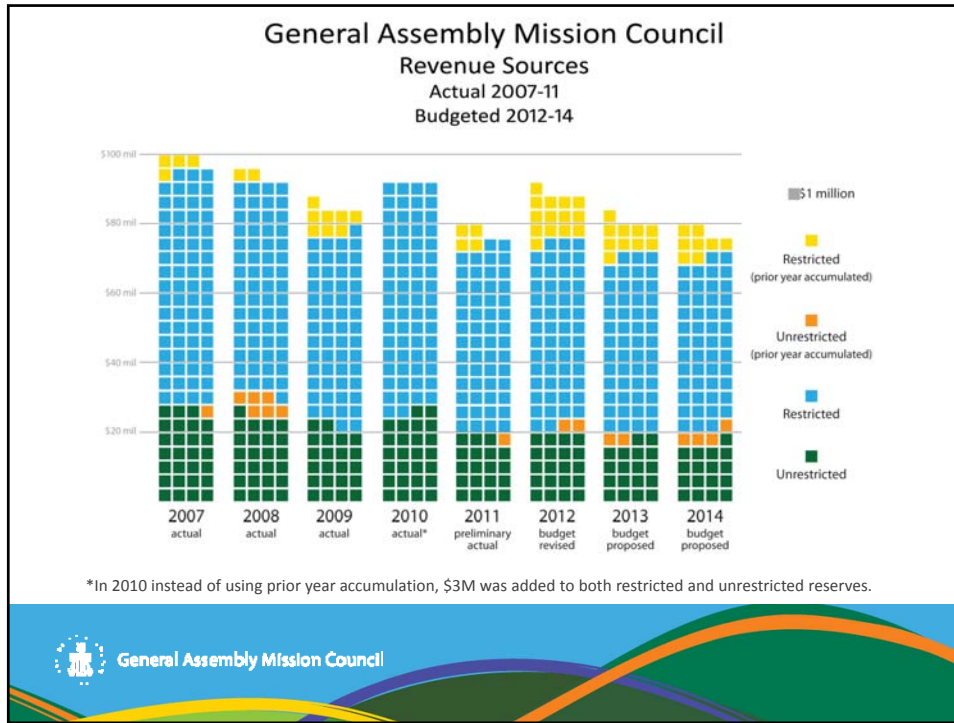
Vision  
Mission  
Directional Goals

## Staff plans for implementation of the MWP:

Objectives  
Work Plans  
Individual Goals

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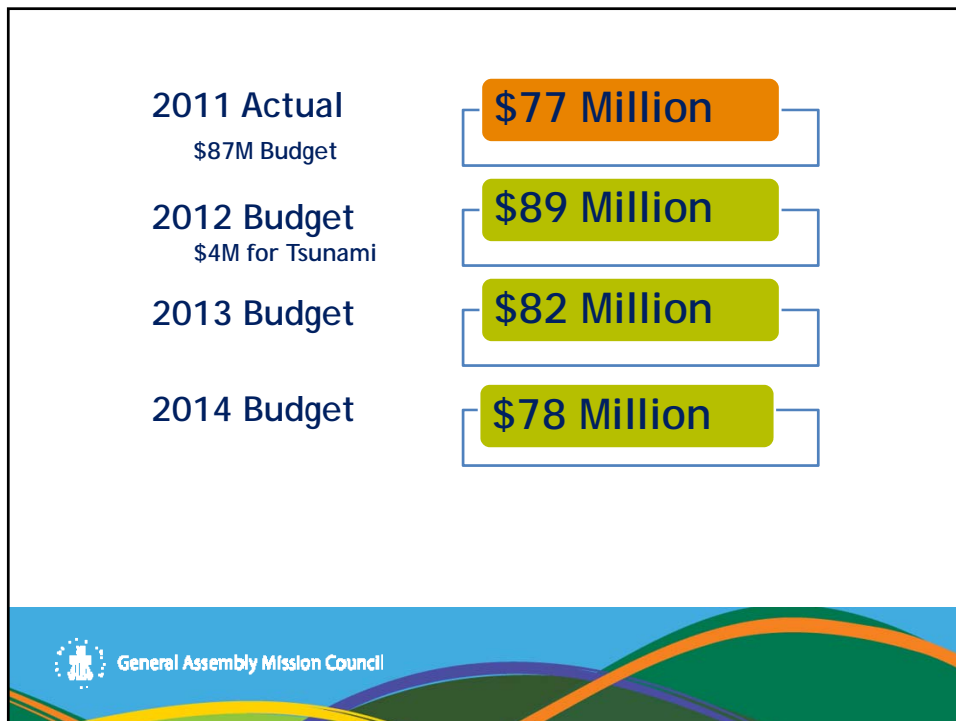
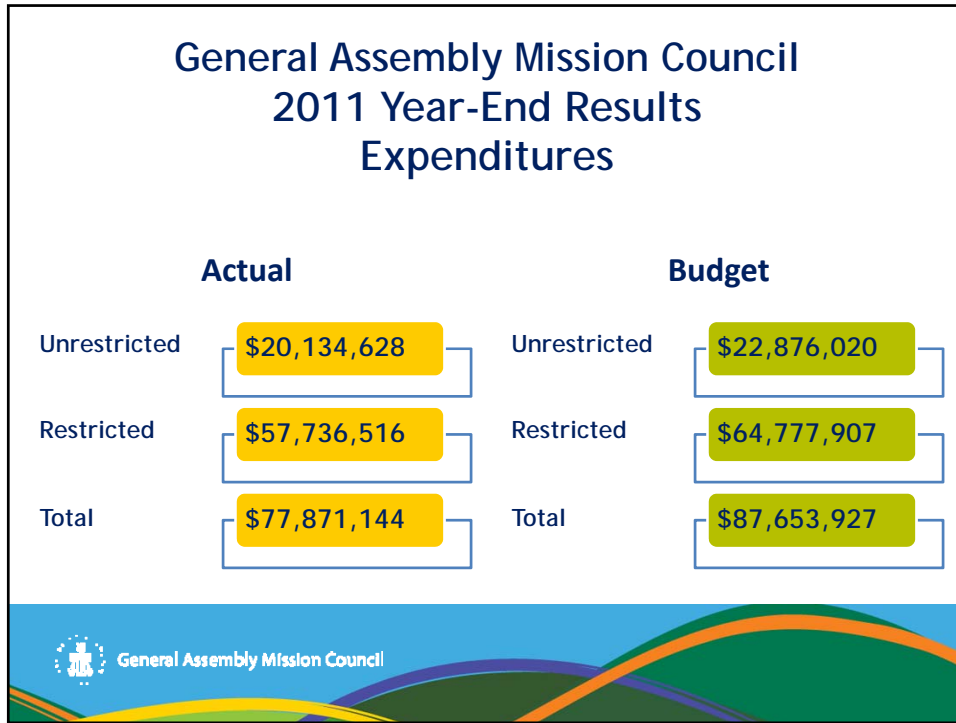


### General Assembly Mission Council 2011 Year-End Results Receipts

| Actual       |              | Budget       |              |
|--------------|--------------|--------------|--------------|
| Unrestricted | \$19,132,405 | Unrestricted | \$21,438,346 |
| Restricted   | \$53,950,808 | Restricted   | \$53,762,264 |
| Total        | \$73,083,213 | Total        | \$75,200,610 |

General Assembly Mission Council





**Restricted funds will be allocated to programs defined in the donor restriction, including the true cost of those programs.**

**Unrestricted funds will be allocated to strategic priorities, including the true cost of those programs.**



General Assembly Mission Council



General Assembly Mission Council

*Grow Christ's Church*



## Opportunities to celebrate

- Hays Gift
- Presbyterian Disaster Assistance



## Executive Director's Office



**Vince Patton**  
Executive  
Administrator

**Ambassador for Diversity  
in Leadership**

## Shared Services & Communications and Funds Development



WELCOME TO THE  
PRESBYTERIAN  
CHURCH!

 **Stewardship Kaleidoscope**  
for elders, pastors, presbytery staff and volunteers



General Assembly Mission Council  
*Grow Christ's Church*



## **Rob Fohr**

Young Adult  
Catalyst

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**Mission**



General Assembly Mission Council



## **Beth Basham**

Director of Project  
Management and  
Program  
Evaluation

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**Mission**



General Assembly Mission Council

## Compassion, Peace & Justice



## Evangelism & Church Growth



## Racial Ethnic & Women's Ministries



## Theology Worship & Education



## Vocation



## World Mission





**GAMC Directional Goals  
2013-2014**

**Transformational Leaders  
Compassionate and Prophetic Discipleship  
1001 New Worshiping Communities  
Young Adults  
General Assembly Engagement  
Organizational Integrity**



General Assembly Mission Council



**General Assembly Mission Council**

*Grow Christ's Church*



PRESBYTERIAN  
FOUNDATION

*General Assembly Mission Council*  
*Update - April 2012*

# Investment Update

## Foundation Endowments and Gift Funds

- ▶ Outsourced investment department responsibilities
- ▶ Cambridge Associates engaged
  - Specialize in Endowments and Foundations
  - \$1.5 trillion advised
  - Proven track record
  - Dedicated group to assist with MRTI compliance
- ▶ Opportunity for improved performance
- ▶ Improved reporting

# Investment Update

## New Covenant Funds

- ▶ No longer the investment adviser; engaged SEI
  
- ▶ SEI:
  - Advises \$ 162 billion in mutual fund assets
  - Proven investment results
  - Improved reporting
  - Opportunity to lower fees due to scale
  
- ▶ Reduced regulatory burden for the Foundation

# Giving Perspective

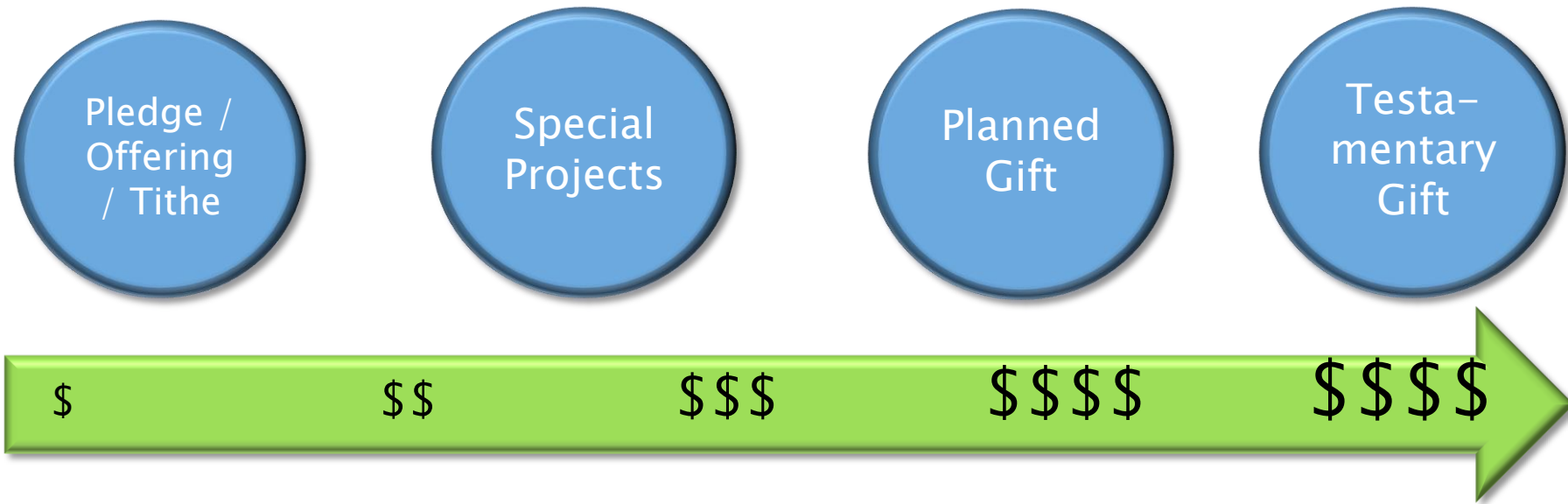
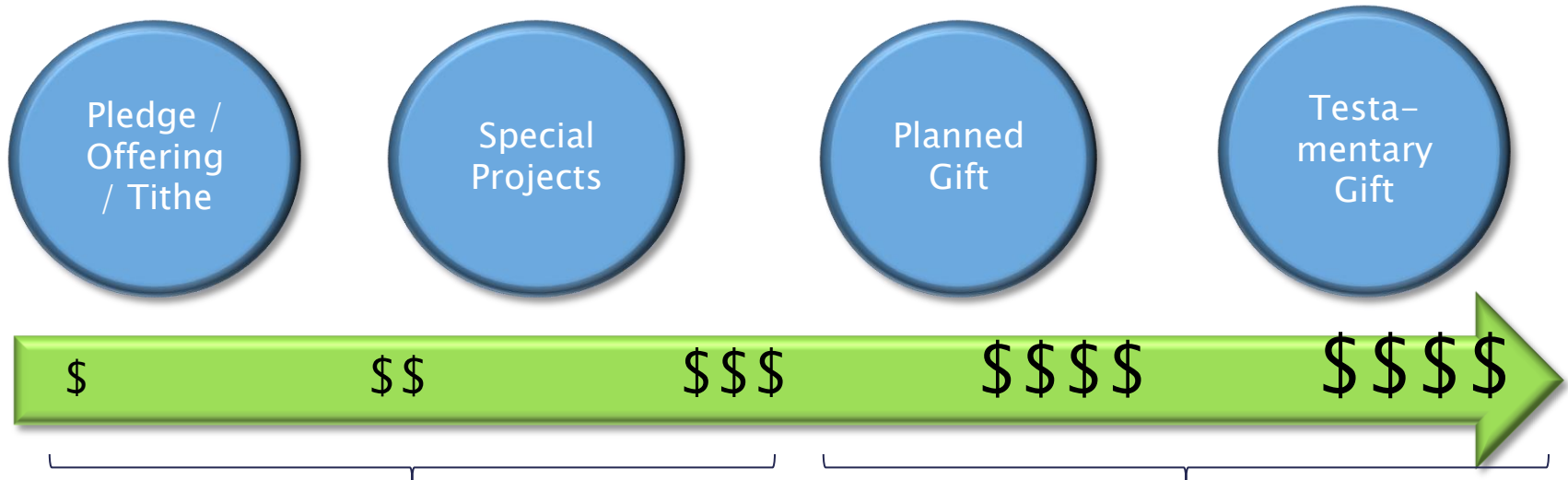


Plate to Legacy Generosity

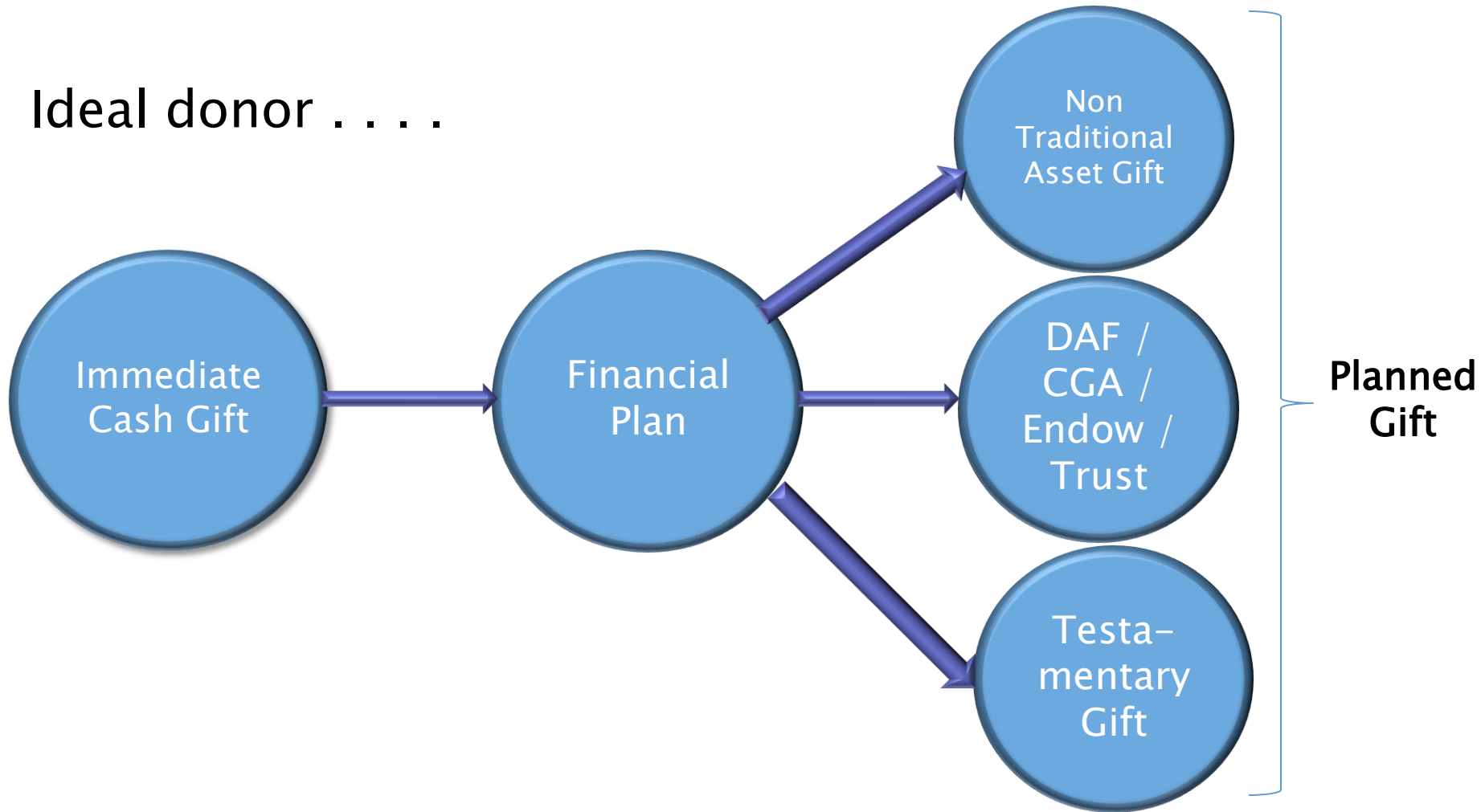
# Giving Perspective/ Foundation Services



## Foundation Services

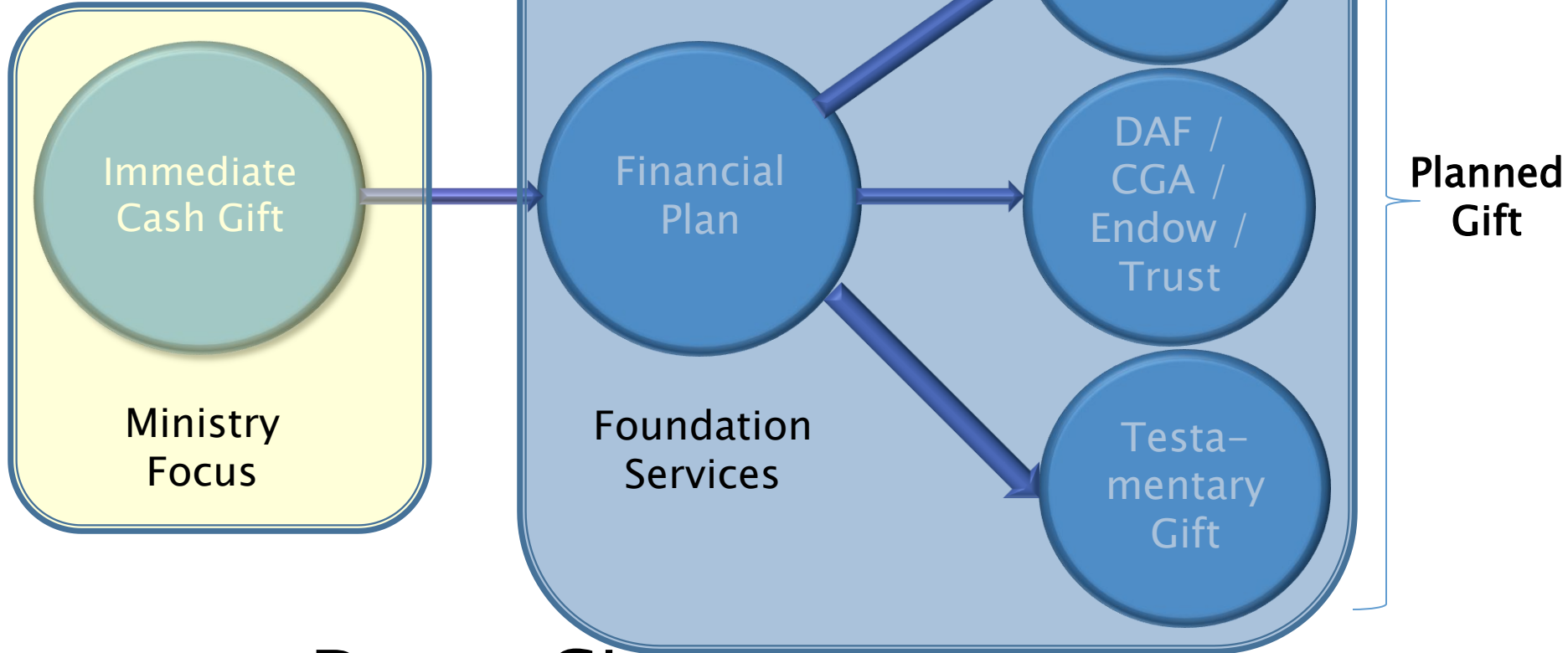
- Best practices
  - Educational Programs
  - Net Community
  - Gift administration
  - Cash management
- Best practices
  - Educational Programs
  - Net Community
  - Non traditional assets
  - Wills emphasis
  - Gift administration
  - Investment management
  - Advisors

Ideal donor . . . . .



## Donor Giving Perspective Plate to Legacy Generosity

Ideal donor . . . . .



# Donor Giving Perspective Plate to Legacy Generosity





*“Bringing people & mission together”*

**Report A.001**  
**Evangelism Mission Committee**  
**General Assembly Mission Council**  
**May 11, 2012**

**The Evangelism Mission Committee met May 9-10, 2012 at the Brown Hotel in Louisville, KY and forwards the following to the General Assembly Mission Council:**

**I. Consent Agenda:** No items

**II. For Action:**

- A. That the GAMC approve and forward to the 220th General Assembly (2012) the comment on Overture 091, On Support for the People of the Democratic Republic of the Congo (DRC). (See page 2 of this appendix.)
- B. That the GAMC approve and forward to the 220th General Assembly (2012) the comment on Overture 85, On Celebrating the 45th Anniversary of the Presbyterian-Reformed Church In Cuba and The Mission Partnership Between the PC(U.S.A.) and The Presbyterian-Reformed Church In Cuba. (See page 3 of this appendix.)
- C. That the GAMC approve and forward to the 220th General Assembly (2012) the comment on Overture 049, On Supporting a Peaceful, Diplomatic Solution to the U.S.-Iran Issues— From the Presbytery of Greater Atlanta. (See page 4 of this appendix.)
- D. That the GAMC approve and forward to the 220th General Assembly (2012) the comment on Overture 023, On Undertaking a Parenting Initiative Called the “Institute for Effective Parental Leadership”. (See page 5 of this appendix.)
- E. That the GAMC approve and forward to the 220th General Assembly (2012) the comment as amended on Overture 022, On Instructing the General Assembly to Take Action to Implement the PC(USA)’s Policy on Inclusion of People with Disabilities. (See pages 6-7 of this appendix)
- F. That the GAMC approve and forward to the 220th General Assembly (2012) their concurrence with Presbyterian Church (U.S.A.) Investment and Loan Program, Inc.'s Comment to Overture 38 (Item 06-06) and Overture 42 (Item 06-07). (See pages 8-10 of this appendix.)

**III. For Information:**

- A. Reviewed the agenda for the meeting and VOTED to adopt it with adjustments.
- B. Approved the Evangelism Mission Committee Minutes of February 15-16, 2012.

**ITEM A.106  
 FOR ACTION**

| <i>FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i> |                 |  |                                       |
|--|-----------------|--|---------------------------------------|
| X  | A. Evangelism   |  | D. Vocation                           |
|  | B. Justice      |  | E. Stewardship                        |
|  | C. Discipleship |  | F. Corporate Property, Legal, Finance |
|  | P. Plenary      |  |                                       |

**Subject:**            **Comment to the 220<sup>th</sup> GA (2012)**

**Recommendation:**

**That the GAMC approve the following comment on Overture 091, “On Support for the People of the Democratic Republic of the Congo (DRC)” to the 220<sup>th</sup> GA (2012).**

<https://www.pc-biz.org/ClientHomePublic.aspx>

**Comment:**

The Office of Public Witness and the Presbyterian Ministry at the United Nations partner in a variety of ways with our colleagues in World Mission and the Congo Mission Network to advocate for policies that pursue justice and peace in the Democratic Republic of the Congo (DRC). Both ministries involve Presbyterians in these efforts as appropriate. The Office of Public Witness advocated for, and helped Presbyterians advocate for, the Publish What You Pay campaign that calls for transparency in extractive industries and for the Conflict Minerals Act. The Office of Public Witness is leading an initiative to bring the faith community together to address the implementation of that act as well as other issues related to the DRC. The Presbyterian Ministry at the United Nations works with other NGOs to educate about and advocate for human rights, including free, fair and credible elections, with representatives of missions of Member States and in other parts the UN community. Both ministries provide Presbyterians with information about the DRC and opportunities for engagement in issues related to the DRC through their electronic media sources.

**ITEM A.102  
 FOR ACTION**

| <i>FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i> |                 |  |                                       |
|--|-----------------|--|---------------------------------------|
| X  | A. Evangelism   |  | D. Vocation                           |
|  | B. Justice      |  | E. Stewardship                        |
|  | C. Discipleship |  | F. Corporate Property, Legal, Finance |
|  | P. Plenary      |  |                                       |

**Subject:** Comment to the 220<sup>th</sup> GA (2012)

**Recommendation:**

**That the GAMC approve the following comment on Overture 85, “On Celebrating the 45<sup>th</sup> Anniversary of the Presbyterian-Reformed Church In Cuba and The Mission Partnership Between the PC(U.S.A.) and The Presbyterian-Reformed Church In Cuba” to the 220<sup>th</sup> General Assembly.**  
<https://www.pc-biz.org/ClientHomePublic.aspx>

**Comment:**

Presbyterian World Mission welcomes this overture as an opportunity to celebrate the 45 years of faithful ministry of the Presbyterian Reformed Church in Cuba, its contribution to the world ecumenical movement, and its partnership with the Presbyterian Church (U.S.A.). We assure the church in Cuba of our prayers as they gather in the Fourth National Institute to chart a course for mission and ministry in Cuba in the years ahead.

**ITEM A.105  
FOR ACTION**

| <i>FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i> |                 |  |  |                           |
|--|-----------------|--|--|---------------------------|
| X  | A. Evangelism   |  | D. Vocation                              | G. PC(USA), A Corporation |
|  | B. Justice      |  | E. Stewardship                           | H. Executive Committee    |
|  | C. Discipleship |  | F. Corporate Property, Legal,<br>Finance | III. Audit                |
|  | P. Plenary      |  |  |                           |

**Subject: Comment to Overture 049**

**Recommendation:**

**That the GAMC approve the following comment on Overture 049, “On On Supporting a Peaceful, Diplomatic Solution to the U.S.-Iran Issues—From the Presbytery of Greater Atlanta”**

<https://www.pc-biz.org/ClientHomePublic.aspx>

**Comment:**

Iranian minority Christians are concerned over the escalating war rhetoric and the possibility of a strike against their country. Iranian church leaders of all denominations (Orthodox, Assyrian, and Protestant) have expressed their opposition to such a military strike, and believe it would have dire consequences for not only Iran, but also the region and the United States. They urge the continuation of negotiation and diplomatic means to mitigate the tension between their government and the United States.

## ITEM A.104 FOR ACTION

| <i>FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i> |                 |                                       |                           |
|--|-----------------|---------------------------------------|---------------------------|
| X  | A. Evangelism   | D. Vocation                           | G. PC(USA), A Corporation |
|  | B. Justice      | E. Stewardship                        | H. Executive Committee    |
|  | C. Discipleship | F. Corporate Property, Legal, Finance | I. Audit                  |
|  | P. Plenary      |                                       |                           |

**Subject:**           **Comment to the 220<sup>th</sup> GA (2012)**

**Recommendation:**

**That the GAMC approve the following comment on Overture 023, “On Undertaking a Parenting Initiative Called the “Institute for Effective Parental Leadership” to the 220<sup>th</sup> GA (2012).**

<https://www.pc-biz.org/ClientHomePublic.aspx>

**Comment:**

At the repeated urging of the church, the General Assembly Mission Council is focusing on areas of ministry where it can have the greatest impact. While developing healthy families is a concern for all who would lead Christ’s church, this focus has not emerged as one of the areas in which the GAMC can have primary impact. The 2013-2016 GAMC Mission Work Plan which is proposed for approval with our budget for 2013-2014, focuses GAMC work on:

- Transformational Leaders
- Young Adults
- Compassionate Prophetic Disciples
- 1001 New Worshiping Communities
- GA Engagement
- Organizational Integrity

## ITEM A.103 FOR ACTION

| <i>FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i> |                 |  |                                       |
|--|-----------------|--|---------------------------------------|
| X  | A. Evangelism   |  | D. Vocation                           |
|  | B. Justice      |  | E. Stewardship                        |
|  | C. Discipleship |  | F. Corporate Property, Legal, Finance |
|  | P. Plenary      |  |                                       |
|  |                 |  | G. PC(USA), A Corporation             |
|  |                 |  | H. Executive Committee                |
|  |                 |  | II. Audit                             |

**Subject:**           **Comment to the 220<sup>th</sup> GA (2012)**

**Recommendation:**

**That the GAMC approve the following comment on Overture 022, “On Instructing the General Assembly to Take Action to Implement the PC(USA)’s Policy on Inclusion of People with Disabilities” to the 220<sup>th</sup> GA (2012). <https://www.pc-biz.org/ClientHomePublic.aspx>**

**Comment:**

The General Assembly Mission Council (GAMC) recognizes and affirms the continued importance of working towards full inclusion and accessibility for persons with disabilities in the church. Additionally, the GAMC commends to the attention of the church the document *Living into the Body of Christ: Towards Full Inclusion of People with Disabilities* as approved by the General Assembly in 2006.

The GAMC suggests that the current training offered to its employees, with some adjustments, will be adequate to make staff cognizant of disability awareness and inclusion without the need and additional costs associated with a working group. Further, the current budget proposal is adequate to fund disability consultants through 2014. As such, the GAMC urges disapproval of paragraphs 2 and 3 of Overture 022.

GAMC staff members are required to attend a mandatory training session on the GAMC’s anti-harassment and anti-discrimination policies each year. That training is also offered throughout the year. A segment of the training touches on the Americans with Disabilities (ADA) Act and teaches employees not to harass co-workers with disabilities or to intermeddle about health conditions or accommodations granted to employees entitled to the protections of the ADA. Additional training on disability awareness and inclusion could be added. Staff trainers are working on training by video and computer training to reduce staff time and costs dedicated to training sessions.

The (GAMC) currently provides \$10,000 annually to support four disability consultants (<http://gamc.pcusa.org/ministries/phewa/disability-concerns-consultants/>). These consultants respond to requests for guidance and support from individuals, congregations, mid-councils and General Assembly agencies in the areas of developmental, hearing, mobility and visual disabilities. Additionally, the GAMC currently provides \$2,500 annually to Presbyterians for

Disability Concerns (PDC), one of ten Presbyterian Health, Education and Welfare Association networks to support their work. PDC “welcomes those who affirm, support and advocate for the gifts, rights and responsibilities of persons with disabilities in the total life of the church.” PDC develops a resource packet for Disability/Inclusion

Awareness Sunday, commemorated in June each year. The packet is distributed through the GAMC Social Witness Ministries Office and is available on the GAMC website for download (<http://www.pcusa.org/media/uploads/phewa/pdfs/disability-inclusion-packet-2011.pdf>). PDC and the Disability Consultants provide expertise, coaching and opportunities for networking to those within our church seeking to be more welcoming of people with disabilities and support for those seeking guidance on engaging in ministry with, caring for and addressing the needs of people with disabilities and their families.

In terms of financial implications, there is funding to continue to support the consultants and PDC at its current level until 2014, but no new funds are available.



## ITEM A.107 FOR ACTION

| FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY |                 |  |                                       |
|---|-----------------|--|---------------------------------------|
| X   | A. Evangelism   |  | D. Vocation                           |
|   | B. Justice      |  | E. Stewardship                        |
|   | C. Discipleship |  | F. Corporate Property, Legal, Finance |
|   | P. Plenary      |  |                                       |

**Subject: GAMC Concurrence with Presbyterian Church (U.S.A.) Investment and Loan Program, Inc.'s Comment to the 220<sup>th</sup> General Assembly (2012) – Overture 38 (Item 06-06) and Overture 42 (Item 06-07)**

**Recommendation:**

**That the GAMC concur with the following comment of the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. to the 220<sup>th</sup> General Assembly (2012) to Overture 38 and Overture 42 Regarding Ownership of Property.**

<https://www.pc-biz.org/ClientHomePublic.aspx>

**Comment:**

**Regarding Ownership of Property from the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. (“PILP”) with concurrence of the General Assembly Mission Council :**

Overtures 38 and 42 (Business Items 06-06 and Item 06-07) seek to amend the “trust clause” of the *Book of Order* by adding conflicting language to provide that property being held in trust for the Presbyterian Church (U.S.A.) is also owned by the individual congregation and held in trust for the local congregation, and not for any other body. The *Book of Order* at G-4.0203 currently provides important support and safeguards for the low cost loan programs for Presbyterian Church (U.S.A.) congregations provided by the Presbyterian Investment and Loan Program, Inc. (“PILP”) and the General Assembly Mission Council (“GAMC”). Therefore, PILP believes the amendments proposed by Items 06-06 and 06-07 will cause unnecessary confusion due to the conflicting language in the proposed amendments, and will jeopardize fundamental and essential aspects of the loan programs of PILP and the GAMC, administered by PILP.

Without the current trust clause of the *Book of Order*, presbyteries would be unlikely to guarantee loans and without guarantees PILP's ability to assist congregations would be significantly impaired. This change would be particularly difficult for small, mid-sized and new congregations which may not be able to obtain bank financing.

PILP makes low cost loans to Presbyterian Church (U.S.A.) (“PCUSA”) congregations for new buildings and renovations. The funds for PILP loans are generated through the sale of Term Notes, which are debt securities to PCUSA members and congregations and the sale of Denominational Account receipts (“DAR’s”) accounts to mid-councils and PCUSA agencies. The interest paid on these Term Notes and

DAR's and any redemptions are funded by the interest and principal repayment of the loans to congregations. PILP relies on the congregation's repayment of principal and interest to be able to pay interest to investors and to repay principal to investors at maturity.

PILP administers the Church Loan Program for the GAMC. The Church Loan Program is a mission program under the responsibility of the GAMC and the principal corporation of the General Assembly, Presbyterian Church (U.S.A.), A Corporation, where endowment funds are also used to make low cost loans to congregations.

Most church building projects cannot be financed by congregations from their current receipts. Congregations depend on loans from PILP, the GAMC's Church Loan Program or commercial lenders to complete these projects. Generally, these loans are secured by first lien mortgages on the property of the borrowing congregation. The property of the congregation provides the collateral for these loans and is a potential source of repayment should the borrowing congregation not be able to repay the loan.

In addition to being secured, these loans are guaranteed by the presbytery of jurisdiction of the borrowing congregation. This means the presbytery is responsible to pay back the loan should the borrowing congregation fail to pay. The presbyteries have confidence in guaranteeing these secured loans due in part to G-4.0203 and G-4.0204, which state:

*G-4.0203 Church Property Held in Trust- "All property held by or for a congregation, a presbytery, a synod, the General Assembly, or the Presbyterian Church (U.S.A.), whether legal title is lodged in a corporation, a trustee or trustees, or an unincorporated association, and whether the property is used in the programs of a congregation or of a higher council or retained for the production of income, is held in trust nevertheless for the use and benefit of the Presbyterian Church (U.S.A.)."*

*G-4.0204 Property Used Contrary to the Constitution- "Whenever property of, or held for, a congregation of the Presbyterian Church (U.S.A) ceases to be used by that congregation as a congregation of the Presbyterian Church (U.S.A.) in accordance with this Constitution, such property shall be held, used, applied, transferred, or sold **as provided by the presbytery.**" (Emphasis added)."*

Under the G-4.0204 when a congregation ceases to exist or leaves the denomination, the congregation's property which includes, but is not limited to, its real property, building, and other assets such as investments are subject to the control of the presbytery of jurisdiction. The presbytery continues to be responsible for mission of the PCUSA in the area of the departing congregation, and the presbytery can use the property to implement that mission. If the departing congregation has a secured loan with PILP, guaranteed by the presbytery, the presbytery would have the ability to retain the property or the presbytery could use the property to raise funds to satisfy the presbytery's responsibility under the guaranty. A presbytery may choose to give some or all of this property to a departing congregation, if the presbytery believes that this is the best use of the property in furthering the mission of the Church of Jesus Christ, but this choice will not result in a release of the obligation to repay the secured loan and/or in the release of the guaranty.

If a congregation has a secured loan with PILP and/or the GAMC and chooses to leave the denomination or is dissolved by a presbytery, the terms of the loan provide that the loan is accelerated and becomes immediately due and payable. The guarantee of the presbytery is not satisfied until the loan is paid in full. If the property is no longer held in trust for the PCUSA, there is no constitutional assurance the property would be controlled by the presbytery, and presbyteries would then be reluctant to sign guarantees. PILP and the Church Loan Program would be more hesitant to make loans secured by mortgages if the underlying property could so easily be transferred and shifted outside the denomination to what would then be a non-PCUSA congregation. It seems clear this proposed amendment would adversely impact congregations and the loan programs.

In the current economy and in the aftermath of the banking crisis, it has become increasingly difficult for small and mid-size congregations to obtain financing for capital projects from banks. These are often the new, young or struggling congregations that need the resources of the denomination the most. PILP is able to meet these needs of PCUSA congregations. Without the current trust clause of the *Book of Order* presbyteries would be unlikely to guarantee loans and without guarantees PILP's ability to assist congregations would be significantly impaired.

To the extent the proposed revision is related to denominational disagreements, it is crucial that current denominational disagreements not be allowed to overshadow the primary mission of the presbytery and congregation to carry out "The Great Ends of the Church". Although the property trust clause gives ultimate control to the presbytery, it also gives the presbytery responsibility to assist the congregation in obtaining and properly sustaining the church buildings as homes for congregations. As a denomination we continue to spread the gospel of Jesus Christ. For centuries presbyteries have assisted congregations in finding church homes from which to carry out this mission. People in a congregation as a part of the PCUSA have given the resources to build church buildings over generations. The current congregation should not be given the prerogative to take these resources out of the denomination because of a disagreement with current denominational positions.

For all the reasons stated above, the Presbyterian Church (U.S.A) Investment and Loan Program, Inc. with the concurrence of the GAMC (**Note: concurrence is pending**) believes the amendments proposed by Items 06-06 and 06-07 will cause unnecessary confusion due to the conflicting language in proposed amendments, and will jeopardize fundamental and essential aspects of the church loan programs of PILP and the General Assembly Mission Council, administered by PILP.

**Report B.001  
Justice Mission Committee  
General Assembly Mission Council  
May 10, 2012**

**The Justice Mission Committee met on May 10, 2012 at the Brown Hotel in Louisville, KY and forwards the following to the General Assembly Mission Council:**

**I. Consent Agenda: No Items**

**II. For Action**

- A. That the GAMC approve as amended Changing Initial Funding Grants to Mid-Councils and their Churches Impacted by Disaster with Presbyterian Disaster Assistance. (See pages 3–5 of this appendix.)
- B. That the GAMC approve as amended and forward to the 220<sup>th</sup> GA (2012) the comment on Item 21–01, “On Instructing MRTI to Study and Report Corporate Practices of Health Insurance Companies and Possible Divestment of Same” to the 220<sup>th</sup> GA (2012). (See page 6 of this appendix.)
- C. That the GAMC approve as amended and forward to the 220<sup>th</sup> GA (2012) the comment on Item 15–01, “On Recognizing that Israel’s Law and Practices Constitute Apartheid Against Palestinian People” to the 220<sup>th</sup> GA (2012). (See pages 7–8 of this appendix.)
- D. That the GAMC approve and forward to the 220<sup>th</sup> GA (2012) the comment on Item 14–01, “On Supporting the United Nations” to the 220<sup>th</sup> GA (2012). (See pages 9–11 of this appendix.)
- E. That the GAMC approve and forward to the 220<sup>th</sup> GA (2012) the comment on Item 11–02, “On Calling for an End to Poverty Zone Development and for the Advocacy of Fair Development” to the 220<sup>th</sup> GA (2012). (See page 12 of this appendix.)
- F. That the GAMC approve and forward to the 220<sup>th</sup> GA (2012) the comment on Item 15–05, “On Ethical Investment and Divestment” to the 220<sup>th</sup> GA (2012). (See page 13 of this appendix.)
- G. That the GAMC approve and forward to the 220<sup>th</sup> GA (2012) the comment on Item 12–05, “On the Plight of Indonesian Christian Immigrants and the Passage of the Indonesian Family Refugee Protection Act” to the 220<sup>th</sup> GA (2012). (See page 14 of this appendix.)
- H. That the GAMC approve and forward to the 220<sup>th</sup> GA (2012) the comment on Item 15–07, “On Rejecting the Use of Boycott, Divestment, and Sanction Policies in Peacemaking Efforts Between Israelis and Palestinians” to the 220<sup>th</sup> GA (2012). (See pages 15–16 of this appendix.)
- I. That the GAMC approve and forward to the 220<sup>th</sup> GA (2012) the comment on Item 11–06, “On Instructing MRTI to Report to GAMC on the Corporate Practices of Publicly Traded Corporations that Operate For-Profit Prisons” to the 220<sup>th</sup> GA (2012). (See page 17 of this appendix.)
- J. That the GAMC approve and forward to the 220<sup>th</sup> GA (2012) the comment on Item 11–07, “On Support of the United States Environmental Protection Agency” to the 220<sup>th</sup> GA (2012). (See page 18 of this appendix.)
- K. That the GAMC approve and forward to the 220<sup>th</sup> GA (2012) the comment on Recommendation 5 of “A Resolution on Workers’ Rights and Income Inequality,” from the Advocacy Committee for Racial Ethnic Concerns to the 220<sup>th</sup> General Assembly (2012). (See page 19 of this appendix.)

- L. That the GAMC approve and forward to the 220<sup>th</sup> GA (2012) the comment on “A Resolution on Racism, Incarceration and Restoration,” from the Advocacy Committee for Racial Ethnic Concerns to the 220th General Assembly (2012). (See pages 20–21 of this appendix.)

### **III. For Information**

- A. Approved the February 2012 Justice Mission Committee Minutes.
- B. Discussed Information Item 230, Advice from the Advisory Committees of Presbyterian Disaster Assistance and Presbyterian Hunger Program and the Committee on the Self-Development of People Regarding the Recommendations of the Special Offerings Task Force.
- C. Discussed Recommendation from the Executive Committee on Comment to Overture 101 (Item 10-05) “On Maintaining the Integrity of the One Great Hour of Sharing Offering,” from the Presbytery of Pittsburgh and Overture 103 (Item 10-06) “On Retaining the Peacemaking Offering as an Independent Offering Appropriate to World Communion Sunday,” from the Presbytery of Albany.
- D. Received updates from GAMC Staff, Martha Bettis-Gee, Associate for Child Advocacy, J. Herbert Nelson, II, Coordinator for Office of Public Witness as well as representatives from the Committee on the Responsibility Through Investment, Advisory Committee on Social Witness Policy, Presbyterian Disaster Assistance Advisory Committee, Presbyterian Health, Education and Welfare Association, and Presbyterian Committee on the Self-Development of People, Advocacy Committee on Racial Ethnic Concerns, and the Presbyterian Hunger Program.

**ITEM B.102  
 FOR ACTION**

|   |                 |  |  |
|---|-----------------|--|--|
| For GAMC Executive Director's Office Use Only |                 |  |  |
|   | A. Evangelism   |  | D. Vocation                              |
| X   | B. Justice      |  | E. Stewardship                           |
|   | C. Discipleship |  | F. Corporate Property,<br>Legal, Finance |
|   | P. Plenary      |  |  |
|   |                 |  | G. PC(USA), A Corporation                |
|   |                 |  | H. Executive Committee                   |
|   |                 |  | I. Audit                                 |

**Subject: Presbyterian Disaster Assistance - Change Initial Funding Grants to Mid-Councils and their Churches Impacted by Disaster**

**Recommendation:**

**The Presbyterian Disaster Assistance (PDA) Advisory Committee recommends that the Justice Mission Committee approve the following recommendations:**

- 1. That PDA reduce the amount allocated to mid-councils for Initial Response Grants for immediate needs to a disaster from \$10,000 to up to \$7,500;**
- 2. That PDA reduce the amount allocated for Church Assistance Grants from \$10,000 to \$5,000 with no more than \$25,000 being allocated to a mid-council per calendar year;**
- 3. That PDA offer Church Hosting Seed Grants to churches that are committed to hosting volunteers in areas where long term recovery efforts are underway. Upon recommendation of a Hospitality Assessment Team, PDA will consider a one-time grant of up to \$5,000 to assist with building modifications necessary to host volunteer work teams engaged in long term recovery following a disaster, provided that:**
  - a. The church includes a plan for recovering the ongoing cost of hosting volunteer teams to the mid-council and PDA.**
  - b. Hosting will done in coordination with a community based long term recovery organization in keeping with NVOAD standards for long term recovery (including coordinated case management, construction supervision and cooperative funding).**
- 4. That PDA offer Long Term Recovery Grants to mid-councils when:**
  - a. The mid-council is engaged in long term recovery of the community in collaboration with other faith based and volunteer organizations.**
  - b. There is coordinated case management being used in the development of the assistance to survivors.**
  - c. Funds from the Long Term Recovery grant may not be used to cover the costs of volunteer hosting operations.**
  - d. Leaders from the mid-council have been adequately trained in long term recovery management.**
  - e. If the long term recovery effort will require significant resources, the mid-council will include all funds given directly for recovery efforts through other sources when making a request for a grant from PDA.**
  - f. The PDA share of long term recovery costs will be limited to 15% of the administrative budget for collaborative efforts in the community and 50% when the mid-council decides to fund a mid-council staff position.**

- g. Funds for congregational hosting and mid-council funding for long term recovery cannot be comingled.**
- h. Funds will normally be limited to \$35,000 per year. Funds for Initial Assistance, Church Damage and Congregational Hosting Seed Money must be accounted for both financially and in narrative form prior to the approval of a Long Term Recovery Grant.**
- i. In all subsequent funding, funds already granted must be accounted for prior to forwarding additional funds.**

### **Background:**

At the present time PDA provides for the following kinds of funding for US Disaster Response:

- Initial Assistance Support – Up to \$10,000 for mid-councils to begin their initial assessment and response in disaster situations.
- Church Assistance – Funding for church ministry when a church facility is damaged or the use of the church facility is denied to the congregation because of a disaster. Support is limited to \$10,000 and must be requested by the mid-council executive or Stated Clerk.
- Church Hosting Grants – these grants are made to congregations to upgrade facilities or provide for temporary facilities (i.e. showers, toilets, kitchen equipment) in order to be able to host volunteer work teams for long term recovery.
- Long Term Recovery Grants – these funds are made available to mid-councils when there is a disaster of such scale that the mid-council must add staff or contribute for a long term recovery organization in order to facilitate long term recovery over an extended period of time. Grants range in size from \$15,000 to \$100,000 per year. Funding is on an annual basis.

### ***Rationale***

A number of factors have placed a burden on the resources available for national disaster response, including:

- Increased Demand - The increase in the number of disasters and the decrease in funding available for response necessitates a reduction in Initial Funds for the mid-council. PDA simply does not have the funds in the current disaster climate to provide \$10,000 each time there is a disaster. At the same time, the cooperative movement within disaster assistance and the improved coordination of food, water, shelter and aid make it less likely that a mid-council will actually need more than \$7,500 in the immediate aftermath of a disaster.
- Increase in the Number of Damaged Churches – The rise in the disasters has meant that more and more churches are being damaged. The funds that are dedicated to help damaged churches come from the One Great Hour of Sharing Offering, which has been declining.
- Church Hosting – Providing funds for church hosting is a new aspect of PDA's work. Prior to Katrina a few churches received assistance in modifying their buildings to provide for volunteer work team support. Following Katrina, eight churches received funding for both building modification and ongoing operational support.

There are additional concerns related to church hosting and PDA funding:

1. Churches must be required to recover the cost of the ongoing operation of the hosting operation from volunteer work teams. Many churches, feeling an overwhelming sense of gratitude, host work teams without recovering the cost as a way of saying thank you to the teams for their work. When the church has realized the cost of ongoing operations, they have sometimes come to PDA seeking assistance to cover utility and food costs. In other situations, churches have tried to raise funds from within the affected area. Neither of these options is necessary when volunteer teams are willing to pay their way.

2. Volunteer hosting is only viable when the hosting site is connected to a Long Term Recovery organization that is providing supervision for work sites and case management for the recipients. Churches seeking funds from PDA for setting up volunteer work team hosting need to be connected to a community based long term recovery effort.
- Long Term Recovery Funding - Funding for Long Term Recovery comes from appeals for support in the wake of a disaster. In recent years, these appeals have not provided adequate support for long term recovery efforts, placing additional burden on One Great Hour of Sharing funds.

Presbyterian Disaster Assistance is suggesting these changes so that resources will be available when they are most needed.



**ITEM B.103  
 FOR ACTION**

|   |                 |  |  |  |                           |
|---|-----------------|--|--|--|---------------------------|
| For GAMC Executive Director’s Office Use Only |                 |  |  |  |                           |
|   | A. Evangelism   |  | D. Vocation                              |  | G. PC(USA), A Corporation |
| X   | B. Justice      |  | E. Stewardship                           |  | H. Executive Committee    |
|   | C. Discipleship |  | F. Corporate Property,<br>Legal, Finance |  | I. Audit                  |
|   | P. Plenary      |  |  |  |                           |

**Subject: Comment to the 220<sup>th</sup> GA (2012)**

**That the GAMC approve the following comment on Overture 007, “On Instructing MRTI to Study and Report Corporate Practices of Health Insurance Companies and Possible Divestment of Same” to the 220<sup>th</sup> GA (2012). <https://www.pc-biz.org/ClientHomePublic.aspx>**

**Comment:**

By its very nature, the corporate engagement process takes time, often years, and works well the vast majority of the time without ever reaching the final step, which is divestment. In the opinion of the GAMC and MRTI, the customary corporate engagement process works best when given adequate time (that is, usually more than six months) and flexibility to achieve its primary goal—a change in corporate practices. We suggest that if the Assembly wishes to lift up the issue raised in the overture, it would be preferable to commend them to MRTI for its work through the customary corporate engagement process.

This overture if adopted would “instruct Mission Responsibility Through Investment (MRTI) to report to the GAMC on the corporate practices of” five named health insurance companies as those practices “compare with and relate to previous General Assembly actions relative to health care”. The General Assembly is requested to authorize and encourage the GAMC to act upon the MRTI’s report as it deems appropriate, including initiating divestment procedures, within six months, and report to the 221<sup>st</sup> General Assembly (2014) on divestment actions.

The GAMC notes that the 116<sup>th</sup> General Assembly (*Minutes*, PCUS, 1976, pp. 513-518) adopted a policy on Social Responsibility and Investments that listed eight investor actions, including divestment that can be utilized to assess corporate practices, and if appropriate, promote a change in those practices. The 196<sup>th</sup> General Assembly (*Minutes*, 1984, Part I, pp. 193-194) affirmed the use of divestment as an ethical strategy for socially responsible investment, and outlined principles and criteria for its use. The following year, the 197<sup>th</sup> General Assembly (*Minutes*, 1985, Part I, pp. 228-232) adopted a process of “selective, phased divestment” built around a corporate engagement process of careful research, interaction with identified corporations, use of engagement tools available to shareholders (correspondence, dialogues, proxy voting, posing questions at corporate annual meetings, and filing of shareholder resolutions that may lead to further dialogue), and ecumenical consultation whenever possible. As a last resort, divestment may be recommended to the General Assembly if corporate engagement has not succeeded, and is unlikely to succeed in the future in changing corporate practices.

**ITEM B.104  
 FOR ACTION**

|  |                 |  |                                       |
|--|-----------------|--|---------------------------------------|
| <i>For GAMC Executive Director's Office Use Only</i> |                 |  |                                       |
|  | A. Evangelism   |  | D. Vocation                           |
| X  | B. Justice      |  | E. Stewardship                        |
|  | C. Discipleship |  | F. Corporate Property, Legal, Finance |
|  | P. Plenary      |  |                                       |
|  |                 |  | G. PC(USA), A Corporation             |
|  |                 |  | H. Executive Committee                |
|  |                 |  | I. Audit                              |

**Subject: Comment to the 220<sup>th</sup> GA (2012)**

**Recommendation:**

**That the GAMC approve the following comment on Overture 021, “On Recognizing that Israel’s Law and Practices Constitute Apartheid Against Palestinian People” to the 220<sup>th</sup> GA (2012).**

<https://www.pc-biz.org/ClientHomePublic.aspx>

**Comment:**

The overture accurately describes many laws, policies and practices of the Israeli government and the suffering and human rights abuses they inflict on the Palestinian people.

Our Palestinian Christian partners, as well as most mission personnel of American mainline denominations serving in the region and some Israeli human rights organizations, describe the situation this creates in Israel/Palestine as apartheid.

In 2009, Palestinian Christians issued a statement, *Kairos Palestine*, in which they request the international community to “stand by the Palestinian people who have faced oppression, displacement, suffering and clear apartheid for more than six decades. The suffering continues while the international community silently looks on at the occupying State, Israel. Our word is a cry of hope, with love, prayer and faith in God. We address it first of all to ourselves and then to all the churches and Christians in the world, asking them to stand against injustice and apartheid, urging them to work for a just peace in our region, calling on them to revisit theologies that justify crimes perpetrated against our people and the dispossession of the land.” (<http://www.kairospalestine.ps/sites/default/Documents/English.pdf>)

Others in Israel/Palestine do not use the term apartheid to describe the situation and believe the use of that term may undermine progress on improving the situation.

Commissioners will have to discern whether the PC(USA)’s use of the term apartheid will enhance the church’s understanding of the situation in Israel/Palestine and if it will advance the search for a just resolution.

The rationale for this overture refers to the International Criminal Court (ICC) as the "World Court". However, in international bodies, the term “World Court” actually refers to the International Court of Justice (ICJ). The International Court of Justice (ICJ) adjudicates disputes between nations, while the International Criminal Court prosecutes individuals. This correction has no impact on the substance of the overture.

The situation faced by Palestinians and Israelis cries out for continued prayer, study, and faithful engagement by the Presbyterian Church (U.S.A.).

**ITEM B.105  
 FOR ACTION**

|   |                 |  |  |  |                           |
|---|-----------------|--|--|--|---------------------------|
| For GAMC Executive Director’s Office Use Only |                 |  |  |  |                           |
|   | A. Evangelism   |  | D. Vocation                              |  | G. PC(USA), A Corporation |
| X   | B. Justice      |  | E. Stewardship                           |  | H. Executive Committee    |
|   | C. Discipleship |  | F. Corporate Property,<br>Legal, Finance |  | I. Audit                  |
|   | P. Plenary      |  |  |  |                           |

**Subject: Comment to the 220<sup>th</sup> GA (2012)**

**Recommendation:**

**That the GAMC approve the following comment on Overture 051, “On Supporting the United Nations” to the 220<sup>th</sup> GA (2012) <https://www.pc-biz.org/ClientHomePublic.aspx>**

**Comment:**

Presbyterians have engaged with the United Nations from its beginning. We do so for theological, ecclesiastical, and practical reasons.

Reformed theology affirms God’s sovereignty and God calls us to live our faith in all aspects of life. Following the Calvin’s example, Reformed Christians, Presbyterians among them, have engaged in ministry in public life that includes serving as elected officials and engaging in advocacy that seeks to live out the Church’s responsibility to assist government to become what God requires it to be.

The Body of Christ extends around the world. Our connection to our sisters and brothers calls us to active concern on their behalf. As we partner in witness to Christ around the world, events and policies impinge on our mission and call us to respond.

We live in a web of relationships. Life is bound together. As the Rev., Dr. Martin Luther King, Jr. reminded us, what affects one person or place directly, affects all people and places indirectly.

Rooted in this theology, expressing this ecclesiology, and recognizing this practical reality, Presbyterians have long supported international cooperation and institutions.

Even as World War II began, Presbyterians joined conversations about how to shape the world after the war. Presbyterian Elder John Foster Dulles chaired the Commission on a Just and Durable Peace of the Federal Council of Churches. The Commission made a number of recommendations about the United Nations that was to come including that it should emphasize justice, human welfare, and human rights including religious freedom. It also called for membership for all countries, a commission to oversee the progress of colonies to freedom, and the limitation and reduction of arms.<sup>1</sup> In 1943, the General Assembly of the Presbyterian Church in the United States of America called for the creation of an international organization that would serve humanity.<sup>2</sup>

<sup>1</sup> Mia Adjali and Deborah Storms, *The Community of Nations*, Friendship Press: New York, New York, 1995), pp. 9-10.

<sup>2</sup> *Minutes*, PCUSA, 1943, Part I, pp. 167-168

As post-war plans continued, the Presbyterians engaged in a campaign of education and advocacy that included conferences in sixty cities. When the conference on international organization that created the UN Charter met in San Francisco in April 1945, Presbyterians across the United States were called to prayer.<sup>3</sup> John Foster Dulles served as an advisor to the U.S. delegation at that conference. He and others from the faith-based and secular NGO community helped draft the preamble to the UN Charter and worked to ensure a role for NGOs in relation to the UN.<sup>4</sup>

Through the years, Presbyterian ministries have related to the UN as individuals, as congregations, middle governing bodies, and as a denomination. We have prayed for the UN, the nations of the world, and issues of international import. General Assemblies have passed resolutions concerning the UN's work. Today, the Presbyterian Church (U.S.A.) holds special consultative status to the UN through the UN Economic and Social Council. This allows our voice to be heard by a truly global audience and to contribute to its agenda by attending international conferences and events, making written and oral statements at these events, organizing side events at these events, and taking part in advocacy and networking.

The Presbyterian Ministry at the United Nations currently represents the Presbyterian Church (U.S.A.) at the UN. The ministry inspires, equips, and connects Presbyterians for ministry as faithful disciples of Jesus in the global community. The ministry advocates for peace and justice to the United Nations, based on policies of Presbyterian General Assemblies.

In partnership with other NGOs, many of them faith-based, the ministry works on issues related to human trafficking, food and hunger, peace and security through the Security Council, religious freedom, Israel-Palestine, justice for women, and many country specific concerns. Meetings for mission partners and mission co-workers are arranged with staff members of UN programs and national missions to the UN. The Presbyterian Ministry at the United Nations partners with appropriate programs of the General Assembly Mission Council and the Office of the General Assembly in this work. The ministry facilitates the attendance of PC(USA) staff members at international events.

The ministry provides seminars on international issues for congregations, presbyteries, seminaries, and other groups. Sixteen groups held seminars in 2011. Every other year, the ministry cosponsors a January Term Doctor of Ministry course in partnership with Columbia Theological Seminary.

Working with Presbyterian Women, Women's Leadership Development, the National Network of Presbyterian College Women, and Racial Ethnic Young Women Together, the Presbyterian Ministry at the United Nations facilitated the participation of 44 Presbyterians in the 56<sup>th</sup> Commission on the Status of Women. The Commission is the sole global-policy making body dedicated exclusively to gender equality and the advancement of women. The Presbyterians worked with ecumenical partners to advocate on issues related to women living in rural areas around the world and their role in hunger and poverty eradication, development. This advocacy was based on policies of Presbyterian General Assemblies and input from our mission partners and co-workers as well as our partners in the World Communion of Reformed Churches.

The Presbyterian Ministry at the United Nations helps Presbyterians take part in concrete acts of global discipleship. Prayers for people and events around the world are provided. Trick-or-Treat for UNICEF, a project created by Presbyterians, is promoted, as is the UNICEF Tap Project that helps provide clean water for children around the world. In partnership with the Office of Child Advocacy and the

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<sup>3</sup> Robert F. Smylie, "Toward a World Community," *Church & Society* (September/October 1994: Volume 85, Number 1), p. 13.

<sup>4</sup> Smylie, *op. cit.*

Presbyterian Peacemaking Program, the ministry organizes Presbyterian participation in the Red Hands Campaign that addresses the use of children in situations in armed conflict. Since Presbyterians joined this international effort, 11 nations have ratified the Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict. This international treaty helps establish a consensus that children are children, not soldiers.

Central to our Reformed heritage is the understanding that following Jesus involves a deep public spiritual life: taking our faith into the world to help shape the policies that guide our life together in our communities, our country, and the global neighborhood. Presbyterians live that public life as we engage with the United Nations in the name of Jesus.

**ITEM B.106  
 FOR ACTION**

| For GAMC Executive Director's Office Use Only |                 |  |  |  |                           |
|---|-----------------|--|--|--|---------------------------|
|   | A. Evangelism   |  | D. Vocation                              |  | G. PC(USA), A Corporation |
| X   | B. Justice      |  | E. Stewardship                           |  | H. Executive Committee    |
|   | C. Discipleship |  | F. Corporate Property,<br>Legal, Finance |  | I. Audit                  |
|   | P. Plenary      |  |  |  |                           |

**Subject: Comment to the 220<sup>th</sup> GA (2012)**

**Recommendation:**

**That the GAMC approve the following comment on Overture 054, “On Calling for an End to Poverty Zone Development and for the Advocacy of Fair Development” to the 220<sup>th</sup> GA (2012).**  
<https://www.pc-biz.org/ClientHomePublic.aspx>

**Comment:**

The Office of Public Witness is currently working in this area through the Faithful Budget Campaign in which Presbyterians are provided tools to respond to their national leaders after having discussions in local communities. This is an effective way to organize a national public policy dialogue outside of Washington, DC. In addition, both the Office of Public Witness and Presbyterian Hunger Program already connect Presbyterians to Interfaith Worker Justice who has field offices throughout the United States to work with faith communities in their specific communities on poverty issues. These issues include an economy that benefits the common good as campaigns like Faith Advocates for Jobs. The Presbyterian Hunger Program also supports SweatFree Communities that specifically seeks to build market demand for decent working conditions and wages for workers in labor-intensive industries that make or grow products purchased by governments.

**ITEM B.107  
 FOR ACTION**

| For GAMC Executive Director's Office Use Only |                 |  |  |  |                           |
|---|-----------------|--|--|--|---------------------------|
|   | A. Evangelism   |  | D. Vocation                              |  | G. PC(USA), A Corporation |
| X   | B. Justice      |  | E. Stewardship                           |  | H. Executive Committee    |
|   | C. Discipleship |  | F. Corporate Property,<br>Legal, Finance |  | I. Audit                  |
|   | P. Plenary      |  |  |  |                           |

**Subject:** Comment to the 220<sup>th</sup> GA (2012)

**Recommendation:**

**That the GAMC approve the following comment on Overture 058, "On Ethical Investment and Divestment" to the 220<sup>th</sup> GA (2012) <https://www.pc-biz.org/ClientHomePublic.aspx>**

**Comment:**

This overture addresses corporate engagement of some corporations doing business in Israel and the Occupied Palestinian Territories as assigned by the 2004 General Assembly, and affirmed by the General Assemblies in 2006, 2008 and 2010. This work has been carried out according to the 116<sup>th</sup> General Assembly's policy (*Minutes*, PCUS, 1976, pp. 513-518) on Social Responsibility and Investments that listed eight investor actions, including divestment that can be utilized to assess corporate practices, and if appropriate, promote a change in those practices. The 196<sup>th</sup> General Assembly (*Minutes*, 1984, Part I, pp. 193-194) affirmed the use of divestment as an ethical strategy for socially responsible investment, and outlined principles and criteria for its use. The following year, the 197<sup>th</sup> General Assembly (*Minutes*, 1985, Part I, pp. 228-232) adopted a process of "selective, phased divestment" built around a corporate engagement process of careful research informed by General Assembly policies on the issues involved, interaction with identified corporations, use of engagement tools available to shareholders (correspondence, dialogues, proxy voting, posing questions at corporate annual meetings, and filing of shareholder resolutions that may lead to further dialogue), and ecumenical consultation whenever possible. As a last resort, divestment may be recommended to the General Assembly if corporate engagement has not succeeded, and is unlikely to succeed in the future in changing corporate practices. Thus, General Assembly policies on socially responsible investing are rooted in how the church can use whatever investments it has, however large or modest, to promote its mission goals and values. Past General Assemblies have entrusted similar assignments to MRTI regarding corporate activity in Sudan and Burma.



**ITEM B.108  
 FOR ACTION**

| For GAMC Executive Director's Office Use Only |                 |  |  |  |                           |
|---|-----------------|--|--|--|---------------------------|
|   | A. Evangelism   |  | D. Vocation                              |  | G. PC(USA), A Corporation |
| X   | B. Justice      |  | E. Stewardship                           |  | H. Executive Committee    |
|   | C. Discipleship |  | F. Corporate Property,<br>Legal, Finance |  | I. Audit                  |
|   | P. Plenary      |  |  |  |                           |

**Subject:** Comment to the 220<sup>th</sup> GA (2012)

**Recommendation:**

**That the GAMC approve the following comment on Overture 088, “On the Plight of Indonesian Christian Immigrants and the Passage of the Indonesian Family Refugee Protection Act”**  
<https://www.pc-biz.org/ClientHomePublic.aspx>

**Comment:**

The Presbyterian Church (USA) has long stood in solidarity with Christians around the world who are persecuted and/or oppressed, and the 219th General Assembly called again for the just treatment of religious minorities. It is thus appropriate for the General Assembly to call upon Presbyterians to become educated about the plights of our brothers and sisters around the world, as well as to be aware of the way those of minority faith groups are treated in our own communities.

The PC(USA) has also affirmed the need to continue to work for justice for immigrants both in our own nation and abroad. The overture rightly calls for us to “affirm the scriptural call to provide hospitality to strangers, and thus welcome immigrant people to our nation and our church as part of both the history and the future of our nation and our church.”

The situation in Indonesia is complex. While there have been incidences of violence and persecution of Christians, especially during the period of conflict from 1997 to 2004, there are also Christian communities living vibrant, faithful lives alongside their Muslim brothers and sisters. There are over 270 Christian seminaries openly operating in Indonesia, and the government recognizes Catholicism and Protestantism as two of the six official religions.

**ITEM B.111  
 FOR ACTION**

|   |                 |  |  |  |                           |
|---|-----------------|--|--|--|---------------------------|
| For GAMC Executive Director’s Office Use Only |                 |  |  |  |                           |
|   | A. Evangelism   |  | D. Vocation                              |  | G. PC(USA), A Corporation |
| X   | B. Justice      |  | E. Stewardship                           |  | H. Executive Committee    |
|   | C. Discipleship |  | F. Corporate Property,<br>Legal, Finance |  | I. Audit                  |
|   | P. Plenary      |  |  |  |                           |

**Subject:** Comment to the 220<sup>th</sup> GA (2012)

**Recommendation:**

**That the GAMC approve the following comment on Overture 092, “On Rejecting the Use of Boycott, Divestment, and Sanction Policies in Peacemaking Efforts Between Israelis and Palestinians” to the 220<sup>th</sup> GA (2012).** <https://www.pc-biz.org/ClientHomePublic.aspx>

**Comment:**

This overture seeks to end corporate engagement of some corporations doing business in Israel and the Occupied Palestinian Territories as assigned by the 2004 General Assembly, and affirmed by the General Assemblies in 2006, 2008 and 2010. This work has been carried out according to the 116<sup>th</sup> General Assembly’s policy (*Minutes*, PCUS, 1976, pp. 513-518) on Social Responsibility and Investments that listed eight investor actions, including divestment, that can be utilized to assess corporate practices, and if appropriate, promote a change in those practices. The 196<sup>th</sup> General Assembly (*Minutes*, 1984, Part I, pp. 193-194) affirmed the use of divestment as an ethical strategy for socially responsible investment, and outlined principles and criteria for its use. The following year, the 197<sup>th</sup> General Assembly (*Minutes*, 1985, Part I, pp. 228-232) adopted a process of “selective, phased divestment” built around a corporate engagement process of careful research informed by General Assembly policies on the issues involved, interaction with identified corporations, use of engagement tools available to shareholders (correspondence, dialogues, proxy voting, posing questions at corporate annual meetings, and filing of shareholder resolutions that may lead to further dialogue), and ecumenical consultation whenever possible. As a last resort, divestment may be recommended to the General Assembly if corporate engagement has not succeeded, and is unlikely to succeed in the future in changing corporate practices. Thus, General Assembly policies on socially responsible investing are rooted in how the church can use whatever investments it has, however large or modest, to promote its mission goals and values. Past General Assemblies have entrusted similar assignments to MRTI regarding corporate activity in Sudan and Burma.

The General Assembly should be aware that MRTI’s recommendation comes as a direct result of the actions of the General Assembly in 2004, 2006, 2008, and 2010. It is part of the customary corporate engagement process. It is not a response to, nor a part of, any broader movement advocating Boycott/Divestment/Sanctions against Israel or any other country. The General Assembly has not acted upon any proposal to participate in such a movement and MRTI only enacts the General Assembly’s directives. The MRTI recommendations make no mention of a boycott or of sanctions against Israel. And

the divestment recommended is not a general divestment, nor one aimed at companies who merely do business in Israel. Presbyterian Church (U.S.A.) agencies invest--and will continue to invest--in many companies doing business in Israel but who are not, to our knowledge, involved in non-peaceful pursuits. Examples include American Express, Intel, Proctor & Gamble, Coca-Cola, Oracle, among others. The three named companies in the MRTI recommendation are American companies, not Israeli, profiting from particular pursuits identified as roadblocks to peace, as explained in the report.

The 2006 General Assembly approved MRTI's report on its work since 2004, and clearly stated its goal that "financial investments of the Presbyterian Church (U.S.A.), as they pertain to Israel, Gaza, East Jerusalem, and the West Bank, be invested in only peaceful pursuits, and affirm that the customary corporate engagement process of the Committee on Mission Responsibility Through Investments of our denomination is the proper vehicle for achieving this goal." Divestment is the final step of the "customary corporate engagement process" when all other efforts are unsuccessful and when future efforts are not likely to produce results. Both the Assembly committee and the full Assembly were clearly informed of this fact prior to their votes affirming the process.

It should be noted that the 1984 General Assembly's principles and criteria for considering divestment includes the desire that the church addresses the issue, in this case the establishment of a just peace in Israel and Palestine, in a variety of ways. Decades of GA statements have been coupled with educational efforts, support for PC(USA) partners in the region, advocacy at the United Nations and with the U.S. and Israeli governments and the Palestinian Authority, and corporate engagement since 2004. Corporate engagement has been pursued on a ecumenical basis drawing upon the research, documentation and collaboration with Palestinians, Israelis, and Jewish Americans who share a commitment to ending the Occupation, and corporate profiting from roadblocks to peace.

MRTI's extensive work on this assignment has been publicized throughout the church. In addition, full reports were made to each meeting of the General Assembly Mission Council, and to the 2008 and 2010 General Assemblies which affirmed MRTI's continued work on its assigned task. Those reports, along with the MRTI report to the 2012 General Assembly also note that the customary corporate engagement process has achieved positive and constructive outcomes with some companies (Citigroup, ITT Industries and United Technologies).

**ITEM B.109  
 FOR ACTION**

| For GAMC Executive Director's Office Use Only |                 |  |  |  |                           |
|---|-----------------|--|--|--|---------------------------|
|   | A. Evangelism   |  | D. Vocation                              |  | G. PC(USA), A Corporation |
| X   | B. Justice      |  | E. Stewardship                           |  | H. Executive Committee    |
|   | C. Discipleship |  | F. Corporate Property,<br>Legal, Finance |  | I. Audit                  |
|   | P. Plenary      |  |  |  |                           |

**Subject:** Comment to the 220<sup>th</sup> GA (2012)

**Recommendation:**

**That the GAMC approve the following comment on Overture 095, “On Instructing MRTI to Report to GAMC on the Corporate Practices of Publicly Traded Corporations that Operate For-Profit Prisons” to the 220<sup>th</sup> GA (2012). <https://www.pc-biz.org/ClientHomePublic.aspx>**

**Comment:**

This overture instructs Mission Responsibility Through Investment (MRTI) to report to the General Assembly Mission Council on the corporate practices of Corrections Corporation of America (CCA), the GEO Group, and any other publicly traded corporation that directly manages or operates for-profit prisons and/or detention centers. While acknowledging that PCUSA funds are not currently invested in CCA or GEO Group, the overture encourages the General Assembly Mission Council to prevent future investment and, as it deems appropriate, encourage individual Presbyterians and congregations to divest of holdings in the said companies.

MRTI is capable of producing the requested report. However, with no stock owned in either of the two companies, the full range of corporate engagement tools will not be available to the committee. In addition, as the General Assembly in 2003 determined that for-profit prisons should be abolished, corporate involvement in this enterprise seems to compare more closely with tobacco, alcohol and gambling companies where investments are avoided due to the nature of the product or service. Thus, the issue to be addressed may be more accurately whether the General Assembly desires to clarify its 2003 position by proscribing investment in publicly traded for-profit prison companies until such time as legislative action prohibits the practice.

**ITEM B.110  
 FOR ACTION**

| For GAMC Executive Director's Office Use Only |                 |  |  |  |                           |
|---|-----------------|--|--|--|---------------------------|
|   | A. Evangelism   |  | D. Vocation                              |  | G. PC(USA), A Corporation |
| X   | B. Justice      |  | E. Stewardship                           |  | H. Executive Committee    |
|   | C. Discipleship |  | F. Corporate Property,<br>Legal, Finance |  | I. Audit                  |
|   | P. Plenary      |  |  |  |                           |

**Subject:** Comment to the 220<sup>th</sup> GA (2012)

**Recommendation:**

**That the GAMC approve the following comment on Overture 096, "On Support of the United States Environmental Protection Agency" to the 220<sup>th</sup> GA (2012)**

<https://www.pc-biz.org/ClientHomePublic.aspx>

**Comment:**

The Office of Public Witness supports the authority of the EPA, both regulatory and budgetary, when relevant legislation is under consideration in Congress, based on GA statements approved in 1990, 1999, 2001, 2002, 2004, 2006, and 2008. These policy statements call for responsible care of God's creation, with varying levels of specificity. At the federal level, a strong EPA is by far the most likely authority that responds to such policy statements as those mentioned above, which include protecting air, water, and land; reducing toxic pollution from power plants; protecting endangered species; putting an end to destructive extraction techniques such as Mountaintop Removal coal mining; and ensuring the U.S. shoulders its responsibility to the rest of the world with regard to global climate change.

**ITEM B.112  
 FOR ACTION**

|   |                 |  |  |
|---|-----------------|--|--|
| For GAMC Executive Director's Office Use Only |                 |  |  |
|   | A. Evangelism   |  | D. Vocation                              |
| X   | B. Justice      |  | E. Stewardship                           |
|   | C. Discipleship |  | F. Corporate Property,<br>Legal, Finance |
|   | P. Plenary      |  |  |
|   |                 |  | G. PC(USA), A Corporation                |
|   |                 |  | H. Executive Committee                   |
|   |                 |  | I. Audit                                 |

**Subject: GAMC Comment on ACREC Rights and Income, Recommendation 5**

**Recommendation: That the Justice Committee forward the following comment on Recommendation 5 of "A Resolution on Workers' Rights and Income Inequality," from the Advocacy Committee for Racial Ethnic Concerns to the GAMC with a recommendation to approve and forward to the 220th General Assembly (2012) <https://www.pc-biz.org/ClientHomePublic.aspx>**

**Comment:**

GAMC, through the Office of Public Witness (OPW), advocates for collective bargaining rights when relevant legislation is under consideration in Congress, based on GA statements from 1952, 1959, 1969, 1980, and 1995. Most notably, the GA statement from 1980 addresses these issues:

- In view of our theological understanding of liberation, justice, community, and the reality of sin, we affirm the right of all workers, except those on whom national or community security depends, to join labor organizations and participate in collective bargaining . . .
- In view of our theological understanding of life of Christian servanthood we affirm the necessity for the Church to view economic issues from the side of the lowly and oppressed and for Christians active in our economic system to be concerned for serving the needs of the world.
- The Presbyterian Church, U.S., which is disproportionately represented in its membership by managers and professionals will need to engage in a conscious effort to view labor-management issues from the perspective of the unskilled, uneducated, and underpaid . . . The style of servanthood means that economic activity needs to be viewed as serving the needs of the world. Decisions should not be based solely on the self-interest of corporations, workers or social interest groups. Servanthood also means that a stronger emphasis needs to be placed on a mutual sharing of burdens instead of the shifting of risks to other people, groups, or societies in a time of growing economic uncertainty.
- In view of our theological understanding of grace beyond justice we affirm the need for new approaches to labor-management relations. The point of the Parable of the Laborers and the Vineyard (Mt. 20:1-16) is that while all workers receive a just wage, God's grace reaches beyond the demands of justice. The Church affirms the rights of labor organization and collective bargaining as minimum demands of justice but also points beyond the current adversary system in urging exploration of new methods of labor-management relations, seeking arrangements which offer opportunities for workers through their efforts and productivity to share greater economic rewards." (PCUS, 1980, p. 229.)

**ITEM B.113  
 FOR ACTION**

| For GAMC Executive Director's Office Use Only |                 |  |  |  |                           |
|---|-----------------|--|--|--|---------------------------|
|   | A. Evangelism   |  | D.Vocation                               |  | G. PC(USA), A Corporation |
| X   | B. Justice      |  | E. Stewardship                           |  | H. Executive Committee    |
|   | C. Discipleship |  | F. Corporate Property,<br>Legal, Finance |  | I. Audit                  |
|   | P. Plenary      |  |  |  |                           |

**Subject: GAMC Comment on ACREC Incarceration to the 220<sup>th</sup> General Assembly (2012)**

**Recommendation: That the Justice Committee forward the following comment on “A Resolution on Racism, Incarceration and Restoration,” from the Advocacy Committee for Racial Ethnic Concerns to the GAMC with a recommendation to approve and forward to the 220th General Assembly (2012).** <https://www.pc-biz.org/ClientHomePublic.aspx>

**Comment:**

Recommendations 3 and 4 direct that a working group be formed to work ecumenically, and that a collaborative effort with mid-councils be formed.

In response to the action of the 219th General Assembly (2010), the Presbyterian Health, Education & Welfare Association (PHEWA) convened a Criminal Justice Consultation at Stony Point Center, February 17-19, 2012. Per this G.A. action, those attending this Consultation “considered and proposed the creation of a Presbyterian Health, Education and Welfare Association (PHEWA) network on criminal justice for education and advocacy ministries.” An interim leadership team (Rev. Dr. Donald Shriver (New York), Rev. Steve Werth (Pennsylvania), Rev. Deborah Haffner Hubbard (Arizona), Elder Gail Tyree (Tennessee), Rev. Annie Rawlings (New York) was selected from consultation participants for the new Presbyterian Criminal Justice Network (PCJN) and on March 7, 2012 the PHEWA Board of Directors voted to accept the PCJN as a network of PHEWA.

Since its establishment, PCJN has developed ecumenical partnerships (including the United Methodist Church, the Society of Friends and the United Church of Christ) to address a range of criminal justice issues including restorative justice, re-entry strategies, and mandatory sentencing. Its first action as a network involved direct communication with the governors of 48 states with a faith response to prison privatization. PCJN has already begun resourcing local congregations engaged in or wishing to engage in criminal justice ministries.

Recommendation 5 directs the Office on Public Witness to advocate for fair application of existing laws and the reduction or elimination of penalties for drug possession and non-violent offenses. The GAMC, through OPW, advocates for restorative justice policies, including the elimination of mandatory minimum sentences, when relevant legislation is under consideration in Congress, based primarily on a GA statement, “Resolution on Restorative Justice,” from 2002.

Recommendation 6 directs the Theology Worship and Education office to develop a paper on God and compassion for prisoners and ex-offenders. However, the GAMC suggests that rather than producing a “paper on God and compassion for prisoners and ex-offenders,” that a web page be created to list recommended resources from Presbyterians engaged in such ministry to be available to the whole church.



**Report C.001  
Discipleship Mission Committee  
General Assembly Mission Council  
May 10, 2012**

**The Discipleship Mission Committee met on Thursday, May 10, 2012 in Louisville, KY and forwards the following to the General Assembly Mission Council:**

**I. For Consent**

None

**II. For Action**

1. That the GAMC approve and forward to the 220<sup>th</sup> General Assembly (2012) the comment as amended on Items 13-01, 13-04, 13-06, and 13-11, On amending W-4.9000, Marriage; Items 13-02, 13-03, 13-05, 13-08, and 13-10, On issuing an authoritative interpretation of W-4.9000 to ensure pastoral discretion; and Items 13-07, 13-12, and 13-13, On reaffirming the PC(USA)'s current marriage standards and practices (pages 3-4 of this appendix).

Amendments: Background Paragraph Four, Sentence Four: The marriage standards of the PC(USA) **have historically assumed** a congruity **that no longer uniformly exists** between the definition of marriage by the state and by the church: ("Marriage is a civil contract between a woman and a man.

2. That the GAMC approve and forward to the 220<sup>th</sup> General Assembly (2012) the comment as amended on Item 20-02, On Directing the Board of Pensions to Provide a Medical Benefits Plan Which Will Not Pay for Abortions Except to Save the Life of the Woman – From the Presbytery of Washington (pages 5-7 of this appendix).

Amendment: Final sentence: ~~The Board of Pensions medical plan coverage is consistent with General Assembly policy on problem pregnancies and abortion as summarized above.~~

3. That the GAMC approve and forward to the 220<sup>th</sup> General Assembly (2012) the comment on Item 10-01, On Recognizing Bloomfield College as a Racial Ethnic College – From the Presbytery of Newark (pages 8-9 of this appendix).
4. That the GAMC approve and forward to the 220<sup>th</sup> General Assembly (2012) the comment on Item 18-01, On Amending The Book of Confessions to Include the "Confession of Belhar" – From the Presbytery of National Capital (pages 10-11 of this appendix).
5. That the GAMC approve and forward to the 220<sup>th</sup> General Assembly (2012) the comment on Item 10-02, On Instituting a Special Offering designated to Native American Ministry for a Period of Three Years – From the Presbytery of Inland Northwest (pages 12-13 of this appendix).
6. That the GAMC approve and forward to the 220<sup>th</sup> General Assembly (2012) the comment on "A Resolution to Reaffirm the Commitment of the Presbyterian Church (USA) to Making Just Immigration a Reality" – From the Advocacy Committee for Racial Ethnic Concerns (page 14 of this appendix).
7. That the GAMC approve and forward to the 220<sup>th</sup> General Assembly (2012) the comment on "Growing a Diverse Church: A Call for Unity and Reconciliation" – From the General

Assembly Special Task Force to Study Racial Ethnic and New Immigrant Church Growth (page 15 of this appendix).

8. That the GAMC approve and forward to the 220<sup>th</sup> General Assembly (2012) the comment on the Mid Council Report – From the General Assembly Commission on Mid Councils (pages 16–21 of this appendix).
9. That the GAMC approve and forward to the 220<sup>th</sup> General Assembly (2012) the comment on the Resolution on Deborah’s Daughters – From the Advocacy Committee for Women’s Concerns (pages 22–25 of this appendix).
10. That the GAMC approve and forward to the 220<sup>th</sup> General Assembly (2012) the comment on “A Resolution to Encourage Participation in the Words Matter Project” – From the Advocacy Committee for Women’s Concerns (pages 26–28 of this appendix).

#### **I. For Information**

1. Approved the February 16, 2012 Discipleship Mission Committee Minutes
2. Received a Lead Resource Staff Report from Clare Lewis, Publisher for Congregational Ministries Publishing, Theology Worship and Education Ministries.
3. Received a Lead Resource Staff Report from Sterling Morse, Coordinator for Cross Cultural Ministries and Congregational Support, Racial Ethnic & Women’s Ministries/PW. (Information Items [223](#) and [231](#) in Appendix 15).
4. Reviewed the Cook Native American Ministries narrative and financial report.
5. The committee approved an assessment site visit to Barber Scotia College be scheduled to determine if PC(USA) institutional standards are being met. The delegation will include GAMC member Molly Baskin and GAMC staff members to be determined. The team is to report back to the September GAMC meeting.
6. Engaged in generative discussion on the role of the GAMC in making disciples, and commended the notes from previous discussions to the GAMC for ideas to help shape future work in the realm of making disciples.

**ITEM C.102  
 FOR ACTION**

| <i>FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i> |                 |  |                                       |  |                           |
|--|-----------------|--|---------------------------------------|--|---------------------------|
|  | A. Evangelism   |  | D. Vocation                           |  | G. PC(USA), A Corporation |
|  | B. Justice      |  | E. Stewardship                        |  | H. Executive Committee    |
| X  | C. Discipleship |  | F. Corporate Property, Legal, Finance |  | I. Audit                  |
|  | P. Plenary      |  |                                       |  |                           |

**Subject:** Comment to the 220th General Assembly (2012)

**Recommendation:**

**That the GAMC approve the following comment on Overtures 9, 20, 40, and 66 on amending W-4.9000, Marriage; Overtures 10, 16, 28, 55, 56, and 65 on issuing an authoritative interpretation of W-4.9000 to ensure pastoral discretion; and Overtures 48, 71 and 72 on reaffirming the PC(USA)'s current marriage standards and practices, to the 220<sup>th</sup> General Assembly (2012).**

<https://www.pc-biz.org/ClientHomePublic.aspx>

**Background:**

Overtures 9, 20, 40, 66 seek to amend the definition of marriage in the Directory for Worship from “a woman and a man” to “two people,” overtures 10, 16, 28, 55, 56, 65 seek authoritative interpretations that allow pastoral latitude in presiding at services, particularly in states where gay marriage or civil unions are legal, and overtures 48, 71, 72 seek to reaffirm the PC(USA)'s current marriage standards and practices.

Proposals to modify the PC(USA)'s position and practices of marriage have come before the General Assembly in the past, most notably to the 218<sup>th</sup> General Assembly (2008). In response the Assembly appointed a Special Committee on Marriage and Civil Unions. That Special Committee reported back to the 219<sup>th</sup> General Assembly (2010). The General Assembly neither approved or disapproved that report, but instead attached a minority report and sent both to the church for study. Commissioners would do well to review these two reports in preparation for dealing with similar issues at this Assembly (Report of the Special Committee: <https://pc-biz.org/Explorer.aspx?id=3333&promoID=168>, Minority report from the General Assembly committee: <https://pc-biz.org/Explorer.aspx?id=3335&promoID=169>).

These overtures have theological, ethical, cultural, legal, and liturgical implications.

There has been a major change in context since the Assembly first began considering changes in practices of marriage. The United States now has a patchwork of marriage laws. Most define marriage as between a man and a woman, some allow for marriage between two persons regardless of gender, and others allow for civil union between two people regardless of gender (See <http://www.ncsl.org/issues-research/human-services/same-sex-marriage-overview.aspx> for a summary of marriage laws by state). The marriage

standards of the PC(USA) **have historically assumed** a congruity **that no longer uniformly exists** between the definition of marriage by the state and by the church: (“Marriage is a civil contract between a woman and a man. For Christians marriage is a covenant through which a man and a woman are called to live out together before God their lives of discipleship.” W-4.9001).

In Reformed and Presbyterian history there has been a consistent affirmation that marriage is between a man and a woman. The Westminster Confession states, “1. Marriage is a union between one man and one woman, designed of God to last so long as they both shall live. 2. Marriage is designed for the mutual help of husband and wife; for the safeguarding, undergirding, and development of their moral and spiritual character; for the propagation of children and the rearing of them in the discipline and instruction of the Lord.” (6.133-4. See also 6.131) This is also the understanding of marriage held by the overwhelming majority of global partner churches.

There has been more variance in the relation of civil marriage to Christian marriage. Some of our global partners live in countries where services of Christian marriage occur only after a civil marriage has been established by the state. Legal marriage by civil authorities preceding any Christian service was also the pattern practiced by our Puritan forebears in New England until the Anglican practice of a single marriage rite performed by the church became predominant in the late 17<sup>th</sup> century.

The current forms of the marriage liturgy reflect and shape a particular theology of marriage. *The Book of Common Worship* describes marriage as a gift of God, blessed by Jesus Christ, and sustained by the Holy Spirit. It grounds God’s gift of marriage in the creation of human beings as male and female. Thus, marriage is the proper context for the full expression of love between a man and a woman, an aid to faithful living, the environment for the birth and nurture of children, an element in the well-being of society, a holy mystery uniting a man and a woman, and a calling into a new way of life. (See *Book of Common Worship*, p. 842.)

**ITEM C.103  
 FOR ACTION**

| FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY |                 |  |                                       |
|---|-----------------|--|---------------------------------------|
|   | A. Evangelism   |  | D. Vocation                           |
|   | B. Justice      |  | E. Stewardship                        |
| X   | C. Discipleship |  | F. Corporate Property, Legal, Finance |
|   | P. Plenary      |  |                                       |
|   |                 |  | G. PC(USA), A Corporation             |
|   |                 |  | H. Executive Committee                |
|   |                 |  | I. Audit                              |

**Subject: Comment to the 220<sup>th</sup> General Assembly (2012)**

**Recommendation:**

**That the GAMC approve the following comment on Overture 13, *On Directing the Board of Pensions to Provide a Medical Benefits Plan Which Will Not Pay for Abortions Except to Save the Life of the Woman* to the 220<sup>th</sup> General Assembly (2012).**

<https://www.pc-biz.org/ClientHomePublic.aspx>

**Comment:**

The General Assembly Mission Council recognizes that abortion is a highly sensitive issue that needs to be approached with prayerful consideration. The General Assembly has acknowledged that within our church there is a wide range of deeply held convictions about the matter. The 204th General Assembly (1992) reflected this diversity of opinion, in its adoption of the report of the Special Committee on Problem Pregnancies and Abortion.

Clearly there is both agreement and disagreement in our use and interpretation of Scripture. There is also agreement and disagreement on the basic issue of abortion. The committee agreed that there are no biblical texts that speak expressly to the topic of abortion, but that taken in their totality the Holy Scriptures are filled with messages that advocate respect for the woman and child before and after birth. Therefore the Presbyterian Church (U.S.A.) encourages an atmosphere of open debate and mutual respect for a variety of opinions concerning the issues related to problem pregnancies and abortion. [*Minutes* of the 204th General Assembly (1992), p. 367].

Consequently, as the policies of the General Assembly regarding abortion and related issues have developed, they do not fit neatly into the frequently used forced-choice between “pro-life” and “pro-choice.” The church ought to be able to maintain within its community those who, on the basis of a study of Scripture and prayerful decision, come to diverse conclusions and actions.

The overture asks that The Board of Pensions medical plan “*be revised to a more focused scenario – namely, medical emergencies when the life of the mother is at stake.*” This is not consistent with General Assembly policy. The Presbyterian Church (U.S.A.) continues to be guided by the 1992 policy on problem pregnancies and abortion, which encourages the church to continue to approach this challenging issue with the atmosphere of “open debate and mutual respect” for a variety of opinions [*Minutes* of the 204th General Assembly (1992), p. 374].

The 1992 policy states,

Problem pregnancies are the result of, and influenced by, so many complicated and insolvable circumstances that we have neither the wisdom nor the authority to address or decide each situation. Christians seek the guidance of Scripture in the midst of relationships and circumstances of awesome proportions that affect their interpretation and decision making.

We affirm the ability and responsibility of women, guided by the Scriptures and the Holy Spirit, in the context of their communities of faith, to make good moral choices in regard to problem pregnancies.

We call upon Presbyterians to work for a decrease in the number of problem pregnancies, thereby decreasing the number of abortions.

The considered decision of a woman to terminate a pregnancy can be a morally acceptable, though certainly not the only, or required, decision. Possible justifying circumstances would include medical indications of severe physical or mental deformity, conception as a result of rape or incest, or conditions under which the physical or mental health of either woman or child would be gravely threatened.

The Christian community must be concerned about and address the circumstances that bring a woman to consider abortion as the best available option. Poverty, unjust societal realities, sexism, racism, and inadequate supportive relationships may render a woman virtually powerless to choose freely [*Minutes of the 204th General Assembly (1992)*, p. 368].

The General Assembly has been very clear on the issue of abortion legislation which states, “We do not wish to see laws enacted that would attach criminal penalties to those who seek abortions or to appropriately qualified and licensed persons who perform abortions in medically approved facilities” [*Minutes of the 204th General Assembly (1992)*, p. 368].

In 2006, the 217<sup>th</sup> General Assembly reiterated the role of the church in individual and families’ lives as they face problem pregnancy issues:

The church has a responsibility to provide public witness and to offer guidance, counsel, and support to those who make or interpret laws and public policies about abortion and problem pregnancies. Pastors have a duty to counsel with and pray for those who face decisions about problem pregnancies. Congregations have a duty to pray for and support those who face these choices, to offer support for women and families to help make unwanted pregnancies less likely to occur, and to provide practical support for those facing the birth of a child with medical anomalies, birth after rape or incest, or those who face health, economic, or other stresses. [*Minutes of the 217th General Assembly (2006)*, p. 905].

The 217th General Assembly (2006) also approved language that clarified the Presbyterian Church (U.S.A.) position on problem pregnancies:

When an individual woman faces the decision whether to terminate a pregnancy, the issue is intensely personal, and may manifest itself in ways that do not reflect public rhetoric, or do not fit neatly into medical, legal, or policy guidelines. Humans are empowered by the spirit prayerfully to make significant moral choices, including the choice to continue or end a pregnancy. Human choices should not be made in a moral vacuum, but must be based on Scripture, faith, and Christian ethics. For any choice, we are accountable to God; however, even when we err, God offers to forgive us. [*Minutes* of the 217th General Assembly (2006), p. 905].

“In life and death, we belong to God.” Life is a gift from God, and we should preserve and protect it. We derive our understanding of human life from Scripture and the Reformed Tradition in light of science, human experience, and reason guided by the Holy Spirit. Because we are made in the image of God, human beings are moral agents, endowed by the Creator with the capacity to make choices. Our Reformed Tradition recognizes that people do not always make moral choices, and forgiveness is central to our faith. In the Reformed Tradition, we affirm that God is the only Lord of conscience-not the state or the church. As a community, the church challenges the faithful to exercise their moral agency responsibly.

~~The Board of Pensions medical plan coverage is consistent with General Assembly policy on problem pregnancies and abortion as summarized above.~~

**ITEM C.104  
 FOR ACTION**

| <i>FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i> |                 |  |                                       |
|--|-----------------|--|---------------------------------------|
|  | A. Evangelism   |  | D. Vocation                           |
|  | B. Justice      |  | E. Stewardship                        |
| X  | C. Discipleship |  | F. Corporate Property, Legal, Finance |
|  | P. Plenary      |  |                                       |
|  |                 |  | G. PC(USA), A Corporation             |
|  |                 |  | H. Executive Committee                |
|  |                 |  | I. Audit                              |

**Subject:** Comment to the 220<sup>th</sup> General Assembly (2012)

**Recommendation:**

**That the GAMC approve the following comment on Overture 27, *On Recognizing Bloomfield College as a Racial Ethnic College to the 220<sup>th</sup> General Assembly (2012).***

<https://www.pc-biz.org/ClientHomePublic.aspx>

**Comment:**

The 216<sup>th</sup> General Assembly (2004) received an overture from the Presbytery of Newark on recognizing Bloomfield College as a Racial Ethnic college. The assembly referred the action to the General Assembly Mission Council for consideration in a way that would not diminish the funding to other institutions.

The General Assembly Mission Council appointed a Racial Ethnic Education Support Work Group. In its report to the 217<sup>th</sup> G.A. (2006) it stated that educational guidelines and standards would be developed for schools who receive Christmas Joy Offering funds and recommended that until such guidelines and standards were established that the Christmas Joy Offering continue to be used exclusively for the historically Presbyterian racial ethnic institutions with whom the GAMC has traditionally covenanted. The 217<sup>th</sup> General Assembly (2006) approved the Racial Ethnic Education Support Work Group's recommendations [*Minutes of the 217th General Assembly (2006)*, pp. 1081-1088].

Institutional Standards for Participating in the Christmas Joy Offering were developed and approved by the 218<sup>th</sup> General Assembly (2008). The distribution of the Christmas Joy Offering did not change beyond the list of Historic Presbyterian Racial Ethnic Institutions (HPREIs).

The list of Historic Presbyterian Racial Ethnic Institutions is maintained by the GAMC, through its Racial Ethnic & Women's Ministries/Presbyterian Women ministry area through a covenant process with the General Assembly. The Partnership Covenant between the Historically Presbyterian Racial Ethnic Institutions and the General Assembly of the Presbyterian Church (U.S.A.) was approved at the 219th General Assembly (2010) [*Minutes of the 219th General Assembly (2010)*, pp. 1158-1162].



If the General Assembly wishes to once again consider adding Bloomfield College to this list, a referral to the GAMC for study would be appropriate as in previous years. Bloomfield College in Bloomfield, New Jersey, was founded in 1868 as a Presbyterian seminary, the German Theological School of Newark, to prepare German immigrants for the ministry. In its almost 140-year history, the college has changed in response to the changing needs of the community around it.

All Presbyterian colleges enroll racial ethnic students. Bloomfield does not identify itself as a racial ethnic institution, though it does have a large enrollment of racial ethnic students.

The Racial Ethnic Education Support Work Group recommended no change in distribution of the Christmas Joy Offering. The work group found there to be a subtle but, nonetheless, significant difference between being a racial ethnic college, i.e., a college whose mission and identity specifically involves educating racial ethnic students, and being a college that welcomes such students in addition to others. As a Presbyterian college, Bloomfield is eligible to receive certain forms of scholarship assistance from the denomination.

With respect to receiving Christmas Joy Offering funds, the General Assembly Mission Council refers commissioners to the recommendation of the Special Offerings Advisory Task Force, which proposes a change in the way Christmas Joy Offering receipts would be distributed beginning in 20

**ITEM C.105  
 FOR ACTION**

| <i>FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i> |                 |  |                                       |
|--|-----------------|--|---------------------------------------|
|  | A. Evangelism   |  | D. Vocation                           |
|  | B. Justice      |  | E. Stewardship                        |
| X  | C. Discipleship |  | F. Corporate Property, Legal, Finance |
|  | P. Plenary      |  |                                       |
|  |                 |  | G. PC(USA), A Corporation             |
|  |                 |  | H. Executive Committee                |
|  |                 |  | I. Audit                              |

**Subject:** Comment to the 220<sup>th</sup> General Assembly (2012)

**Recommendation:**

**That the GAMC approve the following comment on Overture 039, “On Amending The Book of Confessions to Include the “Confession of Belhar” to the 220<sup>th</sup> GA (2012)**  
<https://www.pc-biz.org/ClientHomePublic.aspx>

**Background:**

Overture 39 seeks to amend *The Book of Confessions* by adding to it the Confession of Belhar.

In its confessions, the church, “declares to its members and to the world who and what it is, what it believes, what it resolves to do” (F-2.01).

The Belhar Confession is a confession of the Uniting Reformed Church of Southern Africa that comes to us from apartheid South Africa in the 1980’s. In September 2011 the Uniting Reformed Church celebrated the 25<sup>th</sup> anniversary of its passage (<http://www.vgksa.org.za/documents/BELHAR%20CELEBRATIONS%20PROGRAM.doc>). Belhar’s strong witness to the unity of the church as both a gift and obligation (especially in a context where apartheid divided the church) has spoken to Christians around the world, particularly in the World Communion of Reformed Churches. Many in the WCRC have adopted Belhar, including the Reformed Church in America and the Christian Reformed Church.

The 216<sup>th</sup> General Assembly (2004) called upon Presbyterians to confront the sin of racism in our history and in our midst. It urged presbyteries and congregations to study the Belhar confession as a way to deepen commitment to dealing with racism and strengthen our unity. Study materials were developed by the Office of Theology and Worship of the General Assembly Mission Council in printed and electronic formats. The 217<sup>th</sup> General Assembly (2008) approved the recommendation of the Advocacy Committee for Racial Ethnic Concerns that a special committee be appointed to consider whether the Belhar

Confession should be included in *The Book of Confessions*. The special committee did recommend inclusion of the Belhar Confession to the 219<sup>th</sup> General Assembly (2010) and the Assembly concurred. This amendment to *The Book of Confessions* to add Belhar was sent to the presbyteries and failed to receive the required 2/3 vote (108 affirmative, 63 negative; passage would have required 116 affirmative votes).

Because of the defeat of the amendment following the 219<sup>th</sup> General Assembly (2010), the process to amend *The Book of Confessions* would need to start over, requiring this Assembly to affirm the creation of a special committee, that special committee to recommend Belhar's addition to *The Book of Confessions*, a subsequent assembly to affirm Belhar's inclusion, an affirmative vote from 2/3 of the presbyteries, and then a final confirmation vote from a third General Assembly (See "Amending *The Book of Confessions*," G-6.03).

The question before this Assembly is whether or not to begin again the process to discern whether the Confession of Belhar helps the PC(USA) declare "to its members and to the world who and what it is, what it believes, what it resolves to do" (F-2.01).

**ITEM C.106  
 FOR ACTION**

| <i>FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i> |                 |                                       |                           |
|--|-----------------|---------------------------------------|---------------------------|
|  | A. Evangelism   | D. Vocation                           | G. PC(USA), A Corporation |
|  | B. Justice      | E. Stewardship                        | H. Executive Committee    |
| X  | C. Discipleship | F. Corporate Property, Legal, Finance | I. Audit                  |
|  | P. Plenary      |                                       |                           |

**Subject:**            **Comment to the 220<sup>th</sup> General Assembly (2012)**

**Recommendation:**

**That the GAMC approve the following comment on Overture 63, *On Instituting a Special Offering designated to Native American Ministry for a Period of Three Years – From the Presbytery of Inland Northwest* <https://www.pc-biz.org/ClientHomePublic.aspx>**

**Comment:**

The General Assembly Mission Council’s Office of Native American Congregational Support, located in Racial Ethnic & Women’s Ministries/PW, enables the Presbyterian Church (U.S.A.) to respond to Native American congregational issues, empowers Native American Presbyterians to participate actively in the mission of the PC(USA), facilitates the church's task of evangelism and leadership development, and serves as a liaison to ecumenical and denominational entities in relation to issues affecting Native American Presbyterian churches and chapels.

Overture 63 expresses concern that “reductions have been further impacted by the elimination of the full-time Native American staff person in Louisville.” This concern is not accurate. The GAMC continues to support Native American congregations and a three-quarter time staff person works approximately 30 hours per week, resourcing Native American congregations and communities of faith. This staff person is deployed, thus not requiring her to move to Louisville, KY, but allowing her to engage in ministry out in the church, where she can provide direct support to Native American churches and chapels.

This member of the staff visits worshipping communities on reservations and in the city, supports lay leaders as they seek to develop ministries with Native American youth, travels to Louisville and meets with the grant team, which provides grants to Native American congregations engaged in mission and ministry projects, and she works in partnership with mid-councils and other GAMC offices to nurture strong and growing churches and empower Native American leaders in the church. In partnership with the Native American Consulting Committee (NACC), GAMC staff identify social justice inequities

surrounding race, class and gender in the church and work to find ways to address and improve these concerns. Staff also supports Native American Presbyterian Women, Native American Presbyterian Men, and the American Indian Youth Council.

In partnership with NACC, the GAMC recently held a Native American Consultation in Phoenix, AZ, January 24 through January 26, 2012. Pastors, elders and leaders throughout the Presbyterian Church (U.S.A.) gathered to discuss the challenges and opportunities Native American Presbyterians have in connection with their own congregations and the larger church.

During the three day event, the group of about forty people was asked by NACC members to break into smaller discussion groups and focus on obstacles and solutions for three key areas: leadership development, denominational relationships and financial realities.

As for the advisability of an additional special offering, commissioners are referred to the Special Offerings Advisory Task Force report. The task force has data showing that the church will not support another special offering.

There are serious challenges in bringing vitality to Native American and other congregations in the Presbyterian Church (U.S.A.). The GAMC refers commissioners to new objectives and directional goals for new and existing worshipping communities in its Mission Work Plan 2013-2016

**ITEM C.107  
 FOR ACTION**

| <i>FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i> |                 |  |                                       |  |                           |
|--|-----------------|--|---------------------------------------|--|---------------------------|
|  | A. Evangelism   |  | D. Vocation                           |  | G. PC(USA), A Corporation |
|  | B. Justice      |  | E. Stewardship                        |  | H. Executive Committee    |
| X  | C. Discipleship |  | F. Corporate Property, Legal, Finance |  | I. Audit                  |
|  | P. Plenary      |  |                                       |  |                           |

**Subject: GAMC Comment on ACREC's Report on Just Immigration**

**Recommendation:**

That the Discipleship Committee forward the following comment on "A Resolution to Reaffirm the Commitment of the Presbyterian Church (USA) to Making Just Immigration a Reality," from the Advocacy Committee for Racial Ethnic Concerns, to the GAMC with a recommendation to approve and forward to the 220th General Assembly (2012).

<https://www.pc-biz.org/ClientHomePublic.aspx>

**Comment:**

Recommendation 2 directs the Office of Immigration Issues and the Office of Theology, Worship and Education to collaborate in the development of accessible worship and study resources related to "Being Church Together." "Being Church Together" (<http://tinyurl.com/6lnl7ok>; <https://www.rca.org/sslpage.aspx?pid=6454>) is an effort of the Federation of Evangelical Churches in Italy. The PC(USA) has a strong link to the FCEI through our historic relationship with the Waldensian Church (the largest member church of the FCEI). The FCEI has developed "Being Church Together" as a ground-breaking way of understanding and practicing church through the integration of new immigrants and immigrant churches. Because this is new to the PC(USA), developing a similar approach for the PC(USA) will require people and resources, and thus there would be financial implications.

Recommendation 3 calls for the Office of Public Witness to advocate for the passage of the DREAM act. This work is already underway. GAMC, through OPW and in partnership with the Office of Immigration Issues, advocates for comprehensive immigration policy reform, and for the DREAM Act as an important step in that direction, when relevant legislation is under consideration in Congress, based on GA statements from 1990, 1999, 2001, 2004, 2006, 2008.

**ITEM C.108  
 FOR ACTION**

| <i>FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i> |                 |  |                                       |
|--|-----------------|--|---------------------------------------|
|  | A. Evangelism   |  | D. Vocation                           |
|  | B. Justice      |  | E. Stewardship                        |
| X  | C. Discipleship |  | F. Corporate Property, Legal, Finance |
|  | P. Plenary      |  |                                       |

**Subject: Joint Comment from the GAMC and OGA on “Growing a Diverse Church: A Call for Unity and Reconciliation,” Recommendation 4.**

**Recommendation:**

**That the Discipleship Committee forward the following comment on Recommendation 4 of “Growing a Diverse Church: A Call for Unity and Reconciliation,” from the General Assembly Special Task Force to Study Racial Ethnic and New Immigrant Church Growth to the GAMC with a recommendation to approve and forward to the 220<sup>th</sup> General Assembly (2012).**

<https://www.pc-biz.org/ClientHomePublic.aspx>

“The General Assembly Special Task Force to Study Racial Ethnic and New Immigrant Church Growth recommends that the 220th General Assembly (2012) direct the General Assembly Mission Council (GAMC), the Office of the General Assembly (OGA), and mid councils (MC) to hold a national consultation to develop strategies and policies to support racial ethnic, multicultural, and new immigrant church growth in the PC(USA). This consultation 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 immigrant church growth
2. Create measurable goals for racial ethnic, multicultural, and new immigrant church growth by 2020.
3. Develop a cohesive coordinated strategy for realizing the goals and mechanisms for deploying resources at the presbytery and local congregation levels.
4. Designate a monitoring group to assess progress toward these goals that shall report 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).”

**Comment:**

**The General Assembly Mission Council and the Office of the General Assembly believe that GAMC should be the agency assigned to report on progress toward goals related to racial ethnic, multicultural, and new immigrant church growth at each General Assembly rather than incurring the expense of creating an additional monitoring group. GAMC staff provide support for racial ethnic, multicultural, and new immigrant church growth in the PC(USA), and report regularly on this work to GAMC elected members.**

**ITEM C.109  
 FOR ACTION**

| <i>FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i> |                 |  |                                       |
|--|-----------------|--|---------------------------------------|
|  | A. Evangelism   |  | D. Vocation                           |
|  | B. Justice      |  | E. Stewardship                        |
| X  | C. Discipleship |  | F. Corporate Property, Legal, Finance |
|  | P. Plenary      |  |                                       |
|  |                 |  | G. PC(USA), A Corporation             |
|  |                 |  | H. Executive Committee                |
|  |                 |  | I. Audit                              |

**Subject:** Comment to the 220<sup>th</sup> General Assembly (2012)

**Recommendation:**

**That the GAMC approve the following comment on Mid-Council Report to the 220<sup>th</sup> General Assembly (2012). ) <https://www.pc-biz.org/ClientHomePublic.aspx>**

**Comment:**

The General Assembly Mission Council recognizes the important role that many synods have played in the lives of racial ethnic persons in the Presbyterian Church (U.S.A.). At the synod level, racial ethnic leaders received training in evangelism and church growth; institutes were offered to train and equip racial ethnic youth and young adults, and Women of Color events were held. In synods, racial ethnic people were able to find allies to help them with issues in presbyteries and communities that were too large for a few to address, and they engaged in leadership development designed to empower them to witness in communities that were socio-politically and economically disenfranchised. Finally, it was at the synod level where racial ethnic people could gather and address policies of councils that significantly impacted them. In other words, synods represented the platform from which the disciples were nurtured, equipped, and empowered.

Historically, African American Presbyterians, for example, who have the greatest number of racial ethnic congregations and worshiping communities in the PC(USA), received nurturing, mentoring, training, leadership development, networking, assistance with vocational placements, and shared community through synods. At one time in the history of the church, All Black governing bodies existed. It was through these governing bodies that congregations and individuals received education, nurturance, enlivened spirituality, acceptance and recognition of what it meant to be “Black and Presbyterian.”

When the Presbyterian Church reunited and became the Presbyterian Church (U.S.A.), “All Black” governing bodies were dissolved, and the Articles of Agreement of the Presbyterian Church (U.S.A.) (Articles 8.2 and 8.3 of Appendix B, PCUSA Constitution, Book II, Book of Order) read:

Racial ethnic members in the United States (Presbyterians of African, Hispanic and Asian descent and Native Americans) shall be guaranteed full participation and access to representation in the decision-making of the Church, and shall be able to form caucuses.



The historic caucuses in the PC(U.S.A.) include the National Black Presbyterian Caucus (NBPC), the Native American Consulting Committee (NACC), the National Hispanic-Latino Presbyterian Caucus (NHLPC) and the National Asian Presbyterian Council (NAPC). When the Racial Ethnic Caucuses & Councils (formerly The Cross Caucus) met at the Big Tent in 2011, the gathering also included representatives from the National Council of Korean Presbyterian Churches (NCKPC), the National Middle Eastern Presbyterian Caucus (NMEPC), and representatives from networks of new immigrant groups from Africa, South Asia and Portuguese-speaking countries.

The General Assembly Commission on Mid Councils recognizes that synods have played a unique and particular role for racial ethnic Presbyterians. In the commission's report there is a desire to maintain, protect and even expand a platform for racial ethnic and immigrant Presbyterians should synods no longer exist as ecclesiastical councils. "The Outlines of Possibilities: Synods as Multi-Presbytery Missional Partnerships," section of the report reads as follows:

Many members of the racial ethnic Presbyterian community have contributed greatly to the history and vibrancy of the PC(USA); initiating and modeling leadership, guiding the church to more socially and theologically responsible posture in its witness to the world, creatively enhancing the form and substance of worship, sensitizing and educating the church regarding manners of race, and providing a unique Presbyterian witness of the ministry of Jesus Christ. The call for the church to review and reorganize its commitment and approach to racial ethnic ministry is significant both within and beyond the notion of a Presbyterian reality that removes the ecclesiastical functions from synods. The need to discover a posture from which genuine ministry partnership can thrive is vital to the current health and future relevance of the church.

Recommendation 8 of the G.A. Commission on Mid Councils Report calls for the Moderator of the 220<sup>th</sup> G.A. (2012) to appoint a National Racial Ethnic Ministries Task Force to review, assess and explore the call to, responsibility in, and vision for racial ethnic ministry within the PC(USA). In the recommendation, this task force is charged, specifically to address the issue of language access, sensitivity, and resourcing (particularly as relates to the Spanish and Korean languages) within the existing frame of council operation, as well as within the context of any regional administrative structure that might emerge as a result of the repurposing of synods. Furthermore, the recommendations reads that this task force will develop a new mechanism to review the models in mid councils and congregations of racial ethnic ministries that are operating successfully in the denomination and explore the viability of a nationally organized racial ethnic ministry advocacy model on the local and/or cluster congregation level.

The GAMC supports the exploration of determining models for language access, sensitivity, resourcing and advocacy of racial ethnic persons in new structures, should synods no longer exist as ecclesiastical councils. While attending to "language access, sensitivity, and resourcing" are important concerns in cross cultural contexts, hearing directly from racial ethnic Presbyterians, who would be most affected should synods no longer exist as ecclesiastical councils, about the role that the synod holds in the lives of racial ethnic Presbyterians and what future support might likely be, is equally important.

The conclusion of the Report of the G.A. Mid Council Commission Racial Ethnic Strategy Task Force reads as follows:

At the end of the day the boundaries of our charge as a commission limited the degree to which we could prescriptively address these matters. Additionally, all of the primary stakeholders were not present at the table of our discussion. ...With this aim in mind, we conclude that it would be most productive for all of the primary stakeholders in the PC(USA) frame of racial ethnic ministry to be convened and focused on an agenda of reflection, assessment, and imaginatively bold visioning—for the purpose of forging an effective and historically responsible model for moving forward in the effort to revitalize racial ethnic ministry on the national and congregational level.

The GAMC is eager to play an even stronger role in resourcing this important area in our denomination's life. Thus, this input might better be received by a consultation held across the denomination within the first year following this decision, jointly sponsored by the existing synods and the GAMC, specifically the Office of Racial Ethnic & Women's Ministries, including representation from the Advocacy Committee for Racial Ethnic Concerns. The purpose of this consultation would be to talk directly with racial ethnic and new immigrant leaders about what they believe would be most needed and helpful. As each synod may individually begin to respond to its new status, if the synod is eliminated as a council, it will be vitally important that the needs of racial ethnic leaders and members not get lost. A consultation would also present an arena for discussions to occur with young racial ethnic and immigrant Presbyterians about their needs, which may differ from those of other generations.

The GAMC is eager to work actively and intentionally with the church to share ideas on how to provide future service and ministry that equips and supports racial ethnic Presbyterians in regions throughout the church. We see this as an opportunity to partner even more closely with the racial ethnic communities and individuals whom we serve.

**Background:**

**05-12 Mid Council Report to the 220th General Assembly—From the General Assembly Commission on Mid Councils.**

**Recommendation:**

The General Assembly Commission on Mid Councils recommends that the 212th General Assembly (2012) do the following:

1. Direct the Stated Clerk to send the following proposed amendments to the *Book of Order* to the presbyteries for their affirmative or negative votes to take effect at the close of the 222nd General Assembly (2016):

a. Shall G-3.04, The Synod, be deleted, including Sections G-3.0401 through G-3.0406) and Section G-3.05 (including G-3.0501–.0503) be renumbered as G-3.04 (G-3.0401-.0403).

b. Shall G-3.03, The Presbytery, be amended as follows: [Text to be deleted is shown with a strike-through; text to be added or inserted is shown as italic.]

“G-3.03 THE PRESBYTERY

“G-3.0301 Composition and Responsibilities

“The presbytery is the council serving as a corporate expression of the church within a certain district and is composed of all the congregations and teaching elders within that district. The presbytery shall adopt and communicate to the sessions a plan for determining how many ruling elders each session should elect as commissioners to presbytery, with a goal of numerical parity of teaching elders and ruling elders. This plan shall require each session to elect at least one commissioner and shall take into consideration the size of congregations as well as a method to fulfill the principles of participation and representation found in F-1.0403 and G-3.0103. Ruling elders elected as officers of the presbytery shall be enrolled as members during the period of their service. A presbytery may provide by its own rule for the enrollment of ruling elders serving as moderators of committees or commissions.

“The minimum composition of a presbytery is ten duly constituted sessions and ten teaching elders.

“The presbytery is responsible for the *life, ministry, and* government of the church throughout its district, and for assisting and supporting the witness of congregations to the sovereign activity of God in the world, so that all congregations *throughout its region* become communities of faith, hope, love, and witness. As it leads and guides the witness of its congregations, the presbytery shall keep before it the marks of the Church (F-1.0302), the notes by which Presbyterian and Reformed communities have identified themselves through history (F-1.0303) and the six Great Ends of the Church (F-1.0304).

“[The remainder of this section to remain the same.]

“G-3.0302 Relations with ~~Synod and General Assembly~~ *the Church*

“The presbytery has a responsibility to maintain regular and continuing relationship ~~to synod and~~ *with other presbyteries and to the General Assembly* by:

“*a. consulting with other presbyteries in their region about creating regional mission partnerships for racial ethnic advocacy and support, mission, and ministry projects, and other programs of shared life, diversity, and connection to the larger church*

~~“a. b.~~ electing commissioners to ~~synod and~~ General Assembly and receiving their reports;

~~“b. c.~~ electing ruling and teaching elders to be readers of standard ordination examinations;

~~“c. d.~~ seeing that the guidance and communication of ~~synod and~~ General Assembly are considered and that any binding actions are observed and carried out;

~~“d. e.~~ proposing to ~~synod or~~ General Assembly such measures as may be of common concern to the mission of the church; and

~~“e. f.~~ sending annually to ~~synod and~~ General Assembly statistical and other information according to the requirements of those bodies. [The remainder of G-3.03, G-3.0303–.0307 to remain the same.]”

2. Instruct the synods, in consultation with their constituent presbyteries, to develop and bring to the 221st General Assembly (2014) plans to transfer assets, funds, projects, and programs to the appropriate trusts, foundations, or entities of their choice for implementation by the synods by the close of the 222nd General Assembly (2016).

3. Instruct the Moderator to appoint a committee to work in consultation with the Stated Clerk and to bring to the 221st General Assembly (2014):

a. Recommendations, including any necessary changes in the *Manual of the General Assembly*, for the appointment of five regional administrative commissions to facilitate churches and presbyteries to fulfill their missional objectives when realignment is necessary and also to support the presbyteries and regions in promoting the full expression of rich diversity in membership, participation, and decision-making (*Book of Order*, G-3.0103);

b. Recommendations, including any necessary changes in the *Book of Order* and the *Manual of the General Assembly*, in order to continue to facilitate and support the racial ethnic ministries that have historically been supported by the synods.

c. Any additional editorial changes to the *Book of Order* that will be made necessary by the action of Recommendation 1.

4. Instruct the Moderator to appoint a committee to work in consultation with the Stated Clerk and to bring to the 221st General Assembly (2014) recommendations, including any necessary changes in the *Book of Order* and the *Manual of the General Assembly*, to create the necessary number of regional judicial commissions, rooted in the various regions, to serve as courts of appeal to decisions of presbytery permanent judicial commissions (PJC) and as courts of original jurisdiction in remedial cases against presbyteries or upon reference from presbytery PJC.

5. Instruct the Moderator to appoint a commission to work in consultation with the Stated Clerk to do the following:

a. By direction of the 220th General Assembly (2012), or upon a majority affirmative vote of the affected presbytery or presbyteries or a majority affirmative vote of the presbyteries in the affected synod or synods, the commission is authorized to act as the General Assembly to

i. organize new synods and to divide, unite, or otherwise combine synods or portions of synods previously existing; and

ii. approve the organization, division, uniting, or combining of presbyteries or portions of presbyteries by synods.

b. Report to the 221st General Assembly (2014) and to the 222nd General Assembly (2016) all actions taken on its behalf.

c. To cease existence and transfer all authority to the regional administrative commissions as soon as the regional administrative commissions have been constituted.

6. Direct the Stated Clerk to send the following proposed amendments to the *Book of Order* to the presbyteries for their affirmative or negative votes:

a. Shall G-3.0403 be amended by adding a new section “d.” to read as follows:

*“d. approving the formation of provisional nongeographic presbyteries for particular missional purposes, upon petition of ten or more congregations and ten or more teaching elders within its bounds, with the concurrence of existing presbyteries. The petition shall include a plan outlining the missional purposes of the proposed presbytery and continuing covenant relationships with existing presbyteries. Such presbyteries shall have all the rights and powers of presbyteries, except that they shall not have the authority to dissolve, dismiss, or divide congregations or to approve the sale, mortgage, lease, or transfer of the real property of its constituent congregations without the consent of the congregation’s presbytery of origin. This provision shall expire December 31, 2021, at which time all presbyteries formed under this provision shall be dissolved and their congregations and teaching elder members dismissed to their presbyteries of origin.”*

b. Shall G-3.0303 be amended by adding a new section “g.” to read as follows:

*“g. approve the temporary dismissal of congregations, for particular missional purposes, to another presbytery within the synod or to another geographically contiguous synod, subject to G-3.0403c and G-3.0502e, with the following conditions: (1) the congregation shall continue to affiliate with the presbytery of origin for the purpose of mutual blessing, and shall have voice at presbytery meetings, except in matters related to conditions (2) and (3) in which they shall have voice and vote; (2) the congregation may not sell, mortgage, transfer, or lease its real property without the consent of the presbytery of origin; (3) the congregation may not be dissolved, divided, or dismissed without the concurrence of the presbytery of origin; (4) distribution of per capita or mission funds remitted may be divided according to a covenant between the presbytery of membership and the presbytery of origin; (5) all relationships established under this provision shall be rescinded December 31, 2021, and may be rescinded at any time by vote of either presbytery in consultation with the congregation.”*

7. Establish a task force to review the nature and function of the General Assembly Mission Council and the Office of the General Assembly, specifically with respect to their relationship with and support of mid councils as they serve the vitality and mission of congregations in our changing context.

8. In light of what we have heard in our conversation with the church identifying a critical condition concerning lack of confidence in the substance and direction of racial ethnic ministry, we recommend

a. that the Moderator of the 220th General Assembly (2012) be empowered to appoint a National Racial Ethnic Ministries Task Force exclusively to review, assess, and explore the call to, responsibility in, and vision for racial ethnic ministry within the PC(USA), reporting its findings for implementation to the 221st General Assembly (2014); and

b. that this task force be comprised of representatives from

- racial ethnic church leadership;
- racial ethnic caucus leadership;
- the Advocacy Committee for Racial Ethnic Concerns (ACREC);
- presbytery leadership; and
- the General Assembly Committee on Representation;

c. that this task force be independent from the OGA task force in Recommendation 3. above; and

d. that this task force be charged specifically to address the issue of language access, sensitivity, and resourcing (particularly as relates to the Spanish and Korean languages) within the existing frame of council operation, as well as within the context of any regional administrative structure that might emerge as a result of the repurposing of synods.

[Note: Furthermore, in our conversations with the church we found significant interest in developing a new mechanism (1) to review the models in mid councils and congregations of racial ethnic ministry that are operating successfully in the denomination with particular focus on, but not limited to, those noted in the Report of the Racial Ethnic Strategy Task Force; and (2) to explore the viability of a nationally organized racial ethnic ministry advocacy model on the local and/or cluster congregation level. While it is not within our charge formally to recommend so, the assembly may nevertheless wish to consider assigning these additional responsibilities to the National Racial Ethnic Ministries Task Force recommended above.]

**ITEM C.110  
 FOR ACTION**

| <i>FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i> |                 |  |                                       |
|--|-----------------|--|---------------------------------------|
|  | A. Evangelism   |  | D. Vocation                           |
|  | B. Justice      |  | E. Stewardship                        |
| X  | C. Discipleship |  | F. Corporate Property, Legal, Finance |
|  | P. Plenary      |  |                                       |
|  |                 |  | G. PC(USA), A Corporation             |
|  |                 |  | H. Executive Committee                |
|  |                 |  | I. Audit                              |

**Subject: Comment to the 220<sup>th</sup> General Assembly (2012)**

**Recommendation:**

**That the GAMC approve the following comment on the ACWC Resolution on Deborah's Daughters to the 220<sup>th</sup> General Assembly (2012) <https://www.pc-biz.org/ClientHomePublic.aspx>**

**Comment:**

Racial Ethnic & Women's Ministries/PW is happy to work with the Advocacy Committee for Women's Concerns to assess the needs of clergywomen in the PC(USA) through its listening visits in presbyteries and synods. While these listening visits, designed as an assessment tool to begin to determine programs and ministries to facilitate with women in the church, could certainly continue, we are prepared to share with you now our discoveries. Please see below the Deborah's Daughters Listening Visits Assessment Report. We share this report with the General Assembly as well as the Advocacy Committee for Women's Concerns, who are welcome to use the information gathered in this report to respond to its General Assembly referral.

**Deborah's Daughters Listening Visits Assessment Report**

Deborah's Daughters is primarily conversations with clergywomen throughout the church, although commissioned ruling elders and other women leaders have also been a part of these conversations. The name Deborah's Daughters is based upon the story of Deborah in Judges 4-5 and draws upon roles that Deborah held and the gifts of women for leadership in the church.

One of the goals of the Women's Leadership Development Office the last two years was to implement processes in order to assess the leadership development needs of women clergy and members and develop programs and ministries to meet these needs, in consultation with other GAMC offices, mid councils, congregations and other appropriate groups. And, the staff person in Women's Leadership Development was to engage in conversation and determine strategies for addressing issues facing women in the larger Church.

Initially, invitations were sent to presbytery staff requesting meetings with clergywomen and commissioned ruling elders, primarily in order to assess leadership development needs of women in the church. The only requirements for these meetings were a place to meet, some publicity, and the presence of women. In 2011, Women's Leadership Development staff visited over 20 presbyteries to hold listening

visits. A Deborah's Daughters group was also formed on the "All Women in the Church" website of the PC(USA), and a Deborah's Daughters Face Book page was created.

### **Discoveries for Women's Leadership Development:**

Besides the anecdotal stories that were shared in conversations with clergywomen and commissioned ruling elders, the following issues and concerns were raised.

#### Issues and Concerns Raised:

##### 1. Family Leave Policies

There is no consistency in regards to family leave policies. Some presbyteries have them for presbytery staff but not for congregations, for instance. Women have taken calls as single women, gotten married, become pregnant and been told they have two weeks of sick leave. Some congregations rejoice with their pastor and are incredibly supportive, providing paid leave and a willingness to accommodate flexible schedules. However, this is not simply about maternity leave. There is a need for family leave policies for all church workers, as any illness of a family member may require leave time.

##### 2. Pay Equity

The Vocation ministry area has made available a pay equity tool. However, presbyteries have not responded to a request for information from their use of it. There were stories of women accepting a call as pastor and later discovering that their pay was as much as \$10,000 less than the previous male pastor. Many women are working below presbytery minimum pay scales, due to the limited ministry budgets of their congregations. And, very few women have been willing to challenge congregations to pay them more.

##### 3. Attitudes

Most of the women engaged in the listening visits expressed dealing with misogynistic attitudes from both men and women. This is especially true of young women pastors; they are often treated as though they are not pastors, but apprentices. There were also stories of sexual harassment. Some of the stories were from 20-30 years old and were as recent as last year. Sexual harassment and abuse stories ranged from comments made to women about clothing, hair, and body type to rape.

##### 4. Practical Ministry Training

There was a need for practical ministry training sessions for effective parish ministry, i.e. how to run a session meeting, manage a budget, manage a staff, put together an agenda, engage in conflict management and mediation with church leadership. Rev. Dana Fearon, who was the pastor of Lawrenceville Presbyterian Church in Lawrenceville, NJ, for over 30 years, used to run a one-day workshop for graduating seniors at Princeton Seminary called "ARC," Actually Running the Church. It was a valuable workshop for pastors going into their first parish.

##### 5. Negotiating, Pension Plan, and Retirement

Many women talked about the difficulty of negotiating a package as they were moving into a new call or negotiating a raise beyond the cost of living increase. A related topic was the amount of the congregation's contribution to the Board of Pension plan, as many small congregation pastors felt this expense is a hardship for their congregations. Retirement planning is also an issue, as many women are anxious that they will not be able to retire with any sense of security.

##### 6. Loneliness

This is a recurring issue for women clergy. They often feel that they are not welcomed at ministerial associations in their communities. Some are the only women clergy for miles around and have no women colleagues within close driving distance. Very few presbyteries have clergywomen who gather together, even in presbyteries that are geographically small enough for monthly gatherings. Communities of

women from seminaries and other shared experiences sustain clergywomen over long distances and time. Most clergywomen – not all – desire the community of other women.

#### 7. Spiritual Nurture

Some of the women who participated in Deborah's Daughters conversations made a point to seek out spiritual directors or continuing education opportunities to deepen and enliven their spiritual lives. Some felt ill equipped to take care of their own spiritual needs. The majority of women engaged in the listening visits expressed a desire to have some kind of spiritual care. Most also felt that they were often spiritually depleted by the demands of caring for their congregations.

### Ministries that Emerged, which could be facilitated for the leadership development of Women:

#### 1. Models of Covenant Community

There are communities of women in our presbyteries and in other denominations that are effective. These range from monthly lunch meetings, to once a year retreats, to virtual internet communities. Many women would participate if offered different models of covenanting communities, which specifically reflect upon and respond to the needs of women and nurture the women who participate.

#### 2. Mentorship Programs

There are several models of mentorship programs. Several young clergywomen in the listening visits would point to older, more experienced women in the room and say, "I wouldn't know what to do without her." As the experiences of women are different than the experiences of men, it would be beneficial to pair up newly ordained clergywomen with other women who have had some experience in ministry. This would be a source of empowerment and encouragement.

#### 3. Regional Gatherings for Leadership Development

Most clergywomen do not have the financial resources to attend national gatherings and when they use their continuing education funds, they want to be sure that they will gain something significantly beneficial in return for the funds they expend. Regional events that include training, conversation and workshops on some of the issues raised above would be welcomed by many clergywomen. Some have said that they want more intellectual stimulation with theologians. Others want communion and community with others. Some want practical ministry training in order to gain skills. Regional gatherings for leadership development with a variety of foci are an option for meeting some of the expressed needs as a result of the listening visits.

#### 4. Online Connectivity.

The Deborah's Daughter's group on the AllWomen in the Church website could be used more effectively. It would be helpful to discover more ways for women to connect and gather online.

#### 5. Addressing Pay Equity and Family Leave

Pay equity and family leave policies are issues best addressed at the mid-council level, and specifically in presbyteries. Conversation on these and similar issues are best addressed by Committees on Ministry, Committees on Preparation for Ministry, and mid-council executives. The Office of Women's Leadership Development is hopeful that with the number of mid council executives who responded favorably to invitations for Deborah's Daughter's Listening Visits, that mid councils may be willing to take the next steps to facilitate ministries specifically with women and begin to address some of the issues and concerns that women in their mid councils have raised.

### **Conclusion**



Deborah's Daughters listening visits began as a means to assess the needs of women in the church, starting specifically with clergywomen. The next step is to begin to facilitate ministries with women across the church based on the discoveries gleaned from this assessment. These listening visits have become more than an assessment tool, in that women are talking to one another, planning strategies for making sure that their voices are heard in the Church, and looking at their ministries with renewed hope and energy. The face-to-face meetings held with women in the church have been invaluable. These listening visits brought women together and provided venues for women to speak and to be heard.

The gifts that women bring to ministry already have greatly impacted the Presbyterian Church (U.S.A.) and the Church of Jesus Christ. These gifts – and these women – deserve respect, honor and support.

**ITEM C.111  
 FOR ACTION**

| <i>FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i> |                 |  |                                       |
|--|-----------------|--|---------------------------------------|
|  | A. Evangelism   |  | D. Vocation                           |
|  | B. Justice      |  | E. Stewardship                        |
| X  | C. Discipleship |  | F. Corporate Property, Legal, Finance |
|  | P. Plenary      |  |                                       |
|  |                 |  | G. PC(USA), A Corporation             |
|  |                 |  | H. Executive Committee                |
|  |                 |  | I. Audit                              |

**Subject: Comment to the 220<sup>th</sup> General Assembly (2012)**

**Recommendation:**

**That the GAMC approve the following comment on “A Resolution to Encourage Participation in the Words Matter Project,” from the Advocacy Committee for Women’s Concerns to the 220<sup>th</sup> General Assembly (2012). <https://www.pc-biz.org/ClientHomePublic.aspx>**

**Comment:**

The General Assembly Mission Council recognizes and supports the Words Matter project of the National Council of Churches of Christ in the U.S.A., initiated by the Justice for Women Working Group. This Inclusive and Expansive language project includes devotionals, resources and videos in an effort to bring inclusive and expansive language out of the academy and church government and into congregations and the stories of people’s lives.

The Racial Ethnic & Women’s Ministries/Presbyterian Women ministry area has supported Phase I and Phase II of the Words Matter project. Presbyterian Women, Inc. (PW) sent contributions in 2010 and 2011, and PW funded 2 staff person’s participation in the Words Matter project. Racial Ethnic & Women’s Ministries sent a contribution in 2011, and a grant is planned for 2012, and grants have also been budgeted for 2013 and 2014.

General Assemblies in 1971, 1973, 1975, 1976, 1978, 1980, 1984, 1985, 1986, 1987, 1998, 2000 on up to the 219<sup>th</sup> G.A. (2010) have endorsed the use of inclusive language in the Church. The GAMC works in partnership with the National Council of Churches, seeking that the diversity of culture, gender, class, and race, which is present in the church and in the world, will be reflected in the language of the church.

**Background:**

*A Resolution to Encourage Participation in the Words Matter Project  
 From the Advocacy Committee for Women’s Concerns*

**The Advocacy Committee for Women’s Concerns (ACWC) recommends that the 220th General Assembly (2012) do the following:**

- 1. Call on the Presbyterian Church (U.S.A.) to promote and encourage participation in the Words Matter project of the Justice for Women Working Group of the National Council of Churches of Christ in the U.S.A.**

- 2. Direct the General Assembly Mission Council to include the Words Matter project on its website's carousel of rotating features for one week each quarter, beginning September 2012, and continuing through June 2014.**
- 3. Direct the General Assembly Mission Council, in cooperation with the Advocacy Committee for Women's Concerns (ACWC) to develop and distribute a bulletin insert promoting the Words Matter project.**
- 4. Direct the General Assembly Mission Council to provide support to the National Council of Churches Justice for Women Working Group for Phase 2 of the Words Matter project in the amount of \$4,000.**

### *Rationale*

The National Council of Churches of Christ in the U.S.A. Women's Ministries' Justice for Women Working Group has been involved in an initiative over the past two-and-a-half years to re-direct attention to the lack of progress being made throughout member communions regarding the use of expansive language with reference to God and inclusive language with reference to the people of God. It has been a challenge to develop innovative methods and involve greater numbers of people to explore this issue.

Words Matter, the name for this project, has been designed to incorporate more than words for God and God's people. Words Matter, according to the current site calling for Lenten prayer submissions, "values relationship and storytelling, expansive rather than restricted language, cultural attentiveness, and an understanding of how words are tied to systems of power" (<http://hosted-p0.vresp.com/562830/e8cf257c94/ARCHIVE>). According to the Words Matter site, "Those who agree that Words Matter believe that the words we use shape our realities. We believe that real, personal and social justice is tied together with the language we use. We believe that the words we use can even reinforce the very systems of injustice we say we want to dismantle. Words Matter" (<http://wordsmatter.org/more-information/about/>).

Phase 1 of Words Matter began with a symposium held in Chicago, in August 2010, made up of 30 people from many member communions and a wide variety of ages, races, professions and sexual orientations. Seven Presbyterian men and women participated in the symposium. It was a transforming experience for all participants. A Lenten devotional, made available via the internet, was developed for 2011 by the Words Matter group as a follow-up. This more updated communication vehicle was used extensively and was quite well received.

Information regarding Words Matter needs to be communicated widely throughout the Presbyterian Church (U.S.A.). Using current resources, such as bulletin inserts and the denomination's website carousel of rotating features on a regular basis will assist in disseminating the information and will promote the use of Words Matter.

Phase 2 of Words Matter, which is now underway, will include several strategies. The major thrust will be re-vamping [www.WordsMatter.org](http://www.WordsMatter.org). The budget for Phase 2 is \$30,000. A challenge grant of \$15,000 has been received from Women of the Evangelical Lutheran Church in America and the United Church of Christ Justice and Witness Ministries. To date, Presbyterian Women's Justice and Peace Committee of the Churchwide Coordinating Team has contributed \$3,000 and a small Presbyterian fellowship in Southern California has contributed \$1,000. A grant from the PC(USA) in the amount of \$4,000 to match the two Presbyterian contributions would be a solid commitment on the part of the PC(USA) to this project.

For Advent 2011, devotionals were prepared for daily use on the Words Matter website. Extremely positive results were received, which affirms investing in a new website is moving in the right direction. There were 4,546 total visits, with 3,673 different people having visited the site. Seventy-seven per cent were new visits. The website is attracting a younger constituency and, by its nature, is evangelistic. Prayers will be the focus for the 2012 Lenten devotional series.

ACWC continues to advocate on behalf of the Words Matter project and our work together with other communions in the Justice for Women Working Group of the National Council of Churches of Christ. In these days of a continuing difficult economy, working together with other denominations is wise and helpful for everyone. We urge the Presbyterian Church (U.S.A.) to join in supporting Words Matter.

**Report D. 001  
Vocation Mission Committee  
General Assembly Mission Council  
May 10, 2012**

**The Vocation Mission Committee met on Thursday, May 10, 2012, at the Brown Hotel in Louisville, KY and forwards the following to the General Assembly Mission Council:**

**I. For Consent:** No Items

**II. For Action**

- A. That the GAMC approve and forward to the 220<sup>th</sup> General Assembly (2012) the comment on Nature of the Church in the 21<sup>st</sup> Century report. (See pages 2–6 of this appendix.)
- B. That the General Assembly Mission Council (GAMC) approve the following comment on Item 10–03, “From the Presbytery of Western New York” (See pages 7–8 of this appendix.)

**III. For Information**

- A. Received February 16, 2012 Vocation Mission Committee Minutes.
- B. Met with the Evangelism Committee to hear presentations from Rob Fohr on Young Adult Catalyst.
- C. Reviewed Mission Personnel Actions for January to March 2012. (Information [206](#) in Appendix 15)
- D. Received a verbal report from the Committee on Theological Education by Frank Yamada. President of McCormick Theological Seminary.

**ITEM D.102  
 REVISED 5/10/12  
 FOR ACTION**

| For GAMC Executive Director's Office Use Only |                 |   |  |                          |
|---|-----------------|---|--|--------------------------|
|   | A. Evangelism   | X | D. Vocation                              | G.PC(USA), A Corporation |
|   | B. Justice      |   | E. Stewardship                           | H.Executive Committee    |
|   | C. Discipleship |   | F. Corporate Property,<br>Legal, Finance | I. Audit                 |
|   | P. Plenary      |   |  |                          |

**Subject:** GAMC Comment on “The Nature of the Church in the 21st Century.”

**Recommendation:** That the Vocation Committee forward the following comment on Recommendation 1 of “The Nature of the Church in the 21<sup>st</sup> Century,” to the GAMC with a recommendation to approve and forward to the 220th General Assembly (2012).

**Comment:**

**Recommendation 1:**

The recommendation mentions several GAMC programs by name which may be unfamiliar to some commissioners:

New Beginnings is a program for presbyteries and individual congregations to envision a new future for their churches through an extensive evaluative assessment and a process to discern the future of a particular congregation. (<http://gamc.pcusa.org/ministries/church-growth/new-beginnings>)

Starting New Churches is a process of discernment that includes a series of 17 gatherings and assignments. It takes a team from its beginning stages of discernment to a new church development. ([www.pcusa.org/resource/starting-new-churches](http://www.pcusa.org/resource/starting-new-churches))

Starting New Initiatives is a process of prayer, discernment, and reflection for congregations to decide how they can best minister in their particular context. ([www.pcusa.org/resource/starting-new-initiatives](http://www.pcusa.org/resource/starting-new-initiatives))

Engage is a holistic approach to evangelism. It is a resource that will help congregations engage in personal evangelism as well as cultivate a culture of discipleship-making in their churches. As churches develop disciples of Jesus Christ, people are nurtured and equipped to both share faith and do justice. It is available as a PDF download as well as an online training resource. ([www.pcusa.org/evangelism](http://www.pcusa.org/evangelism) and [www.pcusa.org/engage](http://www.pcusa.org/engage))

**Recommendation 3:**

This recommendation calls on the GAMC to consider alternate ways to resource the development of church plants. This work is currently underway.

**In light of the GAMC's 2013-2014 directional goal of igniting a movement in the PC(USA) that results in the creation of 1001 new worshipping communities, Evangelism and Church Growth is considering new alternative ways to resource the development of church plants by:**

- 1. Creating a new position to advocate, inspire and equip for the implementation of 1001 new worshipping communities among presbyteries as well as identifying new potential leaders in seminaries *in consultation with Committee on Theological Education (COTE)*.**
- 2. Calling the Mission Development Resource committee to reconsider their work and create a grant program to provide assistance to innovative, non-traditional, new worshipping communities.**
- 3. Restructuring the work of traditional New Church Development as a part of a larger picture of 1001 New Worshipping Communities and creating a process for individuals, churches, and presbyteries to be guided on how new worshipping communities are formed.**
- 4. Working with other General Assembly entities, such as the Presbyterian Foundation and the Presbyterian Investment and Loan Program, to secure new funding streams for new faith communities.**

#### **Recommendation 5:**

Regarding Multi-Lingual Communications and Resource Development

Instruct the General Assembly Mission Council (GAMC) and the Office of the General Assembly (OGA) to work together to develop and implement specific and comprehensive plans to offer all denominational news, policy statements, web information, telephone direction, church statements, and other communications in Korean, Spanish, and other languages as needed. Both entities will report to the 221st General Assembly (2014) as to their progress.

**The Office of the General Assembly (OGA) and each mission area of the General Assembly Mission Council (GAMC) provides resources, content and expertise in various languages. The following document highlights much of the work already completed or underway in the area of multicultural translation.**

#### **Resources**

**Congregational Ministries Publishing (CMP) publishes key language-specific resources for teaching and study in the Reformed Tradition. Currently CMP provides materials in Korean, Spanish, and Portuguese. 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, therefore GAMC underwrites the deficit between the sales and costs. This amounts to approximately \$350,000 per year from unrestricted monies. Resources currently provide are listed below:**

##### **Spanish:**

***Asi Creemos*. Based on the *We Believe* curriculum, this resource is the denominational curriculum for children in Spanish. 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.**

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:**

Korean *Present Word* is a transformational Bible study resource for building mature faith communities. The quarterly curriculum consists of both a leader's guide and a student book.

*Kuyuk*. *Kuyuk* Bible study has been published for over ten years and is written by Korean Presbyterian pastors. 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.

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*.

**Portuguese:**

*Nos Acreditamos: Palavra de Deus para as Pessoas de Deus* for youth is the newest member of the We Believe and Así Creemos family. It teaches youth about biblical truths using the Bible and the confessional documents of the Church. These materials are offered free of charge to our Portuguese language congregations and fellowships.

**Documents and Materials**

Key GAMC and OGA documents, and other materials have been translated into other languages. The following list highlights some of the documents translated to-date.

- Book of Order 2011-2013 (Korean, Spanish, Mandarin Chinese, and selections in Portuguese)
- Communication regarding changes in standards of ordination. (Translation of different interpretation materials)
- Presbyterians Today Magazine Lenten devotion was translated in Korean in 2011 and Spanish in 2010
- Promotional materials for Big Tent
- Ordination Exams
- Confession of Belhar (Spanish)
- Special Offerings (Various resources)
- Presbyterian Women's Horizons Bible Study (2 times)
- Living the Vision: Multicultural Ministries in Spanish
- Translation of Presbyterian Disaster materials (Haiti, for example)
- Materials for the Office of Immigration Issues (217th General Assembly Policy on Immigration in Spanish, Resolution Calling for a Comprehensive Legalization Program for Immigrants Living and Working in the United States in Spanish, Family Plan in Spanish)
- Presbyterians and Military Service (Spanish)
- Advisory Committee on Social Witness Policy (Document about Mental Illness: *Enfermedades mentales severas: Buscando una respuesta cristiana integral*)
- Translation of "Who are we Presbyterians" Video
- Translation work for the Office of Mission Grants



- Translation of OGA materials include: Proposed Form of Government materials, Peace Unity and Purity Task Force report, Proposed Book of Amendments, Statistical Workbook for Congregations, General Assembly Committee on Representation Fact Sheet (Spanish and Korean)
- In addition, OGA provides the following study documents in Spanish and Korean:  
All the Live Long Day, Brief Statement of Faith, Church and Homosexuality (Korean), Covenant of Life (Spanish), GA Bible Study: Crossing Ten Seas, Is Christ Divided, Parliamentary Procedures, Seeking Peace, Unity, and Purity Video, Turn to the Living God

#### Websites

In order for Spanish and Korean speaking constituents to find resources efficiently, specific pages on the PC(USA) website have been created that enable language specific material to be found in one place. Links to the webpages are referenced below.

All Spanish resources

<http://www.pcusa.org/browse/resources-resource/language/spanish/>

All Korean resources

<http://www.pcusa.org/browse/resources-resource/language/korean/>

All Spanish pages

<http://gamc.pcusa.org/browse/ministries-ministrycontent/language/spanish/>

Ministry page in Korean

<http://gamc.pcusa.org/ministries/curriculum/korean-language-resources/>

The current PC(USA) website is comprised of approximately 12,000 sub-pages, donation pages and resources pages. Given the current in-house rate for translation, the estimated cost to translate the entire website using a trained translator would be approximately \$300,000 per language. If translation software were to be utilized instead, the cost would decrease, but a proof reader/editor would still be required to ensure cultural context and correct translation. Estimated cost of this process is \$84,000 per language, as well as ongoing costs for regular updates and maintenance of the website.

The Church Store ([store.pcusa.org](http://store.pcusa.org)) is equipped with multi-language functionality. Customers wishing to purchase products online, can choose to view the web store and shopping cart in Spanish or Korean by using the language selection feature.

#### On-site Translation for Customer Service

GAMC employs staff who have expertise in multiple languages and are available to serve as interpreters and translators for constituent inquiries. Over twenty staff members provide this service in the following languages: Korean, Spanish, Mandarin Chinese, Arabic, French, German, Hindi, Malayalam, Portuguese, Tshiluba.

Recommendation #5 calls for the GAMC and OGA to implement specific and comprehensive plans to offer all communications in Korean, Spanish, and other languages as needed, without providing specific direction on the need. Considerable effort is already expended to produce the results listed above. If additional translation efforts are sought by the General Assembly, designating some projects as a priority would assist the General Assembly Mission Council and the Office of the General Assembly in meeting that need.

**Recommendation 7:**

In 1992, the General Assembly commended for churchwide study a report entitled “A Proposal for Considering the Theology and Practice of Ordination in the Presbyterian Church (U.S.A.)” The report emphasized the ministry of the whole people of God, and – for the first time in the denomination’s history – explored all three offices (minister, elder, and deacon) in relation to this common ministry.

The Theology and Worship Office has prepared a study guide for this important report ([http://www.pcusa.org/media/uploads/theologyandworship/pdfs/ordination\\_proposal\\_study\\_guide.pdf](http://www.pcusa.org/media/uploads/theologyandworship/pdfs/ordination_proposal_study_guide.pdf)) which may be useful in fulfilling the recommendation for additional study materials on this topic.

**ITEM D.103  
 FOR ACTION**

| For GAMC Executive Director's Office Use Only |                        |   |  |                                 |
|---|------------------------|---|--|---------------------------------|
|   | <b>A. Evangelism</b>   | X | <b>D. Vocation</b>                               | <b>G.PC(USA), A Corporation</b> |
|   | <b>B. Justice</b>      |   | <b>E. Stewardship</b>                            | <b>H.Executive Committee</b>    |
|   | <b>C. Discipleship</b> |   | <b>F. Corporate Property,<br/>Legal, Finance</b> | <b>II.Audit</b>                 |
|   | <b>P. Plenary</b>      |   |  |                                 |

**Subject: Comment to Overture 093**

**Recommendation:**

**That the GAMC approve the following comment on Overture 093, “From the Presbytery of Western New York”**

**Comment:**

The General Assembly Mission Council (GAMC) is very appreciative to the Presbytery of Western New York for its support of the Young Adult Volunteer (YAV) program. Item \_\_\_\_, as proposed by the Presbytery of Western New York, has a significant financial impact: one million dollars in 2012 and again in 2013.

If adopted by the General Assembly, this overture would require the elimination of multiple programs within the GAMC mission budget. The GAMC requests that the GA disapprove Item \_\_\_\_ and respond to this request by drawing attention to the church-wide giving opportunities already in place to support the YAV program.

***Rationale***

The YAV program began in 1994 with goals “to identify, assess, recruit, prepare, and deploy a large number of Presbyterians for service and learning experiences in cross-cultural, cross-economic settings ... To assist individuals and congregations to understand our cultural captivity as U.S. citizens... to empower a new generation of Christian leadership for the church and for the world ... and to evangelize and revitalize congregations of the Presbyterian Church (U.S.A.) ...” for “... as many as one hundred young adults [to] be introduced to the 206th General Assembly—the vanguard of an undertaking aimed at nothing less than changing the life of the Presbyterian Church (U.S.A.)...” (*Minutes*, 1994, Part I, p. 214).

Over twelve hundred Young Adult Volunteers have joined in national and international service and learning during the past eighteen years. As these young adults continue to mature and respond to God’s call for faithfulness and transformation, many become church and community leaders, committed to the missional values learned and practiced during their time as YAVs.

There are currently nine national YAV sites in cities around the U.S. and six international sites with global partners in other countries. YAVs serve for one year with a commitment to spiritual growth, simple living, mission service and learning, vocational discernment, and leadership development.

In its 2013-16 Mission Work Plan, the GAMC has identified partnering and engaging with young adults (those 18-30 years old) as one of six strategic goals. Specifically, the GAMC is committed to inspiring young adults to participate in a season of service, as well as quadruple the number of young adults currently participating in ministries of the GAMC such as the YAV program.

The YAV program is currently funded through a combination of unrestricted contributions, endowments, 25 percent of the Pentecost Offering, grants from presbyteries and participating community agencies within the U.S., and fund raising on the part of YAV participants.

In a very real sense, the more that Presbyterians give, the more YAVs the GAMC will be able to support. An extra commitment opportunity account is available for support: #E049075. Funds given through this account are used for programmatic site support or to directly support young adult volunteers through grants for outstanding student loans, medical insurance, housing and food allowance, and travel costs. The YAV program needs the support of the whole church to expand this important ministry. The GAMC requests that the General Assembly respond to this overture by drawing attention to these giving opportunities.

**Report E.001  
 Stewardship Committee  
 General Assembly Mission Council  
 May 9-11, 2012**

The Stewardship Committee reports the activities of the May 9-10, 2012 meeting.

**I. FOR CONSENT:**

1. Approve an allocation of \$236,500 (for requests from Building Services, Mission and Communications & Funds Development, Mail/Print Center) from the Capital Reserve Fund (Appendix 11, pages 4-5)
2. Approved and recommends to the General Assembly Mission Council the allocation of National Mission Partnership Funds to synods for budget year 2013 as displayed in the following schedule.

| Synod Name          | % Applied | 2013 Allocation |
|---------------------|-----------|-----------------|
| Alaska-Northwest    | 16.07%    | \$ 321,201      |
| Lakes & Prairies    | 11.01%    | \$ 220,064      |
| Living Waters       | 8.64%     | \$ 172,693      |
| Pacific             | 9.67%     | \$ 193,280      |
| Puerto Rico         | 12.27%    | \$ 245,248      |
| Rocky Mountains     | 7.57%     | \$ 151,306      |
| South Atlantic      | 6.64%     | \$ 132,718      |
| Southern Cal/Hawaii | 4.45%     | \$ 88,945       |
| Southwest           | 23.68%    | \$ 473,307      |
|                     |           |                 |
| Total               | 100.00%   | \$ 1,998,762    |

| Computation of NMPFs Available for 2013 |               |
|---|---------------|
| 2011 Unrestricted Receipts              | \$ 19,132,405 |
| Distribution Formula                    | 10.447%       |
| NMPF Allocation for 2013                | \$ 1,998,762  |

3. Approve the revised 2012 Mission Program Budget of \$89,091,490. (Appendix 11, page 6)

## II. FOR ACTION:

### The Stewardship Committee:

1. Approved and recommends to the General Assembly Mission Council (GAMC) the 2010 and 2011 year-end financial reports, budgets, and other reports for the 220<sup>th</sup> General Assembly (2012). (Appendix 11, pages 7–30)
  - A. Relating to Budgets for General Assembly Mission Program
    1. That the 220<sup>th</sup> General Assembly (2012) incorporate into the *Minutes* the report of the 2010 and 2011 General Assembly Mission Program Receipts and Expenditures Actual Compared to Budget.
    2. That the 220<sup>th</sup> General Assembly (2012) receive the revised report of the 2012 General Assembly Mission Budget and Program in the total amount of \$89,091,490.
    3. That the 220<sup>th</sup> General Assembly (2012) approve and recommends that the 2013 General Assembly Mission Budget and Program in the total amount of \$81,576,103 and the 2014 General Assembly Mission Budget and Program in the total amount of \$78,196,031.
  - B. Relating to Reserved or Committed Funds
    1. That the 220<sup>th</sup> General Assembly (2012) receive the report of the Presbyterian Church (U.S.A.), A Corporation regarding unrestricted and committed funds as of December 31, 2011.
  - C. Relating to Support for General Assembly Mission
    1. That the 220<sup>th</sup> General Assembly (2012) allocate the annual income realized in 2011 and projected for 2012 from the John C. Lord and Edmund P. Dwight Funds in support of the budget for the general mission work of the General Assembly.
    2. That the 220<sup>th</sup> General Assembly (2012) incorporate into its *Minutes* the summary of receipts from Special Offerings for the years 2010 and 2011.

## 2. FOR INFORMATION:

### The Stewardship Committee:

#### Approved:

1. The Minutes from the February 2012 Stewardship Committee meeting

**Received:**

1. The Coordinated Loan Program report. ([224](#))
2. The General Assembly Mission and Program operating reports as of March 31, 2012 ([215](#))
3. The Presbyterian Mission Program Fund report as of March 31, 2012 ([216](#))
4. The Per Capita operating reports as of March 31, 2012 ([217](#))
5. The Congregational Ministries Publishing - Curriculum Publishing Program Area financials as of March 31 2012 ([218](#))
6. Stony Point Center Operating Reports as of March 31, 2012 ([219](#))
7. Ghost Ranch Operating Reports as of March 31, 2012 ([220](#))
8. The Endowments and New Gifts Report for December 2011 – February 2012 ([221](#))
9. Financial Implications Report for Overtures to 220<sup>th</sup> General Assembly (2012) ([222](#))
10. CFD Annual Report ([225](#))
11. 2011 World Mission Funds Development Report ([226](#))
12. 2011 Special Offerings Management Report ([227](#))
13. 2012 Special Offerings Management Report – 1<sup>st</sup> Quarter ([229](#))
14. Church Financial Campaign Services Update ([228](#))
15. The Stony Point Center Update
16. The Ghost Ranch Update
17. Pacific Mission Exchange (PMX) Presentation
18. Presbyterian Foundation - GAMC First Quarter 2012 Investment Review

[Note: These information items can be found in Appendix 15.]

ITEM E.105  
 FOR ACTION

| FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY |   |                                       |                           |
|---|---|---------------------------------------|---------------------------|
| A. Evangelism                                 |   | D. Vocation                           | G. PC(USA), A Corporation |
| B. Justice                                    | X | E. Stewardship                        | H. Executive Committee    |
| C. Discipleship                               |   | F. Corporate Property, Legal, Finance | I. Audit                  |
| P. Plenary                                    |   |                                       |                           |

**Subject: Capital Budget Request**

**Recommendation:** That the Stewardship Committee approve and recommend that the General Assembly Mission Council approve an allocation of \$236,500 from the Capital Reserve Budget.

**Background:**

**Building Services submitted the following Capital Requests:**

Carpet Replacement .....\$30,500  
 Worn carpet in approximately 320 offices (out of 383) has been replaced. Funding is being requested to purchase 504 square yards of Mannington carpet tiles to replace old carpet in approximately 26 more offices (leaving 37 offices yet to be done).

Arc Flash Hazard Analysis (OSHA Required) .....\$50,000  
 OSHA & NFPA-70E now requires all facilities to have an Arc Flash Hazard Assessment and field labels placed on all electrical devices. An arc flash is current flowing through the air that flashes from one exposed live conductor to another conductor or to ground. When an arc flash happens, the temperatures can reach up to 35,000 degrees Fahrenheit. This is four times the temperature on the surface of the sun. An arc flash occurs when electrical clearances are reduced by deteriorating insulation or human error. The arc flash follows a conductive path between two energized wires or ground. A detailed engineering analysis of our existing electrical distribution will be provided after the assessment, resulting in a safer environment for employees and contractors performing electrical work in the building.

**Mission and Communications & Funds Development submitted the following request:**

Website Enhancements .....\$100,000  
 With the anticipation of the new name and logo design it will be important to keep the website fresh and updated. To do these enhancements, we will need to engage the services of contract and/or vendor such as Premier Studio, who is assisting us with the new logo and 1001 website.

**Mail/Print Center submitted the following request:**

Color Copier.....\$56,000  
 The Mail/Print Center is requesting funds to upgrade an existing color copier in the Copy Center. After five years of use, technology has surpassed the existing system and the new replacement will offer a multitude of additional benefits over the current copier.

Purchasing was able to negotiate a price with the Lang Company with an overall savings of \$25,000 for PCUSA



**2012 CAPITAL RESERVE ACTIVITY  
as of 3/31/2012**

|                               | Balance<br>1/1/2012 | Earnings/(Loss)<br>3/31/2012 | Additions<br>3/31/2012 | Cancellations/<br>Adjustments | Exp<br>3/31/2012 | Balance as of<br>3/31/2012 |
|-------------------------------|---------------------|------------------------------|------------------------|-------------------------------|------------------|----------------------------|
| Investment                    | 1,063,637           | 65,670                       | 104,534                | 0                             | 150,146          | 1,083,695                  |
| Commitments                   | 1,029,627           | 0                            | 2,534                  | 0                             | 140,083          | 892,078                    |
| Available (After Commitments) | 34,009              | 65,670                       | 102,000                | 0                             | 10,063           | 191,617                    |

**CAPITAL RESERVE PROJECTION 2012-2016**

|                                  | 2012<br>(3/31) | 2013<br>(1/1) | 2014<br>(1/1) | 2015<br>(1/1) | 2016<br>(1/1) |
|----------------------------------|----------------|---------------|---------------|---------------|---------------|
| Available (After Commitments)    | 191,617        | 161,583       | 309,583       | 207,583       | 285,583       |
| Additions:                       |                |               |               |               |               |
| - Mission Budget                 | 303,466        | 388,000       | 388,000       | 388,000       | 388,000       |
| - Earnings                       | 0              | 30,000        | 30,000        | 30,000        | 30,000        |
| Total Additions :                | 303,466        | 418,000       | 418,000       | 418,000       | 418,000       |
| Total Available :                | 495,083        | 579,583       | 727,583       | 625,583       | 703,583       |
| Allocations:                     |                |               |               |               |               |
| - Requested                      | 236,500        | 0             | 0             | 0             | 0             |
| - Anticipated :                  |                |               |               |               |               |
| Building Services                | 0              | 180,000       | 395,000       | 320,000       | 235,000       |
| Finance and Accounting           | 12,000         | 0             | 0             | 0             | 0             |
| Mail Services                    | 10,000         | 0             | 0             | 0             | 0             |
| Communication Funds Development  | 0              | 0             | 0             | 0             | 0             |
| Information Technology           | 75,000         | 85,000        | 120,000       | 20,000        | 0             |
| Presbyterian Distribution Center | 0              | 5,000         | 5,000         | 0             | 0             |
| - Total Anticipated              | 97,000         | 270,000       | 520,000       | 340,000       | 235,000       |
| Total Allocations :              | 333,500        | 270,000       | 520,000       | 340,000       | 235,000       |
| Projected Ending Balance (12/31) | 161,583        | 309,583       | 207,583       | 285,583       | 468,583       |

**ITEM E.103  
 FOR ACTION**

| <i>FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i> |                 |                                     |                |                          |                           |
|--|-----------------|-------------------------------------|----------------|--------------------------|---------------------------|
| <input type="checkbox"/>                             | A. Evangelism   | <input type="checkbox"/>            | D. Vocation    | <input type="checkbox"/> | G. PC(USA), A Corporation |
| <input type="checkbox"/>                             | B. Justice      | <input checked="" type="checkbox"/> | E. Stewardship | <input type="checkbox"/> | H. Executive Committee    |
| <input type="checkbox"/>                             | C. Discipleship | <input type="checkbox"/>            | F. Audit       | <input type="checkbox"/> | I. Personnel Committee    |
| <input type="checkbox"/>                             | P. Plenary      | <input type="checkbox"/>            |                | <input type="checkbox"/> |                           |

**Subject: 2012 Adjusted General Assembly Mission Budget**

**Recommendation:**

That the General Assembly Mission Council (GAMC) approves the 2012 Revised Mission Budget of \$89,091,490.

**Background:**

The 2012 Approved Mission Budget was submitted to the GAMC for action at the Shared Services meeting in February 2012, where it was revised and approved. The 2012 Adjusted GAMC Mission Budget builds on the approved budget. The changes reflect reclassification of expenses due to the new position of Director, Project Management and Program Evaluation and changes between offices in the Communication and Funds Development area.

**Summary (After Cost Allocation):**

| <b>GAMC Mission Expenditure Budget</b> | <b>2012 Approved Budget</b> | <b>2012 Revised Budget</b> | <b>Increase (Decrease)</b> |
|--|-----------------------------|----------------------------|----------------------------|
| Executive Director                     | 1,372,640                   | 1,396,236                  | 23,596                     |
| Communications & Funds Development     | 2,973,357                   | 2,959,951                  | (13,406)                   |
| Mission                                | 74,188,174                  | 74,195,920                 | 7,746                      |
| Shared Services                        | 2,703,433                   | 2,703,433                  | 0                          |
| Other                                  | 7,853,887                   | 7,835,590                  | (17,937)                   |
| Total Expenditures                     | 89,091,490                  | 89,091,490                 | 0                          |

**ITEM E.104  
 FOR ACTION**

| FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY |   |                                       |                           |
|---|---|---------------------------------------|---------------------------|
| A. Evangelism                                 |   | D. Vocation                           | G. PC(USA), A Corporation |
| B. Justice                                    | X | E. Stewardship                        | H. Executive Committee    |
| C. Discipleship                               |   | F. Corporate Property, Legal, Finance | I. Audit                  |
| P. Plenary                                    |   |                                       |                           |

**Subject:** Financial Reports for 220<sup>th</sup> General Assembly (2012)

**Recommendation:**

The Stewardship Committee receive, approve when appropriate, and recommend to the General Assembly Mission Council the 2010 and 2011 year-end financial reports, budgets and other reports for the 220<sup>th</sup> General Assembly (2012).

A. Relating to Budgets for General Assembly Mission Program

1. That the 220th General Assembly (2012) incorporate into the *Minutes* the report of the 2010 and 2011 General Assembly Mission Program Receipts and Expenditures Actual Compared to Budget (pages 9-13 of this appendix).
2. That the 220<sup>th</sup> General Assembly (2012) receive the revised report of the 2012 General Assembly Mission Budget and Program in the total amount of \$89,091,490 (pages 14-16).
3. That the General Assembly Mission Council approve and recommends that the 220th General Assembly (2012) approve the 2013 General Assembly Mission Budget and Program in the total amount of \$81,576,103 and the 2014 General Assembly Mission Budget and Program in the total amount of \$78,196,031 (pages 17-21).

B. Relating to Reserved or Committed Funds

1. That the 220th General Assembly (2012) receive the report of the Presbyterian Church (U.S.A.), A Corporation regarding unrestricted and committed funds as of December 31, 2011 (pages 22-27).

C. Relating to Support for General Assembly Mission

1. That the 220th General Assembly (2012) allocate the annual income realized in 2011 and projected for 2012 from the John C. Lord and Edmund P. Dwight Funds in support of the budget for the general mission work of the General Assembly (page 28).
2. That the 220th General Assembly (2012) incorporate into its *Minutes* the following summary of receipts from Special Offerings for the years 2010 and 2011 (pages 29-30).

**Background:**

Every other year at its spring meeting, the General Assembly Mission Council receives, approves and transmits financial reports for the prior two years to the General Assembly, with the understanding that the amounts included in these reports/actions are subject to audit, other committee's review, and may change.

**Recommendation Pertaining to Budgetary and Financial Concerns of the Church**

OUTLINE OF CONTENTS

- A. *Relating to Budgets for General Assembly Mission and Program*
  - 1. *Presbyterian Mission Program – General Assembly Mission Program Receipts and Expenditures Actual Compared to Budget for 2010 and 2011*
  - 2. *Presbyterian Mission Program – Revised General Assembly Mission Budget and Program for 2012*
  - 3. *Presbyterian Mission Program – General Assembly Mission Budget and Program for 2013 and 2014*
- B. *Relating to Reserved or Committed Funds*
  - 1. *Unrestricted and Committed Funds*
- C. *Relating to Support for General Assembly Mission*
  - 1. *John C. Lord and Edmund P. Dwight Funds*
  - 2. *Special Offerings 2010 and 2011*

**A. Relating to Budgets for General Assembly Mission Program**

**1. Presbyterian Mission Program – General Assembly Mission Program Receipts and Expenditures Actual Compared to Budget for 2010 and 2011.**

**a. Background**

The 202<sup>nd</sup> General Assembly (1990) adopted Policy governing Mission Budgets at the General Assembly Level. That policy provides that:

- B. The General Assembly Council shall:
  - 1. Report to each General Assembly:
    - a. Actual total financial resources used to support the General Assembly Mission Budget and Program and the expenditures during the most recently completed year.

The display which is presented below is the report of actual revenue and expenditures for the years 2010 and 2011.

**b. Recommendation**

**That the 220<sup>th</sup> General Assembly (2012) incorporate into the Minutes the report of the General Assembly Mission Program Receipts and Expenditures Actual Compared to Budget for 2010 and 2011.**

**General Assembly Mission Program Receipts  
 Actual Compared to Budget as of December 31, 2010**

| Receipts   | MISSION BUDGET    |                    |                   |                   |                    |                   |                   |                    |                   |
|--|-------------------|--------------------|-------------------|-------------------|--------------------|-------------------|-------------------|--------------------|-------------------|
|  | Unrestricted      |                    |                   | Restricted        |                    |                   | Grand Total       |                    |                   |
|  | Annual Budget     | YTD Actual         | YTD 2009          | Annual Budget     | YTD Actual         | YTD 2009          | Annual Budget     | YTD Actual         | YTD 2009          |
| <b>I. Support from Congregations &amp; Presbyteries</b>  |                   |                    |                   |                   |                    |                   |                   |                    |                   |
| <b>Basic Mission Support</b>   |                   |                    |                   |                   |                    |                   |                   |                    |                   |
| Shared Mission Support   | 10,200,000        | 9,307,710          | 10,288,565        | -                 | -                  | -                 | 10,200,000        | 9,307,710          | 10,288,565        |
| Directed Mission Support   | -                 | -                  | -                 | 3,800,000         | 3,597,475          | 3,982,083         | 3,800,000         | 3,597,475          | 3,982,083         |
|  | <b>10,200,000</b> | <b>9,307,710</b>   | <b>10,288,565</b> | <b>3,800,000</b>  | <b>3,597,475</b>   | <b>3,982,083</b>  | <b>14,000,000</b> | <b>12,905,185</b>  | <b>14,270,648</b> |
| <b>Churchwide Spec. Offerings</b>  |                   |                    |                   |                   |                    |                   |                   |                    |                   |
| Christmas Joy  | -                 | -                  | -                 | 4,400,000         | 4,243,408          | 4,537,815         | 4,400,000         | 4,243,408          | 4,537,815         |
| One Great Hour of Sharing  | -                 | -                  | -                 | 7,500,000         | 7,655,272          | 7,901,896         | 7,500,000         | 7,655,272          | 7,901,896         |
| Peacemaking  | -                 | -                  | -                 | 1,000,000         | 995,996            | 1,017,849         | 1,000,000         | 995,996            | 1,017,849         |
| Pentecost  | -                 | -                  | -                 | 880,000           | 823,988            | 859,362           | 880,000           | 823,988            | 859,362           |
| Witness  | -                 | -                  | -                 | -                 | 11,576             | 27,420            | -                 | 11,576             | 27,420            |
|  | -                 | -                  | -                 | <b>13,780,000</b> | <b>13,730,240</b>  | <b>14,344,342</b> | <b>13,780,000</b> | <b>13,730,240</b>  | <b>14,344,342</b> |
| <b>II. Supplementary Support (Beyond Budget)<br/>From Congregations &amp; Presbyteries &amp; Individuals</b> |                   |                    |                   |                   |                    |                   |                   |                    |                   |
| <b>Other Specific Appeals</b>  |                   |                    |                   |                   |                    |                   |                   |                    |                   |
| Emergency and Disaster Relief  | -                 | -                  | -                 | 2,500,000         | 13,438,088         | 1,903,224         | 2,500,000         | 13,438,088         | 1,903,224         |
| Extra Commitment Opportunity (ECO)   | -                 | -                  | -                 | 8,680,000         | 7,665,122          | 7,223,281         | 8,680,000         | 7,665,122          | 7,223,281         |
| Mission Initiative Joining Hearts & Hands  | -                 | -                  | -                 | 573,923           | 509,712            | 952,595           | 573,923           | 509,712            | 952,595           |
| Special Missionary Support   | -                 | -                  | -                 | 141,500           | 331,347            | 291,902           | 141,500           | 331,347            | 291,902           |
| Hunger   | -                 | -                  | -                 | 500,000           | 585,597            | 506,312           | 500,000           | 585,597            | 506,312           |
| Theological Education Fund   | -                 | -                  | -                 | 1,700,000         | 1,521,418          | 1,743,159         | 1,700,000         | 1,521,418          | 1,743,159         |
|  | -                 | -                  | -                 | <b>14,095,423</b> | <b>24,051,284</b>  | <b>12,620,473</b> | <b>14,095,423</b> | <b>24,051,284</b>  | <b>12,620,473</b> |
| <b>Add'l Forms of Giving</b>   |                   |                    |                   |                   |                    |                   |                   |                    |                   |
| Presbyterian Women   | 900,000           | 479,164            | 916,287           | 52,000            | 382,381            | 15,000            | 952,000           | 861,545            | 931,287           |
| Bequests and Annuities   | 2,500,000         | 6,177,817          | 231,701           | 200,000           | 223,012            | 148,862           | 2,700,000         | 6,400,829          | 380,563           |
| Other Gifts  | -                 | -                  | -                 | 125,000           | 168,000            | 55,947            | 125,000           | 168,000            | 55,947            |
| Validated Mission Support  | -                 | -                  | -                 | 12,000            | -                  | 121,244           | 12,000            | -                  | 121,244           |
| Grants from Outside Fdns.  | -                 | -                  | -                 | 983,342           | 71,289             | 142,104           | 983,342           | 71,289             | 142,104           |
|  | <b>3,400,000</b>  | <b>6,656,981</b>   | <b>1,147,988</b>  | <b>1,372,342</b>  | <b>844,682</b>     | <b>483,157</b>    | <b>4,772,342</b>  | <b>7,501,663</b>   | <b>1,631,145</b>  |
| <b>III. Endowments, Interest and Dividends</b>   |                   |                    |                   |                   |                    |                   |                   |                    |                   |
| PC (USA) Restr. Endow. Fds.  | -                 | -                  | -                 | 6,461,130         | 6,403,997          | 6,063,620         | 6,461,130         | 6,403,997          | 6,063,620         |
| PC (USA) Unres. Endow. Fds.  | 7,505,853         | 7,668,701          | 7,505,666         | -                 | -                  | -                 | 7,505,853         | 7,668,701          | 7,505,666         |
| Pby. Mission Program Fund  | 250,000           | 208,954            | 319,442           | 579,631           | 364,527            | 235,494           | 829,631           | 573,481            | 554,936           |
| Outside Trusts   | 800,000           | 889,020            | 1,347,686         | 135,000           | 120,000            | 151,252           | 935,000           | 1,009,020          | 1,498,938         |
| Jarvie Commonweal Fund   | -                 | -                  | -                 | -                 | -                  | -                 | -                 | -                  | -                 |
| Jinishian Fund   | -                 | -                  | -                 | 1,923,425         | 1,870,292          | 1,828,056         | 1,923,425         | 1,870,292          | 1,828,056         |
| Short Term Investment  | 500,000           | 1,024,024          | 1,155,460         | 700,000           | 522,913            | 763,531           | 1,200,000         | 1,546,937          | 1,918,991         |
|  | <b>9,055,853</b>  | <b>9,790,699</b>   | <b>10,328,254</b> | <b>9,799,186</b>  | <b>9,281,729</b>   | <b>9,041,953</b>  | <b>18,855,039</b> | <b>19,072,428</b>  | <b>19,370,207</b> |
| <b>IV. Other</b>   |                   |                    |                   |                   |                    |                   |                   |                    |                   |
| Partner Churches and Other   | -                 | -                  | -                 | 454,833           | 204,339            | 398,785           | 454,833           | 204,339            | 398,785           |
| Hubbard Press  | 50,000            | 50,000             | 400,000           | -                 | -                  | -                 | 50,000            | 50,000             | 400,000           |
| Sales: Curriculum  | -                 | -                  | -                 | 2,923,500         | 2,406,981          | 2,842,924         | 2,923,500         | 2,406,981          | 2,842,924         |
| Sales: Program Services  | 491,671           | 491,671            | -                 | 10,673,113        | 10,173,038         | 9,349,983         | 11,164,784        | 10,664,709         | 9,349,983         |
| Sales: Resources   | -                 | -                  | 5,288             | 1,824,809         | 2,058,679          | 2,030,237         | 1,824,809         | 2,058,679          | 2,035,525         |
| Other Income   | -                 | 110,922            | 139,351           | -                 | -                  | -                 | -                 | 110,922            | 139,351           |
|  | <b>617,438</b>    | <b>652,593</b>     | <b>544,639</b>    | <b>15,876,255</b> | <b>14,843,037</b>  | <b>14,621,929</b> | <b>16,493,693</b> | <b>15,495,630</b>  | <b>15,166,568</b> |
| <b>TOTAL RECEIPTS</b>  | <b>23,273,291</b> | <b>26,407,983</b>  | <b>22,309,446</b> | <b>58,723,206</b> | <b>66,348,447</b>  | <b>55,093,937</b> | <b>81,996,497</b> | <b>92,756,430</b>  | <b>77,403,383</b> |
| <b>V. Prior Year Accumulations</b>   | <b>2,512,125</b>  | <b>(2,872,581)</b> | <b>471,468</b>    | <b>9,332,651</b>  | <b>(2,510,748)</b> | <b>8,210,653</b>  | <b>11,844,776</b> | <b>(5,383,329)</b> | <b>8,682,121</b>  |
| <b>TTL RCPTS, PY ACCUM &amp; ADJS</b>  | <b>25,785,416</b> | <b>23,535,402</b>  | <b>22,780,914</b> | <b>68,055,857</b> | <b>63,837,699</b>  | <b>63,304,590</b> | <b>93,841,273</b> | <b>87,373,101</b>  | <b>86,085,504</b> |

GENERAL ASSEMBLY  
MISSION PROGRAM  
EXPENDITURES BY ENTITY  
For the Period Ended December 31, 2010

| BUDGETED ENTITY                           | MISSION BUDGET    |                   |                   |                   |                   |                   |                   |                   |                   |
|---|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
|   | UNRESTRICTED      |                   |                   | RESTRICTED        |                   |                   | GRAND TOTAL       |                   |                   |
|   | Annual Budget     | YTD Actual        | 2009 Actual       | Annual Budget     | YTD Actual        | 2009 Actual       | Annual Budget     | YTD Actual        | 2009 Actual       |
| <b>I Executive Director</b>               |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| Executive Administrator                   | 964,450           | 682,760           | 832,991           | 1,252,832         | 1,270,671         | 1,373,441         | 2,217,282         | 1,953,431         | 2,206,432         |
|   | <b>964,450</b>    | <b>682,760</b>    | <b>832,991</b>    | <b>1,252,832</b>  | <b>1,270,671</b>  | <b>1,373,441</b>  | <b>2,217,282</b>  | <b>1,953,431</b>  | <b>2,206,432</b>  |
| <b>II Communication and Funds Dev.</b>    |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| Deputy Executive Director Office          | 394,791           | 365,501           | 347,720           | -                 | -                 | -                 | 394,791           | 365,501           | 347,720           |
| News Service                              | 284,178           | 216,474           | 199,856           | -                 | -                 | 2,815             | 284,178           | 216,474           | 202,671           |
| General Assembly Communication            | 208,500           | 195,780           | 34                | -                 | -                 | -                 | 208,500           | 195,780           | 34                |
| Executive Office Communication            | 538,165           | 534,275           | 502,082           | -                 | -                 | -                 | 538,165           | 534,275           | 502,082           |
| Creative Services                         | 1,067,607         | 744,758           | 885,049           | 110,500           | 39,362            | 216,250           | 1,178,107         | 784,120           | 1,101,299         |
| Mission Communication                     | 1,038,748         | 940,355           | 859,855           | -                 | 7,350             | 7,448             | 1,038,748         | 947,705           | 867,303           |
| Mission Interpretation                    | 122,033           | 203,282           | 530,622           | 3,523,334         | 3,387,456         | 3,196,138         | 3,645,367         | 3,590,738         | 3,726,760         |
| Development                               | -                 | 138,886           | 211,035           | 1,002,765         | 832,939           | 451,259           | 1,002,765         | 971,825           | 662,294           |
| Development Services                      | 346,812           | 414,384           | 342,383           | 10,000            | -                 | -                 | 356,812           | 414,384           | 342,383           |
| Church Financial Campaign Service         | -                 | (58,077)          | (49,226)          | 539,390           | 568,104           | 415,337           | 539,390           | 510,027           | 366,111           |
| Mission Initiative Joining Hearts & Hands | -                 | -                 | -                 | 80,200            | 63,702            | 54,030            | 80,200            | 63,702            | 54,030            |
|   | <b>4,000,834</b>  | <b>3,695,618</b>  | <b>3,829,410</b>  | <b>5,266,189</b>  | <b>4,898,913</b>  | <b>4,343,277</b>  | <b>9,267,023</b>  | <b>8,594,531</b>  | <b>8,172,687</b>  |
| <b>III Mission</b>                        |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| Deputy Executive Director Office          | 211,561           | 144,392           | 185,953           | 235,900           | 263,136           | 171,434           | 447,461           | 407,528           | 357,387           |
| Vocation                                  | 214,750           | 214,750           | 214,750           | 1,873,254         | 1,467,784         | 1,437,913         | 2,088,004         | 1,682,534         | 1,652,663         |
| Theology Worship and Education            | 1,631,498         | 2,222,500         | 1,753,645         | 7,412,172         | 5,133,203         | 5,884,598         | 9,043,670         | 7,355,703         | 7,638,243         |
| Evangelism and Church Growth              | 2,063,691         | 1,934,998         | 1,704,714         | 5,795,339         | 5,167,981         | 4,344,392         | 7,859,030         | 7,102,979         | 6,049,106         |
| Compassion, Peace and Justice             | 1,024,546         | 786,523           | 691,008           | 13,332,911        | 16,845,082        | 16,723,582        | 14,357,457        | 17,631,605        | 17,414,590        |
| World Mission                             | 3,780,798         | 3,714,549         | 3,032,789         | 19,381,326        | 16,358,416        | 16,380,826        | 23,162,124        | 20,072,965        | 19,413,615        |
| Racial Ethnic and Women's Ministries      | 2,510,770         | 1,995,344         | 1,770,065         | 3,460,977         | 3,074,892         | 3,283,640         | 5,971,747         | 5,070,236         | 5,053,705         |
|   | <b>11,437,614</b> | <b>11,013,056</b> | <b>9,352,924</b>  | <b>51,491,879</b> | <b>48,310,494</b> | <b>48,226,385</b> | <b>62,929,493</b> | <b>59,323,550</b> | <b>57,579,309</b> |
| <b>IV Shared Services</b>                 |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| Human Resources                           | 521,992           | 572,692           | 511,693           | 50,200            | 68,895            | 48,322            | 572,192           | 641,587           | 560,015           |
| Finance and Accounting                    | 997,892           | 646,714           | 688,910           | 1,798,806         | 2,112,465         | 1,905,031         | 2,796,698         | 2,759,179         | 2,593,941         |
| Information Technology                    | 2,180,302         | 1,494,806         | 2,359,844         | 227,188           | 276,801           | 227,753           | 2,407,490         | 1,771,607         | 2,587,597         |
| Presbyterian Distribution Services        | 716,730           | 591,709           | 674,820           | 1,468,760         | 1,298,606         | 1,174,692         | 2,185,490         | 1,890,315         | 1,849,512         |
| Mail, Print Services                      | 154,989           | 227,596           | 183,456           | 265,000           | 148,729           | 241,304           | 419,989           | 376,325           | 424,760           |
| Facilities                                | 704,061           | 573,289           | 652,307           | 489,658           | 598,279           | 562,092           | 1,193,719         | 1,171,568         | 1,214,399         |
|   | <b>5,275,966</b>  | <b>4,106,806</b>  | <b>5,071,030</b>  | <b>4,299,612</b>  | <b>4,503,775</b>  | <b>4,159,194</b>  | <b>9,575,578</b>  | <b>8,610,581</b>  | <b>9,230,224</b>  |
| <b>V Other</b>                            |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| Shared Expenses                           | 620,000           | 567,455           | 98,378            | -                 | -                 | 29,872            | 620,000           | 567,455           | 128,250           |
| Insurance                                 | 652,600           | 604,190           | 640,514           | 1,301,400         | 1,214,487         | 1,177,625         | 1,954,000         | 1,818,677         | 1,818,139         |
| Restricted Fund Allocation                | -                 | -                 | -                 | -                 | 127,972           | 191,271           | -                 | 127,972           | 191,271           |
| Investment Management Fees                | 173,596           | 205,161           | 182,714           | -                 | 37,950            | -                 | 173,596           | 243,111           | 182,714           |
| Presby Fdn Investment Management Fees     | -                 | -                 | -                 | -                 | -                 | -                 | -                 | -                 | -                 |
| Board of Pensions                         | -                 | -                 | -                 | 1,943,945         | 1,906,598         | 2,036,720         | 1,943,945         | 1,906,598         | 2,036,720         |
| ECO Agency                                | -                 | -                 | -                 | 2,500,000         | 1,566,839         | 1,751,230         | 2,500,000         | 1,566,839         | 1,751,230         |
| Mission Partnership                       | 2,660,356         | 2,660,356         | 2,772,953         | -                 | -                 | 15,575            | 2,660,356         | 2,660,356         | 2,788,528         |
| Reduction in Force                        | -                 | -                 | -                 | -                 | -                 | -                 | -                 | -                 | -                 |
|   | <b>4,106,552</b>  | <b>4,037,162</b>  | <b>3,694,559</b>  | <b>5,745,345</b>  | <b>4,853,846</b>  | <b>5,202,293</b>  | <b>9,851,897</b>  | <b>8,891,008</b>  | <b>8,896,852</b>  |
| <b>Total Expenditures</b>                 | <b>25,785,416</b> | <b>23,535,402</b> | <b>22,780,914</b> | <b>68,055,857</b> | <b>63,837,699</b> | <b>63,304,590</b> | <b>93,841,273</b> | <b>87,373,101</b> | <b>86,085,504</b> |

**General Assembly Mission Program Receipts  
 Actual Compared to Budget as of December 31, 2011**

**PRELIMINARY - SUBJECT TO AUDIT**

| Receipts   | MISSION BUDGET    |                   |                    |                   |                   |                    |                   |                   |                    |
|--|-------------------|-------------------|--------------------|-------------------|-------------------|--------------------|-------------------|-------------------|--------------------|
|  | Unrestricted      |                   |                    | Restricted        |                   |                    | Grand Total       |                   |                    |
|  | Annual Budget     | YTD Actual        | YTD 2010           | Annual Budget     | YTD Actual        | YTD 2010           | Annual Budget     | YTD Actual        | YTD 2010           |
| <b>I. Support from Congregations &amp; Presbyteries</b>  |                   |                   |                    |                   |                   |                    |                   |                   |                    |
| <b>Basic Mission Support</b>   |                   |                   |                    |                   |                   |                    |                   |                   |                    |
| Shared Mission Support   | 10,000,000        | 8,812,103         | 9,307,710          | -                 | -                 | -                  | 10,000,000        | 8,812,103         | 9,307,710          |
| Directed Mission Support   | -                 | -                 | -                  | 3,800,000         | 3,559,500         | 3,597,475          | 3,800,000         | 3,559,500         | 3,597,475          |
|  | <b>10,000,000</b> | <b>8,812,103</b>  | <b>9,307,710</b>   | <b>3,800,000</b>  | <b>3,559,500</b>  | <b>3,597,475</b>   | <b>13,800,000</b> | <b>12,371,603</b> | <b>12,905,185</b>  |
| <b>Churchwide Spec. Offerings</b>  |                   |                   |                    |                   |                   |                    |                   |                   |                    |
| Christmas Joy  | -                 | -                 | -                  | 4,300,000         | 4,124,341         | 4,243,408          | 4,300,000         | 4,124,341         | 4,243,408          |
| One Great Hour of Sharing  | -                 | -                 | -                  | 7,100,000         | 7,732,144         | 7,655,272          | 7,100,000         | 7,732,144         | 7,655,272          |
| Peacemaking  | -                 | -                 | -                  | 900,000           | 1,009,171         | 995,996            | 900,000           | 1,009,171         | 995,996            |
| Pentecost  | -                 | -                 | -                  | 900,000           | 758,284           | 823,988            | 900,000           | 758,284           | 823,988            |
| Witness  | -                 | -                 | -                  | -                 | 3,121             | 11,576             | -                 | 3,121             | 11,576             |
|  | -                 | -                 | -                  | <b>13,200,000</b> | <b>13,627,061</b> | <b>13,730,240</b>  | <b>13,200,000</b> | <b>13,627,061</b> | <b>13,730,240</b>  |
| <b>II. Supplementary Support (Beyond Budget)<br/>From Congregations &amp; Presbyteries &amp; Individuals</b> |                   |                   |                    |                   |                   |                    |                   |                   |                    |
| <b>Other Specific Appeals</b>  |                   |                   |                    |                   |                   |                    |                   |                   |                    |
| Emergency and Disaster Relief  | -                 | -                 | -                  | 2,500,000         | 5,713,852         | 13,438,088         | 2,500,000         | 5,713,852         | 13,438,088         |
| Extra Commitment Opportunity (ECO)   | -                 | -                 | -                  | 9,180,000         | 7,323,330         | 7,665,122          | 9,180,000         | 7,323,330         | 7,665,122          |
| Mission Initiative Joining Hearts & Hands  | -                 | -                 | -                  | 500,000           | 262,466           | 509,712            | 500,000           | 262,466           | 509,712            |
| Special Missionary Support   | -                 | -                 | -                  | 140,000           | 221,778           | 331,347            | 140,000           | 221,778           | 331,347            |
| Hunger   | -                 | -                 | -                  | 600,000           | 742,183           | 585,597            | 600,000           | 742,183           | 585,597            |
| Theological Education Fund   | -                 | -                 | -                  | 1,750,000         | 1,324,617         | 1,521,418          | 1,750,000         | 1,324,617         | 1,521,418          |
|  | -                 | -                 | -                  | <b>14,670,000</b> | <b>15,588,226</b> | <b>24,051,284</b>  | <b>14,670,000</b> | <b>15,588,226</b> | <b>24,051,284</b>  |
| <b>Add'l Forms of Giving</b>   |                   |                   |                    |                   |                   |                    |                   |                   |                    |
| Presbyterian Women   | 491,668           | 409,798           | 479,164            | 458,332           | 412,979           | 382,381            | 950,000           | 822,777           | 861,545            |
| Bequests and Annuities   | 2,500,000         | 728,216           | 6,177,817          | 200,000           | 76,897            | 223,012            | 2,700,000         | 805,113           | 6,400,829          |
| Other Gifts  | -                 | -                 | -                  | -                 | 38,055            | 168,000            | -                 | 38,055            | 168,000            |
| Validated Mission Support  | -                 | -                 | -                  | 12,000            | 11,350            | -                  | 12,000            | 11,350            | -                  |
| Grants from Outside Fdns.  | -                 | -                 | -                  | 130,000           | 20,620            | 71,289             | 130,000           | 20,620            | 71,289             |
|  | <b>2,991,668</b>  | <b>1,138,014</b>  | <b>6,656,981</b>   | <b>800,332</b>    | <b>559,901</b>    | <b>844,682</b>     | <b>3,792,000</b>  | <b>1,697,915</b>  | <b>7,501,663</b>   |
| <b>III. Endowments, Interest and Dividends</b>   |                   |                   |                    |                   |                   |                    |                   |                   |                    |
| PC (USA) Restr. Endow. Fds.  | -                 | -                 | -                  | 5,823,146         | 5,832,049         | 6,403,997          | 5,823,146         | 5,832,049         | 6,403,997          |
| PC (USA) Unres. Endow. Fds.  | 6,746,678         | 7,007,446         | 7,668,701          | -                 | -                 | -                  | 6,746,678         | 7,007,446         | 7,668,701          |
| Pby. Mission Program Fund  | 250,000           | 183,550           | 208,954            | 372,590           | 168,105           | 364,527            | 622,590           | 351,655           | 573,481            |
| Outside Trusts   | 800,000           | 1,343,388         | 889,020            | 150,000           | 114,000           | 120,000            | 950,000           | 1,457,388         | 1,009,020          |
| Jinishian Fund   | -                 | -                 | -                  | 1,684,343         | 1,703,244         | 1,870,292          | 1,684,343         | 1,703,244         | 1,870,292          |
| Short Term Investment  | 600,000           | 621,763           | 1,024,024          | 700,000           | 262,411           | 522,913            | 1,300,000         | 884,174           | 1,546,937          |
|  | <b>8,396,678</b>  | <b>9,156,147</b>  | <b>9,790,699</b>   | <b>8,730,079</b>  | <b>8,079,809</b>  | <b>9,281,729</b>   | <b>17,126,757</b> | <b>17,235,956</b> | <b>19,072,428</b>  |
| <b>IV. Other</b>   |                   |                   |                    |                   |                   |                    |                   |                   |                    |
| Partner Churches and Other   | -                 | -                 | -                  | 473,824           | 164,203           | 204,339            | 473,824           | 164,203           | 204,339            |
| Hubbard Press  | 50,000            | 15,000            | 50,000             | -                 | 38,050            | -                  | 50,000            | 53,050            | 50,000             |
| Sales: Curriculum  | -                 | -                 | -                  | 2,619,954         | 2,481,583         | 2,406,981          | 2,619,954         | 2,481,583         | 2,406,981          |
| Sales: Program Services  | -                 | -                 | -                  | 7,830,320         | 8,020,126         | 10,173,038         | 7,830,320         | 8,020,126         | 10,173,038         |
| Sales: Resources   | -                 | 11,141            | 491,671            | 1,637,755         | 1,832,349         | 2,058,679          | 1,637,755         | 1,843,490         | 2,550,350          |
| Other Income   | -                 | -                 | 110,922            | -                 | -                 | -                  | -                 | -                 | 110,922            |
|  | <b>50,000</b>     | <b>26,141</b>     | <b>652,593</b>     | <b>12,561,853</b> | <b>12,536,311</b> | <b>14,843,037</b>  | <b>12,611,853</b> | <b>12,562,452</b> | <b>15,495,630</b>  |
| <b>TOTAL RECEIPTS</b>  | <b>21,438,346</b> | <b>19,132,405</b> | <b>26,407,983</b>  | <b>53,762,264</b> | <b>53,950,808</b> | <b>66,348,447</b>  | <b>75,200,610</b> | <b>73,083,213</b> | <b>92,756,430</b>  |
| <b>V. Prior Year Accumulations</b>   | <b>1,437,674</b>  | <b>1,002,223</b>  | <b>(2,872,581)</b> | <b>11,015,643</b> | <b>3,785,708</b>  | <b>(2,510,748)</b> | <b>12,453,317</b> | <b>4,787,931</b>  | <b>(5,383,329)</b> |
| <b>TTL RCPTS, PY ACCUM &amp; ADJS</b>  | <b>22,876,020</b> | <b>20,134,628</b> | <b>23,535,402</b>  | <b>64,777,907</b> | <b>57,736,516</b> | <b>63,837,699</b>  | <b>87,653,927</b> | <b>77,871,144</b> | <b>87,373,101</b>  |



GENERAL ASSEMBLY  
MISSION PROGRAM  
EXPENDITURES BY ENTITY  
For the Period Ended December 31, 2011  
(Before Cost Allocation)

PRELIMINARY - SUBJECT TO AUDIT

| BUDGETED ENTITY                        | MISSION BUDGET    |                   |                   |                   |                   |                   |                   |                   |                   |
|--|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
|  | UNRESTRICTED      |                   |                   | RESTRICTED        |                   |                   | GRAND TOTAL       |                   |                   |
|  | Annual Budget     | YTD Actual        | 2010 Actual       | Annual Budget     | YTD Actual        | 2010 Actual       | Annual Budget     | YTD Actual        | 2010 Actual       |
| <b>I Executive Director</b>            |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| Executive Administrator                | 757,648           | 548,258           | 558,300           | 773,175           | 539,051           | 881,216           | 1,530,823         | 1,087,309         | 1,439,516         |
|  | <b>757,648</b>    | <b>548,258</b>    | <b>558,300</b>    | <b>773,175</b>    | <b>539,051</b>    | <b>881,216</b>    | <b>1,530,823</b>  | <b>1,087,309</b>  | <b>1,439,516</b>  |
| <b>II Communication and Funds Dev.</b> |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| Deputy Executive Director              | 345,011           | 341,372           | 365,501           | -                 | -                 | -                 | 345,011           | 341,372           | 365,501           |
| Funds Development Ministry             | 25,000            | 141,426           | 80,809            | 1,731,084         | 1,373,116         | 1,464,745         | 1,756,084         | 1,514,542         | 1,545,554         |
| Relationship & Development Operations  | 542,296           | 634,149           | 437,944           | 1,842,422         | 1,431,580         | 2,236,622         | 2,384,718         | 2,065,729         | 2,674,566         |
| Mission Communication                  | 817,698           | 733,097           | 940,355           | -                 | 8,173             | 7,350             | 817,698           | 741,270           | 947,705           |
| Presbyterian News Services             | 214,251           | 221,152           | 216,474           | -                 | -                 | -                 | 214,251           | 221,152           | 216,474           |
| General Assembly                       | -                 | -                 | 195,780           | -                 | -                 | -                 | -                 | -                 | 195,780           |
| Executive Communication and Policy     | 134,646           | 139,852           | 534,275           | -                 | -                 | -                 | 134,646           | 139,852           | 534,275           |
| Mission Resources                      | 42,843            | (55,658)          | -                 | 1,520,438         | 1,579,830         | 1,116,420         | 1,563,281         | 1,524,172         | 1,116,420         |
| Creative Services                      | 908,519           | 934,384           | 744,760           | 87,853            | 86,014            | 39,362            | 996,372           | 1,020,398         | 784,122           |
| Stewardship                            | 326,247           | 313,082           | 179,720           | 9,500             | 1,575             | 34,414            | 335,747           | 314,657           | 214,134           |
|  | <b>3,356,511</b>  | <b>3,402,856</b>  | <b>3,695,618</b>  | <b>5,191,297</b>  | <b>4,480,288</b>  | <b>4,898,913</b>  | <b>8,547,808</b>  | <b>7,883,144</b>  | <b>8,594,531</b>  |
| <b>III Mission</b>                     |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| Deputy Executive Director Office       | 574,307           | 564,920           | 566,945           | 593,650           | 673,757           | 715,702           | 1,167,957         | 1,238,677         | 1,282,647         |
| Vocation                               | 182,538           | 182,538           | 214,750           | 1,715,124         | 1,442,870         | 1,467,784         | 1,897,662         | 1,625,408         | 1,682,534         |
| Theology Worship and Education         | 1,441,608         | 1,161,527         | 2,222,500         | 6,306,689         | 4,912,630         | 5,133,203         | 7,748,297         | 6,074,157         | 7,355,703         |
| Evangelism and Church Growth           | 1,824,619         | 1,607,980         | 1,934,998         | 3,785,407         | 3,282,582         | 5,167,981         | 5,610,026         | 4,890,562         | 7,102,979         |
| Compassion, Peace and Justice          | 1,165,482         | 1,035,507         | 1,061,122         | 14,180,941        | 15,832,209        | 16,850,866        | 15,346,423        | 16,867,716        | 17,911,988        |
| World Mission                          | 3,696,026         | 2,899,568         | 3,714,549         | 19,765,008        | 15,492,905        | 16,358,416        | 23,461,034        | 18,392,473        | 20,072,965        |
| Racial Ethnic and Women's Ministries   | 2,135,534         | 1,798,496         | 1,995,344         | 3,284,141         | 2,378,401         | 3,074,892         | 5,419,675         | 4,176,897         | 5,070,236         |
|  | <b>11,020,114</b> | <b>9,250,536</b>  | <b>11,710,208</b> | <b>49,630,960</b> | <b>44,015,354</b> | <b>48,768,844</b> | <b>60,651,074</b> | <b>53,265,890</b> | <b>60,479,052</b> |
| <b>IV Shared Services</b>              |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| Finance and Accounting                 | 742,850           | 430,515           | 646,714           | 1,838,590         | 2,011,024         | 2,112,465         | 2,581,440         | 2,441,539         | 2,759,179         |
| Information Technology                 | 1,756,053         | 1,405,341         | 1,494,806         | 277,121           | 277,810           | 276,801           | 2,033,174         | 1,683,151         | 1,771,607         |
| Presbyterian Distribution Services     | 582,998           | 597,277           | 591,709           | 1,332,685         | 1,398,723         | 1,298,606         | 1,915,683         | 1,996,000         | 1,890,315         |
| Mail, Print Services                   | 166,936           | 219,223           | 227,596           | 265,000           | 145,404           | 148,729           | 431,936           | 364,627           | 376,325           |
| Facilities                             | 726,552           | 788,021           | 573,289           | 478,577           | 399,492           | 598,279           | 1,205,129         | 1,187,513         | 1,171,568         |
|  | <b>3,975,389</b>  | <b>3,440,377</b>  | <b>3,534,114</b>  | <b>4,191,973</b>  | <b>4,232,453</b>  | <b>4,434,880</b>  | <b>8,167,362</b>  | <b>7,672,830</b>  | <b>7,968,994</b>  |
| <b>V Other</b>                         |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| Shared Expenses                        | 510,000           | 487,304           | 567,455           | -                 | 33,035            | 127,972           | 510,000           | 520,339           | 695,427           |
| Insurance                              | 673,750           | 484,794           | 604,190           | 1,344,070         | 1,255,606         | 1,214,487         | 2,017,820         | 1,740,400         | 1,818,677         |
| Investment Management Fees             | 251,940           | 208,927           | 205,161           | -                 | -                 | 37,950            | 251,940           | 208,927           | 243,111           |
| Board of Pensions                      | -                 | -                 | -                 | 1,896,432         | 1,834,980         | 1,906,598         | 1,896,432         | 1,834,980         | 1,906,598         |
| ECO Agency                             | -                 | -                 | -                 | 1,750,000         | 1,326,655         | 1,566,839         | 1,750,000         | 1,326,655         | 1,566,839         |
| Mission Partnership                    | 2,330,668         | 2,311,576         | 2,660,356         | -                 | 19,094            | -                 | 2,330,668         | 2,330,670         | 2,660,356         |
|  | <b>3,766,358</b>  | <b>3,492,601</b>  | <b>4,037,162</b>  | <b>4,990,502</b>  | <b>4,469,370</b>  | <b>4,853,846</b>  | <b>8,756,860</b>  | <b>7,961,971</b>  | <b>8,891,008</b>  |
| <b>Total Expenditures</b>              | <b>22,876,020</b> | <b>20,134,628</b> | <b>23,535,402</b> | <b>64,777,907</b> | <b>57,736,516</b> | <b>63,837,699</b> | <b>87,653,927</b> | <b>77,871,144</b> | <b>87,373,101</b> |

**2. Presbyterian Mission Program – Revised General Assembly Mission Budget and Program 2012.**

**a. Background**

The 202<sup>nd</sup> General Assembly (1990) adopted Policy governing Mission Budgets at the General Assembly Level. That policy provides that:

- B. The General Assembly Council shall:
  - 1. Report to each General Assembly:
    - b. Adjustments, if any approved by the General Assembly Council for the current budget year.
  - 2. Adjust if necessary the General Assembly Mission Budget and Program as adopted by the General Assembly.

**b. Recommendation**

**That the 220<sup>th</sup> General Assembly (2012) receive the revised report of the 2012 General Assembly Mission Budget and Program in the total amount of \$89,091,490.**

**GENERAL ASSEMBLY MISSION PROGRAM  
2012 RECEIPTS BUDGET**

| SOURCE OF FUNDING                             | MISSION BUDGET    |                   | GRAND TOTAL       |
|---|-------------------|-------------------|-------------------|
|   | UNRESTRICTED      | RESTRICTED        |                   |
| <b>I BASIC MISSION SUPPORT</b>                |                   |                   |                   |
| Shared Mission Support                        | 9,800,000         |                   | 9,800,000         |
| Directed Mission Support                      |                   | 3,800,000         | 3,800,000         |
| <b>II CHURCHWIDE SPECIAL OFFERINGS</b>        |                   |                   |                   |
| Christmas Joy                                 |                   | 4,200,000         | 4,200,000         |
| One Great Hour of Sharing                     |                   | 7,100,000         | 7,100,000         |
| Peacemaking                                   |                   | 900,000           | 900,000           |
| Pentecost                                     |                   | 900,000           | 900,000           |
| <b>III OTHER SPECIFIC APPEALS</b>             |                   |                   |                   |
| Emergency and Disaster Relief                 |                   | 2,500,000         | 2,500,000         |
| Extra Commitment                              |                   | 9,680,000         | 9,680,000         |
| Mission Initiative-MIJHH                      |                   | 510,000           | 510,000           |
| Special Missionary Support                    |                   | 308,000           | 308,000           |
| Hunger  |                   | 600,000           | 600,000           |
| Theological Education Fund                    |                   | 1,750,000         | 1,750,000         |
| <b>IV ADDITIONAL FORMS OF GIVING</b>          |                   |                   |                   |
| Presbyterian Women                            | 498,604           | 451,396           | 950,000           |
| Bequests & Annuities                          | 2,500,000         | 200,000           | 2,700,000         |
| Other Gifts                                   |                   |                   |                   |
| Validated Mission Support                     |                   |                   |                   |
| Grants from Outside Foundations               |                   | 90,000            | 90,000            |
| <b>V ENDOWMENTS, INTEREST &amp; DIVIDENDS</b> |                   |                   |                   |
| PC( USA) Restricted Endowment Funds           |                   | 5,352,340         | 5,352,340         |
| PC( USA) Unrestricted Endowment Funds         | 6,061,818         |                   | 6,061,818         |
| Presbyterian Mission Program Fund             | 250,000           |                   | 250,000           |
| Outside Trusts                                | 800,000           | 150,000           | 950,000           |
| Jinishian                                     |                   | 1,534,197         | 1,534,197         |
| Short Term Investments                        | 600,000           | 600,000           | 1,200,000         |
| <b>VI OTHER</b>                               |                   |                   |                   |
| Enterprise Fund, Hubbard                      | 50,000            |                   | 50,000            |
| Other Income                                  |                   |                   |                   |
| Partner Churches and Other                    |                   | 100,000           | 100,000           |
| Sales: Curriculum                             |                   | 2,155,800         | 2,155,800         |
| Sales: Program Services                       |                   | 7,963,180         | 7,963,180         |
| Sale: Resources                               |                   | 1,625,559         | 1,625,559         |
| PMPF Allocation                               |                   | 289,532           | 289,532           |
| <b>TOTAL FROM CURRENT RECEIPTS</b>            | <b>20,560,422</b> | <b>52,760,004</b> | <b>73,320,426</b> |
| <b>UTILIZATION OF PRIOR YEAR ACCUM'N</b>      | <b>2,245,211</b>  | <b>13,525,853</b> | <b>15,771,064</b> |
| <b>TOTAL SOURCES OF FUNDING</b>               | <b>22,805,633</b> | <b>66,285,857</b> | <b>89,091,490</b> |

GENERAL ASSEMBLY MISSION PROGRAM  
 2012 MISSION EXPENDITURE BUDGET

| BUDGETED<br>ENTITY                             | UNRESTRICTED | RESTRICTED | GRAND TOTAL |
|--|--------------|------------|-------------|
| <b>I Executive Director</b>                    |              |            |             |
| Executive Administrator                        | 921,128      | 475,108    | 1,396,236   |
| Total Executive Director                       | 921,128      | 475,108    | 1,396,236   |
| <b>II Communications and Funds Development</b> |              |            |             |
| Creative Services                              | 0            | 3,853      | 3,853       |
| Mission Resources                              | 710,203      | 1,599,910  | 2,310,113   |
| CFCS   | 86,229       | 559,756    | 645,985     |
| Total Communications and Funds Development     | 796,432      | 2,163,519  | 2,959,951   |
| <b>III Mission</b>                             |              |            |             |
| Deputy Executive Director                      | 645,050      | 525,300    | 1,170,350   |
| Vocation                                       | 454,284      | 1,666,342  | 2,120,625   |
| Theology Worship and Education                 | 2,485,183    | 5,622,058  | 8,107,241   |
| Evangelism and Church Growth                   | 2,503,778    | 4,128,814  | 6,632,592   |
| Compassion Peace and Justice                   | 3,391,523    | 17,797,521 | 21,189,044  |
| World Mission                                  | 6,164,912    | 22,176,846 | 28,341,757  |
| Racial Ethnic and Women's Ministries           | 2,923,385    | 3,710,923  | 6,634,308   |
| Total Mission                                  | 18,568,115   | 55,627,805 | 74,195,920  |
| <b>IV Shared Services</b>                      |              |            |             |
| Finance and Accounting                         | 0            | 327,935    | 327,935     |
| Information Technology                         | 0            | 280,449    | 280,449     |
| Presbyterian Distribution Services             | 0            | 1,364,285  | 1,364,285   |
| Mail, Print Services                           | 0            | 265,000    | 265,000     |
| Facilities                                     | 0            | 465,764    | 465,764     |
| Total Shared Services                          | 0            | 2,703,433  | 2,703,433   |
| <b>V Other</b>                                 |              |            |             |
| Insurance                                      | 0            | 1,393,818  | 1,393,818   |
| Board of Pensions                              | 181,493      | 2,056,599  | 2,238,090   |
| ECO Agency                                     | 79,053       | 1,801,716  | 1,880,769   |
| Mission Partnership                            | 2,259,413    | 63,861     | 2,323,273   |
| Total Other                                    | 2,519,958    | 5,315,992  | 7,835,950   |
| Total Expenditures                             | 22,805,633   | 66,285,857 | 89,091,490  |

**3. Presbyterian Mission Program – General Assembly Mission Budget and Program 2013 and 2014.**

**a. Background**

The 202nd General Assembly (1990) adopted Policy Governing Mission Budgets at the General Assembly Level. That policy provides that:

- B. The General Assembly Council shall:
  - 3. Recommend to the General Assembly the General Assembly Mission Budget and Program for the next succeeding budget cycle. Displayed in the recommendation shall be:
    - a. All projected financial sources; and
    - b. Anticipated uses of financial resources in light of mission objectives.

The General Assembly Council is required by the Constitution to "prepare and submit a comprehensive budget to the General Assembly." (G-13.0202f).

**b. Recommendation**

**That the 220th General Assembly (2012) adopt the 2013 General Assembly Mission Budget and Program in the total amount of \$81,576,103 and the 2014 General Assembly Mission Budget and Program in the total amount of \$78,196,031.**

GENERAL ASSEMBLY MISSION PROGRAM  
 2013 RECEIPTS BUDGET

| SOURCE OF FUNDING                             |                                       | MISSION BUDGET    |                   | GRAND TOTAL       |
|---|---------------------------------------|-------------------|-------------------|-------------------|
|   |                                       | UNRESTRICTED      | RESTRICTED        |                   |
| <b>I BASIC MISSION SUPPORT</b>                |                                       |                   |                   |                   |
|   | Shared Mission Support                | 8,500,000         |                   | 8,500,000         |
|   | Directed Mission Support              |                   | 3,500,000         | 3,500,000         |
| <b>II CHURCHWIDE SPECIAL OFFERINGS</b>        |                                       |                   |                   |                   |
|   | Christmas Joy                         |                   | 4,200,000         | 4,200,000         |
|   | One Great Hour of Sharing             |                   | 7,100,000         | 7,100,000         |
|   | Peacemaking                           |                   | 900,000           | 900,000           |
|   | Pentecost                             |                   | 900,000           | 900,000           |
| <b>III OTHER SPECIFIC APPEALS</b>             |                                       |                   |                   |                   |
|   | Emergency and Disaster Relief         |                   | 2,500,000         | 2,500,000         |
|   | Extra Commitment                      |                   | 9,100,000         | 9,100,000         |
|   | Mission Initiative-MIJHH              |                   |                   |                   |
|   | Special Missionary Support            |                   | 140,000           | 140,000           |
|   | Hunger                                |                   | 600,000           | 600,000           |
|   | Theological Education Fund            |                   | 1,400,000         | 1,400,000         |
| <b>IV ADDITIONAL FORMS OF GIVING</b>          |                                       |                   |                   |                   |
|   | Presbyterian Women                    | 450,000           | 400,000           | 850,000           |
|   | Bequests & Annuities                  | 2,000,000         | 150,000           | 2,150,000         |
|   | Other Gifts                           |                   | 90,000            | 90,000            |
|   | Validated Mission Support             |                   |                   |                   |
|   | Grants from Outside Foundations       |                   | 100,000           | 100,000           |
| <b>V ENDOWMENTS, INTEREST &amp; DIVIDENDS</b> |                                       |                   |                   |                   |
|   | PC( USA) Restricted Endowment Funds   |                   | 5,232,719         | 5,232,719         |
|   | PC( USA) Unrestricted Endowment Funds | 5,798,046         |                   | 5,798,046         |
|   | Presbyterian Mission Program Fund     | 200,000           |                   | 200,000           |
|   | Outside Trusts                        | 900,000           | 120,000           | 1,020,000         |
|   | Jinishian                             |                   | 1,393,663         | 1,393,663         |
|   | Short Term Investments                | 600,000           | 300,000           | 900,000           |
| <b>VI OTHER</b>                               |                                       |                   |                   |                   |
|   | Enterprise Fund, Hubbard              | 15,000            | 149,719           | 164,719           |
|   | Partner Churches and Other            |                   | 117,000           | 117,000           |
|   | Sales: Curriculum                     |                   | 2,148,403         | 2,148,403         |
|   | Sales: Program Services               |                   | 7,910,785         | 7,910,785         |
|   | Sale: Resources                       |                   | 1,985,473         | 1,985,473         |
|   | PMPF Allocation                       |                   | 152,413           | 152,413           |
| <b>TOTAL CURRENT RECEIPTS</b>                 |                                       | <b>18,463,046</b> | <b>50,590,175</b> | <b>69,053,221</b> |
| <b>UTILIZATION OF PRIOR YEAR ACCUM'N</b>      |                                       | <b>2,117,865</b>  | <b>10,405,017</b> | <b>12,522,882</b> |
| <b>TOTAL SOURCES OF FUNDING</b>               |                                       | <b>20,580,911</b> | <b>60,995,192</b> | <b>81,576,103</b> |

GENERAL ASSEMBLY MISSION PROGRAM  
 2013 MISSION EXPENDITURE BUDGET

| BUDGETED<br>ENTITY                             | UNRESTRICTED | RESTRICTED | GRAND TOTAL |
|--|--------------|------------|-------------|
| <b>I Executive Director</b>                    |              |            |             |
| Executive Administrator                        | 589,073      | 815,263    | 1,404,336   |
| Total Executive Director                       | 589,073      | 815,263    | 1,404,336   |
| <b>II Communications and Funds Development</b> |              |            |             |
| Mission Resources                              | 121,447      | 1,833,418  | 1,954,865   |
| Total Communications and Funds Development     | 121,447      | 1,833,418  | 1,954,865   |
| <b>III Mission</b>                             |              |            |             |
| Deputy Executive Director                      | 736,008      | 353,363    | 1,089,371   |
| Vocation                                       | 366,494      | 1,648,011  | 2,014,506   |
| Theology Worship and Education                 | 2,307,229    | 4,931,462  | 7,238,692   |
| Evangelism and Church Growth                   | 1,966,541    | 6,451,504  | 8,418,044   |
| Compassion Peace and Justice                   | 2,266,406    | 14,894,974 | 17,161,380  |
| World Mission                                  | 7,453,502    | 19,139,671 | 26,593,174  |
| Racial Ethnic and Women's Ministries           | 2,586,991    | 3,186,961  | 5,773,952   |
| Total Mission                                  | 17,683,171   | 50,605,947 | 68,289,118  |
| <b>IV Shared Services</b>                      |              |            |             |
| Finance and Accounting                         | 0            | 113,851    | 113,851     |
| Information Technology                         | 0            | 213,853    | 213,853     |
| Presbyterian Distribution Services             | 0            | 1,071,895  | 1,071,895   |
| Mail, Print Services                           | 0            | 150,000    | 150,000     |
| Facilities                                     | 0            | 480,633    | 480,633     |
| Total Shared Services                          | 0            | 2,030,232  | 2,030,232   |
| <b>V Other</b>                                 |              |            |             |
| Insurance                                      | 0            | 1,575,388  | 1,575,388   |
| Board of Pensions                              | 88,496       | 2,048,415  | 2,136,910   |
| ECO Agency                                     | 54,480       | 1,998,362  | 2,052,841   |
| Mission Partnership                            | 2,044,244    | 88,169     | 2,132,413   |
| Total Other                                    | 2,187,219    | 5,710,333  | 7,897,552   |
| Total Expenditures                             | 20,580,911   | 60,995,192 | 81,576,103  |

GENERAL ASSEMBLY MISSION PROGRAM  
 2014 RECEIPTS BUDGET

| SOURCE OF FUNDING                             |                                       | MISSION BUDGET    |                   | GRAND TOTAL       |
|---|---------------------------------------|-------------------|-------------------|-------------------|
|   |                                       | UNRESTRICTED      | RESTRICTED        |                   |
| <b>I BASIC MISSION SUPPORT</b>                |                                       |                   |                   |                   |
|   | Shared Mission Support                | 8,000,000         |                   | 8,000,000         |
|   | Directed Mission Support              |                   | 3,500,000         | 3,500,000         |
| <b>II CHURCHWIDE SPECIAL OFFERINGS</b>        |                                       |                   |                   |                   |
|   | Christmas Joy                         |                   | 4,200,000         | 4,200,000         |
|   | One Great Hour of Sharing             |                   | 7,100,000         | 7,100,000         |
|   | Peacemaking                           |                   | 900,000           | 900,000           |
|   | Pentecost                             |                   | 900,000           | 900,000           |
| <b>III OTHER SPECIFIC APPEALS</b>             |                                       |                   |                   |                   |
|   | Emergency and Disaster Relief         |                   | 2,500,000         | 2,500,000         |
|   | Extra Commitment                      |                   | 9,100,000         | 9,100,000         |
|   | Mission Initiative-MIJHH              |                   |                   |                   |
|   | Special Missionary Support            |                   | 140,000           | 140,000           |
|   | Hunger                                |                   | 600,000           | 600,000           |
|   | Theological Education Fund            |                   | 1,300,000         | 1,300,000         |
| <b>IV ADDITIONAL FORMS OF GIVING</b>          |                                       |                   |                   |                   |
|   | Presbyterian Women                    | 430,000           | 400,000           | 830,000           |
|   | Bequests & Annuities                  | 2,000,000         | 150,000           | 2,150,000         |
|   | Other Gifts                           |                   |                   |                   |
|   | Validated Mission Support             |                   |                   |                   |
|   | Grants from Outside Foundations       |                   | 100,000           | 100,000           |
| <b>V ENDOWMENTS, INTEREST &amp; DIVIDENDS</b> |                                       |                   |                   |                   |
|   | PC( USA) Restricted Endowment Funds   |                   | 4,767,807         | 4,767,807         |
|   | PC( USA) Unrestricted Endowment Funds | 5,266,584         |                   | 5,266,584         |
|   | Presbyterian Mission Program Fund     | 200,000           |                   | 200,000           |
|   | Outside Trusts                        | 850,000           | 120,000           | 970,000           |
|   | Jinishian                             |                   | 1,266,351         | 1,266,351         |
|   | Short Term Investments                | 600,000           | 200,000           | 800,000           |
| <b>VI OTHER</b>                               |                                       |                   |                   |                   |
|   | Enterprise Fund, Hubbard              | 15,000            | 153,886           | 168,886           |
|   | Other Income                          |                   |                   |                   |
|   | Partner Churches and Other            |                   | 117,000           | 117,000           |
|   | Sales: Curriculum                     |                   | 2,198,334         | 2,198,334         |
|   | Sales: Program Services               |                   | 6,897,383         | 6,897,383         |
|   | Sale: Resources                       |                   | 2,001,695         | 2,001,695         |
|   | PMPF Allocation                       |                   | 124,783           | 124,783           |
| <b>TOTAL FROM CURRENT RECEIPTS</b>            |                                       | <b>17,361,584</b> | <b>48,737,239</b> | <b>66,098,823</b> |
| <b>UTILIZATION OF PRIOR YEAR ACCUM'N</b>      |                                       | <b>4,014,845</b>  | <b>8,082,363</b>  | <b>12,097,208</b> |
| <b>TOTAL SOURCES OF FUNDING</b>               |                                       | <b>21,376,429</b> | <b>56,819,602</b> | <b>78,196,031</b> |



GENERAL ASSEMBLY MISSION PROGRAM  
 2014 MISSION EXPENDITURE BUDGET

BUDGETED  
 ENTITY

| UNRESTRICTED | RESTRICTED | GRAND TOTAL |
|--------------|------------|-------------|
|--------------|------------|-------------|

|  |            |            |            |
|--|------------|------------|------------|
| <b>I Executive Director</b>                    |            |            |            |
| Executive Administrator                        | 646,681    | 793,070    | 1,439,751  |
| Total Executive Director                       | 646,681    | 793,070    | 1,439,751  |
| <b>II Communications and Funds Development</b> |            |            |            |
| Mission Resources                              | 158,319    | 1,857,881  | 2,016,200  |
| Total Communications and Funds Development     | 158,319    | 1,857,881  | 2,016,200  |
| <b>III Mission</b>                             |            |            |            |
| Deputy Executive Director                      | 767,189    | 381,170    | 1,148,359  |
| Vocation                                       | 422,579    | 1,555,496  | 1,978,076  |
| Theology Worship and Education                 | 2,458,269  | 4,879,013  | 7,337,282  |
| Evangelism and Church Growth                   | 1,744,956  | 4,659,211  | 6,404,167  |
| Compassion Peace and Justice                   | 2,448,061  | 12,924,066 | 15,372,127 |
| World Mission                                  | 9,335,157  | 18,829,016 | 28,164,173 |
| Racial Ethnic and Women's Ministries           | 2,712,904  | 3,129,909  | 5,842,813  |
| Total Mission                                  | 19,889,116 | 46,357,881 | 66,246,997 |
| <b>IV Shared Services</b>                      |            |            |            |
| Finance and Accounting                         | 0          | 113,851    | 113,851    |
| Information Technology                         | 0          | 217,643    | 217,643    |
| Presbyterian Distribution Services             | 0          | 1,047,666  | 1,047,666  |
| Mail, Print Services                           | 0          | 150,000    | 150,000    |
| Facilities                                     | 0          | 486,334    | 486,334    |
| Total Shared Services                          | 0          | 2,015,494  | 2,015,494  |
| <b>V Other</b>                                 |            |            |            |
| Insurance                                      | 0          | 1,732,927  | 1,732,927  |
| Board of Pensions                              | 103,025    | 2,043,796  | 2,146,821  |
| ECO Agency                                     | 65,378     | 1,996,679  | 2,062,057  |
| Mission Partnership                            | 513,910    | 21,873     | 535,783    |
| Total Other                                    | 682,313    | 5,795,275  | 6,477,588  |
| Total Expenditures                             | 21,376,429 | 56,819,602 | 78,196,031 |

## **B. Relating to Reserved or Committed Funds**

### **1. Unrestricted and Committed Funds**

#### **a. Background**

The report of the unrestricted funds is divided between uncommitted and committed funds. The following display indicates those funds as well as the activity of those funds and the status of the total reserves as of closing December 31, 2011. The 202<sup>nd</sup> General Assembly (1990) adopted the following policy:

#### "Presbyterian Mission Program Fund

1. A fund composed of all unrestricted and uncommitted receipts and assets intended for the support of the General Assembly mission program.
2. Sources to maintain this fund shall include all unified revenue available for the General Assembly Mission Program, including but not limited to:
  - a. unified income including receipts from congregations, presbyteries, or individuals;
  - b. unrestricted gifts, legacies, bequests
  - c. unrestricted investment income;
  - d. gift annuity excess reserves;
  - e. such nonrecurring income as the General Assembly Council shall direct by general or specific policy statement; and
  - f. under expenditure of the unified portion of the General Assembly Mission Budget.
3. The Uncommitted Funds portion of the Presbyterian Mission Program Fund at year end must be equal to at least 30% of the Unified portion and direct mission support of the General Assembly Mission Budget, which minimum provides for:
  - a. Cash flow needed for mission purposes;
  - b. Guarantee of the current unified budget."

#### **b. Recommendation**

**That the 220<sup>th</sup> General Assembly (2012) receive the report of the Presbyterian Church (U.S.A.), A Corporation regarding unrestricted and committed funds as of December 31, 2011.**

**PRESBYTERIAN CHURCH (U.S.A.)  
 PRESBYTERIAN MISSION PROGRAM FUND  
 FUNDS COMMITTED FOR SPECIAL PROJECTS  
 AS OF DECEMBER 31, 2011  
 PRELIMINARY - SUBJECT TO AUDIT**

| UNRESTRICTED  |                                |                        |                |             |
|---|--------------------------------|------------------------|----------------|-------------|
| UNCOMMITTED FUNDS   | COMMITTED FOR SPECIAL PROJECTS | PROGRAMMATIC LOAN FUND | COMBINED TOTAL |             |
| 1 Balance as of January 1, 2011                                       | 17,891,882                     | 4,305,807              | 1,714,342      | 23,912,031  |
| 2 Market value adjustment in investments                              | (19,284)                       |                        |                | (19,284)    |
| 3 Net increase (decrease) in loans/receivables                        | 885,741                        |                        | (885,741)      | -           |
| 4 New allocation  | (767,782)                      | 767,782                |                | -           |
| 5 Use of allocations  |                                | (401,487)              |                | (401,487)   |
| 6 Unused allocations restored   | 684,851                        | (684,851)              |                | -           |
| 7 Transfer from Plant Fund  |                                | 34,859                 |                | 34,859      |
| 8 Increase (Decrease) YTD   | 783,527                        | (283,697)              | (885,741)      | (385,911)   |
| 9 Subtotal  | 18,675,409                     | 4,022,110              | 828,601        | 23,526,119  |
| 10 Excess unrestricted revenues/(expenditures) from GA Mission Budget |                                | (1,002,223)            |                | (1,002,223) |
| 11 <b>Balance DECEMBER 31, 2011</b>                                   | 18,675,409                     | 3,019,887              | 828,601        | 22,523,896  |
| 12 Reserve requirement:   |                                |                        |                |             |
| Unrestricted receipts   | 21,438,346                     |                        |                |             |
| Directed mission support receipts                                     | 3,800,000                      |                        |                |             |
| Total   | 25,238,346                     |                        |                |             |
| 30% Reserve requirement   | 7,571,504                      |                        |                |             |



**PRESBYTERIAN CHURCH (U.S.A.)  
 PRESBYTERIAN MISSION PROGRAM FUND  
 FUNDS COMMITTED FOR SPECIAL PROJECTS  
 AS OF DECEMBER 31, 2011  
 PRELIMINARY - SUBJECT TO AUDIT**



| GRANTS   | Original Designation | Balance 1/1/11   | Designated     | Payments           | Restored         | 12/31/11         |
|--|----------------------|------------------|----------------|--------------------|------------------|------------------|
| 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) to support the Independent Abuse Review Panel |                      |                  |                |                    |                  |                  |
| a. 2010  | 786,800              | 56,708           | (56,708)       |                    |                  | 0                |
| b. 2011  | 198,574              | 187,776          | 10,798         | (78,587)           |                  | 119,987          |
| c. 2012  | 116,574              |                  | 116,574        |                    |                  | 116,574          |
| 2 Sales of Resources   |                      | 428,242          |                | (159,241)          | 1,597            | 270,598          |
| 3 Allocation of \$996,653 for the National Mission Partnership Funds (3/07)  | 996,653              | 176,723          |                | (74,500)           | (102,223)        | 0                |
| Interest Earned on National Mission Partnership Funds  | 7,568                | 45,422           |                | 359                | (45,781)         | 0                |
| 4 Allocation of \$574,585 (3/31/2011) for National Mission Partnership Funds (Osborn gift)   | 574,585              |                  | 574,585        |                    |                  | 574,585          |
| 5 Allocation of \$115,625 for World Mission from proceeds from sale of Ithaca, NY property (3/09)  | 115,625              | 36,305           |                | (29,553)           |                  | 6,752            |
| 6 Allocation of \$174,900 for World Mission from sale of Morningside Gardens Apartments (9/09)   | 174,900              | 174,900          |                | (59,965)           |                  | 114,935          |
| 7 Allocation (5/10) and (10/10) to balance the 2011 Mission Budget (03/11)   | 1,138,988            | 1,315,141        | 122,533        | (1,002,223)        | (435,451)        | 0                |
| 8 Allocation (5/10),(10/10) and (9/11) to balance the 2012 Mission Budget (03/11)  | 1,597,759            | 1,884,590        |                |                    | (102,993)        | 1,781,597        |
| 9 Transfer from Plant Fund to Black Pipe SD Property   | 34,859               |                  | 34,859         |                    |                  | 34,859           |
| <b>10 TOTAL</b>  |                      | <b>4,305,807</b> | <b>802,641</b> | <b>(1,403,710)</b> | <b>(684,851)</b> | <b>3,019,887</b> |

**PRESBYTERIAN CHURCH (U.S.A.)  
 SALES OF RESOURCES  
 AS OF DECEMBER 31, 2011  
 PRELIMINARY - SUBJECT TO AUDIT**

|  | Balance<br>1/1/11        | Additions              | (Payments)                 | Balance<br>12/31/11      |
|--|--------------------------|------------------------|----------------------------|--------------------------|
| Deputy Executive Director Communications and Development |                          |                        |                            |                          |
| Media Services   | 112,034.84               |                        | (112,034.84)               | -                        |
| Mission Education & Promotion                            | 182,756.64               |                        | -                          | 182,756.64               |
| Church Financial Campaign                                | 32,132.89                | -                      | (32,132.89)                | -                        |
| Funds Development  | 3,967.57                 |                        |                            | 3,967.57                 |
| Total  | <u>330,891.94</u>        | <u>0.00</u>            | <u>(144,167.73)</u>        | <u>186,724.21</u>        |
| Deputy Executive Director - Mission                      |                          |                        |                            |                          |
| Mission  | 80,073.86                | 1,574.20               | (15,073.15)                | 66,574.91                |
| Social Witness Policy                                    | 17,276.07                | 22.49                  |                            | 17,298.56                |
| Research Services  | 0.00                     |                        | -                          | -                        |
| Total  | <u>97,349.93</u>         | <u>1,596.69</u>        | <u>(15,073.15)</u>         | <u>83,873.47</u>         |
| <b>TOTAL</b>   | <u><u>428,241.87</u></u> | <u><u>1,596.69</u></u> | <u><u>(159,240.88)</u></u> | <u><u>270,597.68</u></u> |



**PRESBYTERIAN CHURCH (U.S.A.)  
 PROGRAMMATIC LOAN FUND  
 AS OF DECEMBER 31, 2011  
 PRELIMINARY - SUBJECT TO AUDIT**

| RECEIVABLE   | Balance<br>1/1/11 | Increase<br>(Decrease) | Balance<br>12/31/11 |
|--|-------------------|------------------------|---------------------|
| Receivable from Congregational Ministries Publishing | 1,714,342         | (885,741)              | 828,601             |
| <b>TOTAL PMPF</b>                                    | <b>1,714,342</b>  | <b>(885,741)</b>       | <b>828,601</b>      |
| <b>OTHER RECEIVABLES</b>                             |                   |                        |                     |
| Ghost Ranch Conference Center (Abiquiu & Santa Fe)   |                   |                        | 1,833,418           |
| Stony Point Center                                   |                   |                        | 1,589,642           |
| <b>TOTAL OTHER RECEIVABLES</b>                       |                   |                        | <b>3,423,060</b>    |



**PRESBYTERIAN CHURCH (U.S.A.)  
 SELF INSURANCE FUND  
 AS OF DECEMBER 31, 2011  
 PRELIMINARY - SUBJECT TO AUDIT**

|    |                                 |                  |                         |
|----|---------------------------------|------------------|-------------------------|
| 1  | <b>Balance as of 1/01/11</b>    |                  | 5,212,977               |
| 2  | <b>Revenues:</b>                |                  |                         |
| 3  | Income from investments         | 94,393           |                         |
| 4  | Unrealized gain (loss)          | <u>(149,838)</u> |                         |
| 5  | <b>Total revenues</b>           |                  | (55,445)                |
| 6  | <b>Expenditures:</b>            |                  |                         |
| 7  | Foundation investment fees      | (256)            |                         |
| 8  | Shared Services management fees | (10,000)         |                         |
| 9  | Risk Management recoveries      | (110,000)        |                         |
| 10 | Insurance claims paid           | <u>(111,493)</u> |                         |
| 11 | <b>Total expenditures</b>       |                  | <u>(231,749)</u>        |
| 12 | <b>Funds available 12/31/11</b> |                  | <u><u>4,925,783</u></u> |

**C. Relating to Support for General Assembly Mission**

**1. John C. Lord and Edmund P. Dwight Funds**

**a. Background**

Current practice is to recommend to each General Assembly the allocation of annual income from these two funds in light of wording in the donors' wills which requires this annual process.

Portion of the will of Edmund P. Dwight (May 23, 1903):

I will and bequeath to the General Assembly of the Presbyterian Church of America, to be used for the establishment of the Christian Religion, that the light of the gospel may be made to join more perfectly..."

Portion of the will of John C. Lord (January 2, 1873):

"...to the Trustees of the General Assembly of the Presbyterian Church in the U.S.A., for religious and charitable uses, to be called the John C. Lord Fund, the annual interest of which is to be disposed of and distributed by the said General Assembly at each annual meeting for the furtherance of the Gospel of our Blessed Saviour, at home or abroad, as the Assembly may deem best...."

The applicable provisions of the two wills facilitate the annual income realized from these funds to be used in the General Assembly's General Mission Budget.

Income from these funds in 2011 were \$27,597.60 and it is projected that the income from these funds in 2012 will be approximately \$24,857.42.

**b. Recommendation**

**That the 220th General Assembly (2012) allocate the annual income realized in 2011 and projected for 2012 from the John C. Lord and Edmund P. Dwight Funds in support of the budget for the general mission work of the General Assembly.**



**2. Special Offerings 2011**

**a. Background**

Special Offerings enable an important part of the General Assembly Mission Program. In 2010, income from these offerings totaled approximately 18% of total income for the mission program of the Church and 27% of the mission gifts from Congregations. In 2011 income from these offerings totaled approximately 23% of total income for the mission program of the Church and 33% of the mission gifts from Congregations.

**b. Recommendation**

**That the 220th General Assembly (2012) incorporate into its *Minutes* the following summary of receipts from Special Offerings for the years 2010 and 2011.**

Presbyterian Church (U.S.A.)  
 SPECIAL OFFERINGS  
 Years Ending December 31, 2009, 2010 & 2011

|                                    | 2009              | 2010              | %              | 2011              | %              |
|------------------------------------|-------------------|-------------------|----------------|-------------------|----------------|
| <b>One Great Hour of Sharing</b>   |                   |                   |                |                   |                |
| Presbyterian World Service         | 2,266,649         | 2,196,133         | -3.11%         | 2,232,688         | 1.66%          |
| Self Development of People         | 2,266,094         | 2,185,517         | -3.56%         | 2,213,776         | 1.29%          |
| Presbyterian Hunger Program        | 2,534,278         | 2,455,426         | -3.11%         | 2,479,562         | 0.98%          |
| Promotion                          | 439,779           | 435,528           | -0.97%         | 385,816           | -11.41%        |
| Administrative Fee                 | 395,096           | 382,668           | -3.15%         | 383,853           | 0.31%          |
| <b>Total</b>                       | <b>7,901,896</b>  | <b>7,655,272</b>  | <b>-3.12%</b>  | <b>7,695,695</b>  | <b>0.53%</b>   |
| <b>Christmas/Joy Offering</b>      |                   |                   |                |                   |                |
| Board of Pensions                  | 2,036,720         | 1,906,598         | -6.39%         | 1,834,980         | -3.76%         |
| Minority Education                 | 2,014,724         | 1,873,704         | -7.00%         | 1,805,110         | -3.66%         |
| Promotion Cost                     | 259,479           | 251,067           | -3.24%         | 278,032           | 10.74%         |
| Administrative Fee                 | 226,893           | 212,039           | -6.55%         | 206,218           | -2.75%         |
| <b>Total</b>                       | <b>4,537,816</b>  | <b>4,243,408</b>  | <b>-6.49%</b>  | <b>4,124,340</b>  | <b>-2.81%</b>  |
| <b>Peacemaking Offering</b>        |                   |                   |                |                   |                |
| Peacemaking                        | 756,235           | 784,412           | 3.73%          | 770,365           | -1.79%         |
| Promotion Cost                     | 211,948           | 162,036           | -23.55%        | 189,236           | 16.79%         |
| Administrative Fee                 | 49,673            | 49,548            | -0.25%         | 49,570            | 0.04%          |
| <b>Total</b>                       | <b>1,017,856</b>  | <b>995,996</b>    | <b>-2.15%</b>  | <b>1,009,171</b>  | <b>1.32%</b>   |
| <b>Witness Offering</b>            |                   |                   |                |                   |                |
| Global Mission Unit                | 13,025            | 5,499             | -57.78%        | 1,483             | -73.03%        |
| Education & Congregational Nurture | 5,210             | 2,200             | -57.77%        | 890               | -59.55%        |
| Evangelism & Church Development    | 7,815             | 3,299             | -57.79%        | 593               | -82.02%        |
| Promotion Cost                     | 0                 | 0                 | 0.00%          | 0                 | 0.00%          |
| Administrative Fee                 | 1,371             | 579               | 0.00%          | 156               | 100.00%        |
| <b>Total</b>                       | <b>27,421</b>     | <b>11,577</b>     | <b>-57.78%</b> | <b>3,122</b>      | <b>-73.03%</b> |
| <b>Pentecost Offering</b>          |                   |                   |                |                   |                |
| Receipts                           | 627,553           | 605,436           | -3.52%         | 561,915           | -7.19%         |
| Promotion Costs                    | 188,718           | 177,352           | -6.02%         | 158,455           | -10.66%        |
| Administrative Fee                 | 43,091            | 41,200            | -4.39%         | 37,914            | -7.98%         |
| <b>Total</b>                       | <b>859,362</b>    | <b>823,988</b>    | <b>-4.12%</b>  | <b>758,284</b>    | <b>-7.97%</b>  |
| <b>TOTALS</b>                      | <b>14,344,351</b> | <b>13,730,241</b> | <b>-4.28%</b>  | <b>13,590,612</b> | <b>-1.02%</b>  |
| <b>Designations</b>                |                   |                   |                |                   |                |
| Hunger                             | 497,369           | 546,610           | 9.90%          | 726,328           | 32.88%         |
| Emergency Relief                   | 1,483,940         | 13,072,024        | 780.90%        | 5,655,457         | -56.74%        |

Note: This report reflects actual receipts and all related adjustments and pass through donations.

**Report H.001  
GAMC EXECUTIVE COMMITTEE  
General Assembly Mission Council  
May 9-11, 2012**

**Report One**

The General Assembly Mission Council Executive Committee reports for information, its activities since the GAMC Executive Committee meeting of February 15, 2012. *(Please note – Appendices to Minutes are not attached. They are kept with the Office Record and are available upon request.)*

This report covers activities of the Executive Committee Conference Calls on March 29, 2012, April 18, 2012 and May 2, 2012.

**March 29, 2012**

The GAMC Executive Committee:

1. **VOTED to ratify** the following appointments to the Governance Task Force:
  - **Kears Pollock, chair**
  - **Steve Aeschbacher**
  - **Cynthia Bolbach**
  - **Teresa Bryce Bazemore**
  - **Marianne Rhebergen**
  - **Matthew Schramm**
2. **VOTED to approve** that New Hope Presbyterian Church, Los Ranchos Presbytery, Synod of Southern California and Hawaii be approved to receive an additional \$25,000 from the 2012 Sam and Helen R. Walton Award.
3. Reviewed the feedback on the February 2012 GAMC Meeting gathered by Research Services **(pages 5-10 of this appendix)**.
4. Received an update from Ms. Linda Valentine on the work that has been done since the GAMC's approval of the 2013-2016 GAMC Mission Work Plan in February.

**In closed session, the Executive Committee:**

Acting as both the Executive Committee of the GAMC and the Executive Committee of the Presbyterian Church (U.S.A.), A Corporation, **VOTED to approve** the selection criteria to be used to determine which positions will be impacted by the 2012 reduction in force **(pages 11-12 of this appendix)**.

**April 18, 2012**

The GAMC Executive Committee:

1. **VOTED to approve** the agendas for the May GAMC and GAMC Executive Committee meetings **(pages 13-16 of this appendix)**.

2. **VOTED to approve** the assignment of business to mission committees (**pages 17-21 of this appendix**).
3. Met in closed session to discuss personnel matters.

**May 2, 2012**

The Executive Committee:

1. **VOTED to approve** the revised list of business items assigned to Mission Committees (**pages 22-26 of this appendix**).
2. Request Barry Creech to draft a comment that clarifies misstatements in the Overtures related to the report of the Special Offerings Advisory Task Force (SOATF) and to provide members of the Executive Committee with resources (“myth busters”) that will equip them to accurately present the recommendations of the SOATF in their presbyteries.
3. **VOTED to approve** the celebration of Holy Communion at the GAMC worship on Thursday evening, May 10, 2012.
4. **VOTED to approve** the following process for election of chairs of new committees at the GAMC meeting on May 9:

**SUSPENSION OF THE MANUAL OF OPERATIONS**

- A. That the committee chair election procedures from the GAMC Manual of Operations (Section VI.C) be suspended for the May 2012 meeting in light of the move to a new GAMC committee structure. The existing procedures described in the GAMC Manual of Operations will be used for the 2013 - 2014 elections. The procedures for the May 2012 meeting shall be as follows:**

**Election Procedures for Chairs of the Mission Committees**

1. **The committees shall nominate and elect their chairs, and may elect a vice-chair, for the 2012-2013 meeting cycle, at the May 2012 meeting.**
2. **The chairs shall begin their service at the end of the General Assembly.**
3. **Committee chairs shall be elected for a one-year term, renewable for one additional term.**
4. **Members of the Class of 2012 will join a new committee for the election process. They are eligible to vote in the committee elections, but they will not be eligible to serve as chair or vice chair of any of the new committees. Members of the Classes of 2014 through 2016, who have served at least one year on the Council, will be eligible for election as chair or vice chair of the new committees.**
5. **Members of the Class of 2014 through 2016, who have not served at least one year on the Council, will be eligible to vote in the elections but are not eligible for election as chair or vice chair of the committee.**

**COMMITTEE ELECTION PROCESS**

- B. That the following persons are elected as temporary presiding officers for the chair election committee meetings:**

**Finance - Arthur Canada (with vote)  
Justice - Michael Kruse (without vote)  
Leadership - Carolyn McLarnan (without vote)  
Worshipping Communities - Matthew Schramm (with vote)**

**And, that the following members of the Class of 2012 are included as voting members in the elections held in these committees:**

**Finance - LaVert Jones, Alan Ford, Jean Demmler, Jack Shelver and Kathy Trott  
Justice - Teresa Bryce Bazemore, Aleida Jernigan, and Bruce Reyes Chow  
Leadership - Marta Rodriguez and Reg Parsons  
Worshipping Communities - Sue Ezell and Ethan Powell**

- C. That the following procedure may be used for the committee chair election process, if the committee desires:**

**ICEBREAKER:**

**The invited temporary presiding officers can begin each meeting with prayer. The committees can spend some time getting to know one another by discussing the questions below.**

**What inspired you to select this particular committee?**

**What gifts, skills or experiences do you think you will bring to this particular committee and its work?**

**What would you like to see take place in this particular committee and in the Council as a whole in the next two years?**

**What would be your prayer for this particular committee as it begins its work?**

**VOTING:**

**After the icebreaker session, the temporary presiding officer can invite each individual interested in serving as chair and vice chair to answer the first question and complete the sentences below.**

**What experience have you had serving as a chair or vice chair of a church or presbytery?**

**Fill in the blank "When I am doing a good job as a committee chair, I am \_\_\_\_\_."**

**"The thing I value most in a committee is \_\_\_\_\_."**

**The presiding officer in each committee will ask members to vote for one person to serve as chair from those who expressed interest in holding this office. The presiding officer can ask if there are nominations from the floor.**

**A separate election will be held for the vice chair position of each committee. The presiding officer in each committee will ask members to vote for one person to serve as vice chair from those who expressed interest in holding that office. The presiding officer can ask if there are nominations from the floor.**

**Votes can be cast in writing if there is more than one person who has expressed interest in serving as chair and vice chair.**

**The temporary presiding officers count the votes for chair and vice chair in each committee and inform the Nominating Committee (GAMC's existing committee elected at the GAMC meeting in February).**

5. Met in closed session to discuss personnel matters.

**Feedback on the February 2012 GAMC Meeting  
 Louisville, Kentucky  
 Appendix B: Responses to Open-Ended Questions**

**GAMC ELECTED:**

**Q-2. In general, do you think the topics covered during this meeting were important issues to be considered by the GAMC?**

**Q-2a. [If “no, not important” or “slightly important”] What topics in particular do you think were relatively unimportant?**

We don't need to have a generative discussion from all five program committees if they don't have anything pressing to necessitate a generative discussion. I would much prefer to have one long generative discussion about one of the really important issues facing the denomination that we don't take the time to talk about.

**Q-3. Please list here any topics that you believe should have been considered by the GAMC:**

Addressing the crisis in the church more directly--how do we actually grow healthy churches?

Affirming and fostering theological diversity. Too many progressives no voice for others with more conservative points of view. Topics were important but no time given to generative thinking once again just talking heads and scripted presentations

Antiracism training mandate for presbyteries, ECO and implications, college ministries.

Fellowship and potential impact

Generally, the outcomes seem predetermined. Substantive debate is minimal and seemingly discouraged. Seems to be an emphasis on tight control.

Impact of Fellowship/ECO/Non-Geographic Presbyteries

more time should have been spent on the pending mid council report and its potential implications.

Much was made about the statistics, i.e. that most of churches have fewer than 100 members, most of our members are in the larger churches, but there was little said about our strategy for the most of our churches. While we cheered on the 1001 new communities, we did little to cheer on "most of our churches." What can we say/do for them?

No others that I can think of

None I can suggest.

The church's reaction/outreach/dialogue with the #occupy movement(s).

There is a lot of anxiety in the denomination right now about the change in ordination standards, the fact that many churches are talking about leaving the denomination, and the formation of a new denomination. These issues could have a substantial impact on the mission of the denomination. I don't believe the GAMC is providing any leadership in terms of helping frame these issues for people, helping people deal with them, and understanding how to lead adaptive change through them. I think people are surprised that we are not talking about the major issues facing our denomination.

Update from the Middle Governing Body Task Team. Some time on Order of Presbyterians. key issues coming to the GA.

We made major changes without a consensus being "on board" (amendments which are exactly divided are a clue that consensus does not exist.)

We should have discussed impacts of creation of new Presbyterian denomination.

**Q-5. Please use this space for any comments about the plenary sessions:**

I thought this turned out to be very helpful. As always you really can't have a "generative" discussion in 20 minutes with 50 people, but at least you can have some discussion out of the context of an up/down vote.

Information on the change of structure for the council was typical of too many topics for the GAMC. Members are asked to contribute little or nothing to the discussion and thus feel they are making no contribution to the GAMC.

It discourages me to spend time arguing over semantics (like what to name a committee and whether or not the language 'worshiping communities' demeans traditional congregations and their values.) There is so much work to be done... why get derailed by such things.

|  |
|--|
| It still feels like we are getting a lot of "presentations" during our meeting time and not enough time for conversation   |
| Most committees did not bring questions as instructed but had presentations designed not to accommodate generative thinking.   |
| Not all committees really worked on this in committee time. The results of this were evident.  |
| On controversial issues, perhaps it would save time to vote by written ballot. We had too many re-votes.   |
| Plenary sessions are very important for those of us less well connected. We get to participate in the conversations.   |
| Seems really long.   |
| The one large semi-circle is too big and keeps us too far apart from one another to encourage good conversation. When you sit in the semi-circle, you only talk to the one or two people next to you. We need to be closer together. I would suggest that we sit at round tables. I think this would create a warmer atmosphere and make conversations easier.                       |
| There was obvious and disappointing "politicking" happening. It seems as though we would benefit from a more centrist council, rather than one with liberal and conservative agendas bogging down proceedings with thinly veiled "questions." Particularly, the introduction of new business (process and content) was presumptuous at best, ill-informed and manipulative at worst. |
| Too much time in promoting things  |
| Too much time was spent on the MRTI issues.  |

**Q-9. Committees met together for a working lunch on Thursday. What did you think of this idea?  
 Q-9a. Please use this space for any comments about the working lunch:**

|  |
|--|
| Discipleship committee did not meet together for lunch   |
| I do not remember meeting with my committee for lunch.   |
| It allowed everyone on the agenda to be heard.   |
| Meal times are one of the few times we have for discussion with members outside of our own committees. We work in "silos" too much as it is. We need more time for discussion and generative thinking one on one and together beyond our committee meetings. |
| Our committee finished its business before lunch so we did not have a working lunch.   |
| The lunch was good and it was an effective use of our time.  |
| This is not about the working lunch, but the previous panel "ease of understanding the issues" ... well some are easy, others are not, in fact, they can be quite difficult. Recommend dropping this item.   |
| We did not meet together during lunch on Thursday.   |
| We were done with our work but had a good time of fellowship   |

**Q-11. Please use this space for comments about the worship and devotions:**

|  |
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| A good worship time with the foundation but not enough time for worship and discernment through prayer. Poor devotion emphasis in the actual GAMC meetings.  |
| Felt perfunctory.  |
| I think we need a lot more worship. I would love to have taken a break in the mid day for worship. I think we might have accomplished more if we had. It would have reminded us that the 'business' of the church is to keep God first.              |
| I would like to see more time devoted to this. Charles Wiley did a good job. This would be a good time to hear from the staff and help us get to know the staff better to have them lead us in worship and hear where God is at work in their lives. |
| It seemed less significant than in the past. I would really like a prayer room available throughout the meeting and possibly daily prayer services to help people really try to encounter God in these meetings.                                     |
| Joint worship was enjoyable  |
| They tend to be a bit dry; there needs to be more inspiration.   |
| Worship seemed less important this time: shorter and less frequent. After divisive votes, the GAMC chair pulled members together by his remarks and "God is good all the time" recitation.   |
| You can't beat having Roger Gench preach at the last meeting.  |



**Q-13. The General Assembly Mission Council strives to balance its fiduciary, strategic, and generative responsibilities during each meeting. Fiduciary responsibilities address stewardship of the organization’s assets. Strategic responsibilities focus on ensuring the organization’s capabilities are aligned with external needs to maximize impact. Generative responsibilities involve discerning opportunities and challenges for the organization. How well did we do in achieving a balance of these three during the February meeting Q-13a. [If “not well at all” or “slightly well,] How was the meeting out of balance?**

|  |
|--|
| Not enough time for spiritual discernment and generative thinking. In the overall schedule structure too much time is devoted to Executive Committee functions. There is always of feeling of being 'rushed to judgment' in a tightly scripted program. In a time of change we need to here all voices from across our church nation-wide so that all important issues can be brought to GAMC and discussed with time for true active listening and time for spiritual discernment. Most of us from the west have to come in the night before the GAMC plenary session.. This time could be used for formal or informal discussion, generative thinking and spiritual discernment. Too many important issues are being dealt with by the executive committee alone. In a time of change there was no report to GAMC as a whole about the impact of the post A-10 implementation in terms of positives, unintended consequences or issues of concern. We cannot make informed decisions about our work plan without being given information about the impact of the constitutional changes on our denomination. When specific information about the cancelation of the planned trip to Korea was requested no information was provided despite repeated requests. |
| Not enough time spent on mission plan and committee structure.   |
| Q13 is almost meaningless for a church to consider. While I am in general in favor of stewardship and using resources effectively, the work of the church as outlined by Jesus would seem to be the logical focus for the GAMC. How to formulate and actuate bringing the work into the world, living out and being faithful to the Great Commission and being faithful would seem to be a better structure for evaluating the work of the committee.  |
| The jargon of the question made it impossible for me to answer.  |
| Too much time promoting ...not enough time in dialogue on our current crisis   |

**Q-15. In general, was adequate discussion time allowed so that there was a good understanding of issues before action was taken by the Council?**

**Q-15a. [If “no, not at all” or “no, mostly not,] Please indicate when there was insufficient discussion time:**

|   |
|---|
| already indicated in previous   |
| Mission Work Plan and structuring of the council. Members did not have input previously and therefore wanted/needed to discuss during plenary time.   |
| Not enough time explaining reasons for committee restructuring. Perhaps more should have been explained at the fall meeting. Perhaps my strong preference for small committees influences my views. |
| Not so much insufficient time as insufficient questioning by the body.  |
| On Thursday afternoon, Brian Ellison took too much time to talk about the MRTI recommendations. Then, we only had time for two comments/questions. We really needed more time on this issue.        |
| See above   |

**Q-17. For you, what was the best part of this GAMC meeting? Please write your answer below.**

|  |
|--|
| approving the new work plan (but the time Friday am arguing about the mission statement was very frustrating to me)  |
| Committee dinner.  |
| committee meeting  |
| Committee meeting on Thursday morning. Felt productive.  |
| Effectiveness of leadership - both staff and elected leaders   |
| Having a full agenda!  |
| Hearing the opinions and concerns raised about the strategy group presentation. Folks have energy and passion and it is interesting to see how it is focused in a meeting. |
| Hearing the strong emphasis on justice and the plan to start 1001 new worshipping communities. Kudos in a time when people are fretting instead of working.                |

|   |
|---|
| I appreciated visiting with the Foundation people at dinner. I also liked the Vocation meeting Thursday morning-in depth discussions and intimate atmosphere. |
| MRTI Report; listening to more debate than I've heard at some meetings before votes were final.   |
| Networking; matching names with faces.  |
| Our committee time.   |
| personal interaction between people   |
| The announcement recommending an initiative to establish 1,001 new worshiping communities in 10 years.  |
| The debates and discussion on Friday, 2/17/12 morning. I like to see more of that in every GAMC meeting.  |
| The discussion of council structure--since most folks had not had a chance to have input.   |
| The time outside of 'business' to talk to people, network, and build relationships.   |
| The times when we combined meals, fellowship and work.  |
| We had many important topics to deal with in a relatively short period of time. I feel the meeting was well planned allowing sufficient time for all issues.  |

**Q-19. What was your role at this meeting? (Please check *all* that apply.)**  
**Other (please specify):**

|   |
|---|
| ELCA representative                         |
| guest                                       |
| liaison                                     |
| Made report of special offerings task force |
| Observer                                    |
| Observer                                    |
| Organization in covenant with GAMC          |
| Resource person                             |
| SOATF representative                        |

**Q-20. Please use the space below to make any other comments about this GAMC meeting.**

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| As usual it was well organized and staff did a very good job of responding to questions, concerns, etc. Leadership was outstanding.  |
| Do the meeting planners understand the meaning of generative thinking or are we just giving it lip service?  |
| I tend to be critical of meetings, especially church meetings but I found this one to be exceptional in content and engagement.  |
| I think we are missing a really big opportunity to discuss the key anxieties facing our denomination. We really should have had some time to discuss what is happening with churches the Fellowship/ECO meeting in Orlando a few weeks earlier and the Mid Council Commission recommendations. GAMC members need to be aware of these developments, have a chance to talk about what is going on their local areas, and brainstorm about how we can help lead the church through these very difficult times. |
| I want to go deeper on key issues and make a difference.   |
| I was impressed by organization, efficiency, effectiveness and thoughtfulness of meetings I attended. Thorough preparation by planners and presenters, room arrangements, dockets, etc. Thank you for making sure valuable time is well invested in the work of Christ in and through the church.  |
| I was sorry the GA Moderator was unable to attend, and even sorrier that the reason was due to her health. I wasn't sure how to mark that part of this survey, so marked it as did not attend, but the reality was she wasn't able to be there. I also really appreciated the opportunity to listen in on the Mid-Governing Council report.  |
| It is continually disappointing that people skip events. Particularly, people deciding not to attend the joint meeting with the foundation is very disrespectful, and that was reflected in attitudes and dialogue the next day. I thought that, at times, too much time was given to discussion and voices who seemed "angry." Raising an objection or "question" (and I use that word loosely) does not entitle someone to have a back-and-forth with the chair or presenter. Almost unbelievable!         |

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| It was a productive and meaningful meeting. Just like a small scale of GA, debates, discussion and compromise. Too bad, that it cut short of Closing worship on Friday, 2/17/12. Closing worship should provide members time of reflection and thanksgiving, not in a hurry; one foot in one foot out of the door.   |
| Learning that the Nominating Committee's slate was not presented as the Nominating Committee compiled it colored my reaction to the meeting. Boundaries were crossed.  |
| Thanks for the opportunity.  |
| Tighter moderating skill especially with the V-M would be beneficial to the body; parliamentarian should sit next to the person moderating; more scripting and anticipating how the business/voting will advance would be helpful.   |
| We got through the business in an orderly way but the debate on Friday was disappointing. Constructive criticism and refinement is essential but too much of this meeting was people just being contrary. Too many negative voices and not enough people speaking up to champion the good work that had been done by various committees and staff. Several instances of people ambushing the body with issues without prior consultation with those people who might have answered questions and help resolve deficiencies. Still, on the whole, we got done what we needed to get done in an orderly way. |
| We must find a way to engage the current crisis in PC(USA) and other mainline denominations...it cannot be solved through management stratagems, fancy programs, marketing, branding, etc...need more conversations with a sense that they might actually effect something   |

**GAMC STAFF:**

**Q-2. In general, do you think the topics covered during this meeting were important issues to be considered by the GAMC?**

**Q-2a. [If “no, not important” or “slightly important,”] What topics in particular do you think were relatively unimportant?**

|   |
|---|
| Much of the committee business was low priority. Plenary time spent on lesser items while significant changes went quickly. Important items in Executive Committee. |
| names of committees and structure of GAMC   |

**Q-3. Please list here any topics that you believe should have been considered by the GAMC:**

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|--|
| Fellowship   |
| More on departing church struggle impacts?   |
| The topics discussed were important. The fact that votes were often tied is a concern and would have been a topic to address through some sort of consensus building exercise. |

**Q-5. Please use this space for any comments about the plenary sessions:**

|   |
|---|
| Committees did their briefings, but didn't engage the whole GAMC in discussion.   |
| having contrasting viewpoints presenting might open up the choices before the GAMC  |
| I did not attend any plenary session, only committee meeting on Thursday morning.   |
| It was not really generative, but a series of presentations. Long. Not as engaging as it could be.  |
| Not as engaging as it was in Feb 2012. GAMC members didn't engage in conversation and discussion. Are they not interested? Do they feel intimidated? Do they allow critical voices to dominate conversation |

**Q-9. Committees met together for a working lunch on Thursday. What did you think of this idea?**

**Q-9a. Please use this space for any comments about the working lunch:**

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|--|
| I think taking a break for lunch is necessary to break away for a big and give your mind a chance to relax. Meeting for lunch in committee made the meeting seem long, especially when it wasn't necessary for the lunch discussion to be documented in the minutes. |
| Logistically and organizationally, it was unfortunate that not all of the committees met during lunch.   |

Our business was finished before the lunch break so did not need a working lunch. Besides I think it is better that committees can mix and mingle during lunch. If one committee is too bogged down in business that is the issue that needs addressing.

Worship at the joint Foundation dinner was wonderful. Matt Schramm's sermon was compelling and topical.

**Q-11. Please use this space for comments about the worship and devotions:**

The devotions and Matt's homily on Thursday evening were all engaging.

**Q-13. The General Assembly Mission Council strives to balance its fiduciary, strategic, and generative responsibilities during each meeting. Fiduciary responsibilities address stewardship of the organization's assets. Strategic responsibilities focus on ensuring the organization's capabilities are aligned with external needs to maximize impact. Generative responsibilities involve discerning opportunities and challenges for the organization. How well did we do in achieving a balance of these three during the February meeting Q-13a. [If "not well at all" or "slightly well,"] How was the meeting out of balance?**

Some important generative discussion arose out of issues being discussed, but due to time limitations were quickly cut off.

When the committees reported back in plenary, I understood that they were to have presented an issue from the committee's discussions/deliberations to stimulate comment/generative thinking among the whole body. Some chose to disregard that instruction and instead have a staff person give a report.

**Q-15. In general, was adequate discussion time allowed so that there was a good understanding of issues before action was taken by the Council?**

**Q-15a. [If "no, not at all" or "no, mostly not,"] Please indicate when there was insufficient discussion time:**

In general the atmosphere was one of pushing the agenda to stay close enough to the timing. There was good discussion and consensus building that could have happened, but didn't because we were staying on schedule

This is a systemic problem. the meetings are too short for real digestion of all the info, especially since most of group meets infrequently

**Q-17. For you, what was the best part of this GAMC meeting? Please write your answer below.**

Council members participated in webinars ahead of time, and so came prepared on MRTI, Special Offerings and the Mission Work Plan. Comments had been taken into account and concerns addressed on some topics, which may be why there was not as much conversation in plenary. Joint meeting of the Foundation was meaningful - great collegiality, fellowship and worship - a real sense of common purpose in serving the PCUSA.

Discussion around vision statement and around the reorganization of the GAMC. We actually had substantive discussion.

Individual interactions/meetings with GAMC elected members designed to get to know them on a deeper level and have their perspectives and experiences inform my ongoing work as a member of the GAMC staff.

sermon by new chair Matt

Skype session with mission co-workers.

**Q-19. What was your role at this meeting? (Please check *all* that apply.)**

**Other (please specify):** \_\_\_\_\_

staff for a committee

**Q-20. Please use the space below to make any other comments about this GAMC meeting.**

Cost of the joint dinner with Foundation was outrageous!

This was an incredibly busy meeting. Historically, Council members have appreciated their role reviewing the business and voting on major issues before the church, and I hope that is the case for this meeting as well.

**CONFIDENTIAL CLOSED SESSION DOCUMENT**

**GENERAL ASSEMBLY MISSION COUNCIL  
REDUCTION IN FORCE PROCESS AND SELECTION CRITERIA  
March, 2012**

**Rationale:** Section 218 of the Employee Handbook states that a reduction in force (RIF), reorganization and/or position eliminations may occur due to "...change in objectives, reorganization, or a change in financial outlook or conditions..." of the organization. Program or common service areas or activities may be eliminated, outsourced, reduced, shifted or reorganized. Before regular full-time and part-time positions are affected, temporary and vacant positions should be selected for position elimination where possible. As set forth in the Employee Handbook at Section 103, separations "...will be administered without discrimination based upon race, color, national origin, gender, age, marital status, sexual orientation, creed, protected disability status, citizenship status, genetic information, uniformed service (e.g., U.S. Armed Forces or National Guard) or status as a Vietnam Era or special disabled veteran in accordance with applicable federal, state and local laws, or veteran status, or religious affiliation (except where a category is a bona fide occupational qualification), or any other characteristic protected by law.".

As outlined in Section 218 of the Employee Handbook, objective selection criteria have been developed in consultation with the Executive Committee of the General Assembly Mission Council to be used to determine which positions will be impacted by the RIF. Recommendations for position elimination, outsourcing, reducing positions, shifting positions, and reorganizations will be made by segments of the Office of the Executive Director, Deputy Executive Directors and by the respective ministry (including common service) areas. Decisions on staffing will be made in consultation with the Director of Human Resources and the Legal Services Office. A written rationale for the elimination, reduction or shifting of each position must be prepared. If work is shifted to an existing position, the job description will be promptly updated to reflect any changes in job duties and responsibilities and the grade level of the position reevaluated. The General Assembly Mission Council Executive Committee will receive the recommendations for action.

The following outlines the position elimination selection process and criteria.

**A. Programs, Services, and Activities Eliminated, Outsourced, Reduced, Shifted and/or Reorganized.**

1. Identify programs, services or activities to be eliminated, outsourced, reduced, shifted or reorganized.
2. Identify the positions that staff these identified programs, services, and activities.

**CONFIDENTIAL CLOSED SESSION DOCUMENT**

- 1 a. Eliminate these positions.
- 2 b. Generally, if 50% or more of a position's functions are
- 3 eliminated, outsourced, shifted or reduced, the position
- 4 should be eliminated.
- 5
- 6 **B. Unnecessarily Duplicative or Redundant Work.**
- 7 1. Identify programs, services, and activities not being eliminated,
- 8 outsourced, reduced, shifted or reorganized, and review for work
- 9 that is unnecessarily duplicative or redundant.
- 10 2. Identify positions performing unnecessarily duplicative or
- 11 redundant work.
- 12 a. In general, if identified positions performing unnecessarily
- 13 duplicative or redundant work are in different job grades,
- 14 the position in the lower job grade should be eliminated.
- 15 Exceptions may be made if there is a documented
- 16 performance issue with the employee in the higher job
- 17 grade or qualification or skill concerns.
- 18 b. If identified positions performing unnecessarily duplicative
- 19 or redundant work are in the same job grade, the selection
- 20 decision must be made based on the following:
- 21 1) job performance as documented by the most
- 22 recent performance evaluation; then
- 23 2) individual experience, qualifications for the job and
- 24 need for specific skills; then
- 25 3) the above two items being equal, then selection is
- 26 made based on length of service in the job grade.
- 27 c. Generally, if 50% or more of a position's functions are
- 28 unnecessarily duplicative or redundant, the position
- 29 should be eliminated.
- 30
- 31
- 32
- 33

Draft – April 17, 2012

GENERAL ASSEMBLY MISSION COUNCIL

THE BROWN HOTEL

335 W. BROADWAY

LOUISVILLE, KY 40202

502.583.1234

May 9 – 11, 2012

AGENDA

GAMC OFFICE - J. Graham Brown Room

**Tuesday, May 8, 2012**

2:00 p.m.                      Audit –

**Wednesday, May 9, 2012**

9:00 a.m. – 2:30 p.m.      Executive Committee

3:00 p.m. – 3:30 p.m.      GAMC Plenary – *Crystal Ballroom*

- Welcome and Call to Order                      *Michael Kruse*
- Opening Devotional
- GAMC Covenant                                      *Michael Kruse*
- Adoption of Agenda
- Roll Call
- Approval of February 2012 GAMC Minutes

3:30 p.m. – 3:40 p.m.      GAMC Chair’s Report                              *Michael Kruse*

3:40 p.m. – 3:50 p.m.      GAMC Nominating Committee Report              *Sue Ezell*

3:50 p.m. – 4:00 p.m.      Committee Leadership Election Process              *Michael Kruse*

4:00 – 4:15 p.m.              BREAK

4:15 p.m. – 5:00 p.m.      Cost Recovery                                      *Roger Dermody, Dave  
Crittenden and Denise Hampton*

5:00 p.m. – 6:00 p.m.      Mission Work Plan and Budget                      *Linda Valentine and Staff  
Leaders*

6:00 p.m.                      Recess with Closing Prayer

6:30 p.m.                      Dinner in Committees

**Thursday, May 10, 2012**

7:00 a.m. – 8:30 a.m.      Group Breakfast – *Bluegrass Room*

8:30 a.m. – 12:00 p.m.      GAMC Mission Committee Meetings:

- Discipleship –
- Evangelism –
- Justice –
- Vocation –
- Stewardship –

|                        |  |                                      |
|------------------------|--|--------------------------------------|
| 12:00 p.m. – 2:00 p.m. | Lunch in New Committees – Group Building and Leadership Election <ul style="list-style-type: none"> <li>• Justice –</li> <li>• Leadership –</li> <li>• Finance –</li> <li>• Worshiping Communities –</li> <li>• Class of 2012 –</li> </ul> |                                      |
| 2:30 p.m. – 2:45 p.m.  | GAMC Meeting Reconvenes – <i>Crystal Ballroom</i> <ul style="list-style-type: none"> <li>• Opening Prayer and Devotion</li> </ul>  |                                      |
| 2:45 p.m. – 2:50 p.m.  | Church Financial Campaign Service (CFCS) Recognition   | <i>Karen Schmidt</i>                 |
| 2:50 p.m. – 3:00 p.m.  | Greetings – Presbyterian Church (U.S.A.) Foundation  | <i>Tom Taylor, President and CEO</i> |
| 3:00 p.m. – 3:30 p.m.  | Mission Work Plan and Budget   | <i>Linda Valentine</i>               |
| 3:30 p.m. – 4:00 p.m.  | BREAK  |                                      |
| 4:00 p.m. – 4:45 p.m.  | CLOSED SESSION <ul style="list-style-type: none"> <li>• Mission Work Plan and Budget Details</li> </ul>  |                                      |
| 4:45 p.m. – 5:30 p.m.  | Closing Worship  |                                      |
| 6:30 p.m.              | GAMC Farewell Dinner –   | <i>GAMC Nominating Committee</i>     |

**Friday, May 11, 2012**

**COMMITTEE REPORTS AVAILABLE OUTSIDE OF PLENARY HALL**

|                        |   |   |
|------------------------|---|---|
| 7:30 a.m. – 8:30 a.m.  | Group Breakfast – <i>Bluegrass Room</i>   |   |
| 8:30 a.m. – 8:45 a.m.  | GAMC Plenary – <i>Crystal Ballroom</i><br>Opening Devotional  |   |
| 8:45 a.m. – 9:00 a.m.  | Reflections of the Chair  | <i>Michael Kruse</i>  |
| 9:00 a.m. – 11:45 a.m. | Committee Reports <ul style="list-style-type: none"> <li>• Evangelism – A.001</li> <li>• Justice – B.001</li> <li>• Discipleship – C.001</li> <li>• Vocation – D.001</li> <li>• Stewardship – E.001</li> <li>• Corporate – F.001</li> <li>• Executive Committee – H.002</li> <li>• Audit – I.001</li> <li>• Nominating Committee - J.002</li> </ul> | <i>Matt Schramm</i><br><i>Roger Gench</i><br><i>Steve Aeschbacher</i><br><i>Clark Cowden</i><br><i>Alan Ford</i><br><i>Michael Kruse</i><br><i>Michael Kruse</i><br><i>Reginald Parsons</i><br><i>Sue Ezell</i> |
|                        | Closed Session  |   |
| 11:45 a.m.             | Installation Service  |   |

**BOX LUNCHESES – South Foyer**



Draft – April 17, 2012

**ITEM H.100**  
**GAMC Executive Committee**  
**May 9, 2012**  
**The Brown Hotel, 335 W. Broadway**  
**Louisville, KY 40202**  
**502-583-1234**

**Room –**  
**AGENDA**

Wednesday, May 9, 2012

7:30 a.m. Executive Committee Breakfast –

8:30 a.m. **Call to Order and Convene with Prayer**

*Michael Kruse*

***Recitation of GAMC Executive Committee Covenant***

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

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

8:40 a.m. ACTION ITEMS:

➤ Adoption of Agenda – **H.100**

*Michael Kruse*

➤ Approval of Minutes – **H.101**

*Michael Kruse*

- a. February 15, 2012
- b. March 29, 2012
- c. April 18, 2012
- d. May 2, 2012

➤ GA Attendance Rationale – **H.102**

➤ Chair Appointments – **H. 103**

➤ Celebration of Holy Communion – **H. 104**

1. Six Agency Leadership Initiative Consultation

2. Racial Ethnic Seminarians Conference
3. 2012 Presbyterian Women's Gathering
4. Presbytery Leader Formation

➤ September 2012 GAMC Meeting Dates – **H.105**

**9:00 a.m.**

Comments on Reports to the General Assembly

*Linda Valentine &  
Barry Creech*

- A Review of Efforts Regarding Cultural Proficiency and Creating a Climate for Change in the Presbyterian Church (U.S.A.) – ACREC – **H.106**
- Human Rights Update – ACSWP (Rec. #2) – **H.107**
- Celebrating the Decade of Hearing and Singing New Songs To God – ACWC (Rec. #3) – **H.108**

**9:15 a.m.**

Mission Work Plan and Budget

*Linda Valentine*

**9:45 a.m.**

Mission Work Plan and Budget - Closed session

**10:15 a.m.**

Break

**10:30 a.m.**

General Assembly Highlights

*Linda Valentine*

- Overview of Business
- Role of GAMC Executive Committee at GA
- GAMC exhibit, communications and presentations

**11:15 a.m.**

Review of Committee Business:

- Discipleship
- Evangelism
- Justice
- Stewardship
- Vocation

*Steve Aeschbacher  
Matthew Schramm  
Roger Gench  
Alan Ford  
Clark Cowden*

**12:15 p.m.**

Lunch

**1:15 p.m.**

Governance Discussion

**2:15**

Chair's Report

*Michael Kruse*

**2:30 p.m.**

Closing Prayer and Adjournment

**GAMC Executive Committee**

**Assignments for General Assembly Mission Council Meeting – May 9-11, 2012**

| ITEM # | BUSINESS ITEM  | COMMITTEE    | FROM MINISTRY                           |
|--------|--|--------------|---|
| C.100  | Discipleship Mission Committee Agenda  | Discipleship |   |
| C.101  | Discipleship Mission Committee Minutes – Feb. 2012   | Discipleship |   |
| C.102  | Ovt 09, 010, 016, 020, 028, 040, 048, 055, 056, 065, 066, 071, 072 – On Amending and /or Issuing Authoritative Interpretation of W-49000             | Discipleship | Theology, Worship & Education           |
| C.103  | Ovt 013 – On Directing the Board of Pension to Provide a Medical Benefits Plan which will not Pay for Abortions Except to Save the Life of the Woman | Discipleship | Racial Ethnic and Women’s Ministries/PW |
| C.104  | Ovt 027 – On Recognizing Bloomfield College as a Racial Ethnic College.  | Discipleship | Racial Ethnic and Women’s Ministries/PW |
| C.105  | Ovt 39 – On Amending the Book of Confessions to Include the Confession of Belhar” to the 220 <sup>th</sup> GA (2012)                                 | Discipleship | Theology, Worship & Education           |
| C.106  | Ovt 063 – On Instituting a Special Offering Designated to Native American Ministry for a Period of Three Years.                                      | Discipleship | Racial Ethnic and Women’s Ministries/PW |
| A.100  | Evangelism Mission Committee Agenda  | Evangelism   |   |
| A.101  | Evangelism Mission Committee Minutes – Feb. 2012   | Evangelism   |   |
| A.102  | Ovt 085 – On Celebrating the 45 <sup>th</sup> Anniversary of the Presbyterian Reformed Church in Cuba.   | Evangelism   | World Mission                           |
| A.103  | Ovt 022 – On Instructing the GA to Take Action to Implement the PC(USA)’s Policy on Inclusion of People with Disabilities                            | Evangelism*  | Compassion, Peace & Justice             |

**GAMC Executive Committee**

**Assignments for General Assembly Mission Council Meeting – May 9-11, 2012**

| ITEM # | BUSINESS ITEM   | COMMITTEE   | FROM MINISTRY               |
|--------|---|-------------|-----------------------------|
| A.104  | Ovt 023 – On Undertaking a Parenting Initiative Called the “Institute for Effective Parental Leadership.  | Evangelism* | Compassion, Peace & Justice |
| A.105  | Ovt 049 – On Supporting a Peaceful, Diplomatic Solution to the US – Iran Issues.  | Evangelism* | World Mission               |
| A.106  | Ovt 91 - On Support for the People of the Democratic Republic of the Congo (DRC)  | Evangelism* | Compassion, Peace & Justice |
| B.100  | Justice Mission Committee Agenda  | Justice     | Compassion, Peace & Justice |
| B.101  | Justice Mission Committee Minutes – Feb. 2012   | Justice     | Compassion, Peace & Justice |
| B.102  | PDA Grants to Presbyteries Impacted by Disaster   | Justice     | Compassion, Peace & Justice |
| B.103  | Ovt 07 – On Instructing MRTI to Study and Report Corporate Practices of Health Insurance Companies and Possible Divestment of Same to the 220 <sup>th</sup> GA (2012) | Justice     | Compassion, Peace & Justice |
| B.104  | Ovt 021 – On Recognizing that Israel’s Law and Practices Constitute Apartheid Against Palestinian People  | Justice     | Compassion, Peace & Justice |
| B.105  | Ovt 051 – On Supporting the United Nations  | Justice     | Compassion, Peace & Justice |
| B.106  | Ovt 054 – On Calling for an End to Poverty Zone Development and for the Advocacy of Fair Development.   | Justice     | Compassion, Peace & Justice |
| B.107  | Ovt 058 – On Ethical Investment and Divestment  | Justice     | Compassion, Peace & Justice |

**GAMC Executive Committee**  
**Assignments for General Assembly Mission Council Meeting – May 9-11, 2012**

| ITEM # | BUSINESS ITEM   | COMMITTEE   | FROM MINISTRY               |
|--------|---|-------------|-----------------------------|
| B.108  | Ovt 88 - On the Plight of Indonesian Christian Immigrants   | Justice     | Compassion, Peace & Justice |
| B.109  | Ovt 95 - On Instructing MRTI to Report to GAMC on the Corporate Practices of Publicly Traded Corporations that Operate For-Profit Prisons | Justice     | Compassion, Peace & Justice |
| B.110  | Ovt 96 - On Support of the United States Environmental Protection Agency  | Justice     | Compassion, Peace & Justice |
|        | <b>FOR INFORMATION</b>  |             |                             |
| 230    | Advice from the OGHs Committees on the Recommendations of the Special Offerings Advisory Task Force                                       | Justice     |                             |
|        | PHEWA/GAMC Covenant   | Justice     | Compassion, Peace & Justice |
| P.100  | GAMC Agenda   | Plenary     |                             |
| P.101  | GAMC Minutes  | Plenary     |                             |
| P.102  | Committee Leadership Election Process   | Plenary     | Executive Director's Office |
| J.001  | GAMC Nominating Committee Report  | Plenary     |                             |
| E.100  | Stewardship Committee Agenda  | Stewardship |                             |
| E.101  | Stewardship Committee Minutes – Feb. 2012   | Stewardship |                             |
| E.102  | Revised 2012 Budget   | Stewardship |                             |
|        |   |             |                             |

**GAMC Executive Committee**

**Assignments for General Assembly Mission Council Meeting – May 9-11, 2012**

| ITEM # | BUSINESS ITEM   | COMMITTEE           | FROM MINISTRY               |
|--------|---|---------------------|-----------------------------|
| E.103  | 2013-2014 Budget  | Stewardship         |                             |
| E.104  | Preliminary GA Reports (Dec. Mission & PMPF, Budgets)         | Stewardship         |                             |
| E.105  | Capital Requests  | Stewardship         |                             |
| E.106  | 2013 National Mission Partnership Fund Allocations            | Stewardship         |                             |
| F.101  | Corporate Committee Minutes – Feb. 2012                       | Corporate           |                             |
| F.102  | 2012 Manse Allowances   | Corporate           |                             |
| G.101  | Corporate Minutes – Feb. 2012                                 | Corporate           |                             |
| D.100  | Vocation Mission Committee Agenda                             | Vocation            |                             |
| D.101  | Vocation Mission Committee Minutes – Feb. 2012                | Vocation            |                             |
| D.102  | Nature of the Church of the 21 <sup>st</sup> Century          | Vocation*           | Executive Director's Office |
| D.103  | Ovt 93 - On Supporting Young Adults in Mission and Leadership | Vocation            | World Mission               |
| H.100  | GAMC Executive Committee Agenda                               | Executive Committee |                             |
| H.101  | Approval of Executive Committee Minutes                       | Executive Committee |                             |
| H.102  | GA Attendance Rationale                                       | Executive Committee | Executive Director's Office |
| H. 103 | Chair Appointment   | Executive Committee |                             |

**GAMC Executive Committee**  
**Assignments for General Assembly Mission Council Meeting – May 9-11, 2012**

| ITEM # | BUSINESS ITEM   | COMMITTEE           | FROM MINISTRY                      |
|--------|---|---------------------|------------------------------------|
| H. 104 | Celebration of Holy Communion   | Executive Committee | Vocation, REWM/PW and Mid Councils |
| H.105  | September 2012 Meeting Dates  | Executive Committee | Executive Director's Office        |
|        | Comments on Reports to GA   |                     |                                    |
| H.106  | Creating a Climate for Change (ACREC)                                 | Executive Committee | Executive Director's Office        |
| H.107  | Human Rights Update (ACSWP)   | Executive Committee | Executive Director's Office        |
| H.108  | Celebrating the Decade of Hearing and Singing New Songs to God (ACWC) | Executive Committee | Executive Director's Office        |
| I.100  | Audit Committee Agenda  | Audit               | Audit                              |

*Revised – April 17, 2012*

*\*Items moved to this committee to balance workload in committees*

**GAMC Executive Committee**  
**Assignments for General Assembly Mission Council Meeting – May 9-11, 2012**

| ITEM # | BUSINESS ITEM  | COMMITTEE    | FROM MINISTRY                           |
|--------|--|--------------|---|
| C.100  | Discipleship Mission Committee Agenda  | Discipleship |   |
| C.101  | Discipleship Mission Committee Minutes – Feb. 2012   | Discipleship |   |
| C.102  | Ovt 09, 010, 016, 020, 028, 040, 048, 055, 056, 065, 066, 071, 072 – On Amending and /or Issuing Authoritative Interpretation of W-49000             | Discipleship | Theology, Worship & Education           |
| C.103  | Ovt 013 – On Directing the Board of Pension to Provide a Medical Benefits Plan which will not Pay for Abortions Except to Save the Life of the Woman | Discipleship | Racial Ethnic and Women’s Ministries/PW |
| C.104  | Ovt 027 – On Recognizing Bloomfield College as a Racial Ethnic College.  | Discipleship | Racial Ethnic and Women’s Ministries/PW |
| C.105  | Ovt 39 – On Amending the Book of Confessions to Include the Confession of Belhar” to the 220 <sup>th</sup> GA (2012)                                 | Discipleship | Theology, Worship & Education           |
| C.106  | Ovt 063 – On Instituting a Special Offering Designated to Native American Ministry for a Period of Three Years.                                      | Discipleship | Racial Ethnic and Women’s Ministries/PW |
| C. 107 | GAMC Comment on ACREC’s report on Just Immigration   | Discipleship |   |
| C.108  | GAMC/OGA Joint Comment on Growing a Diverse Church from the GA Special Task Force to Study Racial Ethnic and New Immigrant Church Growth             | Discipleship |   |
| C.109  | Comment on the Mid-Council Report to GA  | Discipleship | Racial Ethnic and Women’s Ministries/PW |
| C.110  | Comment on the ACWC Resolution Deborah’s Daughters   | Discipleship | Racial Ethnic and Women’s Ministries/PW |



**GAMC Executive Committee**  
**Assignments for General Assembly Mission Council Meeting – May 9-11, 2012**

| ITEM # | BUSINESS ITEM   | COMMITTEE    | FROM MINISTRY                           |
|--------|---|--------------|---|
| C.111  | Comment on ACWC's Resolution Word's Matter  | Discipleship | Racial Ethnic and Women's Ministries/PW |
| A.100  | Evangelism Mission Committee Agenda   | Evangelism   |   |
| A.101  | Evangelism Mission Committee Minutes – Feb. 2012  | Evangelism   |   |
| A.102  | Ovt 085 – On Celebrating the 45th Anniversary of the Presbyterian Reformed Church in Cuba.  | Evangelism   | World Mission                           |
| A.103  | Ovt 022 – On Instructing the GA to Take Action to Implement the PC(USA)'s Policy on Inclusion of People with Disabilities                                 | Evangelism*  | Compassion, Peace & Justice             |
| A.104  | Ovt 023 – On Undertaking a Parenting Initiative Called the “Institute for Effective Parental Leadership.  | Evangelism*  | Compassion, Peace & Justice             |
| A.105  | Ovt 049 – On Supporting a Peaceful, Diplomatic Solution to the US – Iran Issues.  | Evangelism*  | World Mission                           |
| A.106  | Ovt 91 - On Support for the People of the Democratic Republic of the Congo (DRC)  | Evangelism*  | Compassion, Peace & Justice             |
| A.107  | GAMC Concurrence with PILP Comment on Items 06-06 and 06-06 (formerly Ovt 38 and Ovt 42) Related to the Property Trust Clause                             | Evangelism   | Evangelism and Church Growth            |
| B.100  | Justice Mission Committee Agenda  | Justice      | Compassion, Peace & Justice             |
| B.101  | Justice Mission Committee Minutes – Feb. 2012   | Justice      | Compassion, Peace & Justice             |
| B.102  | PDA Grants to Presbyteries Impacted by Disaster   | Justice      | Compassion, Peace & Justice             |
| B.103  | Ovt 07 – On Instructing MRTI to Study and Report Corporate Practices of Health Insurance Companies and Possible Divestment of Same to the 220th GA (2012) | Justice      | Compassion, Peace & Justice             |

**GAMC Executive Committee  
 Assignments for General Assembly Mission Council Meeting – May 9-11, 2012**

| ITEM # | BUSINESS ITEM   | COMMITTEE | FROM MINISTRY               |
|--------|---|-----------|-----------------------------|
| B.104  | Ovt 021 – On Recognizing that Israel’s Law and Practices Constitute Apartheid Against Palestinian People                                  | Justice   | Compassion, Peace & Justice |
| B.105  | Ovt 051 – On Supporting the United Nations  | Justice   | Compassion, Peace & Justice |
| B.106  | Ovt 054 – On Calling for an End to Poverty Zone Development and for the Advocacy of Fair Development.                                     | Justice   | Compassion, Peace & Justice |
| B.107  | Ovt 058 – On Ethical Investment and Divestment  | Justice   | Compassion, Peace & Justice |
| B.108  | Ovt 88 - On the Plight of Indonesian Christian Immigrants   | Justice   | Compassion, Peace & Justice |
| B.109  | Ovt 95 - On Instructing MRTI to Report to GAMC on the Corporate Practices of Publicly Traded Corporations that Operate For-Profit Prisons | Justice   | Compassion, Peace & Justice |
| B.110  | Ovt 96 - On Support of the United States Environmental Protection Agency  | Justice   | Compassion, Peace & Justice |
| B.111  | Ovt 92 - On Rejecting the Use of Boycott, Divestment, and Sanction Policies in Peacemaking Efforts Between Israelis and Palestinians      | Justice   | Compassion, Peace & Justice |
| B.112  | Comment on ACREC Workers’ Rights and Income   | Justice   |                             |
| B.113  | Comment on A Resolution on Racism, Incarceration & Restoration – ACREC  | Justice   |                             |
| P.100  | GAMC Agenda   | Plenary   |                             |
| P.101  | GAMC Minutes  | Plenary   |                             |
| P.102  | Committee Leadership Election Process   | Plenary   | Executive Director’s Office |

**GAMC Executive Committee**  
**Assignments for General Assembly Mission Council Meeting – May 9-11, 2012**

| Item # | Business Item   | Committee   | From Ministry               |
|--------|---|-------------|-----------------------------|
| H.001  | GAMC Executive Committee Report One                           |             |                             |
| J.001  | GAMC Nominating Committee Report                              | Plenary     |                             |
| E.100  | Stewardship Committee Agenda                                  | Stewardship |                             |
| E.101  | Stewardship Committee Minutes – Feb. 2012                     | Stewardship |                             |
| E.104  | GA Reports (Dec. Mission & PMPF, Budgets)                     | Stewardship |                             |
| E.105  | Capital Requests  | Stewardship |                             |
| E.106  | 2013 National Mission Partnership Fund Allocations            | Stewardship |                             |
| F.101  | Corporate Committee Minutes – Feb. 2012                       | Corporate   |                             |
| F.102  | 2012 Manse Allowances   | Corporate   |                             |
| F.103  | Update Check Signers on PNC Bank Accounts                     | Corporate   |                             |
| G.101  | Corporate Minutes – Feb. 2012                                 | Corporate   |                             |
| D.100  | Vocation Mission Committee Agenda                             | Vocation    |                             |
| D.101  | Vocation Mission Committee Minutes – Feb. 2012                | Vocation    |                             |
| D.102  | Nature of the Church of the 21st Century                      | Vocation*   | Executive Director's Office |
| D.103  | Ovt 93 - On Supporting Young Adults in Mission and Leadership | Vocation    | World Mission               |

**GAMC Executive Committee**  
**Assignments for General Assembly Mission Council Meeting – May 9-11, 2012**

| Item # | Business Item   | Committee           | From Ministry                      |
|--------|---|---------------------|------------------------------------|
| H.100  | GAMC Executive Committee Agenda                                       | Executive Committee |                                    |
| H.101  | Approval of Executive Committee Minutes                               | Executive Committee |                                    |
| H.102  | GA Attendance Rationale   | Executive Committee | Executive Director's Office        |
| H. 103 | Chair Appointment   | Executive Committee |                                    |
| H. 104 | Celebration of Holy Communion   | Executive Committee | Vocation, REWM/PW and Mid Councils |
| H.105  | September 2012 Meeting Dates  | Executive Committee | Executive Director's Office        |
|        | Comments on Overtures & Reports to GA                                 |                     |                                    |
| H.106  | Creating a Climate for Change (ACREC)                                 | Executive Committee | Executive Director's Office        |
| H.107  | Human Rights Update (ACSWP)   | Executive Committee | Executive Director's Office        |
| H.108  | Celebrating the Decade of Hearing and Singing New Songs to God (ACWC) | Executive Committee | Executive Director's Office        |
| H.109  | Comments on Overtures Related to Special Offerings                    | Executive Committee |                                    |
| H.110  | Corresponding Member to the 220th General Assembly (2012)             | Executive Committee | Executive Director's Office        |
| I.100  | Audit Committee Agenda  | Audit               | Audit                              |

*Revised –May 3, 2012*

*\*Items moved to this committee to balance workload in committees*

*Items added since the April 18 GAMCX meeting are in bold.*

**Report H.002**  
**GAMC EXECUTIVE COMMITTEE**  
**General Assembly Mission Council**  
**May 9-11, 2012**

**Report Two**

The General Assembly Mission Council Executive Committee reports the activities of the Executive Committee meeting of May 9, 2012:

**FOR ACTION:**

The GAMC Executive Committee recommends that the General Assembly Mission Council:

- a. Approve the Attendance Rationale for the 220th General Assembly (2012)** (pages 4–7 of this appendix).

**Background:**

Each year the General Assembly Council approves a General Assembly Attendance Rationale. This year the rationale is for 284 persons (elected and staff).

- b. Approve September 12-14, 2012 as the dates for the fall meeting of the GAMC.**

**Background:**

At the February 2012 meeting, the GAMC approved changes to the dates and location of its meeting in September 2012 from September 12 -13 in Seoul, Korea, to September 11-13 or September 12-14 in Louisville. We are asking GAMC to approve September 12-14 as the September meeting dates since we have secured a hotel that can provide the space and the rooms for the meeting on those days.

- c. Approve comments to the 220<sup>th</sup> General Assembly (2012) on** (pages 8–12 of this appendix):

- a. “Privilege, Power and Policy: The Church as an Employer,” from the Climate for Change Task Force.
- b. Recommendation 2 of the “Human Rights Update 2012,” from the Advisory Committee on Social Witness Policy (ACSWP).
- c. Recommendation 5 of “Celebrating the Decade of Hearing and Singing New Songs to God” from the Advocacy Committee of Women’s Concerns (ACWC).
- d. Overture 101 (Item 10-05) “On Maintaining the Integrity of the One Great Hour of Sharing Offering,” from the Presbytery of Pittsburgh and Overture 103 (Item 10-06) “On Retaining the Peacemaking Offering as an Independent Offering Appropriate to World Communion Sunday,” from the Presbytery of Albany.

**FOR INFORMATION**

The GAMC Executive Committee:

- 1. Voted to approve** the minutes of:

- February 15, 2012
- March 29, 2012
- April 18, 2012
- May 2, 2012

**2. Ratified** the following appointments by the Chair:

a. Task Force of Racial Ethnic Leaders to Advise the GAMC on Special Offering funds for Racial Ethnic Church Leadership Development

- **Carroll Jenkins**, Black TE. Advocacy Committee for Racial Ethnic Concerns
- **Joey Lee**, Asian TE. Joey is the Presbytery Executive for San Jose Presbytery. He has served on the GAMC Mid-Council Advisory Board.
- **Emily McGinley**, chair, Asian TE. (Young Adult) Emily currently serves on the GA Nominating Committee and will complete six years of service at the close of this General Assembly. She is the Interim Director for Alumni/Alumnae Relations at McCormick Theological Seminary and the former Director of Common Ground, a program that supported persons of color in church leadership.
- **Joe Morrow**, Black/Asian RE. (Young Adult) Joe oversees Chicago Semester, an initiative for college students to gain experience and participate in theological and vocational reflection as interns with various non-profit organizations. He was a member of the Nature of the Church of the 21<sup>st</sup> Century Task Force.
- **Paul Roberts**, Black TE. Paul is the President and Dean at Johnson C. Smith.
- **Joanne Rodriguez**, Hispanic RE. Joanne is the director of the Hispanic Theological Initiative at Princeton University and assists young Latinos in pursuing theological education.
- **Elona Street-Stewart**, Native American RE. Elona is a synod executive for racial ethnic concerns and community empowerment for the Synod of Lakes and Prairies as well as a member of the St. Paul, MN, School board. She has experience with Native American education and leadership development in the PCUSA.

**Background:** The above appointments were made in response to the following recommendation of the Special Offerings Advisory Task Force that was approved by the GAMC in February.

“Appoint a task force consisting of racial ethnic leaders from across the church to advise the GAMC on Special Offering funds used for racial ethnic church leadership development. To impact 2014 funds allocation, the Task Force shall be appointed promptly by the Chair of the General Assembly Mission Council, in consultation with GANC, GACOR, and ACREC, with a mandate to report to the April 2013 GAMC meeting. That \$5000 from the Christmas Joy Offering be allocated for the work of the task force.”

b. **MISSION RESPONSIBILITY THROUGH INVESTMENT (MRTI)**

- **Sue Ezell, Class of 2014**
- **Mihee Kim-Kort, Class of 2016**

**3. Approved** the celebration of Holy Communion at the following events:

- a. Six Agency Leadership Initiative Consultation (October 29-31) in Baltimore, Maryland.
  - b. Racial Ethnic Seminarians Conference (November 8-11) in Louisville, Kentucky.
  - c. 2012 Churchwide Gathering of Presbyterian Women on July 22, 2012 in Orlando, Florida.
  - d. Presbytery Leader Formation Residency (May 13 -18) at the San Damiano Retreat Center in Danville, CA.
4. **Approved** adding the name of David Crittenden to the list of Corresponding Members to the 220<sup>th</sup> General Assembly (2012).
  5. Received a report of the 2013-2016 Mission Work Plan and Budget from the Executive Director, Linda Valentine, Deputy Executive Director for Shared Services, Joey Bailey and Deputy Executive Director for Mission, Roger Dermody. The Executive Committee also heard reports from the directors of the ministry areas on how the work of each area aligns with the plan.
  6. Met in closed session to discuss personnel matters.
  7. Met with Kears Pollock, chair of the Governance Task Force, to offer input that would help guide the work of the Task Force.

**ITEM H.102  
FOR ACTION**

| <i>FOR GAMC EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i> |                 |  |  |   |                           |
|--|-----------------|--|--|---|---------------------------|
|  | A. Evangelism   |  | D. Vocation                              |   | G. PC(USA), A Corporation |
|  | B. Justice      |  | E. Stewardship                           | X | H. Executive Committee    |
|  | C. Discipleship |  | F. Corporate Property, Legal,<br>Finance |   | I. Audit                  |
|  | P. Plenary      |  |  |   |                           |

**Subject: Attendance Rationale for the 220<sup>th</sup> General Assembly (2012).**

**Recommendation:**

**That the GAMC Executive Committee approve and forward to the General Assembly Mission Council for consent the attached Attendance Rationale for the 220<sup>th</sup> General Assembly (2012) for a total of 287 persons.**

**Background:**

Prior to each General Assembly, the General Assembly Council approves a General Assembly Attendance Rationale.



**RATIONALE FOR ATTENDANCE TO THE 220<sup>TH</sup> GENERAL ASSEMBLY (2012)**

| MINISTRY AND PROGRAM AREAS                         | AWARD/EVENT | GA SUPPORT | EXHIBIT | CORRESPONDING | COMM. WORK |
|--|-------------|------------|---------|---------------|------------|
| <b>COMMUNICATIONS AND FUNDS DEVELOPMENT (30)</b>   |             |            |         |               |            |
| Creative Services (1)                              | 0           | 1          | 0       | 0             | 0          |
| Deputy Executive Director's Office (1)             | 0           | 1          | 0       | 0             | 0          |
| Executive Office & Policy Communications (1)       | 0           | 1          | 0       | 0             | 0          |
| Funds Development (5)                              | 0           | 3          | 2       | 0             | 0          |
| Mission Communication (6)                          | 0           | 6          | 0       | 0             | 0          |
| Mission Resources (5)                              | 0           | 3          | 2       | 0             | 0          |
| Presbyterian News Service (2)                      | 0           | 2          | 0       | 0             | 0          |
| Relationship & Development Operations (8)          | 0           | 4          | 0       | 0             | 4          |
| Stewardship (1)                                    | 0           | 1          | 0       | 0             | 0          |
| <b>EXECUTIVE ADMINISTRATOR (22)</b>                |             |            |         |               |            |
| Advocacy Committee for Racial Ethnic Concerns (10) | 0           | 0          | 0       | 1             | 9          |
| Advocacy Committee for Women's Concerns (9)        | 0           | 0          | 1       | 1             | 7          |
| Human Resources (3)                                | 0           | 0          | 3       | 0             | 0          |
|  |             |            |         |               |            |

| MINISTRY AND PROGRAM AREAS                 | AWARD/EVENT | GA SUPPORT | EXHIBIT | CORRESPONDING | COMM. WORK |
|--|-------------|------------|---------|---------------|------------|
| <b>EXECUTIVE AND ADMINISTRATIVE (20)</b>   |             |            |         |               |            |
| Executive Committee (10)                   | 0           | 0          | 0       | 10            | 0          |
| Executive Director's Office (7)            | 0           | 5          | 0       | 2             | 0          |
| Legal and Risk Management (3)              | 0           | 2          | 0       | 1             | 0          |
| <b>MISSION (207)</b>                       |             |            |         |               |            |
| Compassion, Peace and Justice (64)         | 3           | 0          | 15      | 1             | 45         |
| Deputy Executive Director's Office (17)    | 11          | 2          | 3       | 1             | 0          |
| Evangelism and Church Growth (22)          | 0           | 0          | 11      | 0             | 11         |
| Mission Personnel to be Commissioned (9)   | 9           | 0          | 0       | 0             | 0          |
| Mission Personnel Retirees (20+ years) (9) | 9           | 0          | 0       | 0             | 0          |
| Racial Ethnic & Women's Ministries/PW (54) | 4           | 20         | 9       | 0             | 21         |
| Theology, Worship and Education (20)       | 3           | 1          | 5       | 0             | 11         |
| World Mission (12)                         | 1           | 9          | 0       | 0             | 2          |
| <b>SHARED SERVICES (8)</b>                 |             |            |         |               |            |
| Deputy Executive Director's Office (2)     | 0           | 0          | 0       | 1             | 1          |
| Finance and Accounting (5)                 | 0           | 5          | 0       | 0             | 0          |
| Presbyterian Distribution Services (1)     | 0           | 1          | 0       | 0             | 0          |

*Category Totals:*

| <b>Award/Event</b> | <b>GA Support</b> | <b>Exhibit</b> | <b>Corresponding Member</b> | <b>Committee Work</b> | <b>Total</b> |
|--------------------|-------------------|----------------|-----------------------------|-----------------------|--------------|
| <b>40</b>          | <b>67</b>         | <b>51</b>      | <b>18</b>                   | <b>111</b>            | <b>287</b>   |

*Revised 5/4/12*

### Comments to the 220<sup>th</sup> General Assembly (2012)

a. **“A Review of Efforts Regarding Cultural Proficiency and Creating a Climate for Change in the Presbyterian Church (U.S.A.)” from the Advocacy Committee for Racial Ethnic Concerns (ACREC).**

The recommendations of the Climate for Change Task Force propose substantive changes in the responsibilities of the General Assembly Committee on Representation (GACOR). The Book of Order mandate for committees on representation states:

“Councils above the session shall establish by their own rule committees on representation to fulfill the following functions: to advise the council regarding the implementation of principles of unity and diversity, to advocate for diversity in leadership, and to consult with the council on the employment of personnel, in accordance with the principles of unity and diversity in F-1.0403.” (G-3.0103)

The word “council” in this sentence refers to the presbytery, synod, or General Assembly, and so, the role of the General Assembly Committee on Representation is to:

- Advise the General Assembly regarding the implementation of principles of unity and diversity
- Advocate for diversity in leadership
- Consult with the General Assembly on the employment of personnel, in accordance with the principles of unity and diversity in F-1.0403.

The Climate for Change Task Force recommendations also refer to the mandate for committees on representation that is found in “A Churchwide Plan for Equal Employment Opportunity and Affirmative Action.” However, this mandate consists entirely of language from the old “Form of Government” which was eliminated in 2011. The only current mandate for committees on representation is referenced above from the current Book of Order.

In 1994, the General Assembly created two advocacy committees for examining critical aspects of the church’s ministry, as described in the “Organization for Mission”:

- “The Advocacy Committee for Racial Ethnic Concerns shall assist the Presbyterian Church (U.S.A.) to give full expression of the rich diversity of its membership as specified in the Book of Order, F-1.0403. The Committee shall be a prophetic voice for involving racial ethnic people in the formation of public policy, particularly where race is a factor that negatively impacts the quality of life of people of color. The committee will also monitor the implementation of policies adopted by the church that impact the quality of life of racial ethnic people in the church and in the world.
- The Advocacy Committee for Women’s Concerns shall assist the Presbyterian Church (U.S.A.) to give full expression of the rich diversity of its membership as specified in the Book of Order, F-1.0403. The committee shall monitor and evaluate policies, procedures, programs, and resources regarding the way in which they impact the status and position of women in the church and the world; and shall advocate for full inclusiveness and equity in all areas of the life and work of the church in society as a whole.

Among other responsibilities, these committees are charged with:

- Preparing policy statements, resolutions, recommendations, reports, and Advice and counsel memoranda on women's or racial ethnic concerns to the General Assembly at the request of the General Assembly, the GAMC, or on its own initiative.
- Advising the GAMC on matters of women's or racial ethnic concerns including statements concerning pressing issues the council may wish to consider between meetings of the General Assembly.
- Monitoring the implementation of women's or racial justice policies and programs relative to women's or racial ethnic concerns.
- Through advocacy maintaining a strong prophetic witness to the church and for the church on existing and emerging issues of women's or racial ethnic concern.

In addition, the General Assembly has given the GAMC responsibility for: "Approval and monitoring of the "Churchwide Plan for Equal Employment Opportunity and Affirmative Action."" (Organization for Mission, V. D.5.)

The General Assembly Mission Council has been a leader in exceeding the denomination's Equal Employment Opportunity goals of 40% women and 20% racial ethnic persons. The GAMC's 2011 Equal Employment Opportunity report shows a workforce of 312 members that is 70% female and 25% racial ethnic. Over the past six years, the GAMC workforce has decreased by 152 members, yet the percentages have continued to exceed the goal, and remain remarkably consistent (2005 – 71% female and 26% racial ethnic).

The GAMC is committed to the highest levels of excellence with regard to Equal Employment Opportunity and Affirmative Action, in the areas of employment, supplier diversity, and cultural proficiency. The recommendation rightly notes GAMC competence in these areas when it directs GAMC personnel to train and guide other GA agencies in these areas.

If the GA approves the recommendation for an expanded role for the GA Committee on Representation, then the GAMC would request that clarification be given to General Assembly agencies regarding the overlapping mandates, and multiple reporting structures, in these areas. Currently the GAMC and the other Assembly agencies already report employment and supplier diversity information to ACREC and to the General Assembly. ACREC reports to the General Assembly regarding its findings from each agency. This recommendation adds another reporting mechanism – the General Assembly Committee on Representation. The GAMC believes that a streamlined reporting process will produce the best results, and the least distraction from the General Assembly's mission directions.

The GAMC would also note that many of the recommendations in this item retain an outdated understanding of the role of the GAMC. From 1987 through 2006, the General Assembly Mission Council had a superintending role among the General Assembly agencies; that is, it had some responsibility for providing coordination between Assembly agencies, and providing centralized support for equal employment opportunity, etc. In 2006, the Book of Order mandate for the work of the GAMC was amended to focus its work on mission activities.

For example, changes included:

- ~~To institute and coordinate a churchwide plan for~~ to provide resources to support equal employment opportunity and affirmative action for members of racial ethnic groups, for women, for various age groups, for persons regardless of marital condition (married, single, widowed, or divorced), and for persons with disabilities;

- ~~To develop and engage in churchwide planning to propose, for General Assembly approval determination, the mission directions, goals, objectives, and priorities of the church General Assembly Mission Council, doing so by taking into account the mission work being done by sessions, presbyteries, and synods, and to propose for General Assembly approval an accompanying budget that will implement the mission work plan of the General Assembly Council;~~
- ~~to coordinate the work of General Assembly agencies and bodies, synods and presbyteries, in light of the these mission directions, goals, objectives, and priorities;~~
- ~~to review the work of General Assembly agencies and bodies in light of General Assembly mission directions, goals, objectives, and priorities;~~

While the GAMC engages in ministry collaboratively with the other Assembly agencies, readily commits staff members to joint projects, and shares best practices, it no longer has a supervisory role with respect to the other agencies.

**b. Recommendation 2 of the “Human Rights Update 2012,” from the Advisory Committee on Social Witness Policy (ACSWP)**

**“Request that “Human Rights Day,” December 10, be included in the program calendar, liturgical resources, web-postings, and public witness activities of appropriate GAMC offices;”**

Each year, General Assembly program staff are invited to submit programmatic emphases for inclusion in the Presbyterian Planning Calendar. The GAMC has established guidelines by which proposals are reviewed. Nominations occur in the summer, for approval by the GAMC at its September meeting. In September 2011, the programmatic emphases for the 2013 Presbyterian Planning Calendar were approved.

“Human Rights Day” (December 10) is already included in the list of programmatic emphases for 2013. This date has also been listed in every Presbyterian Planning Calendar from 1993-2012.

**c. Recommendation 5 of “Celebrating the Decade of Hearing and Singing New Songs to God” from the Advocacy Committee of Women’s Concerns (ACWC):**

**“Direct the GAMC to provide annual funding in the amount of \$7000 for the Joint Working Group (up to eight members) to meet independently of the ACWC and the ACREC once each year, to be incorporated into the per capita budget every year.”**

The GAMC currently budgets \$3,060 in per capita funds for the Joint Working Group. This proposal would increase the annual meeting expense amount, funded by per capita, by \$3,940.00, necessitating either a reduction in GAMC programs funded by per capita, or an increase in the per capita rate.

**d. Overture 101 (Item 10-05) “On Maintaining the Integrity of the One Great Hour of Sharing Offering,” from the Presbytery of Pittsburgh and Overture 103 (Item 10-06) “On Retaining the Peacemaking Offering as an Independent Offering Appropriate to World Communion Sunday,” from the Presbytery of Albany.**

Special Offerings are an important part of the connectional fabric that unites Presbyterians together in mission. In recent years, declining receipts have weakened this bond, and diminished the impact of Presbyterian witness.

Every four years, Special Offerings are reviewed to ensure that they are well-coordinated, and relevant to PC(USA) mission. Concerned by the continued decline in Special Offerings, the General Assembly, in response to the quadrennial review of 2008, directed that the next four year review be enlarged to include:

- A review of the possible role and functions of Special Offerings
- Ways to encourage and expand the role of Special Offerings as a connective bond in the church
- Identification of what Special Offerings can do best and what steps need to be taken in order to enable them to do that well
- Clarification and simplification of the process for considering programs and causes to be included in Special Offerings.

This was in addition to their primary assignment – to provide for review and evaluation of the causes supported by churchwide special offerings, and to consider new causes in light of established criteria.

The Special Offerings Advisory Task Force has spent the four years investigating the current context, and has proposed significant changes in the way Presbyterians engage Special Offerings in support of the mission of the church. Their recommendations should be carefully considered.

The central focus of their recommendations is that the decline in Special Offerings can be reversed. The task force calls the church to embrace a goal of \$20 million in annual receipts by 2020. The GAMC has responded to this call, embracing the goal, and is encouraging the General Assembly to adopt it also. The task force is recommending substantive changes in order to meet that goal. As with any call for change, some are concerned about the impact of that change on existing ministries. These are the factors that commissioners will have to weigh as they discern where God is leading the Presbyterian Church (U.S.A.). As an important step in that discernment, the GAMC urges commissioners to read the Special Offerings Advisory Task Force report firsthand, rather than relying upon accounts from others as to what the report recommends. Reversing the decline, and reaching \$20 million in annual receipts by 2020 is too important to be left to secondhand information on what the report recommends.

Among the clarifications that should be made to the overtures received thus far:

- Several overtures are concerned about the possibility of decreased funding for particular programs as a result of the changes. The Special Offerings Advisory Task Force report, however, argues that the risk of doing nothing to reverse the overall decline is greater. If the goal of reaching \$20 million in annual receipts by 2020 is met, then more than 50% in additional funds will be available for mission.
- Some are concerned that without an explicit connection to existing denominational programs, Special Offerings receipts will be diminished. The example from other denominations, however, is that donors give to causes, not programs. When other denominations promote their special Offerings, they are not explicit in advance with programs or allocation percentages. They do report specific allocations as a matter of year-end accountability for disbursements.

- The changes proposed by the Special Offerings Advisory Task Force do not eliminate the designation on any gifts to Special Offerings. Each Special Offering will be specifically designated toward the purpose for which it was received. The proposals call for the GAMC to allocate funds biannually, as part of the GA budget approval process, within these designations. The key difference here is that the Special Offerings Advisory Task Force recommendations call for the offerings to be designated toward particular causes, not toward particular programs. Donors retain the right to designate their gifts specifically, if they so desire.
- The task force found strong evidence that the denomination was unwilling to support more than four Special Offerings. 81% of pastors, and 69% of ruling elders felt that four Special Offerings was either the right number, or too many.
- Finally, there is some confusion in the overtures concerning what actions have been taken by the GAMC in this regard. The GAMC has endorsed the goal of annual receipts of \$20 million by 2020, and has created a new staff position to focus efforts toward this end. The GAMC was not asked to approve any particular changes in Special Offerings, either to create new offerings or eliminate existing offerings, as this is properly a General Assembly decision, in response to the direction of the 2008 General Assembly. The GAMC asks that commissioners prayerfully consider the recommendations of the Special Offerings Advisory Task Force. The opportunities to reverse the decline, and generate new funds for mission are important to our witness as Presbyterians.



**Report I.001**  
**General Assembly Mission Council**  
**Audit Committee**  
**May 8, 2012**

**I. Action Items:**

**A. Subject: Presbyterian Church (USA), Audited Financial Statements**

**Recommendation:**

**The General Assembly Council Audit Committee has reviewed and approved and recommends that the General Assembly Mission Council receive and forward to the General Assembly:**

**The audit report of the Presbyterian Church (USA), A Corporation, Consolidated Financial Statements, December 31, 2011.**

**II. For Information:**

**A. The General Assembly Council Audit Committee reports for information that at its May 8, 2012 meeting, the Committee:**

- 1. Received and approved the Administrative record of February 14, 2012**
- 2. Received and approved the audit report for the Corporate Credit Card audits for the 4<sup>th</sup> quarter of 2011**
- 3. Received information on current Internal Audit projects**
- 4. Elected Richard Turpin as Audit Committee Chair for 2012-2013**

**REPORT J.002**  
**GENERAL ASSEMBLY MISSION COUNCIL NOMINATING COMMITTEE**  
 General Assembly Mission Council  
 May 9-11, 2012

**FOR ACTION:**

The GAMC Nominating Committee recommends that the General Assembly Mission Council elect the following three persons as at-large members of the GAMC Executive Committee for a one-year term, effective with the GAMC Executive Committee August 2012:

**KEY:**

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

- |                             |             |
|-----------------------------|-------------|
| <b>1. Steve Aeschbacher</b> | <b>WMRE</b> |
| <b>2. Cathy Piekarski</b>   | <b>WFRE</b> |
| <b>3. Heath Rada</b>        | <b>WMRE</b> |

**Additional Information:**

Other elected members of the GAMC Executive Committee, effective with the August 2012 Executive Committee Retreat, are:

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

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All items that do not require action are shared with the council for information only.

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## **ITEM 200 FOR INFORMATION**

### **United Nations Commission on the Status of Women Has No Agreed-Upon Conclusions this year**

The Commission on the Status of Women (CSW) took place at United Nations Headquarters in New York February 27 to March 9, 2012. This 56th session of the commission ended without the adoption of any agreed conclusions on the priority theme of the empowerment of women living in rural areas and their role in poverty and hunger eradication, development and current challenges.

Madame Bachelet, the Executive Director of UN Women, expressed her disappointment at this outcome. Failure to adopt agreed conclusions may also open a space to re-evaluate the process and see how things can be done differently and more inclusively for greater results in the future.

Women from Presbyterian Women, Racial Ethnic Young Women Together (REYWT), National Network of Presbyterian College Women (NNPCW) and other Presbyterian and ecumenical women attended CSW. The priority theme of the commission was the empowerment of rural women and their role in poverty and hunger eradication, development and current challenges. An emerging issue was engaging young women and men, girls and boys, to advance gender equality.

The task of CSW is to "evaluate progress on gender equality, identify challenges, set global standards and formulate concrete policies to promote gender equality and women's empowerment worldwide." Usually, the commission produces agreed conclusions that address the priority themes for the year. Agreed conclusions contain an assessment of progress, as well as of gaps and challenges. In particular, they contain a set of concrete recommendations for action by governments, intergovernmental bodies and other institutions and relevant stakeholders, to be implemented at the international, national, regional and local level. NGOs that are accredited to and in good standing with the United Nations Economic and Social Council (ECOSOC), may seek to impact the agreed conclusions by submitting written statements and by attending the meetings of the commission. The Presbyterian Church (U.S.A.) holds consultative status with ECOSOC.

Presbyterian and Ecumenical Women raised a number of key issues and concerns for women living in rural areas with members of the commission based on Presbyterian Church (U.S.A.) policy and input from Presbyterians and our mission partners. NGOs present at CSW advocated with the 45 member states to shape the agreed conclusions, which were to go to the ECOSOC, which would have then taken them to the UN General Assembly.

It is disappointing that there were no agreed upon conclusions this year, as this process has provided to the UN, governments, and Non-Governmental Organizations (NGOs), including church and other organizations, recommendations to advocate for bettering the conditions of women and children around the world. Even so, for the many young adult and senior Presbyterian and ecumenical women who attended CSW this year from all around the world, experiencing this principal, global, policy-making body dedicated exclusively to gender equality and the advancement of women was a thoroughly exhilarating and memorable experience.

## **ITEM 201 FOR INFORMATION**

### **Native American Ministries Consultation Phoenix, AZ**

A Native American Ministries Consultation was held in Phoenix, AZ, January 24 to 26, 2012. The event was organized by the Native American Consulting Committee (NACC) and the General Assembly Mission Council's Office of Native American Congregational Support.

Native American teaching elders and leaders throughout the Presbyterian Church (U.S.A.) from across the country gathered to discuss the challenges and opportunities Native American Presbyterians experience in their congregations and the larger church.

"Through our unique Native American perspective, we can bring a lot to the non-Indian churches," Elder Aaron King said during a small group discussion at the 2012 Native American Ministries consultation in Phoenix, Arizona.

"I want you to know that we are a better church because of Native American Presbyterians," Rev. Rhshell Hunter, director of Racial Ethnic and Women's Ministries/Presbyterian Women, told the gathering. Rev. Hunter spoke and met with attendees on the last day of the consultation.

During the three day event, the group of about forty people was asked by NACC members to break into smaller discussion groups and focus on obstacles and solutions for three key areas: leadership development, denominational relationships and financial realities.

"Native people can teach the whole church something about doing more with less," Rev. Hunter said referring to the financial strain being felt by much of the country.

The group shared how their individual congregations are creatively raising funds and making their dollars last longer. Some organized craft days; others offered more transparency so donors can see why their donations are important.

"We are able to open ourselves up and say, 'see, these are our books and why you are helping us reach more people through God,'" King told his discussion group. "We also encourage pledge giving so people can give quarterly and it usually means many of them will give more than they usually would."

The attendees spent several hours discussing how to encourage and empower leaders within Native churches while providing materials and resources that are relevant in the Native American context.

"I don't think we have encouraged our Native people to believe in their leadership capabilities," Rev. Buddy Monahan said during one group session. "We have committed Presbyterians in our pews and they can become committed leaders."

"I agree. We need to transform ourselves from objects of mission to partners in mission," Elder June Lorenzo said. "Leadership training also means training for our treasurers and staff. Their roles are important so we have to have those fundamental skills to become self supporting."

"We also have to remember to stay positive. No one wants to take on leadership if there's no positive reinforcement." Elder Madeline Terry added. "As an Elder, I would like to see good and wonderful things happen in our church."

“The ‘how’ is one of our challenges,” Lorenzo continued. “We must look at ‘how’ to adapt materials to our own needs, foster cultural competency among church leaders and make them relevant to our youth.” Many of the attendees also discussed how to strengthen partnerships with other congregations throughout the Presbyterian Church (U.S.A.); how to encourage youth by being “positive examples of change” within communities; and how to improve communication with the larger church. Most in attendance felt there was need for both non-

The group listed its top priorities for Native American congregations in 2012 and beyond. The consulting committee, with the help of Rev. Martha Sadongei, the church Specialist for Native American Congregational Support within Racial Ethnic and Women’s ministries, is compiling all the information and will submit recommendations for Native American ministries to the General Assembly Mission Council.

The hope is to not only to focus on the future and help Native American Presbyterians become an even more integrated part of the PC (USA) but to share the gifts native people have to share with all Presbyterians.

“If you tell Native Americans there is a need, they respond,” Rev. Irvin Porter said. “That’s something we do really well as a culture. We help our own.”

**ITEM 202  
FOR INFORMATION**

**Join us for the Churchwide Gathering of Presbyterian Women  
July 18-22, 2012, Orlando, Florida**

Join us for the Churchwide Gathering of Presbyterian Women, July 18-22 in Orlando, Florida, at the Gaylord Palms Resort and Convention Center. This year's theme is "River of Hope." Close your eyes. Imagine a place overflowing with thousands of Presbyterian women. They are celebrating in prayer, song, and worship, while participating in workshops and lively discussions.

The theme "River of Hope" is based on Psalm 46:4-5 (NRSV):

*There is a river whose streams make glad the city of God,  
the holy habitation of the Most High.  
God is in the midst of the city; it shall not be moved;  
God will help it when the morning dawns.*

Psalm 46 begins with the words "God is our refuge and strength, a very present help in trouble." As a hymn, it has been the inspiration for many other hymns: "God Is Our Refuge and Our Strength" (PH 191), "A Mighty Fortress Is Our God" (PH 260) and "Be Still, My Soul" (LH 651) among them.<sup>1</sup> The Hebrew word "alamoth", in the lead-in to the psalm, means "young women," according to Scholar James Limburg.<sup>2</sup> This psalm is believed to have been written as a song for women's voices, and you will certainly experience it that way as you worship and sing with nearly 2,000 Christian women (and some men) from around the world!

Twelve women from India will reunite with Presbyterian Women in the United States (PW) at the Gathering. A delegation of Presbyterian Women from the U.S.A. visited with women in northern India in October 2011, as part of the Presbyterian Women Global Exchange. The Global Exchange delegation visited Dehli, Shillong, Kolkata (Calcutta), Agra and Durgapur. Women from the Presbyterian Church of India and the Church of North India will visit the United States, itinerating in synods and also attending the Churchwide Gathering.

Every three years, a group of Presbyterian Women travels to another part of the world to listen to the pain and the joy that their sisters experience and to share their faith stories and ministries with each other. It is a global exchange because, the following year, a group of women from the same part of the world are invited to attend the Churchwide Gathering of Presbyterian Women to tell their stories to their North American sisters.

The Gathering, held once every three years, is an opportunity for Presbyterian women from across the country (and around the world!) to gather for worship, education, community-building, fun and renewal. Participants will enjoy workshops, tours, forums, and plenary sessions with inspiring speakers and worship. PW's triennial Business Meeting also takes place during the Gathering, where budget, leadership and programmatic emphases will be decided. Come and experience God's presence at the PW Churchwide Gathering!

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<sup>1</sup>Hymns marked "PH" are from The Presbyterian Hymnal (Louisville, KY: Westminster John Knox, 1990); hymn marked "LH" is from The Lutheran Hymnal (St. Louis, MO: Concordia, 1941).

<sup>2</sup>James Limburg, Psalms (Louisville, KY: Westminster John Knox, 2000), 142.

**ITEM 203  
FOR INFORMATION**

**220<sup>th</sup> General Assembly (2012) Events  
Racial Ethnic & Women's Ministries/PW**

General Assembly is a busy time filled with discussion, debates, overtures and reports. But, it is also a time of celebration, reconnecting, worshiping, honoring others and enjoying meals together with those in our church family. See below G.A. events that are sponsored by Racial Ethnic and Women's Ministries/PW:

**Friday, June 29**

4:00-6:00 p.m. - **African American Commissioners Orientation** - Location: TBD

*Sponsored by:* General Assembly Mission Council – Racial Ethnic & Women's Ministries, African American Congregational Support.

**Saturday, June 30**

7:00 am–9:00 am - **Women's Orientation Breakfast**, Ticket \$24 – Location: Westin Hotel

*Sponsored by:* General Assembly Mission Council – Racial Ethnic & Women's Ministries/Presbyterian Women and the Advocacy Committee on Women's Concerns.

Whet your appetite for justice and connect with other women at the General Assembly. Sharpen your insights while interacting with the Moderator candidates and the Stated Clerk. Discover how the voices of women will be heard at General Assembly. All attendees leave with a copy of the “red book,” a one-stop guide to women's issues at this assembly.

8:30 am–12:00 noon - **Riverside Conversation: *Equipping the Church for Ministry with God's Diverse Family*** – Location: DLCC

Sharing the gospel, nurturing disciples and building the church in today's complex multi-cultural, multiracial society requires new skills. This conversation will focus on the tools and resources available to Presbyterians who seek to meet this challenge and continue the Presbyterian Church's longstanding commitment to address racism.

The *Riverside Conversation* is a pre-assembly experience for commissioners and advisory delegates, held on Saturday morning before the 220th GA convenes. Two periods of 45-minute *Conversations* on *Equipping the Church for Ministry* will be offered.

10:00 p.m. – Midnight - **Racial Ethnic & Women's Ministries Reception for the Moderator of the 220th General Assembly (2012)** – Location: Westin Hotel

*Sponsored by:* General Assembly Mission Council – Racial Ethnic & Women's Ministries

Come and greet the newly elected Moderator of the General Assembly! This reception is the newly elected moderator's initial introduction to members of the national racial ethnic caucuses and councils, women's ministries, and the diversity of gifts that racial ethnic and women leaders bring to the PC(USA). The reception will start immediately after the close of the evening's session.

**Sunday, July 1**

7:30 am–9:15 am - **Women of Faith Awards Breakfast**, Ticket-\$33 – Location: Westin Hotel

*Sponsored by:* General Assembly Mission Council – Racial Ethnic & Women's Ministries/Presbyterian Women.

We recognize the faithful witness of three women who have served the church as “Courageous Women Transforming Communities of Faith, Hope, Love and Witness.” We celebrate these women, who have



courageously transformed and strengthened the church in its witness and ministry in a time of great transition.

5:30-7:00 p.m. - **National Racial Ethnic Caucuses and Councils Dinner** - *By invitation only* –

Location: Westin Hotel

*Sponsored by:* General Assembly Mission Council – Racial Ethnic & Women’s Ministries

This dinner is an opportunity for the presidents, vice-presidents (or appointed representative) of each national racial ethnic caucus or council to gather together in community. The caucuses and councils will share their vision, initiatives, and activities and discover differences and similarities.

8:00-10:00 p.m. - **Hospitality for Women at General Assembly** – Location: Westin Hotel

*Sponsored by:* General Assembly Mission Council – Racial Ethnic & Women’s Ministries/Presbyterian Women – Office of Women’s Leadership Development and the Office of Young Women’s Leadership Development

The church is located at 620 Smithfield Street, just a few blocks from the DLCC.

Come, meet, and share with other women who are attending General Assembly in many roles. Food and Fellowship and a chance to hear what is happening for women’s leadership in the church.

### **Tuesday, July 3**

6:00-8:30 p.m. - **National Asian Presbyterian Council (NAPC) Banquet**, Ticket \$50 – Location: Omni William Penn

*Sponsored by:* National Asian Presbyterian Council

6:00-9:00 p.m. - **National Hispanic/Latino Presbyterian Caucus Dinner**, Ticket \$34

*Sponsored by:* National Hispanic/Latino Presbyterian Caucus

Speaker: Rick Ufford-Chase, Moderator of the 216th General Assembly (2004)

7:00-10:00 p.m. - **National Middle Eastern Presbyterian Caucus Banquet**, Ticket \$30 – Location: Omni William Penn

*Sponsored by:* National Middle Eastern Presbyterian Caucus The keynote speaker for the evening will be Rev. Dr. Kenneth Bailey. Rev. Bailey is a Presbyterian author and lecturer in Middle Eastern New Testament Studies and is Emeritus Research Professor of New Testament at the Ecumenical Institute (Tantur) Jerusalem.

### **Thursday, July 5**

5:30-7:30 p.m. - **Multicultural Dinner and Celebration**, Ticket \$30 – Location: DLCC

*Sponsored by:* Presbyterian Multicultural Network

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**ITEM 204  
FOR INFORMATION**

**Cook Native American Ministries (CNAM)**

Good News! I am happy to announce that Cook Native American Ministries (CNAM) has hired a new Director/CEO. Ms. Suanne Ware-Diaz will begin her work on April 16, 2012. Suanne is the first female CEO in the 102 year history of CNAM. She has recently served as an Associate Executive of the United Methodist Church in Washington, DC.

Because of the impending sale of the campus we will be relocating to 1830 W. University Drive, Suite 105, Tempe, AZ 85281. All e-mails and telephone numbers remain the same. We will now embrace the new challenges of change and implement the foundation/endowment of our strategic plan. We hope and pray that this will become the largest philanthropic Native American Ministry in the country. It is an exciting time to keep the vision and legacy of Charles H. Cook alive and well.

This will be my last meeting of the "Presidents Round Table" as the new Director will be attending future meetings.

Along with Dr. Ron Lundeen we have served as members of the "Transition Team" for almost three years. When we agreed to help, we thought it would be for three or four months. During this situation all debts were paid and we had two "very positive" annual audits. We have funds available and our budget is balanced.

The Board of Directors was informed that there has been a significant increase in annual gifts from all our donors. Probably, the most important fact is that individuals, churches and foundations increasingly support CNAM during this time of transition. We also acknowledge the Presbyterian Church (U.S.A.) gift of the Christmas Joy Offering will continue for 2012.

We are now ready to begin implementing our new strategic plan, which is the future for CNAM. The foundation/endowment becomes very attractive as we will begin to build and support numerous ministries nationwide.

Please pray for our new direction as we embrace the vision and legacy of Charles H. Cook and understand the enormous potential that we face.

Thank you for your leadership and support as I now begin new challenges.

In Faith,

Gary G. Metoxen

**ITEM 205  
FOR INFORMATION**

**Racial Ethnic & Women's Ministries/Presbyterian Women Fast Facts**

Did you know?

- That the ten largest racial ethnic congregations in the PC(USA) are either Korean or African American, and that these congregations have from 1,200 to 3,000 or more members?
- That the first racial ethnic worshipping community in the PC(USA) was Native American?
- That the largest mission organization in the church is Presbyterian Women?
- That there are new and growing racial ethnic and new immigrant worshipping communities in the PC(USA), including the last church to be chartered in the PC(USA): Neema Community Church in Overland Park, KS (an African New Church Development, which began as a Bible study with eight people in a pastor's home?)
- That Korean American Presbyterians are the fastest growing membership group in the PC(USA)?
- That the next largest growing new immigrant group in the PC(USA) are Africans (from many different nations in Africa)?
- That the Office of New Immigrant Congregational Support serves Presbyterians from Africa, Brazil, South Asia, and the French and English Caribbean?
- That while congregations in the church are declining, racial ethnic and immigrant congregations are increasing?
- That there are more clergy women in the church than ever before? Only 1% of all pastors were women in 1973, a share that has steadily increased to 27% in 2008.

*Data provided by the Office of the General Assembly, Racial Ethnic and Women's Ministries/Presbyterian Women, and Research Services.*

## ITEM 206 FOR INFORMATION

### Mission Personnel Actions

Approved by GAMC [formerly known as GAC] at the April 2008 meeting:

The GAMC has officially designated authority to a subcommittee of members from the Vocation Mission Committee to approve any mission personnel actions in their name and on their behalf.

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Summary of approved actions for the months of December 2011, and January, February, and March 2012, are as follows:

The following Mission Co-Worker Amendment Actions received GAMC approval March 15, 2012:

| NAME            | ASSIGNMENT      | DATES OF SERVICE   | COUNTRY  |
|-----------------|-----------------|--------------------|----------|
| Wagstaff, Leisa | Teacher/Trainer | 2/08/12 – 06/30/12 | Cameroon |

The following Mission Co-Worker Extension Actions received GAMC approval March 15, 2012:

| NAME              | ASSIGNMENT  | DATES OF SERVICE           | COUNTRY      |
|-------------------|---|----------------------------|--------------|
| Carriker, Marta   | Delegations Coordinator                           | 04/01/2012 –<br>03/31/2013 | Brazil       |
| Carriker, Timothy | Curriculum Designer                               | 04/01/2012 –<br>03/31/2013 | Brazil       |
| Hector, Bridgette | Companionship<br>Facilitator for Joining<br>Hands | 04/01/2012 –<br>06/30/2012 | South Africa |
| Koll, Karla       | Professor of History,<br>Mission & Religions      | 03/01/2012 –<br>02/28/2013 | Guatemala    |
| Mahecha, Sara     | Theological Educator                              | 04/01/2012 –<br>03/31/2013 | Costa Rica   |
| Palm, Carlton     | Missions Facilitator                              | 02/29/2012 –<br>06/30/2012 | Philippines  |

The following Mission Co-Worker End of Service Actions received GAMC approval March 15, 2012:

| NAME              | ASSIGNMENT  | DATES OF SERVICE           | COUNTRY  |
|-------------------|---|----------------------------|----------|
| Babe, Sharyn      | Professor of Education  | 08/07/2010 –<br>01/14/2011 | Haiti    |
| Bae, KJ           | Team Ministry,<br>Financial<br>Representative for Inter<br>Presbyterian Mission<br>Office | 07/01/2012 –<br>07/31/2012 | Korea    |
| Bae, Sook Hee     | Ministry for Women,<br>Presbyterian Church of<br>Korea                                    | 07/01/2012 –<br>09/30/2012 | Korea    |
| Frerichs, Susanne | Partnership Facilitator,<br>Christian Education   | 12/02/2009 –<br>12/31/2011 | Mexico   |
| Winters, Alice    | Professor of Bible<br>Studies   | 08/01/2011 –<br>02/29/2012 | Colombia |

The following Long Term Volunteer Extension Actions received GAMC approval March 15, 2012:

| <b>NAME</b> | <b>ASSIGNMENT</b>     | <b>DATES OF SERVICE</b>    | <b>COUNTRY</b> |
|-------------|-----------------------|----------------------------|----------------|
| Lee, Juno   | Dental Lab Technician | 01/01/2012 –<br>12/31/2012 | China          |

The following Long-Term Volunteer End of Service Actions received GAMC approval March 15, 2012:

| <b>NAME</b>   | <b>ASSIGNMENT</b>                   | <b>DATES OF SERVICE</b>    | <b>COUNTRY</b> |
|---------------|-------------------------------------|----------------------------|----------------|
| Walter, David | Regional Partnership<br>Facilitator | 01/01/2012 –<br>09/30/2012 | Pacific        |
| Yoder, Bill   | Volunteer                           | 01/01/2012 –<br>06/30/2012 | Thailand       |

The following Young Adult Volunteer End of Service Actions received GAMC approval March 15, 2012:

| <b>NAME</b>      | <b>ASSIGNMENT</b>            | <b>DATES OF SERVICE</b>    | <b>COUNTRY</b> |
|------------------|------------------------------|----------------------------|----------------|
| Karnetsky, Jamie | Service & Learning<br>Intern | 08/22/2011 –<br>02/29/2012 | Kenya          |

The following Mission Co-Worker Extension Actions received GAMC approval March 26, 2012:

| <b>NAME</b>       | <b>ASSIGNMENT</b>  | <b>DATES OF SERVICE</b>    | <b>COUNTRY</b>     |
|-------------------|--|----------------------------|--------------------|
| Agsten, Carl      | Facilitator of<br>Partnerships &<br>Communications                   | 07/01/2012 –<br>06/30/2013 | Nicaragua          |
| Hancock, Jane     | Ministry with Kurds &<br>Iraqi Christians 2                          | 07/01/2012 –<br>06/30/2013 | Sensitive Location |
| Hancock, John     | Ministry with Kurds &<br>Iraqi Christians 1                          | 07/01/2012 –<br>06/30/2013 | Sensitive Location |
| Clay, Leslie      | Facilitator of<br>Partnerships &<br>Communications                   | 07/01/2012 –<br>06/30/2013 | Nicaragua          |
| Payton, Gary Dean | Regional Liaison:<br>Russia, Belarus,<br>Ukraine, Armenia,<br>Poland | 04/01/2012 –<br>03/31/2013 | Russian Federation |

The following Mission Co-Worker End of Service Actions received GAMC approval March 26, 2012:

| <b>NAME</b>                  | <b>ASSIGNMENT</b>                        | <b>DATES OF SERVICE</b>    | <b>COUNTRY</b> |
|------------------------------|--|----------------------------|----------------|
| Mahler, Louise               | Partnership Facilitator<br>(US Based)    | 01/01/2012 –<br>06/30/2012 | Haiti          |
| Moir, Barbara                | English Teacher                          | 07/01/2012 –<br>10/31/2012 | Ethiopia       |
| Moir, Lawrence               | Team Ministry                            | 07/01/2012 –<br>10/31/2012 | Ethiopia       |
| St. Victor-White,<br>Carline | Facilitator for<br>Presbyterian Response | 07/01/2011 –<br>06/12/2012 | Haiti          |
| White, Kenneth               | Facilitator for<br>Presbyterian Response | 07/01/2011 –<br>06/12/2012 | Haiti          |

**ITEM 207  
FOR INFORMATION**

**Jinishian Memorial Program United States Advisory Committee Minutes October 27-28, 2011**

Members present: Amgad Beblawi, Gail Bingham, Victoria Gehrt, Michael Haratunian, Martin Lifer, Carolyn McLarnan, and Mark Momjian. JMP Staff persons present: Eliza Minasyan and Mark McCabe. PC(USA) Guests: April Davenport, Associate General Counsel, Judy Semaria, Coordinator, Operations and Administration, and Doug Welch, Associate Director Mission Partners and Programs. Foundation Guests: Paul Stropkay, Sr. Vice President & Chief Investment Officer, and Pete Ward, Investment Management Officer.

Welcome: Vicki Gehrt welcomed the group and brought the meeting to order.

Approval of Minutes: Vicki made a motion to approve the minutes of the May 2011 United States Advisory Committee (USAC) Meeting. Michael Haratunian seconded. APPROVED.

Country updates and reports:

Lebanon

Lebanon operations are on track and they continue to diversify their projects. They have succeeded in fundraising and a donor contributed funds for the new building. Some funds from housing income will help offset renovation and new fundraising efforts should attract additional resources. Property was a strategic purchase because of attachment to other JMP building. The building needs to function as a youth center. A school for vocational training would be considered inappropriate based on the will. A youth center is activity oriented and does not formally function as a school. The programs housed in the new building will be an opportunity for donors to see JMP-L at work. This has been an on-going challenge for staff. This will help donors better connect to our mission.

Mark Momjian suggested possible internships with Haigazian University or the American Lebanese University. Strong interest in exploring this opportunity as it would be of mutual interest and benefit. New energy and interaction may lead to improved approaches and programs in Lebanon context.

March 19-23, 2012: Companionship visit to Lebanon by Mark Momjian and Carolyn McLarnan.

Lebanon Advisory Committee Nomination: USAC voted and approved Joseph Zoulikian.

Armenia

JMP Armenia continues to raise most funds and there is a possibility for attracting bigger funds to compensate the budgets cuts for the country program. Due to successful fundraising, Armenia country programs are minimally influenced by the budget cuts.

JMP Armenia is currently working with American embassy for support of TV debates projects. USAID is looking to partner with JMF on issues of domestic violence. Mark Momjian offered to share his 25 years of experience in representing domestic violence cases in any way helpful to this project.

A bad year for farmers has slowed repayment of loans. Explored thoughts on who in the U.S. could be helpful in agricultural issues and strategies to assist with farming projects. USAC members with leads can assist in identify individuals or organizations that may lend expertise in helping with JMP farming initiative. Eliza Minasyan requested that contacts be sent to her and she will follow up.

### Syria

JMP USA stopped funding Syria programs and providing services (management, consulting) based on the request of April Davenport, Associate General Counsel Legal Services, and Judy Semaria, Coordinator, Operations and Administration. The letter of explanation was sent to all the stakeholders in Syria and Lebanon. Senior staff in Syria together with advisory Committee members and Religious Leaders met and discussed the situation and developed the strategy to keep up the operations and the country programs. Based on the money accumulated so far, loans returns and hose project payments there is a projection that offices can continue their operations and provide basic support to the neediest of the community until December 31, 2011. Financial loans provision has been stopped to save the money for programs until PS USA gets the license to continue funding Syria programs. Health support has been prioritized by the staff and the Advisory Committee and the projects continued at a lower scale. Financial needs of the families in extremely poor state are being met. Allowances to the elderly are being paid.

Ani Chilakian retires December 1, 2011. Her indemnity should be sent. JMP will need to provide clarity on terms of continuing cooperation with her. Ani should confirm her willingness to cooperate on the new terms and reporting requirements from PCUSA legal department to correspond to the Syria sanctions and General License N11

Action: Continue cooperation with Ani Chilakian for 6 months up to one year at JMP's discretion and terms, with her acceptance to fulfill the new terms and reporting requirements. Motioned and Approved.

### Syrian Sanctions

April Davenport updated USAC on the Syrian Sanctions. She noted relief programs are generally in line with the general license. Medical and social programs would be in compliance with one of the four parts in general license under "human need." She will draft guidelines for our offices. April recommended moving forward in regard to medical assistance and social programs because these are the bulk of the work. We can work to get the loan program through later after some restructuring, but as they exist now, the program does not fit into our general license request. Because of the security situation summer camps have been suspended. Camps would have to demonstrate that the programs are educational, spiritual or health related. The housing program can continue as it doesn't involve any new funds. We can provide consultation and services because this meets basic human needs. All funds sent have to be accounted for with receipts. These physical records have to be kept in the Louisville office for a period of five years to meet OFAC auditing rules and standards of accountability. JMP-S will have to prioritize compliance from first day forward as funds are expended. Some documentation will be more administratively difficult to obtain. The administrative challenge to stay in compliance was acknowledged with regret. Some banks that had been used on behalf of JMP-S are on the restricted list. This means new accounts with approved banks would have to be opened.

### JMP Turkey

Lebanon and Armenia country directors went with Eliza to Turkey on an Exchange/Study trip. Neither country director has had the opportunity to visit JMP-T helping them better understand the challenges to

the JMP programs in Turkey and the impact of cuts. Turkey office had not been informed of the discussion to end the Turkey program. Eliza Minasyan notes that we have little room to cut anymore. She suggested trying to find extra funds to avoid more cuts. Loan program makes loans for only ten month periods and this will be a factor if the decision is made to close the office. We have \$40,000 allocated for next year and then if we do not get extra funding we have to begin phasing the program out. If Armenia gets funding as expected then some funds may be redirected. The program is all volunteer and of minimal administrative cost. USAC recommended selecting a person to evaluate the program in Turkey. This needs to be a condition in considering any increase and continuation of the program. Michael will help in the search for the appropriate professional

Action: Select a reliable individual to contact Mr. Arman Manukyan, committee chair, to conduct an evaluation of the program and its allocation of resources. The report will be use for consideration in providing any additional funds. Motioned and Approved.

#### Jerusalem

Jerusalem office provided a short general report to the Louisville office for the USAC fall meeting. Eliza Minasyan is waiting for a response to additional questions she had. Most of the funds go to the clinic and paying local doctors and nurses. A question was raised on how many people are receiving care and the types of treatments being received. More accountability is needed here as well. After the report is received we will determine if further action is needed to see if further auditing is needed.

#### JMP Louisville

Judy Semaria reported that we are considering routing our funds from the Foundation through JMP's PNC account rather than the PC(USA) internal account. This may simplify the accounting process and it will give us direct management over the account. Judy will work with Dottie Smith, treasurer office director, to see if such an arrangement makes sense for the JMP office. Also, the Statement of Financial Position report is now showing the indemnity as a separate liability account.

A draft of the new Cost Allocation for 2013 was presented by Judy. The document suggests a fee of \$144,000 for the office space, building services, and other administration cost giving support to the JMP mission. A number of these fees seemed excessively high. Over half of the fees are for communication and funds development which is minimally used by JMP. Doug Welch will do a verbal investigation and ask Joey Bailey to give further clarification of the charges. If needed, USAC can draft an appropriate letter regarding their concern over the fees and the lack of correlation to services received. Judy will represent JMP on negotiating a more accurate fee schedule.

The Louisville office is poised to save about \$45,000 in their budget. The savings are realized from the meeting line and travel portions of the budget.

#### Foundation Report:

The Balanced Spending formula insulates the budget some from the market's volatility providing a stable and predictable income stream. It is based on fiduciary responsibilities to balance current and future payouts and to keep up with inflation at a minimum after fees are calculated. The sustainable spending rate was revised with careful analysis and will be 3.93 percent. In 2013 we can expect about \$150,000 less in the budget as we adjust into this new formula, meaning budgets for 2013 will have to be cut by 10%. It is not certain what the amount will be in 2014, but after that we should have a sustainable forecast. Paul Stropkay reported that the credit quality of our mutual funds is very high, but returns are



low because of market conditions. On the equity side of the portfolio, the core which is the S&P Optimized Index is more at the mercy of broader economy. The Foundation uses active satellite managers for the core, but is relatively expensive. The Foundation switched to using some mechanically managed portfolios and it has saved \$400,000-500,000 in fees allowing them to utilize firms such as Baillie Gifford which beat the bench mark.

USAC requested that portfolio performance reports be sent electronically quarterly, January, April, July, and October. This will include mutual fund returns, the permanent funds report and account statements. Also, Annual Report of budget requested from the Foundation. Fact sheets not necessary.

#### Revision of JMP Guidelines

The guidelines have been used to help give understanding to the essentials of the will by providing clarity. Complications remain regarding the local operations. The parts being revised are not relevant to other program offices. It was suggested to have two or three USAC members volunteer to review guidelines and make recommendations in advance of the next meeting and advise the full group. Task can be done via conference call and e-mail.

#### Next Meetings:

Spring Meeting: April 27 and 28, 2012, in Louisville.

Fall Meeting: October 25 and 26, 2012, location to be determined.

Meeting adjourned

**ITEM 208  
FOR INFORMATION**

**Jinishian Memorial Program Commission Meeting Minutes October 28, 2011**

Members Present: Amgad Beblawi, Gail Bingham, Victoria Gehrt, Michael Haratunian, Carolyn McLarnan (chair), Mark Momjian, Martin Lifer (secretary). JMP Staff persons present: Eliza Minasyan and Mark McCabe.

Welcome: Carolyn welcomed the group and brought the meeting to order.

Approval of Minutes: Vicki Gehrt made a motion to approve the minutes of the last JMP Commission Meeting. Gail Bingham seconded the motion. JMP Commission minutes unanimously APPROVED.

Ratification of USAC appointment to JMP Lebanon: Vicki made a motion to ratify the USAC appointment of Joseph Zoulikian, Michael Haratunian seconded. USAC appointment to JMP Lebanon APPROVED.

Retirement of Ani Cholakya, JMP Syria Director December 2011: Vicki Gehrt made a motion to extend the contract of Ani Cholakya to July 31, 2012 with a possible extension. This is done with the understanding that she adheres to the new policies in place to run the program. Mark Momjian seconded the motion. The proposed contract extension was APPROVED.

Discussion of Evaluation of Turkey JMP Program: Following the trip to Istanbul made by Eliza Minasyan, it has been decided to evaluate the Turkey JMP Program in greater detail.

Ratification of Action: Select a reliable individual to contact Country Director Tulin Kenber to conduct an evaluation of the program and its allocation of resources. The report will be used for consideration in providing any additional funds. APPROVED

Next Meetings:

Spring Meeting: April 27 and 28, 2012, in Louisville.

Fall Meeting: October 25 and 26, 2012, location to be determined.

The meeting was adjourned with prayer.

## ITEM 209 FOR INFORMATION

### Compassion, Peace and Justice Update

The **Presbyterian Ministry at the United Nations**, in partnership with Presbyterian Women, facilitated the Presbyterian Presence at the Commission on the Status of Women. There were 44 Presbyterians including women from Presbyterian Women, Women's Leadership Development, the National Network of Presbyterian College Women, Racial Ethnic Young Women Together, and women who are Presbyterians. With our partners from Ecumenical women, we advocated for addressing climate change, farming, food security and food sovereignty, access to education, access to transportation and resources, access to medical care, and addressing isolation and exclusion from decision-making. Presbyterians and our ecumenical partners advocated around these concerns with the Missions of all UN Member States and specifically with members of the Commission. Presbyterians learned from each other and from women around the world how women living in rural areas work to overcome hunger and poverty and how to support their efforts. In side and parallel events Presbyterians received and shared ideas for advocacy in the U.S. and inspiration for ministry. Networks and relationships were built and strengthened. Presbyterian Women in the Presbytery of New York City helped host a lunch where individuals from the local area learned about the Commission. Three Presbyterian participants preached in New York City congregations.

Staff members did workshops on the Millennium Development Goals and the Economic Implications of the Occupation at the Compassion, Peace and Justice Training Day and at Ecumenical Advocacy Days.

A seminar was held for Boston Theological Institute on how religious and secular groups work together for peace and on the interfaith dimensions of peacemaking.

A number of summer seminars are in the planning stages.

#### **Advisory Committee on Social Witness Policy—**

The report, "World of Hurt, Word of Life: Renewing God's Communion in the Work of Economic Reconstruction," was presented by two elected members of the Advisory Committee on March 25, at the New York Avenue Presbyterian Church in Washington, DC. Bill Saint, a development specialist long with the World Bank, and Gloria Albrecht, a professor of ethics and former pastor, were participating in the Compassion, Peace, and Justice (CPJ) Training Day, just prior to the Ecumenical Advocacy Days. The report looks at the way the economic crisis has affected four major sectors of life: jobs, family, neighbors, the future (sustainability), and the church. In framing a response for the church, the study committee that developed the report lifted up communion as the deepest grounding for a Christian understanding of the common good, which is then the basis for recommendations. Other reports coming to the General Assembly include a resolution responding to the "Arab Spring," a Human Rights update with a domestic focus (on civil liberties and national security, workers' rights, and access to reproductive health services), and the interim report of the Peace Discernment Steering Team, which reports through Compassion, Peace, and Justice and ACSWP.

**Self-Development of People:** Out of 800 nominations from 113 countries the West Africa Initiative (WAI) was one of 25 groups to receive the prestigious Equator Prize. WAI is a Presbyterian Church (USA) -- Self-Development of People (SDOP), Presbyterian Disaster Assistance (PDA), and Presbyterian

Hunger Program (PHP) -- led partnership between several US denominations including United Methodist Committee on Relief, United Church of Christ, and The Disciples of Christ and ecumenical partners in Liberia. The goal of WAI is to support and strengthen the capacity of rural community groups to develop self-reliant and independent organizations that are engaged in food production and marketing, thus contributing to the improvement of community food security and the economic and social well-being of their members.

The Equator Initiative, the awarding body, brings together United Nations, governments, civil society, businesses and grassroots organizations to recognize and advance local sustainable development solutions for people, nature and resilient communities. The Prize is awarded biennially. As local and indigenous groups across the world chart a path towards sustainable development, this prize shines a spotlight on their efforts by honoring them on an international stage. The ministries of SDOP, PDA, and PHP are proud to be a part of this initiative.

SDOP was pleased to have two of our community partners, One DC and United Workers Association, participate in the SDOP workshop at the Compassion, Peace & Justice Training Day. SDOP partnered with One DC in their Right to Wellness Campaign which is geared toward promoting holistic health and creating healthy environments in Washington, DC's low-income communities of color; the partnership with United Workers Association was for living wages for workers in Baltimore's Camden Yard. They won that campaign!! Now they are working on human rights issues facing low-wage workers in Baltimore's Inner Harbor.

The **Presbyterian Office of Public Witness (OPW)** is involved in the Faithful Budget Campaign to protect programs in the federal budget that will affect the most vulnerable of our society. Both our theological and policy perspectives are a part of the focus in both advocating before Congress and educating Presbyterians. The Director is leading the organizing efforts of the Washington Interreligious Staff Community (WISC) and staff member Leslie Woods wrote the preamble to the Faithful Budget. Over 1000 persons delivered copies of the faithful budget to Congress during the annual "lobby day" of Ecumenical Advocacy Days (EAD) held in Washington, DC on March 23-26. Presbyterians represented the largest number of participants for the second consecutive year in EAD. The OPW hosted Compassion, Peace and Justice Training Day at New York Avenue Presbyterian Church for the second consecutive year. Over 200 Presbyterians participated in this event.

The OPW continues its work in developing relationships with emerging justice networks across the denomination. Catherine Gordon is working closely with the Debbie Braaksma (PCUSA African Office) in developing strategies related to Africa. The Congo is one of our issue priorities for 2012.

The leading priority over the next two years is connecting with young adults on justice issues. We are committed to training a new generation of young people both to become advocates for justice.

### **Presbyterian Hunger Program (PHP)**

- For Palm Sunday, 889 congregations ordered eco-palms which is a 10% increase over last year. This tangibly demonstrates that even in economic uncertainty and cut-backs, congregations are concerned about the environment and sustainable life styles.
- CIW (Coalition for Immokalee Workers) organized a Fast for Fair Food outside Publix headquarters March 5-10 to encourage Publix to join 10 other corporations in paying fair wages and ensuring fair working conditions.

- PHP, through the Campaign for Fair Food, organized incredible Presbyterian support and communications both at the Fast and throughout the country.
- The PHP Bible Study had to be reprinted as it continues to be popular for Sunday school or Bible study sessions. In addition, PHP wrote a Companion Bible Study to Food Movements Unite, a book written by people who are working to enlarge and unite food justice movements in the US and around the world. The Bible Study is offered as a download where one can order the book (<http://gamc.pcusa.org/ministries/hunger/presbyterian-hunger-program-bible-study/>). It is an excellent way to promote Biblical values in an audience who is first attracted to food sustainability issues (young people who have left the church seeking relevance in today's world).
- The first group of Food Justice Fellows is concluding its year-long program of virtual study and discussion. Some will continue a second year joining a new selected group. Food Justice Fellows are mostly Presbyterians who are working in building local food economies in their communities. They join to do directed study and share experiences.
- A second HEART (Heaven on Earth Agrarian Road Trip) will be offered in June going from Louisville to New York City with stops all along the way to see local food work and share in congregations. We are limiting the group to 15 participants who don't mind sleeping on church floors.
- Preparations are underway for the International Consultation on Poverty, August 11-14 in Chicago in which Hunger Action Enablers, Food Justice Fellows, Joining Hands networks and others who want to work on systemic issues to poverty through campaigns and alternative solutions will come together for strategic planning and work plans.
- Finally, the PHP Post Lenten issue on corporations is getting positive comments and going viral. The following is both a happening and a concern. PHP works in partnership with networks in other countries to address root causes of poverty. In Sri Lanka the campaign focuses on human rights to land, and in Peru the No Greater Rights campaign focuses on the fact that a US corporation has greater rights through the investor clause of the US-Peru free trade agreement than the people or government of Peru. In Sri Lanka the president of our Joining Hands country received death threats and left the country in March. In Peru partners with who Joining Hands works have also received death threats in the last 2 months. In both cases Presbyterians helped by writing appropriate government and human rights organizations. It is a reminder that persecution is part of authentic Christian witness and we cannot underplay the seriousness of this work that threatens power and greed.

The **Peacemaking Program** has opened registration for the **2012 Peacemaking Conference**, *Restorers of Streets to Live in*, July 11-15, 2012 at Ghost Ranch Education and Retreat Center in Abiquiu, New Mexico. Applications are also available to host one of the **2012 International Peacemakers**. This year they come from Colombia, Honduras, Indonesia, Iraq, Israel/Palestine, Lebanon/Syria, Madagascar, Northern Ireland, the Philippines, Russia, and South Sudan. They will be available from September 21 – October 15, 2012. Finally, two **Travel Study Seminars** have been announced for 2013: Peacemaking in the Philippines: *Environmental Devastation and Human Trafficking Connection* - February 12-22, 2013; and Northern Ireland: *Peacemaking and Reconciliation in the Celtic Context* - April 1-12, 2013. Information about all of these opportunities can be found on the Peacemaking website.

### **Presbyterian Disaster Assistance**

**National Response:** Presbyterian Disaster Assistance (PDA) continues to respond to the multiple natural disasters within the United States (including tornadoes that cut across parts of the Midwest and Southern states) and is focusing on providing hosting sites for the many Presbyterians who want to be engaged in hands-on approach of helping families whose homes were destroyed or damaged by storms.

Currently, 15 Presbyterian congregations are providing hospitality for volunteer work teams and four additional Presbyterian congregations are assessing how they can be involved in this ministry.

In addition, two presbyteries continue to be involved in the long-term and ongoing work of helping families in their recovery by hosting volunteer work teams: the Presbytery of South Louisiana with Project Homecoming related to Hurricane Katrina and the Presbytery of West Virginia with West Virginia Ministry of Advocacy & Workcamps related to flooding. Presbyterian Disaster Assistance is also providing leadership to two ecumenical hosting sites, one in Minot, North Dakota related to flooding, and the other in Smithville, Texas related to wildfires.

**International Response:** PDA continues to closely monitor the humanitarian crises in Syria and South Sudan and is working with mission and ecumenical partners to address needs in these complex disaster situations.

PDA is responding in cooperation with the Evangelical Church of Niger to the food crisis concentrated primarily in the West African region of the Sahel that is affecting an estimated 12 million people, with the fear that famine is imminent. PDA is also responding in cooperation with the Presbyterian Church of East Africa to the drought and famine-like conditions in the Horn of Africa.

PDA continues its long-term recovery response to the earthquakes in Japan and Haiti and its joint work with One Great Hour of Sharing programs Presbyterian Hunger Program and the Self-Development of People in the West Africa Initiative.

**Other:** PDA will be showing a video produced for the congregation of Bethany Presbyterian Church as part of their spiritual and emotional healing to the San Bruno pipeline explosion. This was in response to the congregation's specific request that a video be produced to help in their recovery.

PDA continues to work on the production of a video on gun violence that will be shown on NBC network television beginning November 11, 2012.

PDA won Awards of Excellence for the Haiti video *Seeds and Tools: Starting a New Life* and the ad *Because no Place on Earth is Godforsaken* that appeared in the What we Believe issue of Presbyterians Today.

## **ITEM 210 FOR INFORMATION**

**Committee on Mission Responsibility Through Investment Minutes – September 2011**

**MEETING RECORD  
Committee on Mission Responsibility Through Investment  
Chicago, IL  
September 8-10, 2011**

**Thursday, September 8, 2011**

**MRTI Introductory Business**

The meeting was called to order by Chairperson Brian Ellison.

Roll Call: The following attendance was recorded: MEMBERS- Brian Ellison (Board of Pensions), John Hougen (Board of Pensions), Conrad Rocha (GAMC), Sue Ezell (GAMC), Elizabeth (Terry) Dunning (Foundation), Frank Adams (NCTC), Raafat Zaki (ACSWP), Noushin Framke (ACREC), Terry Alexander (ACWC), Joanne Rodriguez (At-Large), George Parks (At-Large) and George Philips (At-Large). STAFF- Judy Freyer (Board of Pensions), Bill Somplatsky-Jarman (GAMC), and Paul Stropkay (Foundation/NCTC). Bethany Furkin of the Presbyterian News Service also attended.

MRTI Agenda: The proposed agenda was reviewed and APPROVED.

MRTI Meeting Record: MRTI reviewed the draft Meeting Record from the February 2011 meeting in New York City. After identifying a couple of editorial corrections, MRTI APPROVED the Meeting Record.

**Reports from Member Bodies**

MRTI received verbal reports from the representatives of the following member bodies: General Assembly Mission Council, Board of Pensions, Foundation/NCTC, ACSWP, ACWA and ACREC.

**Update on Israel-Palestine Corporate Engagement Sub-Committee**

Brian Ellison reviewed the revised draft report for the 2012 General Assembly with recommendations. The Sub-Committee made some changes in the narrative report and drafted a set of recommendations for MRTI's review and approval on Friday.

**Friday, September 9, 2012**

MRTI reconvened with a prayer.

Staff Update Report: Bill Somplatsky-Jarman highlighted MRTI Work Plan Updates since the February meeting. These included the votes on resolutions at J.P. Morgan Chase on mortgage servicing and foreclosure avoidance; ITT, Motorola Solutions and Caterpillar on human rights, and climate change at ConocoPhillips. All resolutions received sufficient votes to be refiled except for Motorola Solutions and ITT. Dialogues were held with American Electric Power, Wells Fargo, Dell, Capitol One, and Hewlett Packard. Staff also participated in a conference call with the CEO's of Timberland and IKEA.

Guest Speakers: MRTI heard from some Chicago-area Presbyterians who shared their concerns about issues being addressed by MRTI, primarily on Israel-Palestine. MRTI also noted receiving letters from the Advocacy Committee on Racial Ethnic Concerns and the Israel-Palestine Mission Network of the PCUSA.

2012 GA Divestment List: MRTI reviewed the staff research and report on companies affected by the General Assembly's guidelines on tobacco and military-related investments.

Tobacco: MRTI APPROVED **“the 2012 General Assembly tobacco divestment list 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 2012 General Assembly tobacco divestment list in the management of their investments.”**

Companies on the list are: Philip Morris International Group, British American Tobacco, Japan Tobacco, Imperial Tobacco, Altria Group, Reynolds American Inc., Lorillard, Universal Corp., K.T.&G, and Alliance One International.

Military-Related: MRTI APPROVED **“1. That MRTI affirm the report identifying twenty-one corporations as affected by the General Assembly military-related divestment guidelines, and 2. That MRTI 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 2012 General Assembly military-related divestment list in the management of their investments.** Companies on the list are: ATK, BAE Systems, Babcock International, Boeing, CACI, Chemring Group PLC, Cobham, Cubic Corporation, Elbit Systems, Finmeccania, General Dynamics, ITT Exelis, L-3 Communications, Lockheed Martin, ManTech International, Northrop Grumman, Raytheon, Rockwell Collins, SAIC, Ultra Electronics Holding, and Vishay Technology.

## **2011-2012 MRTI Work Plan**

Review of Draft Work Plan: MRTI reviewed the draft Work Plan by sections. Some stylistic changes were made, corrections were made that J.P. Morgan Chase instead of Wells Fargo had acquired Washington Mutual and Wyndham Hotels had signed The Code on child trafficking, and among the proposed initiatives: dialogue on child trafficking with Wyndham and on human rights with Veolia was dropped.

Adoption of 2011-2012 MRTI Work Plan: After MRTI decided not to add any new items, the Committee voted to APPROVE the revised 2011-2012 Work Plan.



## 2012 General Assembly Report on Israel-Palestine Referral

*Review of Draft Report from MRTI Sub-Committee:* Brian Ellison walked MRTI through the draft report. He indicated that the sub-committee had added the exact dates of engagements with the various companies, and that any missing dates would be added later. Editorial and stylistic changes were made adding details and explanations of terms, particularly in the sections on the engagements with Caterpillar, Hewlett Packard and Motorola Solutions. MRTI also requested that a map of the illegal settlements and the Separation Barrier's route be added if possible. The sentence about the recent engagement with Veolia was dropped.

*Review of the Summary Section:* Brian Ellison reviewed the draft summary section as developed by the sub-committee. He noted the addition of an extended paragraph on the current status of the roadblocks to a just peace as documented by Israeli human rights organizations and government bodies. With the increase in military contracts for ITT, and the change in ITT's corporate structure, language was added about ITT Exelis, one of the three companies created from ITT Industries, already being added to the GA divestment list due to its military contracts in general.

*Review of the Recommendations Section:* Brian Ellison walked MRTI through the six points of the recommendations section. The six points are: **RECOMMENDATIONS: The General Assembly Mission Council, upon recommendation from Mission Responsibility Through Investment, recommends that the 220th General Assembly (2012) do the following:**

- 1. Receive the report of the Committee on Mission Responsibility Through Investment (MRTI) of its engagement with corporations involved in Israel, Gaza, East Jerusalem, and the West Bank.**
- 2. Renew the call of previous General Assemblies to all corporations doing business in the region to confine their business activity solely to peaceful pursuits, and refrain from allowing their products or services to support or facilitate violent acts by Israelis or Palestinians against innocent civilians, construction and maintenance of settlements or Israeli-only roads in East Jerusalem and the West Bank, the Israeli military occupation of Palestinian territory, and construction of the Separation Barrier as it extends beyond the 1967 "Green Line" into Palestinian territories.**
- 3. Continue to urge all corporations doing business in the region to seek proactive ways to promote respect for human rights, peacebuilding, and equal employment opportunity.**
- 4. Direct the General Assembly Mission Council, through its Committee on Mission Responsibility Through Investment (MRTI), to conclude the corporate engagement process with ITT, since the company now appears on the General Assembly divestment list as a large military contractor; and with Motorola Mobility, as it appears that its business no longer includes profiting from non-peaceful pursuits.**
- 5. Direct the General Assembly Mission Council, through its Committee on Mission Responsibility Through Investment (MRTI), to continue the corporate engagement process with United Technologies, together with ecumenical partners, as part of MRTI's regular**

**work plan, in accordance with the previously identified positions and priorities of the General Assembly, and subject to ordinary reporting to the next General Assembly.**

**6. Approve the following resolution:**

**The Committee on Mission Responsibility Through Investment has been seeking to engage companies profiting from non-peaceful pursuits in Israel-Palestine since the directive of the 216<sup>th</sup> General Assembly (2004) and the reaffirmations and actions of each subsequent Assembly. This process of engagement has, in the case of three companies, produced no substantive change and, in the judgment of this Assembly, is likely not to do so in the future. Under the church's regular process of corporate engagement (approved by the 116<sup>th</sup> General Assembly of the PCUS (1976) and reaffirmed as policy after reunion), the final step is to recommend divestment from companies where engagement is not resulting in any change. Therefore, in accordance with the actions of prior Assemblies, we direct that Caterpillar, Hewlett-Packard, and Motorola Solutions be placed on the General Assembly Divestment List until such time as they have ceased profiting from non-peaceful pursuits in Israel-Palestine, as defined by prior General Assembly actions.**

**Committee Action on the Report and Recommendations**

Procedural Motion: Terry Alexander moved (Noushin Framke seconded) that MRTI divide action into three parts: (1) to approve the narrative, (2) to approve recommendations one through five, and (3) to approve recommendation six. MRTI APPROVED the motion by voice vote.

Narrative Section: MRTI then voted to APPROVE the narrative section. Motion PASSED by voice vote.

Recommendations One Through Five: MRTI then voted to APPROVE recommendations one through five. Motion PASSED by voice vote.

Recommendation Six: Frank Adams then moved (Sue Ezell seconded) that Hewlett Packard and Motorola Solutions be moved to recommendation five for continued engagement. Following discussion, the motion FAILED by a vote of one in favor and eleven against.

MRTI then returned to consideration of recommendation six which was APPROVED by a vote of eleven in favor and one against.

Media Statement: Brian Ellison noted that drafting would begin immediately on a public statement about MRTI's action to be used in news releases, and as an answer to inquiries from media, church members and the general public.

**Future Meeting Dates**

MRTI agreed that staff would circulate potential meeting dates in 2012 for a conference call to consider proxy voting recommendations, and then for a full meeting of the committee. If possible the full meeting will be linked to a meeting of one of MRTI's ecumenical partners.

ICCR will be meeting on September 20-23. Noushin Framke and former member Liz Letzler will participate as will staff.

The GAMC will meet on September 21-23. Brian Ellison will attend.

**Adjournment**

Following prayer, the meeting was adjourned.

Respectfully submitted,

William Somplatsky-Jarman, Recorder

**Approved: March 22, 2012**

## **ITEM 211 FOR INFORMATION**

### **Mission Responsibility Through Investment Minutes – January 2012**

#### **Mission Responsibility Through Investment Meeting Record January 30, 2012 Committee Conference Call**

#### **MRTI Introductory Business**

Opening Meditation and Call to Order: Chairperson Brian Ellison opened the meeting with a prayerful meditation including a reading of the hymn “How Clear Is Our Vocation, Lord.”

Roll Call: Members present: Brian Ellison (Board of Pensions), Conrad Rocha (GAMC), John Hougen (Board of Pensions), Sue Ezell (GAMC), Terry Alexander (ACWC), Noushin Framke (ACREC), Raafat Zaki (ACSWP), George Parks (At-Large), George Philips (At-Large), and Joanne Rodriguez (At-Large). Members excused: Elizabeth (Terry) Dunning (Foundation). Staff present: Judy Freyer and Martha Smyrki (Board of Pensions), Anita Clemons (Foundation), Crit Thomas (NCTC), and Bill Somplatsky-Jarman (GAMC).

#### **Proxy Voting Recommendations**

Old Resolutions: Terry Alexander moved (John Hougen seconded) that MRTI reaffirm the proxy voting recommendations on all previously considered shareholder resolutions. The motion PASSED.

#### New Resolutions:

Corporate Governance: Noushin Framke moved (Sue Ezell seconded) that MRTI recommend support of all four new resolutions in the Corporate Governance section of the ICCR Proxy Book: tax avoidance, reputational risk from excessive executive compensation, factoring compliance costs into executive compensation calculations, and a by-law amendment to permit shareholders to call a special shareholders meeting. The motion PASSED.

Environment: John Hougen moved (George Philips seconded) that MRTI recommend support for all three new resolution in the Environment section: create task force on climate change impacts, producer responsibility for post-consumer product packaging, and minimize environmental impacts of electronic recycling. The motion PASSED.

Finance: John Hougen moved (Terry Alexander seconded) that MRTI recommend support for all three new resolutions in the Finance section: transparency in the repurchase market, transparency in the credit rating process, and report on risks from offshore banking secrecy. The motion PASSED.

Health: Conrad Rocha moved (George Philips seconded) that MRTI recommend support for all three new resolutions in the Health section: report on affordability and access to

medical devices, recycling of mercury thermometers, and creation of an independent ethics committee. The motion PASSED.

### **Update on Israel-Palestine Issues**

*Compassion, Peace & Justice Trip to Region:* Bill Somplatsky-Jarman reported on the November 2011 trip to the region by several GAMC staff. The group met with ecumenical partners and non-profits in Israel, East Jerusalem and the West Bank including Bethlehem. Briefings were also provided by the YWCA and OCHA. The group also met with a representative of the economics section of the U.S. Consulate in East Jerusalem, and Sam Bahour, a Palestinian businessman in Ramallah. Bill observed that settlement expansion has continued significantly, particularly around Bethlehem, since he was last there in February 2010.

*Ecumenical Action Group Meeting:* A meeting was held in December. Highlights included agreement on language for a letter to Microsoft asking for a meeting about its human rights policy; engagement with ITT Exelis will be led by the Episcopalians and Mercy Investment Services; the resolution at Caterpillar has been updated for filing before the end of 2011; and research has been continuing in order to update the profile of all the companies being engaged.

### **Work Plan Update**

*J.P. Morgan Chase:* Faith-based investors met with the bank for in December on the issue of mortgage servicing and foreclosure avoidance. The bank had recently received a rating of “Needing Substantial Improvement” from a Federal agency. While the bank is committed to programs they believe will lead to improved ratings, the consensus was to leave the resolution on the 2012 proxy pending further developments.

*Danaher Corporation:* The shareholder resolution was withdrawn following a commitment to dialogue. As Danaher is headquartered in DC, the dialogue will take place at the March MRTI meeting.

*Bank of America:* A dialogue was held in early January with the relevant staff of the bank dealing with mortgage servicing and foreclosure avoidance. This was the first meeting with faith-based investors in over two years. As the bank committed to regular dialogues, as was the case previously, the resolution was withdrawn. Bank of America will have a resolution on its proxy from some public pension plans asking for an independent investigation into the bank’s lending and servicing practices that led to the recent economic crisis.

*Time Warner:* A meeting with company management on its *Ethical Sourcing Guidelines* has finally been scheduled for February 10<sup>th</sup>.

*ConocoPhillips:* The resolution requesting a company-wide reduction target for greenhouse gas emissions has been filed, and will go to a vote at the annual meeting on May 9, 2012.

*Caterpillar:* Brian Ellison reported on his presentation to the Great Rivers Presbytery in October 11th. The shareholder resolution on human rights policy has been filed again.

UN Summit on Climate Risk: Bill Somplatsky-Jarman attended the UN Summit on January 12<sup>th</sup>. Several corporate leaders and investment managers spoke about the need to address climate change, and the opportunities that exist for investors to assist in this process.

### **Next MRTI Meeting**

March 21-22, 2012: Brian Ellison announced that MRTI would meet in DC beginning on Wednesday, March 21<sup>st</sup>, and concluding on Thursday, March 22, 2012. MRTI members who can stay over will be able to participate in the Compassion, Peace & Justice Training Day on the 23<sup>rd</sup>, and/or Ecumenical Advocacy Days that begin Friday evening through Monday, March 26<sup>th</sup>.

### **Adjournment**

MRTI adjourned following prayer.

Respectfully submitted,

William Somplatsky-Jarman, Recorder

**Approved: March 22, 2012**

**ITEM 212  
FOR INFORMATION**

**Presbyterian Hunger Program Advisory Committee Minutes – March 2012**

Minutes of the Presbyterian Hunger Program Advisory Committee Meeting  
**March 22, 2012**

**Present: Committee Members:** Luis Collazo, Helen Engeseth, Lucy Janjigian, Harold Johnson (Chairperson), Jeff Kackley, Margarette Kennerly, Janice Richardson, Diane Waddell, Michael Winters.  
**Staff:** Andrew Kang Bartlett, Ruth Farrell, Melanie Hardison, Sara Lisherness, Valery Nodem, Alexa Smith  
**Guests:** Ellie Stock

Before the meeting the committee enjoyed dinner in the Parlor Room of First Presbyterian Church, Arlington VA. Prayer was led by Ruth Farrell.

Harold Johnson called the meeting to order at 7:11 PM. Michael Winters led devotions.

The Committee received the March 2012 Report along with photo summary.

**2011 Financial Report:** The Committee received the 2011 Financial Report.

**Approval of Minutes:** Minutes of the Presbyterian Hunger Program meeting of 10/13-14/11 were received and **APPROVED**.

**Adoption of Agenda:** The agenda was reviewed and **ADOPTED. Attached.**

**North American Fair Trade Council and Summit:** The Committee **APPROVED** \$5,000 from the 2012 ED/LS funds for the North American Fair Trade Stakeholder Council for their Summit meeting, to take place April 30-May 2, 2012.

**National Grant Application Process:** The Committee **APPROVED** the new process as proposed.  
**Attachment 2**

**Congregation-Based Food Initiatives:** The Committee **APPROVED** up to \$20,000 of 2012 National Relief and Development funds for mini-grants to PC(USA) congregations starting or expanding local food system initiatives.



**Food Justice Fellows:** The Committee **APPROVED** up to \$15,000 in scholarships and financial support from 2012 Constituency Education funds for food justice events/projects developed by Food Justice Fellows.

**West Africa Initiative:** The Committee **APPROVED** reserving funding for Phase 3 of WAI (2012-2014) and **APPROVED** the 2012 WAI proposal for \$50,000 from International Relief and Development funds (the first year of Phase 3).

**Sisonke Masilwe Indlala (SMI) Grant Reallocation:** The Committee **APPROVED** rescinding the \$32,000 grant to SMI (Joining Hands South Africa) for 2012 approved at the October 2011 meeting and reserving up to that same amount for funding proposals from 3 member organizations of the SMI network.

The Committee concluded the meeting by participating in the prayer vigil organized by Joining Hands Peru.

After the meeting the Committee participated in Compassion, Peace and Justice Training Day and some stayed for Ecumenical Advocacy Days.

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Ruth Farrell, Coordinator,  
Presbyterian Hunger Program

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Harold J. Johnson, Chairperson



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Melanie R. Hardison, Recorder



**PHP Advisory Committee Meeting**  
**Thursday, March 22, 2012**

- 5:00pm Meet in the Hotel Lobby at the Main Desk. From Pentagon City (Blue line) go to Roslin and transfer to Orange line. Get off @ Ballston/MU. Call Rev. Bryan Mickle @ 703-888-7997 or Nancy Manning @ 703-527-4766 x10 and they will have someone meet you at the metro.
- 5:30 pm Arrive at First Presbyterian Church of Arlington <http://fpcarlington.org/directions.htm>  
The password for the Wifi network is **fpchurch**. Dinner from P.F. Chang's China Bistro: (703) 527-0955 will arrive and be set up at 6pm. Watch OGHS videos.
- 6:30pm Open Meeting with Meditation and Sharing
- 7:00pm Photo summary of Report so that members have a good understanding of the work.
- 7:30pm Review and approve Minutes and Papers.
- 8:45pm Prayer Vigil for Peru
- 9:00pm End Meeting. Return to Hotel via metro.

## Grants for programs within the United States

### Eligibility and Criteria

The numbers of hungry people in the United States continue to swell despite widespread civil society efforts to feed the hungry through food banks, food pantries, soup kitchens and other direct service programs. Reduced social spending by the government, an outdated minimum wage, growing numbers of working poor, persistent unemployment and other structural issues can be bandaged with feeding programs, but not cured. Eligible organizations are those that work in one or more of the traditional [five areas](#) and fit the following criteria:

**A.** Organizations, including PC(USA) congregations, demonstrating that a significant part of their work, or the specific project for which funds are being sought, attempts to address the root and systemic causes of hunger, will be eligible for grants from \$500 to \$20,000.

**B.** Organizations whose strategies, activities and outcomes do not sufficiently attempt to address root causes of hunger will not be eligible for funding. Exceptions to this are:

- Projects that help feed or house an especially neglected and underserved constituency. These must be carried out in ways that ensure the dignity of and empower participants. Eligible for grants up to \$5,000.
- Presbyterian congregations running a hunger or homelessness ministry - eligible for one year of funding up to \$1,000 to match local financial or in-kind contributions. (see Congregational Hunger Ministry Grant Application [below](#))
- Presbyterian congregations creating a new hunger ministry or adding to an existing hunger ministry with a new type of hunger/poverty initiative will be eligible for seed funds up to \$2,000 to match local financial or in-kind contributions. (see Congregational Hunger Ministry Grant Application [below](#))

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### Specific Criteria

Proposals do not need to fit neatly into one of these five areas, but may include activities in multiple areas.

#### 1. Direct Food Relief:

The proposed activities shall provide food relief to impoverished people in either acute or chronic conditions of hunger with an eye to long-range solutions. Ordinarily, applications for direct food ministries (food pantries, soup kitchens, shelters, etc.) in the United States shall come from or through the sessions of Presbyterian Congregations which support those ministries. Grants may be made for (a) start-up costs for new programs and/or (b) new projects of existing programs which attempt to deal with the root causes of hunger in their community. Normally, PHP grants shall not exceed the contribution (financial and/or in-kind) of the applying congregation.

## **2. Development Assistance:**

The proposed activities shall provide for a multi-faceted approach to development and the empowerment of impoverished people in such areas as agricultural training, community organization, economic development, nutrition education, public health and/or family planning. The proposed activities may increase employment opportunities or provide assistance to unemployed persons.

## **3. Public Policy Advocacy:**

The proposed activities shall advocate, through just and peaceful means, political, corporate and/or economic policy changes which (a) provide food for impoverished and hungry people at home and abroad; (b) empower the participants' self-development; or (c) promote freedom from oppressive and unjust systems that fail to meet basic needs.

## **4. Lifestyle Integrity:**

The proposed activities shall assist the church to move toward sustainable corporate and personal lifestyles sensitive to the reality of the earth's limited resources and the critical needs of the human family.

## **5. Education and Interpretation:**

The proposed activities shall educate the church and the public at large about the root causes of hunger and inspire, equip and connect people to act and to educate others. The proposed activities shall provide opportunities for learning among and with communities of need.

*Note: If you are unsure whether or not your project or organization is eligible for funding after you have read the criteria above, please contact [Jennifer Evans by email](mailto:Jennifer.Evans@pcusa.org) or (502) 569-5819 for assistance.*

### **APPLICATION PROCESS**

*(NOTE: THERE IS A [SEPARATE APPLICATION PROCESS FOR PRESBYTERIAN CONGREGATIONS](#) APPLYING FOR A CONGREGATIONAL HUNGER MINISTRY. SEE [BELOW](#).)*

### **Applicants must follow these steps to submit a grant application to the Presbyterian Hunger Program:**

1. Submit a **Letter of Inquiry** no later than April 30.
2. If your Letter of Inquiry results in an invitation to submit a proposal, you will be sent a link to the **Online Application** and submit an application. Mailed or emailed proposals will not be accepted. (Applications will only be accepted from groups invited to submit.)
3. Await grant decisions following the Advisory Board meeting. You will receive notification of the Board's decision by email before the end of October.

The Letter of Inquiry (no longer than 2 pages; minimum of 1-inch margins and 11 point font; no attachments) should describe your organization and the purpose for which funding is being sought. Please include the total project costs and the requested grant amount. [Suggested guidelines for LOIs can be found below](#). The Presbyterian Hunger Program will notify you by email as to whether or not a full proposal will be invited for consideration. Proposals will be due by June 30.

- The Letter of Inquiry must be received by email on or before April 30 to be considered in the current year. Letters received after that will be considered the following year. The Letter of Inquiry should be addressed to: Jennifer Evans, Administrative Assistant, at [Jennifer.Evans@pcusa.org](mailto:Jennifer.Evans@pcusa.org)

## Congregational Hunger Ministry Grant Application

Congregations that use the simplified application are only eligible for up to \$1,000 for ongoing work or up to \$2,000 for a start up project. Congregations can only be funded for one year or for two years total if it is a brand new ministry. See general criteria above. In addition, these programs must be carried out in ways that ensure the dignity of and empower participants. Here are two cases that illustrate such an approach: *coming soon . . .*

The congregational grant form must be filled out on your computer and [emailed before the deadline](#).

[You can reference these line-by-line instructions](#) that explain each question in more detail.

[Download the Congregational Hunger Ministry Grant Application](#)

Congregations that wish to apply for a larger amount must fit the criteria for regular grants ([see A. under Eligibility and Criteria](#)) and may use the [regular Letter of Inquiry process](#).

If you do not have Microsoft Word, other formats are available by request. Contact [Jennifer Evans by email](#) or (502) 569-5819 for assistance.

### Writing a Letter of Inquiry

An effective letter of inquiry is often more difficult to write than a full proposal. The letter of inquiry should be brief—no more than two pages—and must be a succinct but thorough presentation of the need or problem you have identified, the proposed solution, and your group's qualifications for implementing that solution. The letter of inquiry should be sent by email to Jennifer Evans at [Jennifer.Evans@pcusa.org](mailto:Jennifer.Evans@pcusa.org) no later than April 30. Letters received after that date will be considered the following year.

Not unlike a grant proposal, the letter of inquiry should include the following sections:

The **introduction** serves as the executive summary for the letter of inquiry and includes the name of your organization, the amount needed or requested, and a description of the project. The qualifications of project staff/volunteers/participants, a brief description of evaluative methodology, and a timetable are also included here.

The **organization description** should be concise and focus on the ability of your group to meet the stated need. Provide a very brief history and description of your current programs while demonstrating a direct connection between what is currently being done and what you wish to accomplish with the requested funding. You will flesh this section out in greater detail if you are invited to submit a full proposal.

The **statement of need** must convince the reader that there is an important need that can be met by your project. The statement of need includes: a description of the target population and geographical area, appropriate statistical data in abbreviated form, and several concrete examples.

The **methodology** should be appropriate to your statement of need and present a clear, logical, and achievable solution to the stated need. Describe the project briefly, including major activities, names and titles of key project participants, and your desired objectives. As with the organization description, this

will be presented in far greater detail in a full proposal.

**Other funding sources** being approached for support of this project should be listed in a brief sentence or paragraph.

The **final summary** restates the intent of the project and affirms your readiness to answer further questions.

**ITEM 213  
FOR INFORMATION**

**Presbyterian Disaster Assistance Advisory Committee Minutes – March 2012**

**Presbyterian Disaster Assistance Advisory Committee Meeting**

**March 20-23, 2012**

**Holiday Inn at Rosslyn – Key Bridge in Arlington, VA**

**Members Present:** Pete Berlowitz, Jeff Holland, Max Messman, Jim Pellot, Mary Jane Potter, Brooks Smith and Rene Suntay

**Staff Present:** David Barnhart, Pamela Burdine, Toni Carver-Smith, Sara Lisherness, John Robinson, Beth Snyder and Rick Turner

**March 20**

The meeting opened with prayer by Jeff Holland.

**Structuring and Staffing**

Sara Lisherness shared the work of the General Assembly Mission Council (GAMC) Strategy Work Team and the development of a vision and mission statement, directional goals and objectives. Objectives continue to be a work in progress. The 2013-2016 Mission Work Plan will guide Presbyterian Disaster Assistance's (PDA) strategic plan. She also shared that an independent work audit was finalized for PDA.

**PDA Coordinator Position**

Following approval by the Deputy Executive Director and Executive Director, the coordinator's position will be posted. In the interim, PDA staff is reporting to Sara and Toni Carver-Smith.

Members and staff discussed important qualifications of the coordinator's position.

**Haiti**

As former members of the Haiti Response Team (HRT), Luke Asikoye and Pamela Burdine gave an update on this work. The HRT has disbanded after fulfilling the commitment to disburse funds. In the meantime, PDA staff is developing MOUs with local partners. A recommended plan of action to designate the remaining funds will be provided to the Committee. It is projected that PDA will continue its work in Haiti for 2 years.

World Mission is seeking to fill the mission co-worker position in Haiti.

**Amendment A – Recommendations for Future Cross-Functional Disaster Response Teams**

In order to manage large designated donations for major disasters, PDA staff will draft operational guidelines that will include a time frame to work with partners and expend funds. The draft will be presented at the next committee meeting.

**By consensus, the Committee recommended that PDA staff form a plan to include assessment, time line, project management and evaluation, and to include a PDA staff member to each project.**

**Special Offering Advisory Task Force (SOATF) Report**

The report was discussed and venues for response were offered.

- 1) The Committee will draft a comment and attach concerns
- 2) Will reach out to Karl Travis, chair of the SOATF to discuss the process of the task force's work
- 3) Meet with other One Great Hour of Sharing (OGHS) committee members to form a joint statement and send to the Justice Committee of the GAMC

### **Refugee Ministry**

PDA will provide programmatic emphasis for refugee ministry. It was suggested to work ecumenically with Lutheran Immigration and Refugee Service (LIRS) and Church World Service (CWS). Sara has discussed continuing partnerships with the Office of the General Assembly. Pamela spoke of PDA's alliance with LIRS and CWS.

Racial Ethnic Ministries/Presbyterian Women (REM/PW) are doing hands-on ministries with immigrant and refugee communities. PDA, OGA and REM/PW worked together to implement a successful November 2011 consultation in Dallas, TX. This was a collaborative meeting attended by middle governing bodies, individuals from churches and congregation representatives.

### **Meeting with Roger Gench, Chair of GAMC Justice Committee**

The Committee welcomed Roger Gench, chair of the Justice Mission Committee of the GAMC.

Items of discussions included:

- How the Advisory Committee interacts with the Justice Committee
- How the Justice Committee can be helpful to PDA
- Addressing the Special Offerings Advisory Task Force recommendations
- Collaborative ways of addressing international disasters with GAMC ministries and networks within the church
- Role and responsibility of the Advisory Committee with designated funds
- Recommending that any large designated funding have a plan for expenditure by 3 to 6 months
- Role of Advisory Committee regarding budget

### **Adjourn**

Brooks Smith adjourned the meeting with prayer

### **March 21, 2012 Wednesday**

Meeting opened with devotions and prayer by Max Messman.

### **Work Plan for PDA Advocates Program**

An advocates program was suggested as a way to interact with people and engage more of the church with PDA ministries. Members and staff brainstormed on suggestions.

### **PDA Operating Guidelines**

PDA's Operating Guidelines are a base line for core responsibilities and are being reviewed by the Governance Task Force (subcommittee of the GAMC). Sara will follow-up with the sub-committee as to their timeline.

### **PDA Strategic Directions**

PDA staff is currently developing 2013-2016 strategic plans and will be shared with the Committee at its next meeting. The Committee discussed PDA's alignment with the GAMC Strategic Plan. A question was raised as to where the PDA Advocates program might fit in the plan.

### **PDA Staff Reports**

Committee members received verbal reports from staff. From the staff reports, **the Committee recommended changing initial funding grants to mid-councils and their churches impacted by disaster** (see attached).

### **Adjourned**

Sara closed meeting with prayer.

Following dinner, the Committee reviewed the San Bruno documentary and a reception was held for members concluding their service to the PDA Advisory Committee. Pete Berlowitz, Mary Jane Potter and Brooks Smith received appreciation for their work.

### **Thursday, March 23**

Mary Jane Potter opened the meeting with devotions and prayer.

The October 2012 Advisory Committee meeting will be held in Louisville on October 25 -26.

Members lifted up and expressed appreciation for David Barnhart's work. They expressed desire to communicate the need for story telling of PDA's ministries as a way to connect the whole church and reach the non-churched. David offered to write a contribution for NRT material on using storytelling on film as a tool of healing and recovery.

Committee members and staff met with the following groups:

- Lutheran Immigration and Refugee Service - Linda Hartke, Stacey Martin and Anna Campbell
- Church World Service - Jen Smyers and Joan Maruskin
- National VOAD Staff - Daniel Stoker, James McGowan and Danielle Stahl
- FEMA – Nancy Turnbull and David Myers

### **Meeting Adjourned**



## Recommendation to Change Initial Funding Grants to Presbyteries and their Churches Impacted by Disaster

The Presbyterian Disaster Assistance (PDA) Advisory Committee recommends that the Justice Mission Committee approve the following recommendations:

1. That PDA reduce the amount allocated to presbyteries for Initial Response Grants to a disaster from \$10,000 to up to \$7,500;
2. That PDA reduce the amount allocated for Church Assistance Grants from \$10,000 to \$5,000 with no more than \$25,000 being allocated to a Presbytery per calendar year;
3. That PDA offer Church Hosting Seed Grants to churches that are committed to hosting volunteers in areas where long term recovery efforts are underway. Upon recommendation of a Hospitality Assessment Team, PDA will consider a one-time grant of up to \$5,000 to assist with building modifications necessary to host volunteer work teams engaged in long term recovery following a disaster, provided that:
  - a. The church includes a plan for recovering the ongoing cost of hosting volunteer teams to the Presbytery and PDA.
  - b. Hosting will done in coordination with a community based long term recovery organization in keeping with NVOAD standards for long term recovery (including coordinated case management, construction supervision and cooperative funding).
4. That PDA offer Long Term Recovery Grants to presbyteries when:
  - a. The Presbytery is engaged in long term recovery of the community in collaboration with other faith based and volunteer organizations.
  - b. There is coordinated case management being used in the development of the assistance to survivors.
  - c. Funds from the Long Term Recovery grant may not be used to cover the costs of volunteer hosting operations.
  - d. Leaders from the Presbytery has been adequately trained in long term recovery management.
  - e. If the long term recovery effort will require significant resources, the presbytery will include all funds given directly for recovery efforts through other sources when making a request for a grant from PDA.
  - f. The PDA share of long term recovery costs will be limited to 15% of the administrative budget for collaborative efforts in the community and 50% when the Presbytery decides to fund a presbytery staff position.
  - g. Funds for congregational hosting and presbytery funding for long term recovery cannot be comingled.
  - h. Funds will normally be limited to \$35,000 per year. Funds for Initial Assistance, Church Damage and Congregational Hosting Seed Money must be accounted for both financially and in narrative form prior to the approval of a Long Term Recovery Grant.
  - i. In all subsequent funding, funds already granted must be accounted for prior to forwarding additional funds.

### Background:

At the present time PDA provides for the following kinds of funding for US Disaster Response:

- Initial Assistance Support – Up to \$10,000 for Presbyteries to begin their initial assessment and response in disaster situations.

- Church Assistance – Funding for church ministry when a church facility is damaged or the use of the church facility is denied to the congregation because of a disaster. Support is limited to \$10,000 and must be requested by the Presbytery Executive or Stated Clerk.
- Church Hosting Grants – these grants are made to congregations to upgrade facilities or provide for temporary facilities (i.e. showers, toilets, kitchen equipment) in order to be able to host volunteer work teams for long term recovery.
- Long Term Recovery Grants – these funds are made available to Presbyteries when there is a disaster of such scale that the Presbytery must add staff or contribute for a long term recovery organization in order to facilitate long term recovery over an extended period of time. Grants range in size from \$15,000 to \$100,000 per year. Funding is on an annual basis.

#### Rationale

A number of factors have placed a burden on the resources available for national disaster response, including:

- Increased Demand - The increase in the number of disasters and the decrease in funding available for response necessitates a reduction in Initial Funds for the Presbytery. PDA simply does not have the funds in the current disaster climate to provide \$10,000 each time there is a disaster. At the same time, the cooperative movement within disaster assistance and the improved coordination of food, water, shelter and aid make it less likely that a presbytery will actually need more than \$7,500 in the immediate aftermath of a disaster.
- Increase in the Number of Damaged Churches – The rise in the disasters has meant that more and more churches are being damaged. The funds that are dedicated to help damaged churches come from the One Great Hour of Sharing Offering, which has been declining.
- Church Hosting – Providing funds for church hosting is a new aspect of PDA’s work. Prior to Katrina a few churches received assistance in modifying their buildings to provide for volunteer work team support. Following Katrina, eight churches received funding for both building modification and ongoing operational support.

There are additional concerns related to church hosting and PDA funding:

1. Churches must be required to recover the cost of the ongoing operation of the hosting operation from volunteer work teams. Many churches, feeling an overwhelming sense of gratitude, host work teams without recovering the cost as a way of saying thank you to the teams for their work. When the church has realized the cost of ongoing operations, they have sometimes come to PDA seeking assistance to cover utility and food costs. In other situations, churches have tried to raise funds from within the affected area. Neither of these options is necessary when volunteer teams are willing to pay their way.
  2. Volunteer hosting is only viable when the hosting site is connected to a Long Term Recovery organization that is providing supervision for work sites and case management for the recipients. Churches seeking funds from PDA for setting up volunteer work team hosting need to be connected to a community based long term recovery effort.
- Long Term Recovery Funding - Funding for Long Term Recovery comes from appeals for support in the wake of a disaster. In recent years, these appeals have not provided adequate support for long term recovery efforts, placing additional burden on One Great Hour of Sharing funds.

Presbyterian Disaster Assistance is suggesting these changes so that resources will be available when they are most needed.

**ITEM 214  
FOR INFORMATION**

**COMMITTEE ON THEOLOGICAL EDUCATION (COTE)  
Presbyterian Church (U.S.A.)  
Minutes  
Pittsburgh, Pennsylvania, September 13-15, 2011**

1. The Meeting of the Committee on Theological Education (COTE) was held September 13<sup>th</sup> -15<sup>th</sup>, 2011, in Pittsburgh, Pennsylvania and was hosted by Pittsburgh Theological Seminary.

**The following persons attended:**

2. **Members:** Michael Jinkins (Louisville Presbyterian Theological Seminary), Brian Blount (Union Presbyterian Seminary), Theodore Wardlaw (Austin Theological Seminary), Stephen Hayner (Columbia Theological Seminary), Frank Yamada (McCormick Theological Seminary), Jeffrey Bullock (University of Dubuque Theological Seminary), William Carl (Pittsburgh Theological Seminary), Chandler Stokes, Landon Whitsitt, Kathy Wolf Reed, Mary Elva Smith, Alan Bancroft, Matt Miles, Mindy Douglas Adams, Terry Holland, Vilmarie Cintrón-Olivieri, Nicholas Yoda, Max Sherman, and Olanda Carr (General Assembly Mission Council liaison).

**Corresponding Members:** Katharine Henderson (Auburn Theological Seminary), Gary Eller (Omaha Presbyterian Seminary Foundation), Ronald Kernaghan (Fuller Theological Seminary).

**Staff from the Office of Theological Education:** Lee Hinson-Hasty (Coordinator), Rose Eileen Niles (Associate), Cynthia Pope (Manager of Church Relations).

**Adjunct Staff:** Kevin Park (General Assembly Mission Council, Associate of Theology), Marcia Clark Myers (General Assembly Mission Council/ Office of the General Assembly, Director of Vocation), Linda Bryant Valentine (General Assembly Mission Council, Executive Director), Philip Lotspeich (General Assembly Mission Council, Coordinator, Office of Evangelism and Church Growth).

**Guests:** Ben Blake (Presbyterian Investment & Loan Program, Vice President for Marketing), Helen Blier and Stephen Graham (Association of Theological Schools), Paul Grier (Presbyterian Foundation), Cynthia Campbell (Chair, COTE Leadership Initiative Task Force)

**Excused Absences:** Iain Torrance (Princeton Theological Seminary), Sergio Ojeda (Evangelical Seminary of Puerto Rico) Cynthia Bolbach (General Assembly Mission Council liaison), Daniel Earheart-Brown (Memphis Theological Seminary), and Alvin Padilla (Gordon-Conwell Theological Seminary).

3. The COTE was welcomed to Pittsburgh Seminary at 3:00 PM by President William Carl and presentations about three dimensions of the missional work of Pittsburgh seminary were presented by Scott Sunquist, Jennifer Haddox, and Donald Dawson. A field trip to the Open Door congregation, organized and pastored by two PTS alums, was sponsored for the committee. After dinner, COTE gathered again for opening plenary. COTE Chair, **Theodore Wardlaw**, welcomed the committee at 7:15 PM on Tuesday, September 13, 2011, called the meeting to order, appointed **Rose E. Niles** as recorder, and asked **Landon Whitsitt** to lead an opening service of prayer.

4. Chair, Theodore Wardlaw, led the committee in a community building activity using the discipline of mutual invitation described by **Mary Elva Smith**. Each participant shared two things that have given them joy. **Opening Plenary:**
5. The committee **voted to adopt the proposed meeting schedule. The committee voted to affirm approval of Executive Committee minutes and the minutes from the March stated meeting of the COTE.** Without objection, the balance of the Executive Committee report was postponed to the Governance Session scheduled on September 15. **Meeting schedule adopted, minutes of March 2011 stated meeting approved**
6. The committee received a special report from **Marcia Clark Myers**, Director of the Office of Vocation regarding changes to the ordination exams. The report was received with appreciation. **Special Report PCCE**
7. The committee recessed with prayer at 9:05 PM **Committee recessed**
8. The committee reconvened at 9:00AM September 14<sup>th</sup>, with prayer and song led by Landon Whitsitt. The main topic for the first plenary was “Raising Leaders” for the church. The committee heard presentations from Marcia Clark Myers (Director, Office of Vocation), Linda Valentine (Executive Director, General Assembly Mission Council), Philip Lotspeich (Coordinator, Evangelism and Church Growth), and Cynthia Campbell (Chair, COTE Leadership Initiative Task Force). After the presentations the committee engaged in a discussion through the process of mutual invitation. **Plenary I: “Raising Leaders” conversation**
9. At 11:30 AM, the committee joined the Pittsburgh Theological Seminary (PTS) community for a worship service at the PTS chapel. **Worship with the Pittsburgh Theological Seminary community**
10. At 12:00 PM, the committee broke for lunch.
11. After lunch, Ted Wardlaw reconvened the committee and Landon Whitsitt opened and closed the afternoon plenary with prayer. The main topic for the second plenary was “Raising Funds” for theological education in the PC(USA). The committee heard presentations by Nicholas Yoda, Ben Blake (Vice President, Presbyterian Investment and Loan Program, Paul Grier (Presbyterian Foundation), and Kevin Park (Office of Theology and Worship). After the presentations the committee engaged in a discussion through the process of mutual invitation. **Lunch**  
**Plenary II: “Raising Funds” conversation**
12. At 2:45 PM, the Committee divided into the three standing sub-committees of the COTE: **Theological and Church Concerns, Implementation and Interpretation, and Interschool and Mission Cooperation committees.** The **Institutional Review Committee** and the Institutional Representatives met immediately following the meetings of the standing sub-committees. **Meetings of the standing sub-committees and the Institutional Review committee.**
13. At 6:00 PM, the committee recessed for a group dinner and honored

rotating elected member, **Terry Holland**, for her eight years of service on the committee.

14. On September 15, 2011, the Nominating Committee gathered separately over breakfast to review their recommendations. **Committee recessed and group dinner.**
  
15. At 9:50 AM, Ted Wardlaw reconvened the committee in plenary and Landon Whitsitt opened and closed the morning in prayer. **Helen Blier and Steve Graham** (Association of Theological Schools) gave a presentation on trends in theological education from both PC(USA) and non-PC(USA) seminaries. The Chair recognized **Katherine Henderson** to report more in-depth on the conversations and the work of the COTE-appointed Research and Development task force, and its work and recommendations. The committee then engaged in a discussion regarding “Raising the Profile” of theological education within the PC(USA). **Gathering of the Nominating Committee**  
**Plenary III: Research and Development task force report and “Raising the Profile” conversation**
  
16. At 11:15 AM, and after a brief break, the Chair, Ted Wardlaw, reconvened the committee for its final session, a Governance Plenary. A consent agenda was reviewed by the committee, and a **motion was made, seconded and the committee voted unanimously to approve the consent agenda** which included the following items:  
  - A. **Executive Committee**
    - I. **Create a task force to review the COTE Manual of Operations and that the nominating committee be empowered to form task force that will be no less than three and no more than six members.** Rationale: In light of a new Form of Government, a revised covenant with ESPR, a name change for the General Assembly Mission Council (Formerly GAC), a covenant renewal process with Auburn, our COTE Self-Study, and a provision for the manual to be reviewed for changes biennially, revisions are necessary. Recommended changes would come to the Fall 2012 COTE meeting and any amendments would be finalized in the Spring of 2013. **Task force created to revise COTE Manual of Operations**
  
    - II. **Move the September 2012 meeting to October 23-25, 2012.** Rationale: Based on polling current committee members and a likely conflict, a forthcoming invitation for Seminary Presidents to accompany the GAMC to Korea for their 100<sup>th</sup> GA Celebration, this date would work better for all involved. **Fall stated meeting of the COTE moved to October 23-25, 2012**
  
    - III. **Form a task force to consider a revised regular meeting schedule scaffolding for COTE.** Rationale: Conflicts often occur in early September, such as opening convocations at seminaries and opening events in congregations and presbyteries, **Task force created to consider new stated meeting schedule**

as well as some concern that 12-13 months between meetings every other year slows down our progress and momentum.

**B. Institutional Review**

- I. Ask the Chair of COTE to appoint a small task force to develop a response explaining how endowments function in the funding of Theological Education and faculty compensation.

Task force to be appointed to interpret the function of endowments

- II. Approve all percentages in accordance with table below of TEF allocation calculations:

|               | 2012       |
|---------------|------------|
| School        | Percentage |
| Austin        | 8.2569%    |
| Columbia      | 10.5972%   |
| Dubuque       | 7.2666%    |
| E.S.P.R.      | 2.6646%    |
| Louisville    | 7.8078%    |
| McCormick     | 8.8604%    |
| Pittsburgh    | 9.2259%    |
| Princeton     | 18.4936%   |
| S.F.T.S.      | 8.6068%    |
| J.C. Smith    | 5.6233%    |
| Union         | 10.0971%   |
| Discretionary | 2.5000%    |
| Total         | 100.0000%  |

TEF percentages approved

- III. Approve matching last year's additional allocation from the discretionary fund for JCSTS or to match the percentage of the discretionary fund allocated, whichever is greater.

JCSTS to received TEF discretionary funds

- IV. Change the name of the committee from Institutional Review to "Institutional Support."

Institutional Review name changed

**C. Theological and Church Concerns**

- I. Empower the Research and Development Task Force to continue to explore a Theological Education Symposia gathering of COTE constituents as early the run-up to the summer 2012 General Assembly in Pittsburgh. Furthermore, the Task Force is empowered to add new members as they see fit.

R&D task force empowered to organize 2012 Theological Education Symposia

- II. The COTE chair appoint a five (5) person task force to develop talking points for why a seminary education matters to be led by Chandler Stokes and disseminate those points back to COTE members for raising the profile of theological education in the PC(USA). Task force to be appointed to interpret importance of a seminary education
- III. Name John Trotti as the winner of the 2012 PCUSA) Award for Excellence in Theological Education. John Trotti named as the 2012 AFE winner
- IV. Docket Plenary time to hear from Paul Roberts on efforts for more church-wide support for Johnson C. Smith.
- D. Interschool and Mission Cooperation:**
- I. COTE ask the COTE Institutional Representatives to invite the “For Such a Time of This” program alongside the Evangelism and Church Growth ministries of the GAMC to visit the campuses in the manner of a “road show” and speak with interested students about vocational opportunities, particularly Congregational Transformation and New Church Planting. GAMC Evangelism & Church Growth to visit seminary campuses
- II. COTE co-sponsor (and promote) again the (2012 and 2013) Cooperative Seminary Course at Louisville Presbyterian Theological Seminary “Leaders for a Connectional Church” and the (2012) “Presbyterianism: Principles and Practice” course given at the 220<sup>th</sup> General Assembly and offered by San Francisco Theological Seminary. COTE to co-sponsor and promote cooperative courses
- III. COTE to seek time on the Synod Executive Forum docket at their January 2012 meeting via Landon Whitsitt to speak to the New Form of Government and the implications on the preparation for ministry process. COTE to seek time at the 2012 Synod Executive forum
- E. Implementation and Interpretation:**
- I. Invest TEF funds with Presbyterian Investment and Loan Program. TEF funds to be invested with PILP
- II. Conduct an internal audit review of the Theological Education Fund. Internal audit of TEF funds
- III. Create a new video that could be used in the lead up to theological education Sunday and report progress by conference call to Implementation and Interpretation. Promotional video to be created

F. **Nominating**

As COTE seeks new committee members and **the revised COTE description to be used by the General Assembly Nominating Committee, the COTE Nominating Committee and COTE in general when inviting capable and desirable nominees to apply. (See description below):**

**New description of the COTE approved**

The Committee on Theological Education (COTE) has General Assembly responsibility to serve as a two-way communication link between the denomination and its graduate theological institutions in order to strengthen them for their mission to the whole church. COTE seeks to envision and foster partnerships and new initiatives for the benefit of the PC(USA), other governing councils, and our Presbyterian seminaries including an Open Letter to the PC(USA) at Pentecost 2011 on leadership initiatives.

COTE serves as an advocate for theological education, seeking to support our Presbyterian seminaries through the Theological Education Fund, the Theological Schools Endowment Fund, as well as the Seminary Support Network.

COTE reports to the Executive Committee of the General Assembly Mission Council and directly to the General Assembly. Twenty-three (23) voting members: 11 church-at-large, 2 from the General Assembly Mission Council, 10 representatives of the denomination's theological schools. Length of term: 4-year term. Members at-large may NOT be Trustees, Staff, or Faculty of Presbyterian Seminaries. Nominated by GANC: 11 At- Large – for four year terms.

**Skills & Expertise Needed:** Persons who have a keen interest in theological education, church leadership development and expertise in processes related to ministry formation in the PC(USA) for example, CPM, COM, board membership, new church development, and church transformation.

**Time Requirement:** Annual Fall meeting from Tuesday to Thursday during the week after Labor Day, and bi-annually in the Spring (odd numbered years only) on Tuesday through Thursday during the third week of March. Task Force and Committee meetings in between and usually by conference call about once every few months.

17. **Kathy Wolf Reed** reported for the Nominating Committee and proposed a slate of nominations for leadership positions within the COTE. **A motion was made, seconded, and the committee voted unanimously to approve the slate of nominees which included:**

**Slate of nominees for COTE leadership roles approved**

- A. **Mary Elva Smith** for the vacant **At-Large position** on the 2010-12 Executive Committee.



**B. July 2012- July 2014 COTE 2012-14 Officers:**

- **COTE Chair:** Kathy Wolf Reed
- **COTE Vice-Chair:** Jeffrey Bullock
- **Chair, Theological and Church Concerns:** Max Sherman
- **Chair, Implementation & Interpretation:** Mindy Douglas Adams
- **Chair, Interschool and Mission Cooperation:** Vilmarie Cintrón-Olivieri
- **Chair, Institutional Review:** Chandler Stokes
- **At Large:** Ted Wardlaw
- **At Large:** Paul Roberts

**C.** A team to conduct the **covenant renewal between Auburn Theological Seminary and the PC(USA): Iain Torrance, Nicholas Yoda, & Chandler Stokes.**

**D.** Vilmarie Cintrón-Olivieri and if she is not available, **Mary Elva Smith** is nominated to represent the **COTE at the September 21-23, 2011 GAMC meeting in Louisville, KY.**

**Auburn covenant renewal team approved**

The committee reviewed a draft of a motion written by **Rob Fohr and Cynthia Campbell** related to the continuing work of the COTE-appointed Leadership Initiative Task Force. **A motion was made, seconded, and the committee voted unanimously to approve the proposed action for the COTE which included:**

**18.**

**A.** **Affirm as a major priority of the COTE, the BHAG/Leadership Initiative Task Force continue its work and be encouraged to seek funding for one or more face to face meeting(s) in 2011-2012 in addition to conference calls.** Rationale: To strengthen funding streams as well as other potential sources.

**Continued work of the COTE Leadership Initiative task force affirmed**

**B.** Charge the Leadership Initiative Task Force with:

**I. Continuing the conversations and devising solutions, if possible, to issues of first calls (e.g., affordability).**

**II. Helping COTE gather and disseminate "good ideas" to spur responses to issues around first call and leadership in the church.**

**Rationale/desired outcome:** "Seeding" conversation and action around the church to move us forward with new ministries in a variety of settings theological schools.

**19. Other Closing Actions/Reports Included:**

A. The committee extended gratitude to **Nicholas Yoda** for two terms of service as Chair of the Implementation and Interpretation sub-committee.

**Yoda thanked**

B. The Chair invited **Paul Roberts** to report on Johnson C. Smith Theological Seminary (JCSTS). Roberts gave encouraging report on governance advancements derived from support and partnership opportunities for JCSTS. JCSTS feels very much included and hugely supported. Columbia and other seminaries provided marvelous opportunities.

**Johnson C. Smith  
update and report**

C. The committee heard a brief biography which included the accolades of the **winner of the 2012 Award for Excellence in Theological Education, John Trotti**.

**Trotti biography and  
accolades shared**

**20.** At 11:37 AM, the committee voted unanimously to adjourn. Ted Wardlaw, thanked the committee, guests, and staff, and gave the closing prayer.

**Closing devotional  
and adjournment**

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Respectfully submitted on September 29, 2011,

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Theodore J. Wardlaw, Chair, Committee on Theological Education

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Lee Hinson-Hasty, Coordinator for Theological Education and Seminary Relations

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Rose Niles, Associate for Theological Education and Seminary Relations, Recorder

ITEM 215  
FOR INFORMATION

**Subject: 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 results of operation as of March 31, 2012.

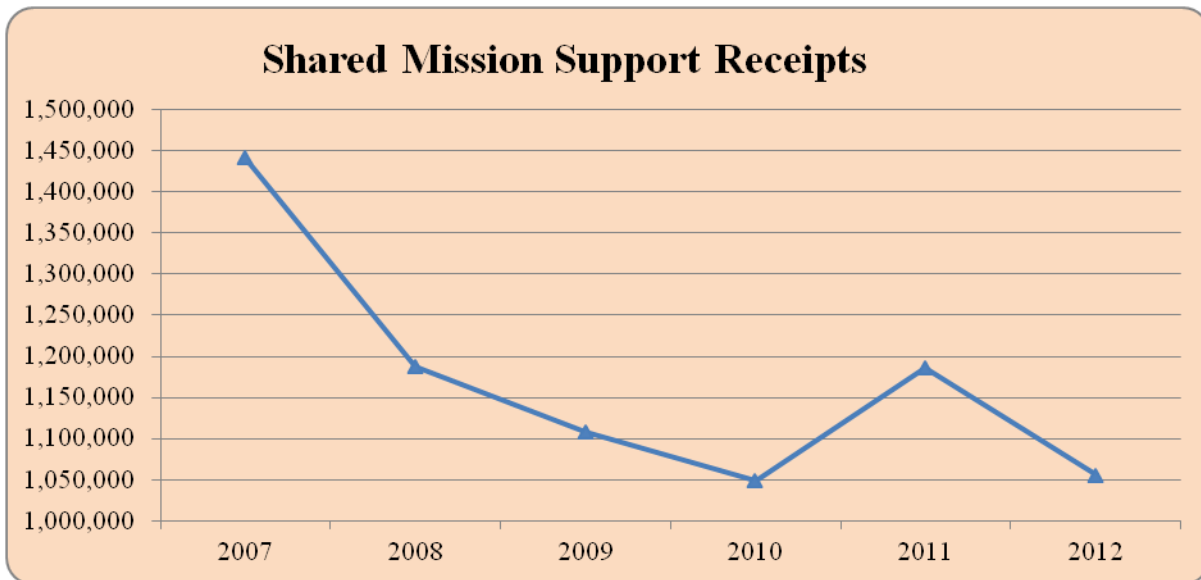


## General Assembly Mission Program Budget Compared to Actual March 31, 2012

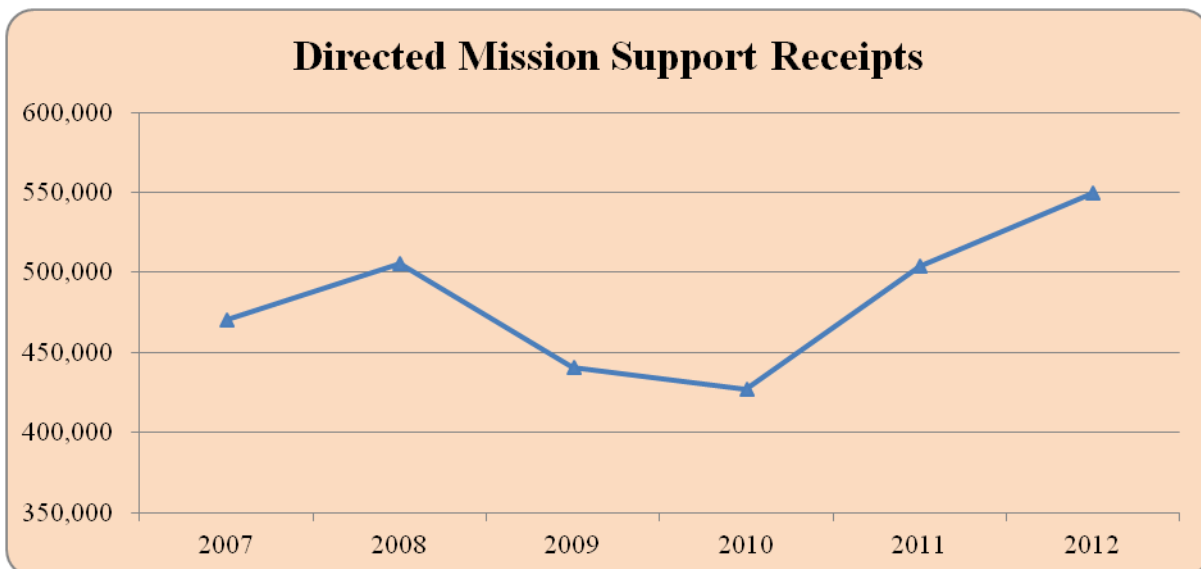
The following are highlights of activities through March 31, 2012:

### RECEIPTS

**Shared Mission Support.** Unrestricted receipts were \$1,055,608 or 10.77% of the annual budget. The graph below represents actual Shared Mission Support receipts for the first quarter of the last five years.



**Directed Mission Support.** Restricted receipts were \$549,436 or 14.46% of the annual budget. The graph below represents actual Directed Mission Support receipts for the first quarter of the last five years.



## RECEIPTS

**Special Offerings.** Receipts were \$2,317,621 or 17.69% of the annual budget. The following Special Offering receipts denote the year-to-date percentage of the annual budget, and the graph represents actual Special Offering receipts for the first quarter of the last five years.

- Christmas Joy – 43.20%
- One Great Hour of Sharing – 4.04%
- Peacemaking – 18.35%
- Pentecost – 5.68%



**Other Specific Appeals.** Receipts were \$1,936,500 or 12.62% of the annual budget. Of the full-year budgeted amount, ECO receipts were 12.01% for the first three months.

Curriculum-English revenue totaled \$450,917 in the first quarter of 2012 as compared to \$531,327 in the first quarter of 2011. The decrease was due to an \$18,798 decrease in sales and a \$61,612 decrease in ECO funding. Curriculum-Language revenue totaled \$38,769 in the first quarter of 2012 as compared to \$40,354 in the first quarter of 2011. Curriculum net sales and other sales revenue were 21.95% of the annual budget for the first three months.

**Total Receipts.** Unrestricted Receipts were \$2,421,397 or 11.78% of the annual budget for the first three months this year. Restricted receipts were \$8,428,856 or 15.98% of the annual budget for the first three months this year. Total receipts were \$10,850,253 or 14.80% for the first three months this year.



## General Assembly Mission Program Budget Compared to Actual As of March 31, 2012

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### EXPENDITURES

#### Communications and Funds Development

- Church Financial Campaign Service – Unrestricted expenses were over budget because only 7% of revenues were received in the first quarter.
- Mission Resources – Restricted expenses were under budget due to the timing of the production of the *Mission Yearbook* and the *Presbyterian Planning Calendar*.

#### Mission

- Deputy Executive Director – Restricted expenses were low compared to budget due to anticipated programmatic work that is funded by restricted sources (the work will occur later in the year).
- Vocation – Restricted expenses were low compared to budget because Financial Aid grant payments and other programmatic payments will be made later this year.
- Evangelism and Church Growth – Restricted expense were low compared to budget due to smaller than expected number of grant applicants.
- Compassion, Peace and Justice – Restricted expenses were low compared to budget due to timing of expenses. Grant payments and other program activities will occur later in the year.
- World Mission – Restricted expenses were under budget due to the timing of grant payments that will occur later in 2012.
- Racial Ethnic and Women's Ministries – Restricted expenses were under budget due to the timing of special events and grant payments that will occur later in 2012.

#### Shared Services

- Mail/Print Services – Restricted expenditures were under budget due to the timing of recoveries and incurred expenses.

#### Other

- Insurance – Restricted expenses were under budget due to the timing of related-parties invoicing that will occur in April and May 2012.

**Total Expenditures.** Unrestricted expenditures were \$5,625,749 or 24.67% of the annual budget and restricted expenditures were \$11,671,165 or 17.61% of the annual budget. Total expenditures were \$17,296,914 or 19.41% of the annual budget.

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### UTILIZATION OF PRIOR YEAR RECEIPTS

#### Unrestricted PMPF

The 2012 budget for utilization of prior year receipts is \$2,245,211. Utilization of prior year receipts is over budget by \$959,141 through the first quarter of 2012. This is normal due to lower income received during the first quarter of the year.

General Assembly Mission Program Receipts

Actual Compared to Budget as of March 31, 2012

| Receipts   | MISSION BUDGET    |                  |                  |                   |                   |                   |                   |                   |                   |
|--|-------------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
|  | Unrestricted      |                  |                  | Restricted        |                   |                   | Grand Total       |                   |                   |
|  | Annual Budget     | YTD Actual       | YTD 2011         | Annual Budget     | YTD Actual        | YTD 2011          | Annual Budget     | YTD Actual        | YTD 2011          |
| <b>I. Support from Congregations &amp; Presbyteries</b>        |                   |                  |                  |                   |                   |                   |                   |                   |                   |
| <b>Basic Mission Support</b>                                   |                   |                  |                  |                   |                   |                   |                   |                   |                   |
| Shared Mission Support   | 9,800,000         | 1,055,608        | 1,186,429        | -                 | -                 | -                 | 9,800,000         | 1,055,608         | 1,186,429         |
| Directed Mission Support                                       | -                 | -                | -                | 3,800,000         | 549,436           | 504,113           | 3,800,000         | 549,436           | 504,113           |
|  | 9,800,000         | 1,055,608        | 1,186,429        | 3,800,000         | 549,436           | 504,113           | 13,600,000        | 1,605,044         | 1,690,542         |
| <b>Churchwide Spec. Offerings</b>                              |                   |                  |                  |                   |                   |                   |                   |                   |                   |
| Christmas Joy  | -                 | -                | -                | 4,200,000         | 1,814,263         | 1,786,080         | 4,200,000         | 1,814,263         | 1,786,080         |
| One Great Hour of Sharing                                      | -                 | -                | -                | 7,100,000         | 286,597           | 298,693           | 7,100,000         | 286,597           | 298,693           |
| Peacemaking  | -                 | -                | -                | 900,000           | 165,121           | 161,156           | 900,000           | 165,121           | 161,156           |
| Pentecost  | -                 | -                | -                | 900,000           | 51,163            | 35,874            | 900,000           | 51,163            | 35,874            |
| Witness  | -                 | -                | -                | -                 | 477               | 1,025             | -                 | 477               | 1,025             |
|  | -                 | -                | -                | 13,100,000        | 2,317,621         | 2,282,828         | 13,100,000        | 2,317,621         | 2,282,828         |
| <b>II. Supplementary Support (Beyond Budget)</b>               |                   |                  |                  |                   |                   |                   |                   |                   |                   |
| <b>From Congregations &amp; Presbyteries &amp; Individuals</b> |                   |                  |                  |                   |                   |                   |                   |                   |                   |
| <b>Other Specific Appeals</b>                                  |                   |                  |                  |                   |                   |                   |                   |                   |                   |
| Emergency and Disaster Relief                                  | -                 | -                | -                | 2,500,000         | 367,524           | 727,832           | 2,500,000         | 367,524           | 727,832           |
| Extra Commitment Opportunity (ECO)                             | -                 | -                | -                | 9,680,000         | 1,162,933         | 1,524,033         | 9,680,000         | 1,162,933         | 1,524,033         |
| Mission Initiative Joining Hearts & Hands                      | -                 | -                | -                | 510,000           | 27,077            | 32,994            | 510,000           | 27,077            | 32,994            |
| Special Missionary Support                                     | -                 | -                | -                | 308,000           | 45,717            | -                 | 308,000           | 45,717            | -                 |
| Hunger   | -                 | -                | -                | 600,000           | 97,370            | 385,650           | 600,000           | 97,370            | 385,650           |
| Theological Education Fund                                     | -                 | -                | -                | 1,750,000         | 235,879           | 205,574           | 1,750,000         | 235,879           | 205,574           |
|  | -                 | -                | -                | 15,348,000        | 1,936,500         | 2,876,083         | 15,348,000        | 1,936,500         | 2,876,083         |
| <b>Add'l Forms of Giving</b>                                   |                   |                  |                  |                   |                   |                   |                   |                   |                   |
| Presbyterian Women   | 498,604           | 24,871           | -                | 451,396           | 142,635           | 81,236            | 950,000           | 167,506           | 81,236            |
| Bequests and Annuities   | 2,500,000         | 82,813           | 25,310           | 200,000           | 24,218            | 24,126            | 2,700,000         | 107,031           | 49,436            |
| Other Gifts  | -                 | -                | -                | -                 | -                 | -                 | -                 | -                 | -                 |
| Validated Mission Support                                      | -                 | -                | -                | -                 | -                 | -                 | -                 | -                 | -                 |
| Grants from Outside Fdns.                                      | -                 | -                | -                | 90,000            | 6,953             | 6,737             | 90,000            | 6,953             | 6,737             |
|  | 2,998,604         | 107,684          | 25,310           | 741,396           | 173,806           | 112,099           | 3,740,000         | 281,490           | 137,409           |
| <b>III. Endowments, Interest and Dividends</b>                 |                   |                  |                  |                   |                   |                   |                   |                   |                   |
| PC (USA) Restr. Endow. Fds.                                    | -                 | -                | -                | 5,352,340         | 867,481           | 950,292           | 5,352,340         | 867,481           | 950,292           |
| PC (USA) Unres. Endow. Fds.                                    | 6,061,818         | 1,071,412        | 1,121,352        | -                 | -                 | -                 | 6,061,818         | 1,071,412         | 1,121,352         |
| Pby. Mission Program Fund                                      | 250,000           | 17,790           | 21,069           | 289,532           | 65,801            | 21,814            | 539,532           | 83,591            | 42,883            |
| Outside Trusts   | 800,000           | -                | 298,820          | 150,000           | 96,000            | 114,000           | 950,000           | 96,000            | 412,820           |
| Jinishian Fund   | -                 | -                | -                | 1,534,197         | 257,567           | 283,548           | 1,534,197         | 257,567           | 283,548           |
| Short Term Investment  | 600,000           | 168,903          | 77,839           | 600,000           | 113,599           | 71,047            | 1,200,000         | 282,502           | 148,886           |
|  | 7,711,818         | 1,258,105        | 1,519,080        | 7,926,069         | 1,400,448         | 1,440,701         | 15,637,887        | 2,658,553         | 2,959,781         |
| <b>IV. Other</b>   |                   |                  |                  |                   |                   |                   |                   |                   |                   |
| Partner Churches and Other                                     | -                 | -                | -                | 100,000           | -                 | 31,439            | 100,000           | -                 | 31,439            |
| Hubbard Press  | 50,000            | -                | -                | -                 | -                 | -                 | 50,000            | -                 | -                 |
| Sales: Curriculum  | -                 | -                | -                | 2,155,800         | 489,686           | 575,173           | 2,155,800         | 489,686           | 575,173           |
| Sales: Program Services  | -                 | -                | -                | 7,963,180         | 1,325,638         | 1,332,689         | 7,963,180         | 1,325,638         | 1,332,689         |
| Sales: Resources   | -                 | -                | -                | 1,625,559         | 235,721           | 224,209           | 1,625,559         | 235,721           | 224,209           |
| Other Income   | -                 | -                | -                | -                 | -                 | -                 | -                 | -                 | -                 |
|  | 50,000            | -                | -                | 11,844,539        | 2,051,045         | 2,163,510         | 11,894,539        | 2,051,045         | 2,163,510         |
| <b>TOTAL RECEIPTS</b>  | <b>20,560,422</b> | <b>2,421,397</b> | <b>2,730,819</b> | <b>52,760,004</b> | <b>8,428,856</b>  | <b>9,379,334</b>  | <b>73,320,426</b> | <b>10,850,253</b> | <b>12,110,153</b> |
| <b>V. Prior Year Accumulations</b>                             | <b>2,245,211</b>  | <b>3,204,352</b> | <b>1,969,563</b> | <b>13,525,853</b> | <b>3,242,309</b>  | <b>1,907,017</b>  | <b>15,771,064</b> | <b>6,446,661</b>  | <b>3,876,580</b>  |
| <b>TTL RCPTS, PY ACCUM &amp; ADJS</b>                          | <b>22,805,633</b> | <b>5,625,749</b> | <b>4,700,382</b> | <b>66,285,857</b> | <b>11,671,165</b> | <b>11,286,351</b> | <b>89,091,490</b> | <b>17,296,914</b> | <b>15,986,733</b> |

**GENERAL ASSEMBLY MISSION PROGRAM  
 MISSION EXPENDITURES  
 For the Period Ended March 31, 2012  
 (After Cost Allocation)**

| MISSION BUDGET                          |                   |                  |                  |               |                   |                   |                   |               |                   |                   |                   |               |  |
|---|-------------------|------------------|------------------|---------------|-------------------|-------------------|-------------------|---------------|-------------------|-------------------|-------------------|---------------|--|
| BUDGETED ENTITY                         | UNRESTRICTED      |                  |                  |               | RESTRICTED        |                   |                   |               | GRAND TOTAL       |                   |                   |               |  |
|   | Ann. Bgt.         | YTD Exp.         | Prior YTD Exp.   | % Ann. Bgt.   | Ann. Bgt.         | YTD Exp.          | Prior YTD Exp.    | % Ann. Bgt.   | Ann. Bgt.         | YTD Exp.          | Prior YTD Exp.    | % Ann. Bgt.   |  |
| <b>I Executive Director</b>             |                   |                  |                  |               |                   |                   |                   |               |                   |                   |                   |               |  |
| Executive Administrator                 | 921,252           | 226,978          | 45,220           | 24.64%        | 475,111           | 88,877            | 65,775            | 18.71%        | 1,396,363         | 315,855           | 110,995           | 22.62%        |  |
|   | 921,252           | 226,978          | 45,220           | 24.64%        | 475,111           | 88,877            | 65,775            | 18.71%        | 1,396,363         | 315,855           | 110,995           | 22.62%        |  |
| <b>II Communications and Funds Dev.</b> |                   |                  |                  |               |                   |                   |                   |               |                   |                   |                   |               |  |
| Creative Services                       | -                 | -                | -                | 0.00%         | 3,853             | 971               | 963               | 25.20%        | 3,853             | 971               | 963               | 25.20%        |  |
| Mission Resources                       | 710,399           | 249,345          | 88,973           | 35.10%        | 1,599,912         | 211,029           | 195,705           | 13.19%        | 2,310,311         | 460,374           | 284,678           | 19.93%        |  |
| Church Financial Campaign Service       | 86,292            | 42,907           | 64,849           | 49.72%        | 559,758           | 41,979            | 46,980            | 7.50%         | 646,050           | 84,886            | 111,829           | 13.14%        |  |
|   | 796,691           | 292,252          | 153,822          | 36.68%        | 2,163,523         | 253,979           | 243,648           | 11.74%        | 2,960,214         | 546,231           | 397,470           | 18.45%        |  |
| <b>III Mission</b>                      |                   |                  |                  |               |                   |                   |                   |               |                   |                   |                   |               |  |
| Deputy Executive Director Office        | 641,668           | 112,362          | 54,254           | 17.51%        | 525,205           | 67,856            | 137,589           | 12.92%        | 1,166,873         | 180,218           | 191,843           | 15.44%        |  |
| Vocation                                | 454,336           | 112,253          | 128,388          | 24.71%        | 1,666,343         | 78,003            | 55,773            | 4.68%         | 2,120,679         | 190,256           | 184,161           | 8.97%         |  |
| Theology Worship and Education          | 2,485,513         | 670,057          | 553,054          | 26.96%        | 5,622,067         | 1,731,607         | 1,969,872         | 30.80%        | 8,107,580         | 2,401,664         | 2,522,926         | 29.62%        |  |
| Evangelism and Church Growth            | 2,504,066         | 584,498          | 578,841          | 23.34%        | 4,128,823         | 572,877           | 825,537           | 13.88%        | 6,632,889         | 1,157,375         | 1,404,378         | 17.45%        |  |
| Compassion, Peace and Justice           | 3,392,457         | 862,348          | 704,164          | 25.42%        | 17,797,549        | 3,401,248         | 3,168,073         | 19.11%        | 21,190,006        | 4,263,596         | 3,872,237         | 20.12%        |  |
| World Mission                           | 6,165,870         | 1,496,429        | 1,204,285        | 24.27%        | 22,176,874        | 3,892,592         | 3,498,377         | 17.55%        | 28,342,744        | 5,389,021         | 4,702,662         | 19.01%        |  |
| Racial Ethnic and Women's Ministries    | 2,923,733         | 640,188          | 625,739          | 21.90%        | 3,710,934         | 645,238           | 526,340           | 17.39%        | 6,634,667         | 1,285,426         | 1,152,079         | 19.37%        |  |
|   | 18,567,643        | 4,478,135        | 3,848,725        | 24.12%        | 55,627,795        | 10,389,421        | 10,181,561        | 18.68%        | 74,195,438        | 14,867,556        | 14,030,286        | 20.04%        |  |
| <b>IV Shared Services</b>               |                   |                  |                  |               |                   |                   |                   |               |                   |                   |                   |               |  |
| Finance and Accounting                  | -                 | -                | -                | 0.00%         | 327,935           | 81,984            | 65,258            | 25.00%        | 327,935           | 81,984            | 65,258            | 25.00%        |  |
| Information Technology                  | -                 | -                | -                | 0.00%         | 280,449           | 60,928            | 59,685            | 21.73%        | 280,449           | 60,928            | 59,685            | 21.73%        |  |
| Presbyterian Distribution Services      | -                 | -                | -                | 0.00%         | 1,364,285         | 351,744           | 314,320           | 25.78%        | 1,364,285         | 351,744           | 314,320           | 25.78%        |  |
| Mail, Print Services                    | -                 | -                | -                | 0.00%         | 265,000           | 21,326            | 8,223             | 8.05%         | 265,000           | 21,326            | 8,223             | 8.05%         |  |
| Facilities                              | -                 | -                | -                | 0.00%         | 465,764           | 112,615           | 115,179           | 24.18%        | 465,764           | 112,615           | 115,179           | 24.18%        |  |
|   | -                 | -                | -                | 0.00%         | 2,703,433         | 628,597           | 562,665           | 23.25%        | 2,703,433         | 628,597           | 562,665           | 23.25%        |  |
| <b>V Other</b>                          |                   |                  |                  |               |                   |                   |                   |               |                   |                   |                   |               |  |
| Restricted Fund Allocation              | -                 | -                | -                | 0.00%         | -                 | -                 | -                 | 0.00%         | -                 | -                 | -                 | 0.00%         |  |
| Insurance                               | -                 | -                | -                | 0.00%         | 1,393,818         | -                 | 1,938             | 0.00%         | 1,393,818         | -                 | 1,938             | 0.00%         |  |
| Board of Pensions                       | 181,544           | 43,656           | 39,007           | 24.05%        | 2,056,600         | 31,098            | 26,966            | 1.51%         | 2,238,144         | 74,754            | 65,973            | 3.34%         |  |
| ECO Agency                              | 79,072            | 19,761           | 13,547           | 24.99%        | 1,801,717         | 267,070           | 189,287           | 14.82%        | 1,880,789         | 286,831           | 202,834           | 15.25%        |  |
| Mission Partnership                     | 2,259,431         | 564,967          | 600,061          | 25.00%        | 63,860            | 12,123            | 14,511            |               | 2,323,291         | 577,090           | 614,572           | 24.84%        |  |
|   | 2,520,047         | 628,384          | 652,615          | 24.94%        | 5,315,995         | 310,291           | 232,702           | 5.84%         | 7,836,042         | 938,675           | 885,317           | 11.98%        |  |
| <b>Total Expenditures</b>               | <b>22,805,633</b> | <b>5,625,749</b> | <b>4,700,382</b> | <b>24.67%</b> | <b>66,285,857</b> | <b>11,671,165</b> | <b>11,286,351</b> | <b>17.61%</b> | <b>89,091,490</b> | <b>17,296,914</b> | <b>15,986,733</b> | <b>19.41%</b> |  |



ITEM 216  
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 activity through March 31, 2012.

**PRESBYTERIAN CHURCH (U.S.A.)  
 PRESBYTERIAN MISSION PROGRAM FUND  
 FUNDS COMMITTED FOR SPECIAL PROJECTS  
 AS OF MARCH 31, 2012**

| 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                             | 722,378                        |                        |                | 722,378     |
| 3            | Net increase (decrease) in loans/receivables                       | (10,114)                       |                        | 10,114         | -           |
| 4            | New allocation   | (583,601)                      | 583,601                |                | -           |
| 5            | Use of allocations   |                                | (65,800)               |                | (65,800)    |
| 6            | Unused allocations restored  | 119,987                        | (119,987)              |                | -           |
| 7            | Increase (Decrease) YTD  | 248,650                        | 397,814                | 10,114         | 656,578     |
| 8            | <b>Subtotal</b>  | 18,924,059                     | 3,417,701              | 838,715        | 23,180,475  |
| 9            | Excess unrestricted revenues/(expenditures) from GA Mission Budget | (959,141)                      | (2,245,211)            |                | (3,204,352) |
| 10           | <b>Balance March 31, 2012</b>                                      | 17,964,918                     | 1,172,490              | 838,715        | 19,976,123  |
| 11           | Reserve requirement:   |                                |                        |                |             |
|              | Unrestricted receipts  | 20,560,422                     |                        |                |             |
|              | Directed mission support receipts                                  | 3,800,000                      |                        |                |             |
|              | Total  | <u>24,360,422</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 March 31, 2012**



| GRANTS   | Original Designation | Balance 1/1/12 | Designated | Payments    | Restored  | 3/31/12   |
|--|----------------------|----------------|------------|-------------|-----------|-----------|
| 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) | 0         |
| b. 2012  | 116,574              | 116,574        | 15,450     | (17,789)    |           | 114,235   |
| c. 2013  |                      |                | 104,537    |             |           | 104,537   |
| 2 Sales of Resources   |                      | 270,598        |            |             |           | 270,598   |
| 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          |            | (5,708)     |           | 1,044     |
| 5 Allocation of \$174,900 for World Mission from sale of Morningside Gardens Apartments (9/09)   | 174,900              | 114,935        |            | (16,338)    |           | 98,597    |
| 6 Allocation (5/10),(10/10) and (9/11) to balance the 2012 Mission Budget (03/11)  | 1,597,759            | 1,781,597      | 463,614    | (2,245,211) |           | 0         |
| 7 Transfer from Plant Fund to Black Pipe SD Property   | 34,859               | 34,859         |            | (25,965)    |           | 8,894     |
| 8 <b>TOTAL</b>   |                      | 3,019,887      | 583,601    | (2,311,011) | (119,987) | 1,172,490 |

**PRESBYTERIAN CHURCH (U.S.A.)  
 SALES OF RESOURCES  
 AS OF March 31, 2012**

|  | Balance<br>1/1/12 | <u>Additions</u> | <u>(Payments)</u> | Balance<br>3/31/12 |
|--|-------------------|------------------|-------------------|--------------------|
| Deputy Executive Director Communications and Development |                   |                  |                   |                    |
| Media Services   | -                 |                  |                   | -                  |
| Mission Education & Promotion                            | 182,756.64        |                  | -                 | 182,756.64         |
| Church Financial Campaign                                | -                 | -                |                   | -                  |
| Funds Development  | <u>3,967.57</u>   |                  |                   | <u>3,967.57</u>    |
| Total  | 186,724.21        | 0.00             | 0.00              | 186,724.21         |
| <br>Deputy Executive Director - Mission                  |                   |                  |                   |                    |
| Mission  | 66,574.91         |                  |                   | 66,574.91          |
| Social Witness Policy                                    | 17,298.56         |                  |                   | 17,298.56          |
| Research Services  | 0.00              |                  | -                 | -                  |
| Total  | <u>83,873.47</u>  | 0.00             | 0.00              | <u>83,873.47</u>   |
| <br>TOTAL  | <u>270,597.68</u> | <u>-</u>         | <u>-</u>          | <u>270,597.68</u>  |



**PRESBYTERIAN CHURCH (U.S.A.)  
 PROGRAMMATIC LOAN FUND  
 AS OF March 31, 2012**

| RECEIVABLE   | Balance<br>1/1/12 | Increase<br>(Decrease) | Balance<br>3/31/12 |
|--|-------------------|------------------------|--------------------|
| Receivable from Congregational Ministries Publishing | 828,601           | 10,114                 | 838,715            |
| <b>TOTAL PMPF</b>                                    | <b>828,601</b>    | <b>10,114</b>          | <b>838,715</b>     |
| <br><b>OTHER RECEIVABLES</b>                         |                   |                        |                    |
| Ghost Ranch Conference Center (Abiquiu & Santa Fe)   |                   |                        | 1,751,284          |
| Stony Point Center                                   |                   |                        | 1,473,211          |
| <b>TOTAL OTHER RECEIVABLES</b>                       |                   |                        | <b>3,224,495</b>   |



**PRESBYTERIAN CHURCH (U.S.A.)  
 SELF INSURANCE FUND  
 AS OF March 31, 2012**

|    |                                 |                             |
|----|---------------------------------|-----------------------------|
| 1  | <b>Balance as of 1/01/12</b>    | 4,925,784                   |
| 2  | <b>Revenues:</b>                |                             |
| 3  | Income from investments         | 9,987                       |
| 4  | Unrealized gain (loss)          | 326,626                     |
|    |                                 | <hr/>                       |
| 5  | <b>Total revenues</b>           | 336,613                     |
| 6  | <b>Expenditures:</b>            |                             |
| 7  | Foundation investment fees      | (3)                         |
| 8  | Shared Services management fees | (2,500)                     |
| 9  | Risk Management recoveries      | (35,868)                    |
| 10 | Insurance claims paid           | 13,547                      |
|    |                                 | <hr/>                       |
| 11 | <b>Total expenditures</b>       | <hr/><br>(24,824)           |
| 12 | <b>Funds available 3/31/12</b>  | <hr/><br><hr/><br>5,237,573 |

ITEM 217  
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 the results of operation as of March 31, 2012.

**Presbyterian Church (U.S.A.)**  
**Per Capita**  
**COMBINED STATEMENT OF FINANCIAL POSITION**  
**March 31, 2012 and 2011**

| <b>Assets</b>                              | <b>Per Capita</b>    | <b>Dept. of<br/>History</b> | <b>Total<br/>03/31/2012</b> | <b>Total<br/>03/31/2011</b> |
|--|----------------------|-----------------------------|-----------------------------|-----------------------------|
| Cash and cash equivalents                  | \$ 775,280           | \$ 19,245                   | \$ 794,525                  | \$ 307,273                  |
| Short term investments                     | 3,498,577            | 1,235,116                   | 4,733,693                   | 3,645,181                   |
| OGA Foundation                             | 103,886              | -                           | 103,886                     | -                           |
| Per Capita Investments                     | 3,389,577            | -                           | 3,389,577                   | -                           |
| Long term investments                      | 0                    | 2,715,229                   | 2,715,229                   | 6,317,220                   |
| Endowment investments                      | 658,043              | 15,556                      | 673,599                     | 1,014,173                   |
| Investments PILP                           | 361,470              | -                           | 361,470                     | 353,043                     |
| Apportionment receivable--current year     | 10,995,023           | -                           | 10,995,023                  | 10,946,722                  |
| Apportionment receivable--prior year       | 1,443,625            | -                           | 1,443,625                   | 928,973                     |
| Allowance for Uncollectible Apportionments | (843,016)            | -                           | (843,016)                   | (598,811)                   |
| Other receivables                          | (8,871)              | 175,000                     | 166,129                     | 244,112                     |
| Receivable-GAC                             | -                    | -                           | -                           | 255,590                     |
| Prepaid-Other                              | 23,450               | -                           | 23,450                      | 13,370                      |
| Land, Building and Fixed Assets            | 18,668               | 3,216,382                   | 3,235,050                   | 3,143,223                   |
| Accumulated depreciation                   | (5,600)              | (1,761,733)                 | (1,767,333)                 | (1,595,943)                 |
| Total Assets                               | <b>\$ 20,410,111</b> | <b>\$ 5,614,795</b>         | <b>\$ 26,024,906</b>        | <b>\$ 24,974,127</b>        |
| <br><b>Liabilities and Net Assets</b>      |                      |                             |                             |                             |
| <u>Liabilities:</u>                        |                      |                             |                             |                             |
| Accounts Payable-GAC                       | \$ 296,919           | \$ 9,958                    | \$ 306,877                  | \$ -                        |
| Accounts Payable                           | (915)                | -                           | (915)                       | 18,310                      |
| Receipts in Process/ Other                 | 86,561               | -                           | 86,561                      | 1,452                       |
| Total liabilities                          | <b>\$ 382,565</b>    | <b>\$ 9,958</b>             | <b>\$ 392,523</b>           | <b>\$ 19,763</b>            |
| <br>Net assets:                            |                      |                             |                             |                             |
| Unrestricted:                              |                      |                             |                             |                             |
| Undesignated                               | \$ 17,531,643        | \$ -                        | \$ 17,531,643               | \$ 18,204,874               |
| Designated                                 | 2,131,897            | 2,350,871                   | 4,482,768                   | 2,901,858                   |
| Plant Fund                                 | 13,067               | 1,607,695                   | 1,620,762                   | 1,847,033                   |
| Temporarily Restricted                     | 261,370              | 953,206                     | 1,214,576                   | 1,217,965                   |
| Permanently Restricted                     | 89,569               | 693,065                     | 782,634                     | 782,634                     |
| Total net assets                           | <b>\$ 20,027,546</b> | <b>\$ 5,604,837</b>         | <b>\$ 25,632,383</b>        | <b>\$ 24,954,364</b>        |
| Total Liabilities and Net Assets           | <b>\$ 20,410,111</b> | <b>\$ 5,614,795</b>         | <b>\$ 26,024,906</b>        | <b>\$ 24,974,127</b>        |



Presbyterian Church (U.S.A.)  
 PER CAPITA  
 STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS  
 For The Period Ending March 31, 2012

|   | UNDESIGNATED   |               |               | DESIGNATED     |               | TEMPRARILY RESTRICTED |               | PERM. RESTR.  | GRAND TOTAL    |               |                 |
|---|----------------|---------------|---------------|----------------|---------------|-----------------------|---------------|---------------|----------------|---------------|-----------------|
|   | 2012<br>Budget | YTD<br>Actual | Variance      | 2012<br>Budget | YTD<br>Actual | 2012<br>Budget        | YTD<br>Actual | YTD<br>Actual | 2012<br>Budget | YTD<br>Actual | YTD<br>Variance |
| <b>Revenue, gains and other support</b>       |                |               |               |                |               |                       |               |               |                |               |                 |
| 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        | 30,650        | (182,350)     | -              | -             | -                     | -             | -             | 213,000        | 30,650        | (182,350)       |
| 3 Realized and unrealized gain on investments | -              | 7,191         | 7,191         | -              | -             | -                     | -             | -             | -              | 7,191         | 7,191           |
| 4 Sale of resources and services/ Other       | -              | -             | -             | 1,727,260      | 153,962       | -                     | -             | -             | 1,727,260      | 153,962       | (1,573,298)     |
| 5 Miscellaneous                               | 2,000          | (0)           | (2,000)       | -              | -             | -                     | -             | -             | 2,000          | (0)           | (2,000)         |
| Total revenue, gains and other support        | \$ 13,323,425  | \$ 13,325,634 | \$ 2,209      | \$ 1,727,260   | \$ 153,962    | \$ -                  | \$ -          | \$ -          | \$ 15,050,685  | \$ 13,479,596 | \$ (1,571,089)  |
| <b>Expenditures</b>                           |                |               |               |                |               |                       |               |               |                |               |                 |
| Programs:                                     |                |               |               |                |               |                       |               |               |                |               |                 |
| 1 General Assembly session                    | \$ 2,768,060   | \$ 78,041     | \$ 2,690,019  | \$ -           | \$ -          | \$ -                  | \$ -          | \$ -          | \$ 2,768,060   | \$ 78,041     | \$ 2,690,019    |
| 2 GA committee & commission                   | 612,569        | 148,457       | 464,112       | -              | -             | -                     | -             | -             | 612,569        | 148,457       | 464,112         |
| 3 Ecumenical                                  | 995,134        | 226,284       | 768,851       | -              | -             | -                     | -             | -             | 995,134        | 226,284       | 768,851         |
| 4 Office of the General Assembly              | 6,583,746      | 1,356,911     | 5,226,835     | 1,619,035      | 215,979       | -                     | -             | -             | 8,202,781      | 1,572,890     | 6,629,891       |
| 5 OGA/GAC Shared Expenses                     | 205,240        | 39,038        | 166,202       | -              | -             | -                     | -             | -             | 205,240        | 39,038        | 166,202         |
| 6 General Assembly Council                    | 1,701,723      | 316,423       | 1,385,300     | 35,000         | -             | -                     | -             | -             | 1,736,723      | 316,423       | 1,420,300       |
| 7 Other GAC supervised areas                  | 831,526        | 168,561       | 662,964       | -              | -             | -                     | -             | -             | 831,526        | 168,561       | 662,964         |
|   | \$ 13,697,998  | \$ 2,333,715  | \$ 11,364,283 | \$ 1,654,035   | \$ 215,979    | \$ -                  | \$ -          | \$ -          | \$ 15,352,033  | \$ 2,549,694  | \$ 12,802,339   |
| Shared:                                       |                |               |               |                |               |                       |               |               |                |               |                 |
| 8 Support Services                            | \$ 633,363     | \$ 177,228    | \$ 456,135    | \$ -           | \$ -          | \$ -                  | \$ -          | \$ -          | \$ 633,363     | \$ 177,228    | \$ 456,135      |
| 9 Other shared                                | 179,000        | 15,200        | 163,800       | -              | -             | -                     | -             | -             | 179,000        | 15,200        | 163,800         |
| 10 Uncollectable Apportionment                | 800,000        | -             | 800,000       | -              | -             | -                     | -             | -             | 800,000        | -             | 800,000         |
|   | \$ 1,612,363   | \$ 192,428    | \$ 1,419,935  | \$ -           | \$ -          | \$ -                  | \$ -          | \$ -          | \$ 1,612,363   | \$ 192,428    | \$ 1,419,935    |
| Total expenses                                | \$ 15,310,360  | \$ 2,526,143  | \$ 12,784,218 | \$ 1,654,035   | \$ 215,979    | \$ -                  | \$ -          | \$ -          | \$ 16,964,395  | \$ 2,742,122  | \$ 14,222,274   |
| Funds Allocated for Subsequent GA             | 1,384,030      | -             | (1,384,030)   | (1,384,030)    | -             | -                     | -             | -             | -              | -             | -               |
| Estimated Under-Expenditure                   | 300,000        | -             | (300,000)     | -              | -             | -                     | -             | -             | 300,000        | -             | 300,000         |
| Change in Net Assets                          | \$ (302,906)   | \$ 10,799,491 | \$ 11,102,397 | \$ (1,310,805) | \$ (62,017)   | \$ -                  | \$ -          | \$ -          | \$ (1,613,711) | \$ 10,737,474 | \$ 12,351,185   |
| Net Assets at December 31, 2011               |                | 6,745,219     |               |                | 2,193,914     |                       | 261,370       | 89,569        |                | 9,290,072     |                 |
| Net Assets at March 31, 2012                  | \$ -           | \$ 17,544,711 | \$ -          | \$ -           | \$ 2,131,897  | \$ 261,370            | \$ 89,569     |               | \$ 20,027,546  |               |                 |

**Presbyterian Church (U.S.A.)**  
**PER CAPITA**  
**STATEMENT OF ACTIVITES**  
**For The Period Ending March 31, 2012**

|   | 2012 Budget<br>Rev'd App | 2012<br>Actual       | Variance             | %<br>Variance |
|---|--------------------------|----------------------|----------------------|---------------|
| <b>SOURCES OF FUNDING</b>               |                          |                      |                      |               |
| 1 Apportionments                        | \$ 13,108,425            | \$ 13,287,793        | \$ 179,368           | 1.4%          |
| 2 Investment Inc                        | 213,000                  | 30,650               | (182,350)            | -85.6%        |
| 4 Miscellaneous                         | 2,000                    | (0)                  | (2,000)              | -100.0%       |
| 5 Unrealized/Realized Gain (Loss)       | -                        | 7,191                | 7,191                | -             |
| <b>TOTAL SOURCES OF FUNDING</b>         | <b>\$ 13,323,425</b>     | <b>\$ 13,325,634</b> | <b>\$ 2,209</b>      | <b>0.0%</b>   |
| <b>EXPENDITURES</b>                     |                          |                      |                      |               |
| 1 General Assembly Session              | \$ 2,768,060             | \$ 78,041            | \$ 2,690,019         | 97.2%         |
| 2 Committee/Commission Expenses         | 612,569                  | 148,457              | 464,112              | 75.8%         |
| 3 Ecumenical Expenses                   | 995,134                  | 226,284              | 768,851              | 77.3%         |
| 4 Office of the General Assembly        | 6,583,746                | 1,356,911            | 5,226,835            | 79.4%         |
| 5 OGA/GAC Shared Expenses               | 205,240                  | 39,038               | 166,202              | 81.0%         |
| 6 General Assembly Council              | 1,701,723                | 316,423              | 1,385,300            | 81.4%         |
| 7 Other GAC Supervised Work             | 831,526                  | 168,561              | 662,964              | 79.7%         |
| 8 Support Services                      | 633,363                  | 177,228              | 456,135              | 72.0%         |
| 9 Other Expenses                        | 179,000                  | 15,200               | 163,800              | 91.5%         |
| 10 Uncollectable Apportionments         | 800,000                  | -                    | 800,000              | 100.0%        |
| <b>TOTAL EXPENSES</b>                   | <b>\$ 15,310,360</b>     | <b>\$ 2,526,143</b>  | <b>\$ 12,784,218</b> | <b>83.5%</b>  |
| Committed for Subsequent Assemblies     | 1,384,030                | -                    | 1,384,030            | 100.0%        |
| Estimated Under-Expenditure             | 300,000                  | -                    | 300,000              | 100.0%        |
| <b>TOTAL EXPENSES &amp; COMMITMENTS</b> | <b>\$ 13,626,330</b>     | <b>\$ 2,526,143</b>  | <b>\$ 11,100,188</b> | <b>81.5%</b>  |
| Net to or (from) Reserve                | \$ (302,906)             | \$ 10,799,491        | \$ 11,102,397        | -3665.3%      |

**Schedule 1 - GENERAL ASSEMBLY SESSION**

|                                |                     |                  |                  |              |
|--------------------------------|---------------------|------------------|------------------|--------------|
| 1 Mileage & Per Diem           | \$ 1,400,180        | \$ 1,264         | \$ 1,398,916     | 99.9%        |
| 2 Place of Meeting             | 154,000             | 215              | 153,785          | 99.9%        |
| 3a Official Personnel          | 300,510             | -                | 300,510          | 100.0%       |
| 3b Plenary                     | 382,000             | -                | 382,000          | 100.0%       |
| 4 Printing                     | -                   | 1,896            | (1,896)          | -            |
| 5 Local Committee              | 109,370             | 72,621           | 36,749           | 33.6%        |
| 6 Accident Ins - Commissioners | -                   | -                | -                | -            |
| 7 Training                     | 93,000              | -                | (93,000)         | -100.0%      |
| 8 GA Programs                  | -                   | -                | -                | -            |
| 9 Committees at GA             | 85,000              | -                | (85,000)         | -100.0%      |
| 10 Worship                     | 84,500              | 2,046            | (82,454)         | -97.6%       |
| 11 GA Technology               | 159,500             | -                | 159,500          | 100.0%       |
| <b>TOTAL</b>                   | <b>\$ 2,768,060</b> | <b>\$ 78,041</b> | <b>2,690,019</b> | <b>97.2%</b> |

**Presbyterian Church (U.S.A.)**  
**PER CAPITA**  
**STATEMENT OF ACTIVITES**  
**For The Period Ending March 31, 2012**

|   | 2012 Budget<br>Rev'd App         | 2012<br>Actual    | Variance          | %            |       |
|---|----------------------------------|-------------------|-------------------|--------------|-------|
|   |                                  |                   | Variance          | Variance     |       |
| <b>Schedule 2 - COMMITTEE AND COMMISSION EXPENSES</b> |                                  |                   |                   |              |       |
| 1   | \$ 89,575                        | \$ 31,536         | \$ 58,039         | 64.8%        |       |
| 2   | 60,824                           | 27,229            | 33,595            | 55.2%        |       |
| 3   | 38,600                           | 8,595             | 30,005            | 77.7%        |       |
| 4   | 25,775                           | 2,923             | 22,852            | 88.7%        |       |
| 5   | 71,825                           | 15,880            | 55,945            | 77.9%        |       |
| 6   | 28,970                           | 1,480             | 27,490            | 94.9%        |       |
| 7   | 11,480                           | 135               | 11,345            | 98.8%        |       |
| 8   | 76,000                           | 4,453             | 71,547            | 94.1%        |       |
|   | COGA TF-Bienl Assm/PR FI10 03-18 | 8,735             | 3,435             | 5,300        | 60.7% |
| 9   | 35,970                           | 146               | 35,824            | 99.6%        |       |
| 10  | 42,000                           | -                 | 42,000            | 100.0%       |       |
| 11  | 46,425                           | 8,054             | 38,371            | 82.7%        |       |
| 12  | -                                | 23                | (23)              | -            |       |
| 13  | -                                | -                 | -                 | -            |       |
| 14  | -                                | -                 | -                 | -            |       |
| 15  | -                                | 350               | (350)             | -            |       |
| 16  | 3,110                            | -                 | 3,110             | 100.0%       |       |
| 17  | -                                | -                 | -                 | -            |       |
| 18  | -                                | -                 | -                 | -            |       |
| 19  | -                                | -                 | -                 | -            |       |
| 20  | -                                | -                 | -                 | -            |       |
| 21  | -                                | -                 | -                 | -            |       |
| 22  | -                                | -                 | -                 | -            |       |
| 23  | -                                | -                 | -                 | -            |       |
| 24  | -                                | -                 | -                 | -            |       |
| 25  | -                                | -                 | -                 | -            |       |
| 26  | -                                | -                 | -                 | -            |       |
| 27  | -                                | 3,716             | (3,716)           | -            |       |
| 28  | -                                | 1,151             | (1,151)           | -            |       |
| 29  | -                                | -                 | -                 | -            |       |
| 30  | 36,570                           | 21,944            | 14,626            | 40.0%        |       |
| 31  | -                                | 154               | (154)             | -            |       |
| 32  | 13,665                           | 4,159             | 9,506             | 69.6%        |       |
| 33  | 9,735                            | 2,384             | 7,351             | 75.5%        |       |
| 34  | 13,310                           | 10,713            | 2,597             | 19.5%        |       |
| <b>TOTAL</b>  | <b>\$ 612,569</b>                | <b>\$ 148,457</b> | <b>\$ 464,112</b> | <b>75.8%</b> |       |

|   |                   |                   |                   |              |
|---|-------------------|-------------------|-------------------|--------------|
| <b>Schedule 3 - ECUMENICAL EXPENSES</b> |                   |                   |                   |              |
| 1                                       | \$ 204,000        | \$ 51,000         | \$ 153,000        | 75.0%        |
| 2                                       | 458,402           | 114,600           | 343,802           | 75.0%        |
| 3                                       | 20,000            | 7,500             | 12,500            | 62.5%        |
| 4                                       | 232,732           | 50,683            | 182,049           | 78.2%        |
| 5                                       | 5,000             | 2,500             | 2,500             | 50.0%        |
| 6                                       | 75,000            | -                 | 75,000            | 100.0%       |
| <b>TOTAL</b>                            | <b>\$ 995,134</b> | <b>\$ 226,284</b> | <b>\$ 768,851</b> | <b>77.3%</b> |

**Presbyterian Church (U.S.A.)**  
**PER CAPITA**  
**STATEMENT OF ACTIVITES**  
**For The Period Ending March 31, 2012**

|   | 2012 Budget<br>Rev'd App | 2012<br>Actual | Variance   | %        |
|---|--------------------------|----------------|------------|----------|
|   |                          |                | Variance   | Variance |
| <b>Schedule 4 - OFFICE OF GENERAL ASSEMBLY</b>      |                          |                |            |          |
| <b>4A OFFICE EXPENSES</b>                           |                          |                |            |          |
| 1   | \$ 6,000                 | \$ -           | \$ 6,000   | 100.0%   |
| 2   | 20,000                   | 2,962          | 17,038     | 85.2%    |
| 3   | 5,000                    | -              | 5,000      | 100.0%   |
| 4   | 65,000                   | 12,733         | 52,267     | 80.4%    |
| 5   | 7,000                    | -              | 7,000      | 100.0%   |
| 6   | 50,000                   | -              | 50,000     | 100.0%   |
| 7   | 2,000                    | 120            | 1,880      | 94.0%    |
| 8   | 35,000                   | 9,122          | 25,878     | 73.9%    |
| 9   | 8,000                    | 1,134          | 6,866      | 85.8%    |
| 10  | 10,000                   | -              | 10,000     | 100.0%   |
| Sub-Total, 4A                                       | \$ 208,000               | \$ 26,072      | \$ 181,928 | 87.5%    |
| <b>4B-DEPARTMENT OF THE STATED CLERK</b>            |                          |                |            |          |
| 1   | \$ 747,670               | \$ 172,015     | \$ 575,655 | 77.0%    |
| 2   | 45,600                   | 8,529          | 37,071     | 81.3%    |
| 3   | 65,000                   | 20,964         | 44,036     | 67.7%    |
| 4   | 4,000                    | -              | 4,000      | 100.0%   |
| Sub-Total, 4B                                       | \$ 862,270               | \$ 201,508     | \$ 660,762 | 76.6%    |
| <b>4C-DEPARTMENT OF ECUMENICAL AGENCY RELATIONS</b> |                          |                |            |          |
| 1   | \$ 504,430               | \$ 117,232     | \$ 387,198 | 76.8%    |
| 2   | 9,000                    | 956            | 8,044      | 89.4%    |
| 3   | 42,000                   | 6,262          | 35,738     | 85.1%    |
| 4   | 109,680                  | 10,652         | 99,028     | 90.3%    |
| 5   | 40,100                   | 11,067         | 29,033     | 72.4%    |
| 6   | 40,100                   | 3,073          | 37,027     | 92.3%    |
| 7   | 6,000                    | -              | 6,000      | 100.0%   |
| Sub-Total, 4C                                       | \$ 751,310               | \$ 149,242     | \$ 602,068 | 80.1%    |
| <b>4D-CONSTITUTIONAL SERVICES</b>                   |                          |                |            |          |
| 1   | \$ 573,832               | \$ 125,872     | \$ 447,960 | 78.1%    |
| 2   | 12,825                   | 415            | 12,410     | 96.8%    |
| 3   | 55,575                   | 13,525         | 42,050     | 75.7%    |
| 4   | -                        | -              | -          | -        |
| 5   | 14,015                   | 1,552          | 12,463     | 88.9%    |
| 6   | 47,500                   | 10,354         | 37,146     | 78.2%    |
| Sub-Total, 4D                                       | \$ 703,747               | \$ 151,718     | \$ 552,029 | 78.4%    |
| <b>4E-ASSEMBLY ARRANGEMENTS</b>                     |                          |                |            |          |
| 1   | \$ 381,722               | \$ 84,402      | \$ 297,320 | 77.9%    |
| 2   | 7,900                    | 41             | 7,860      | 99.5%    |
| 3   | 32,300                   | 5,456          | 26,844     | 83.1%    |
| 4   | 62,400                   | -              | 62,400     | 100.0%   |
| Sub-Total, 4E                                       | \$ 484,322               | \$ 89,899      | \$ 394,423 | 81.4%    |

**Presbyterian Church (U.S.A.)**  
**PER CAPITA**  
**STATEMENT OF ACTIVITES**  
**For The Period Ending March 31, 2012**

|  | 2012 Budget<br>Rev'd App | 2012<br>Actual      | Variance            | %            |
|--|--------------------------|---------------------|---------------------|--------------|
|  |                          |                     |                     | Variance     |
| <b>4F-COMMUNICATION &amp; TECHNOLOGY</b> |                          |                     |                     |              |
| 1 Salaries & Benefits                    | \$ 541,114               | \$ 121,757          | \$ 419,357          | 77.5%        |
| 2 Administrative                         | 13,000                   | (410)               | 13,410              | 103.2%       |
| 3 Travel & Meetings                      | 18,000                   | 7,442               | 10,558              | 58.7%        |
| 4 Technology-Equipment & Maintenance     | 49,950                   | 5,327               | 44,623              | 89.3%        |
| Sub-Total,4F                             | \$ 622,064               | \$ 134,117          | \$ 487,947          | 78.4%        |
| <b>4G- VOCATION</b>                      |                          |                     |                     |              |
| 1 Salaries & Benefits                    | \$ 879,588               | \$ 182,279          | \$ 697,309          | 79.3%        |
| 2 Administrative                         | 17,000                   | 378                 | 16,622              | 97.8%        |
| 3 Travel & Meetings                      | 63,000                   | 11,847              | 51,153              | 81.2%        |
| 4 Program                                | 68,500                   | 3,501               | 64,999              | 94.9%        |
| 5 Pastorial Residency Support            | 25,000                   | 6,249               | 18,751              | 75.0%        |
| 6 Healthy Ministries                     | -                        | -                   | -                   | -            |
| 7 COM/CPM Event                          | 30,500                   | 789                 | 29,711              | 97.4%        |
| Sub-Total,4G                             | \$ 1,083,588             | \$ 205,043          | \$ 878,545          | 81.1%        |
| <b>4H-HISTORICAL SERVICES</b>            |                          |                     |                     |              |
| 1 Salaries and Benefits                  | \$ 1,333,895             | \$ 319,159          | \$ 1,014,736        | 76.1%        |
| 2 Temporaries                            | 4,000                    | -                   | 4,000               | 100.0%       |
| 3 Postage                                | 11,000                   | 1,801               | 9,199               | 83.6%        |
| 4 Insurance                              | 75,000                   | -                   | 75,000              | 100.0%       |
| 5 Telephone                              | 17,500                   | 6,124               | 11,376              | 65.0%        |
| 6 Contract Services-Fire                 | 52,850                   | 579                 | 52,271              | 98.9%        |
| 7 Contract Services-Security             | -                        | 1,757               | (1,757)             | -            |
| 8 Contract Services-A/C                  | -                        | 5,397               | (5,397)             | -            |
| 9 Contract Services-Elevator             | -                        | 1,476               | (1,476)             | -            |
| 10 Contract Services-Equipment           | -                        | -                   | -                   | -            |
| 11 Travel & Meetings                     | 34,500                   | 9,585               | 24,915              | 72.2%        |
| 12 Supplies-Building                     | 19,300                   | 3,850               | 15,450              | 80.1%        |
| 13 Supplies-Office                       | -                        | 1,534               | (1,534)             | -            |
| 14 Utilities-Water                       | 192,300                  | 1,947               | 190,353             | 99.0%        |
| 15 Utilities-Electric & Gas              | -                        | 36,920              | (36,920)            | -            |
| 16 Utilities-Trash Collection            | -                        | 1,364               | (1,364)             | -            |
| 17 Repairs and Services                  | 8,600                    | 1,931               | 6,669               | 77.5%        |
| 18 Miscellaneous                         | 500                      | 143                 | 357                 | 71.4%        |
| 19 Replacement Reserve                   | 75,000                   | -                   | 75,000              | 100.0%       |
| 20 Staff Development                     | 7,000                    | 75                  | 6,925               | 98.9%        |
| 21 Library Computer Service              | 5,000                    | 1,250               | 3,750               | 75.0%        |
| 22 Technology                            | 32,000                   | 4,421               | 27,579              | 86.2%        |
| Sub-Total, 4H                            | \$ 1,868,445             | \$ 399,313          | \$ 1,469,132        | 78.6%        |
| <b>TOTAL SCHEDULE 4'S</b>                | <b>\$ 6,583,746</b>      | <b>\$ 1,356,911</b> | <b>\$ 5,226,835</b> | <b>79.4%</b> |

**Presbyterian Church (U.S.A.)**  
**PER CAPITA**  
**STATEMENT OF ACTIVITES**  
**For The Period Ending March 31, 2012**

|  | 2012 Budget<br>Rev'd App          |                   | 2012<br>Actual   |                   | Variance | %            |
|--|-----------------------------------|-------------------|------------------|-------------------|----------|--------------|
|  |                                   |                   |                  |                   |          | Variance     |
| <b>5-GOVERNING BODY RELATIONS (OGA/GAC SHARED)</b> |                                   |                   |                  |                   |          |              |
| 1  | Salaries & Benefits               | \$ 154,840        | \$ 30,116        | \$ 124,724        |          | 80.6%        |
| 2  | Administrative                    | 3,250             | 177              | 3,073             |          | 94.5%        |
| 3  | Travel & Meetings                 | 28,500            | 8,745            | 19,755            |          | 69.3%        |
| 4  | Clerks/Execs/Moderators Gathering | 12,650            | -                | 12,650            |          | 100.0%       |
| 5  | Presbyterian Leadership Formn     | 6,000             | -                | 6,000             |          | 100.0%       |
|  | <b>TOTAL</b>                      | <b>\$ 205,240</b> | <b>\$ 39,038</b> | <b>\$ 166,202</b> |          | <b>81.0%</b> |

**Schedule 6 - GENERAL ASSEMBLY COUNCIL**

|                           |                            |                   |                  |                   |  |              |
|---------------------------|----------------------------|-------------------|------------------|-------------------|--|--------------|
| <b>6A - MEETING COSTS</b> |                            |                   |                  |                   |  |              |
| 1                         | Council Meetings           | \$ 160,500        | \$ 25,557        | \$ 134,943        |  | 84.1%        |
| 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                         | GAC Elected Members Travel | 9,000             | 114              | 8,886             |  | 98.7%        |
| 8                         | MGB Advisory Board         | 9,000             | -                | 9,000             |  | 100.0%       |
| 9                         | MGB Planning Team          | 4,000             | -                | 4,000             |  | 100.0%       |
|                           | Sub-Total, Lines 1-5       | <b>\$ 188,500</b> | <b>\$ 25,671</b> | <b>\$ 162,829</b> |  | <b>86.4%</b> |

|                             |                      |                  |               |                  |  |              |
|-----------------------------|----------------------|------------------|---------------|------------------|--|--------------|
| <b>- COMMITTEE MEETINGS</b> |                      |                  |               |                  |  |              |
| 10                          | Executive Committee  | \$ 39,500        | \$ 836        | \$ 38,664        |  | 97.9%        |
| 11                          | Nominating Committee | 5,000            | -             | 5,000            |  | 100.0%       |
|                             | Sub-Total, Lines 6-7 | <b>\$ 44,500</b> | <b>\$ 836</b> | <b>\$ 43,664</b> |  | <b>98.1%</b> |

|                         |                           |                  |               |                  |  |              |
|-------------------------|---------------------------|------------------|---------------|------------------|--|--------------|
| <b>- OTHER MEETINGS</b> |                           |                  |               |                  |  |              |
| 12                      | GAC 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      | <b>\$ 39,500</b> | <b>\$ 702</b> | <b>\$ 38,798</b> |  | <b>98.2%</b> |

|                              |                                   |                   |                  |                   |  |              |
|------------------------------|-----------------------------------|-------------------|------------------|-------------------|--|--------------|
| <b>- ADVISORY COMMITTEES</b> |                                   |                   |                  |                   |  |              |
| 15                           | Racial Ethnic Concerns            | \$ 52,155         | \$ 7,691         | \$ 44,464         |  | 85.3%        |
| 16                           | Social Witness Policy             | 52,155            | 4,436            | 47,719            |  | 91.5%        |
| 17                           | TF-ACSWP Globalization            | -                 | -                | -                 |  | -            |
| 18                           | ACSWP-Dist Res Creed FI10 10-02   | -                 | -                | -                 |  | -            |
| 19                           | TF-Study Econ Trends FI10 10-09   | 3,110             | -                | 3,110             |  | 100.0%       |
| 20                           | ACSWP-Pce Mkg Rev FI10 13-11      | 4,643             | 916              | 3,727             |  | 80.3%        |
| 21                           | Dev mats Hiv/Aids FI10 19-05      | -                 | -                | -                 |  | -            |
| 22                           | Women's Concerns                  | 52,155            | 6,041            | 46,114            |  | 88.4%        |
| 23                           | TF-Status of Women FI10 09-17     | -                 | -                | -                 |  | -            |
| 24                           | TF-Violence -Wom/ChildnFI10 10-06 | -                 | 2,224            | (2,224)           |  | -            |
|                              | Sub-Total, Lines 8-9              | <b>\$ 164,218</b> | <b>\$ 21,308</b> | <b>\$ 142,910</b> |  | <b>87.0%</b> |

**Presbyterian Church (U.S.A.)**  
**PER CAPITA**  
**STATEMENT OF ACTIVITES**  
**For The Period Ending March 31, 2012**

|                             | 2012 Budget<br>Rev'd App    |                  | 2012<br>Actual  |           | Variance      | %            |
|-----------------------------|-----------------------------|------------------|-----------------|-----------|---------------|--------------|
|                             |                             |                  |                 |           |               | Variance     |
| <b>6B - OFFICE EXPENSES</b> |                             |                  |                 |           |               |              |
| 1                           | Supplies                    | \$5,000          | \$ 574          | \$        | 4,426         | 88.5%        |
| 2                           | Printing & Duplicating      | 9,000            | 133             |           | 8,867         | 98.5%        |
| 3                           | Postage                     | 3,000            | 149             |           | 2,851         | 95.0%        |
| 4                           | Telephone                   | 12,500           | 4,950           |           | 7,550         | 60.4%        |
| 5                           | Equip & Software            | 9,500            | 175             |           | 9,325         | 98.2%        |
| 6                           | Insurance                   | 14,250           | -               |           | 14,250        | 100.0%       |
| 7                           | Resource Materials          | 1,500            | 138             |           | 1,363         | 90.8%        |
| 8                           | Outside Legal Costs         | 9,500            | -               |           | 9,500         | 100.0%       |
| 9                           | Executive Director Expenses | 3,800            | 500             |           | 3,300         | 86.8%        |
| 10                          | Leadership Team Expenses    | 3,325            | -               |           | 3,325         | 100.0%       |
| 11                          | Miscellaneous               | 825              | 465             |           | 360           | 43.6%        |
|                             | <b>Sub-Total, 6B</b>        | <b>\$ 72,200</b> | <b>\$ 7,085</b> | <b>\$</b> | <b>65,115</b> | <b>90.2%</b> |

|                             |                               |                     |                   |           |                  |              |
|-----------------------------|-------------------------------|---------------------|-------------------|-----------|------------------|--------------|
| <b>6C - PERSONNEL COSTS</b> |                               |                     |                   |           |                  |              |
| 1                           | Salaries & Benefits           | \$ 1,097,605        | \$ 253,556        | \$        | 844,049          | 76.9%        |
| 2                           | Travel - Exempt Staff         | 70,500              | 5,687             |           | 64,813           | 91.9%        |
| 3                           | Travel - Non-Exempt Staff     | 6,650               | -                 |           | 6,650            | 100.0%       |
| 4                           | Staff Relations               | -                   | 228               |           | (228)            | -            |
| 5                           | Consultant Fees               | 9,500               | 1,350             |           | 8,150            | 85.8%        |
| 6                           | Staff Development             | 3,800               | -                 |           | 3,800            | 100.0%       |
| 7                           | Cultural Proficiency Programs | 4,750               | -                 |           | 4,750            | 100.0%       |
|                             | <b>Sub-Total, 6C</b>          | <b>\$ 1,192,805</b> | <b>\$ 260,821</b> | <b>\$</b> | <b>931,984</b>   | <b>78.1%</b> |
|                             | <b>TOTAL</b>                  | <b>\$ 1,701,723</b> | <b>\$ 316,423</b> | <b>\$</b> | <b>1,385,300</b> | <b>81.4%</b> |

**Schedule 7 - OTHER GAC SUPERVISED WORK**

|   |                          |                   |                   |           |                |              |
|---|--------------------------|-------------------|-------------------|-----------|----------------|--------------|
| 1 | Office of Legal Services | \$ 596,769        | \$ 116,620        | \$        | 480,148        | 80.5%        |
| 2 | Internal Auditor         | 234,757           | 51,941            |           | 182,816        | 77.9%        |
|   | <b>TOTAL</b>             | <b>\$ 831,526</b> | <b>\$ 168,561</b> | <b>\$</b> | <b>662,964</b> | <b>79.7%</b> |

**Schedule 8 - SUPPORT SERVICES**

|   |                                |                   |                   |           |                |              |
|---|--------------------------------|-------------------|-------------------|-----------|----------------|--------------|
| 1 | Building Operation             | \$ 312,329        | \$ 78,082         | \$        | 234,247        | 75.0%        |
| 2 | Finance & Accounting Services  | 269,788           | 86,334            |           | 183,454        | 68.0%        |
| 3 | Office of Information Services | 51,246            | 12,812            |           | 38,434         | 75.0%        |
| 4 | Human Resources                | -                 | -                 |           | -              | -            |
|   | <b>TOTAL</b>                   | <b>\$ 633,363</b> | <b>\$ 177,228</b> | <b>\$</b> | <b>456,135</b> | <b>72.0%</b> |

**Schedule 9 - OTHER EXPENSES**

|   |                |                   |                  |           |                |              |
|---|----------------|-------------------|------------------|-----------|----------------|--------------|
| 1 | Contingency    | \$ 100,000        | \$ -             | \$        | 100,000        | 100.0%       |
| 2 | Audit Expenses | 79,000            | 15,200           |           | 63,800         | 80.8%        |
|   | <b>TOTAL</b>   | <b>\$ 179,000</b> | <b>\$ 15,200</b> | <b>\$</b> | <b>163,800</b> | <b>91.5%</b> |

**Schedule 10 - UNCOLLECTIBLE APPORTIONMENTS**

|   |                                 |                   |             |           |                |               |
|---|---------------------------------|-------------------|-------------|-----------|----------------|---------------|
| 1 | Reserve for Uncollectable Appor | \$ 800,000        | \$ -        | \$        | 800,000        | 100.0%        |
|   | <b>TOTAL</b>                    | <b>\$ 800,000</b> | <b>\$ -</b> | <b>\$</b> | <b>800,000</b> | <b>100.0%</b> |

ITEM 218

FOR INFORMATION

**Subject: 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 activity through March 31, 2012.



**Presbyterian Church (U.S.A.)  
 Congregational Ministries Publishing  
 Curriculum Area Balance Sheet**

**For the Periods Ending March 31, 2012 and 2011**

|   | <u><b>2012</b></u> | <u><b>2011</b></u> |
|---|--------------------|--------------------|
| <b>ASSETS</b>                           |                    |                    |
| Accounts Receivables                    | \$ 291,324         | \$ 288,668         |
| Inventory PDS                           | 182,378            | 231,168            |
| Inventory - Work in Process             | 61,959             | 111,868            |
| <b>Total Assets</b>                     | <b>535,661</b>     | <b>631,704</b>     |
| <br><b>LIABILITIES AND NET ASSETS</b>   |                    |                    |
| <b>Liabilities</b>                      |                    |                    |
| Accounts Payable                        | 6,003              | 1,116              |
| Accounts Payable - General Missions     | 838,714            | 1,694,100          |
| Total Liabilities                       | 844,717            | 1,695,216          |
| <b>Net Assets</b>                       | (309,056)          | (1,063,512)        |
| <b>Total Liabilities and Net Assets</b> | <b>\$ 535,661</b>  | <b>\$ 631,704</b>  |

**Presbyterian Church (U.S.A.)  
 Congregational Ministries Publishing  
 Summary Income Statement Activity-English Curriculum**

For The Periods Ending March 31, 2012 and 2011

|   | Year-to-Date<br>2012 |                 |                                     | Year-to-Date<br>2011 |   |                                      |
|---|----------------------|-----------------|-------------------------------------|----------------------|---|--------------------------------------|
|   | Budget               | Actual          | Variance<br>Positive/<br>(Negative) | Actual               | Actual as a %<br>of Year-To-<br>Date Budget | Actual as a %<br>of Annual<br>Budget |
| <b>Curriculum Sources of Funding</b>                              |                      |                 |                                     |                      |   |                                      |
| <b>Sale of Resources</b>  |                      |                 |                                     |                      |   |                                      |
| Gross Sales-Resources   | \$ 438,200           | \$ 395,004      | \$ (43,196)                         | \$ 407,983           | 90.14%                                      | 19.77%                               |
| Discounts-Resources   | -                    | (5,819)         | (5,819)                             | -                    | 0.00%                                       | 0.00%                                |
| Net Sales-Resources   | <b>438,200</b>       | <b>389,185</b>  | <b>(49,015)</b>                     | <b>407,983</b>       | <b>88.81%</b>                               | <b>19.48%</b>                        |
| Cost of Goods Sold and Misc Prod Exp                              | 103,130              | 80,331          | 22,799                              | 94,583               | 77.89%                                      | 17.09%                               |
|   |                      | -               |                                     |                      |   |                                      |
| <b>Curriculum Sale of Resources Gross Margin</b>                  | <b>335,070</b>       | <b>308,854</b>  | <b>(26,216)</b>                     | <b>313,400</b>       | <b>92.18%</b>                               | <b>20.22%</b>                        |
| <b>Other Sources of Funding/Revenue</b>                           |                      |                 |                                     |                      |   |                                      |
| Fee For Service   | -                    | -               | -                                   | -                    | 0.00%                                       | 0.00%                                |
| Subscription Services - MGB and Ideas                             | 11,250               | -               | (11,250)                            | -                    | 0.00%                                       | 0.00%                                |
| Revenue from ECOs and Funds                                       | 72,455               | 61,732          | (10,723)                            | 123,344              | 85.20%                                      | 21.30%                               |
| Total Other Revenues  | <b>83,705</b>        | <b>61,732</b>   | <b>(21,973)</b>                     | <b>123,344</b>       | <b>73.75%</b>                               | <b>18.44%</b>                        |
| Total Gross Margin-Resources                                      | 418,775              | 370,586         | (48,189)                            | 436,744              | 88.49%                                      | 19.90%                               |
| Support From General Mission                                      | 13,275               | -               | (13,275)                            | -                    | 0.00%                                       | 0.00%                                |
| <b>Total Resources Sales and General Mission Funding</b>          | <b>432,050</b>       | <b>370,586</b>  | <b>(61,464)</b>                     | <b>436,744</b>       | <b>85.77%</b>                               | <b>19.35%</b>                        |
| <b>Summary of Expenses</b>  |                      |                 |                                     |                      |   |                                      |
| Executive Editor's Office   | 98,916               | 75,014          | 23,902                              | 146,892              | 75.84%                                      | 18.96%                               |
| General Editor's Office   | 91,808               | 78,664          | 13,144                              | 64,811               | 85.68%                                      | 21.42%                               |
| Marketing   | 102,533              | 77,230          | 25,303                              | 55,074               | 75.32%                                      | 18.83%                               |
| Point/Resource Center   | 45,145               | 45,334          | (189)                               | 38,745               | 100.42%                                     | 25.10%                               |
| Managing Editor's Office  | 35,524               | 33,315          | 2,209                               | 27,408               | 93.78%                                      | 23.45%                               |
| <b>Total Expenses</b>   | <b>373,926</b>       | <b>309,557</b>  | <b>64,369</b>                       | <b>332,930</b>       | <b>82.79%</b>                               | <b>20.70%</b>                        |
| <b>NET SURPLUS/(DEFICIT) FROM OPERATIONS PRIOR TO ALLOCATIONS</b> | <b>58,124</b>        | <b>61,029</b>   | <b>2,905</b>                        | <b>103,814</b>       | <b>105.00%</b>                              | <b>14.53%</b>                        |
| Shared Services Allocations                                       | 104,974              | 102,601         | 2,373                               | 102,035              | 97.74%                                      | 24.43%                               |
| <b>NET SURPLUS/(Shortfall) From Operations</b>                    | <b>(46,850)</b>      | <b>(41,572)</b> | <b>5,278</b>                        | <b>1,779</b>         | <b>88.73%</b>                               | <b>-100.00%</b>                      |

Presbyterian Church (U.S.A.)  
 Language Resources  
 Summary Income Statement Activity

For The Periods Ending March 31, 2012 and 2011

|   | 2012 Year-To-Date |               |                                  | 2011 Year-To-Date |  |  |
|---|-------------------|---------------|----------------------------------|-------------------|--|--|
|   | Budget            | Actual        | Variance Positive/<br>(Negative) | Actual            | 2012 Actual as a %<br>of Year-To-Date Budget | 2012 Actual as a %<br>of Annual Budget |
| <b>Language Resources Sources of Funding</b>                      |                   |               |                                  |                   |  |  |
| <b>Sale of Resources</b>  |                   |               |                                  |                   |  |  |
| Gross Sales-Resources   | \$ 36,750         | \$ 30,626     | \$ (6,124)                       | \$ 35,686         | 83.34%                                       | 19.38%                                 |
| Discounts-Resources   | -                 | -             | -                                | -                 | 0.00%  | 0.00%                                  |
| Net Sales-Resources   | 36,750            | 30,626        | (6,124)                          | 35,686            | 83.34%                                       | 19.38%                                 |
| Cost of Goods Sold and Misc Prod Exp                              | 18,830            | 16,240        | 2,590                            | 18,105            | 86.25%                                       | 19.68%                                 |
|   |                   | -             |                                  |                   |  |  |
| <b>Curriculum Sale of Resources Gross Margin</b>                  | <b>17,920</b>     | <b>14,386</b> | <b>(3,534)</b>                   | <b>17,581</b>     | <b>80.28%</b>                                | <b>19.05%</b>                          |
| <b>Other Sources of Funding/Revenue</b>                           |                   |               |                                  |                   |  |  |
| Fee For Service   | -                 | -             | -                                | -                 |  |  |
| Subscription Services -   | -                 | -             | -                                | -                 |  |  |
| Revenue from ECOs and Funds                                       | 4,625             | 8,143         | 3,518                            | 4,668             | 176.06%                                      | 44.02%                                 |
| Total Other Revenues  | 4,625             | 8,143         | 3,518                            | 4,668             | 176.06%                                      | 44.02%                                 |
| Total Gross Margin-Resources                                      | 22,545            | 22,529        | (16)                             | 22,249            | 99.93%                                       | 23.97%                                 |
| Support From General Mission                                      | 76,327            | 74,225        | (2,102)                          | 25,935            | 97.25%                                       | 24.62%                                 |
| <b>Total Resources Sales and General Mission Funding</b>          | <b>98,872</b>     | <b>96,754</b> | <b>(2,118)</b>                   | <b>48,184</b>     | <b>97.86%</b>                                | <b>24.46%</b>                          |
| <b>Summary of Expenses</b>  |                   |               |                                  |                   |  |  |
| Korean Development Office   | 46,787            | 53,658        | (6,871)                          | 23,352            | 114.69%                                      | 28.67%                                 |
| Spanish Development Office  | 43,529            | 34,539        | 8,990                            | 19,176            | 79.35%                                       | 19.84%                                 |
| <b>Total Expenses</b>   | <b>90,316</b>     | <b>88,197</b> | <b>2,119</b>                     | <b>42,528</b>     | <b>97.65%</b>                                | <b>24.41%</b>                          |
| <b>NET SURPLUS/(DEFICIT) FROM OPERATIONS PRIOR TO ALLOCATIONS</b> | <b>8,556</b>      | <b>8,556</b>  | <b>-</b>                         | <b>5,656</b>      | <b>100.00%</b>                               | <b>25.00%</b>                          |
| Shared Services Allocations                                       | 8,556             | 8,556         | -                                | 5,656             | 100.00%                                      | 25.00%                                 |
| <b>NET SURPLUS/(Shortfall) From Operations</b>                    | <b>-</b>          | <b>-</b>      | <b>-</b>                         | <b>-</b>          |  |  |

ITEM 219  
FOR INFORMATION

**Subject: 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 activity through March 31, 2012.

## **SHARED SERVICES**

FINANCIAL SERVICES DEPARTMENT

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For the year-to-date period ending March 31, 2012 Stony Point Conference Center incurred a loss of \$73,865. Revenues rose 27% versus the comparable period in 2011 and exceeded 1Q budgeted projections by \$43K. Expense likewise increased versus 1Q 2011, but at a slower pace, rising only 10% as higher than projected revenues in 1Q gave rise to higher than budgeted expenses. For the quarter, total expenses came in \$33K higher than budget. In the net, while Stony Point posted a 1Q '12 loss, the loss was better than current year budget and improved upon the \$108K loss in Q1 '11.

The GAMC Accounts Payable balance stood at \$1,473,211 and is the amount Stony Point Center owes GAMC for paying Stony Point's expenses. The balance is \$61K lower than at the end of 1Q '11 due to a net payback to GAMC over the prior year. The equity account "Unrestricted Net Assets" has a negative balance of \$1,320,315 as a result of several years of accumulated net losses through 1Q '12.

PRESBYTERIAN CHURCH USA  
 STONY POINT CONFERENCE CENTER  
 STATEMENT OF FINANCIAL POSITION  
 March 31, 2012 and 2011

|   | <u>2012</u>                | <u>2011</u>                |
|---|----------------------------|----------------------------|
| <b>ASSETS</b>                             |                            |                            |
| <b>CURRENT ASSETS</b>                     |                            |                            |
| Cash                                      | \$ 139,915                 | \$ 139,990                 |
| Investments                               | \$ 6,079                   | \$ 5,908                   |
| Other Assets                              |                            |                            |
| Accounts Receivable                       | \$ 119,819                 | \$ 127,497                 |
| Less: Provision for Uncollectable Amounts | (10,000)                   | (500)                      |
| Prepaid                                   | -                          | 0                          |
| Inventory                                 | 10,510                     | 10,938                     |
| Total Other Assets                        | <u>\$ 120,329</u>          | <u>\$ 137,935</u>          |
| Fixed Assets                              | <u>\$ 1,401,303</u>        | <u>\$ 1,445,044</u>        |
| <b>TOTAL ASSETS</b>                       | <u><u>\$ 1,667,626</u></u> | <u><u>\$ 1,728,878</u></u> |
| <b>LIABILITIES</b>                        |                            |                            |
| Accounts Payable (GAMC)                   | \$ 1,473,211               | \$ 1,534,659               |
| Security Deposits Held                    | 1,500                      | 4,000                      |
| Amounts Held for Special Projects         | 0                          | 545                        |
| Deferred Revenue                          | 110,994                    | 106,843                    |
| Other Liabilities                         | 4,728                      | 4,854                      |
| <b>TOTAL LIABILITIES</b>                  | <u>\$ 1,590,432</u>        | <u>\$ 1,650,901</u>        |
| <b>NET ASSETS</b>                         |                            |                            |
| Unrestricted Net Assets                   | \$ (1,320,315)             | \$ (1,343,470)             |
| Plant Fund                                | 1,216,784                  | 1,260,525                  |
| Temporarily Restricted                    | 180,725                    | 160,922                    |
| <b>TOTAL NET ASSETS</b>                   | <u>\$ 77,194</u>           | <u>\$ 77,977</u>           |
| <b>TOTAL LIABILITIES and NET ASSETS</b>   | <u><u>\$ 1,667,626</u></u> | <u><u>\$ 1,728,878</u></u> |

PRESBYTERIAN CHURCH USA  
 STONY POINT CONFERENCE CENTER  
 STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS  
 For the YTD Period Ended March 31, 2012 and 2011

|                                | <u>2012</u>        |                    |                    | <u>2011</u>         |                    |
|--------------------------------|--------------------|--------------------|--------------------|---------------------|--------------------|
|                                | <u>Actual</u>      | <u>Budget</u>      | <u>Variance</u>    | <u>Actual</u>       | <u>Variance</u>    |
| REVENUE                        |                    |                    |                    |                     |                    |
| Campus Use                     | \$ 229,426         | \$ 196,425         | \$ 33,001          | \$ 163,714          | \$ 65,712          |
| Food Service                   | -                  | -                  | -                  | -                   | -                  |
| Program                        | 1,800              | 1,470              | 330                | 2,195               | (395)              |
| Transportation                 | 6,285              | 4,620              | 1,665              | 4,321               | 1,964              |
| Readers Service                | 542                | 329                | 213                | 466                 | 76                 |
| Shop at the Point              | 9,931              | 12,350             | (2,419)            | 12,667              | (2,736)            |
| Building and Grounds           | 16,375             | 15,935             | 440                | 23,975              | (7,600)            |
| Administration                 | 10,414             | 5,547              | 4,867              | 5,450               | 4,964              |
| Gilmor Sloane                  | 32,662             | 37,860             | (5,198)            | 32,259              | 403                |
| Allison Estate                 | 15,428             | 4,850              | 10,578             | 8,806               | 6,621              |
| Community of Traditions Living | -                  | -                  | -                  | -                   | -                  |
| <b>SUBTOTAL REVENUE</b>        | <b>\$ 322,863</b>  | <b>\$ 279,386</b>  | <b>\$ 43,477</b>   | <b>\$ 253,854</b>   | <b>\$ 69,009</b>   |
| EXPENSES                       |                    |                    |                    |                     |                    |
| Campus Use                     | \$ 50,029          | \$ 39,803          | \$ (10,226)        | \$ 39,060           | \$ (10,969)        |
| Food Service                   | 107,570            | 94,068             | (13,501)           | 93,822              | (13,748)           |
| Program                        | -                  | 860                | 860                | 1,738               | 1,738              |
| Transportation                 | 8,054              | 6,875              | (1,179)            | 4,772               | (3,282)            |
| Readers Service                | 848                | 876                | 28                 | 886                 | 38                 |
| Shop at the Point              | 5,561              | 8,017              | 2,456              | 10,763              | 5,202              |
| Building and Grounds           | 81,776             | 85,075             | 3,299              | 84,219              | 2,443              |
| Administration                 | 133,557            | 118,711            | (14,846)           | 118,431             | (15,126)           |
| Gilmor Sloane                  | 6,207              | 5,265              | (943)              | 4,092               | (2,115)            |
| Allison Estate                 | 3,075              | 3,746              | 671                | 3,586               | 511                |
| Community of Traditions Living | 50                 | 100                | 50                 | 341                 | 291                |
| Other                          | -                  | -                  | -                  | -                   | -                  |
| <b>SUBTOTAL EXPENSES</b>       | <b>\$ 396,728</b>  | <b>\$ 363,396</b>  | <b>\$ (33,331)</b> | <b>\$ 361,711</b>   | <b>\$ (35,017)</b> |
| <b>Change in Net Assets</b>    | <b>\$ (73,865)</b> | <b>\$ (84,010)</b> | <b>\$ 10,146</b>   | <b>\$ (107,857)</b> | <b>\$ 33,992</b>   |

PRESBYTERIAN CHURCH USA  
 STONY POINT CONFERENCE CENTER  
 PROGRESSION OF TEMPORARILY RESTRICTED NET ASSETS  
 For the Period Ended March 31, 2012

|   | 1/1/2012          |                  |                   | 3/31/2012         |
|---|-------------------|------------------|-------------------|-------------------|
|   | <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             | -                | -                 | 4,062             |
| SPC3 Betty Parkinson - Stony Point                  | 1,989             | -                | -                 | 1,989             |
| 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             | 321              | -                 | 4,716             |
| 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             | -                | -                 | 7,798             |
| SPC28 SPC Capital Campaign                          | 58                | -                | -                 | 58                |
| SPC31 Gilmor Sloane House                           | (6,430)           | 6,430            | -                 | (0)               |
| SPC32 Community of Living Traditions                | 4,221             | 5,782            | (2,199)           | 7,805             |
| SPC34 Margaret Flory Memorial Fund                  | 4,360             | -                | -                 | 4,360             |
| SPC35 Association for Global Volunteer Service      | 7,048             | -                | (388)             | 6,660             |
| SPC36 LGBTQ Program-Hostetter                       | 361               | -                | -                 | 361               |
| SPC37 Build On The Rock                             | 48,532            | 64               | (3,869)           | 44,726            |
| SPC38 Cordee Hamilton Memorial Fund                 | 8,540             | 597              | -                 | 9,137             |
| SPC39 Shomer Shalom                                 | 9,485             | -                | -                 | 9,485             |
| SPC40 Presbyterian Church Hunger Grant Food Justice | 15,000            | -                | -                 | 15,000            |
| SPC41 Handicap Accessibility Projects               | -                 | 10,000           | -                 | 10,000            |
| Other   | 4,050             | -                | (2,425)           | 1,625             |
| <b>Total</b>  | <b>\$ 166,062</b> | <b>\$ 23,544</b> | <b>\$ (8,881)</b> | <b>\$ 180,725</b> |



ITEM 220  
FOR INFORMATION

**Subject: 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 activity through March 31, 2012.

## **SHARED SERVICES**

FINANCIAL SERVICES DEPARTMENT

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Ghost Ranch incurred a loss of \$540,494 for the year-to-date period ending March 31, 2012 versus a loss of \$496,041 during the same period in 2011. The accumulated negative Unrestricted Net Assets balance of \$2,105,232 is the result of several years of accumulated net losses through March 31, 2012.

As of March 31, 2012 the GAMC Accounts Payable balance was at \$ 1,751,284; the amount for the same period last year was \$1,077,756. The GAMC Accounts Payable balance is the amount Ghost Ranch Center owes GAMC for paying Ghost Ranch's expenses that have not been reimbursed to GAMC.

**PRESBYTERIAN CHURCH (USA)  
 GHOST RANCH CONFERENCE CENTER &  
 GHOST RANCH IN SANTA FE  
 COMBINED STATEMENT OF FINANCIAL POSITION  
 For the periods ending March 31, 2012 and 2011**

|  | <u>2012</u>                       | <u>2011</u>                       |
|--|-----------------------------------|-----------------------------------|
| <b>ASSETS</b>                                |                                   |                                   |
| Cash   |                                   |                                   |
| Cash & Money Market Funds                    | \$ 218,180                        | \$ 157,634                        |
| Petty Cash                                   | 2,274                             | 2,594                             |
| Total Cash                                   | <u>\$ 220,454</u>                 | <u>\$ 160,228</u>                 |
| Investments                                  |                                   |                                   |
| Long-term Investments held by the Foundation | 417,702                           | 444,120                           |
| Other Assets                                 |                                   |                                   |
| Accounts Receivable                          | \$ 80,062                         | \$ 55,056                         |
| Prepaid Expenses                             | 4,575                             | 131,744                           |
| Inventory                                    | 151,090                           | 135,608                           |
| Total Other Assets                           | <u>\$ 235,726</u>                 | <u>\$ 322,408</u>                 |
| Fixed Assets                                 | <u>6,224,243</u>                  | <u>6,375,445</u>                  |
| <b>TOTAL ASSETS</b>                          | <b><u><u>\$ 7,098,125</u></u></b> | <b><u><u>\$ 7,302,201</u></u></b> |
| <b>LIABILITIES</b>                           |                                   |                                   |
| Accounts Payable - PC(USA)                   | \$ 1,751,284                      | \$ 1,077,756                      |
| Accounts Payable - Accruals                  | 12,452                            | -                                 |
| Amounts Held for Others                      | (24,097)                          | 20,756                            |
| Notes Payable                                | 62,144                            | 63,343                            |
| Accrued Severance                            | -                                 | 85,442                            |
| Deferred Revenue                             | 695,709                           | 990,328                           |
| Total Liabilities                            | <u>\$ 2,497,492</u>               | <u>\$ 2,237,626</u>               |
| <b>NET ASSETS</b>                            |                                   |                                   |
| Unrestricted Net Assets                      | \$ (2,105,232)                    | \$ (1,883,335)                    |
| Temporarily Restricted                       | 144,955                           | 128,343                           |
| Temporarily Restricted-La Bruzza             | (114,948)                         | (88,530)                          |
| Permanently Restricted-La Bruzza             | 532,650                           | 532,650                           |
| Plant Fund                                   | 6,143,209                         | 6,375,447                         |
| Total Net Assets                             | <u>\$ 4,600,633</u>               | <u>\$ 5,064,575</u>               |
| <b>TOTAL LIABILITIES &amp; NET ASSETS</b>    | <b><u><u>\$ 7,098,125</u></u></b> | <b><u><u>\$ 7,302,201</u></u></b> |

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 March 31, 2012 and 2011**

|   | <u>Annual<br/>Budget</u> | <u>March 2012 YTD</u> |                     |                    | <u>3/11 YTD<br/>Actual</u> |
|---|--------------------------|-----------------------|---------------------|--------------------|----------------------------|
|   |                          | <u>Actual</u>         | <u>Budget</u>       | <u>Variance</u>    |                            |
| <b><u>REVENUE</u></b>                             |                          |                       |                     |                    |                            |
| <i><u>Operating Income/Unrestricted</u></i>       |                          |                       |                     |                    |                            |
| Program   | \$ 1,667,248             | \$ 168,462            | \$ 108,636          | \$ 59,826          | \$ 86,142                  |
| Operations  | 2,065,752                | 160,200               | 214,051             | (53,851)           | 169,397                    |
| Piedra Lumbre                                     | -                        | (360)                 | -                   | (360)              | -                          |
| Interest Income                                   | -                        | 1                     | -                   | 1                  | 2                          |
| Miscellaneous Income                              | 4,800                    | (13,742)              | 423                 | (14,165)           | 1,097                      |
| Misc (Prior Year) Adjustments                     | -                        | -                     | -                   | -                  | -                          |
| <b>Total Operating Income</b>                     | <b>\$ 3,737,800</b>      | <b>\$ 314,560</b>     | <b>\$ 323,110</b>   | <b>\$ (8,550)</b>  | <b>\$ 256,638</b>          |
| <i><u>Other Revenue</u></i>                       |                          |                       |                     |                    |                            |
| Contributions                                     | \$ 1,575                 | \$ 276                | \$ -                | \$ 276             | \$ -                       |
| Individuals/Misc.                                 | 179,500                  | 16,428                | 24,500              | (8,072)            | 43,443                     |
| Special Events                                    | -                        | -                     | -                   | -                  | -                          |
| Congregations                                     | 3,500                    | 250                   | 1,500               | (1,250)            | -                          |
| Leadership  | 127,500                  | 38,339                | 60,000              | (21,661)           | 45,164                     |
| Direct Mailing                                    | 189,500                  | 4,447                 | 13,000              | (8,553)            | (1,290)                    |
| GAC Support                                       | -                        | -                     | -                   | -                  | -                          |
| Sub Total Annual Fund                             | \$ 501,575               | \$ 59,740             | \$ 99,000           | \$ (39,260)        | \$ 87,317                  |
| NGRF  | 16,605                   | \$ -                  | \$ 16,605           | \$ (16,605)        | \$ 15,955                  |
| NGRF Restricted Reserves                          | -                        | -                     | -                   | -                  | -                          |
| <b>Total Other Revenue</b>                        | <b>\$ 518,180</b>        | <b>\$ 59,740</b>      | <b>\$ 115,605</b>   | <b>\$ (55,865)</b> | <b>\$ 103,272</b>          |
| <b>Grand Total Revenue</b>                        | <b>\$ 4,255,980</b>      | <b>\$ 374,301</b>     | <b>\$ 438,715</b>   | <b>\$ (64,414)</b> | <b>\$ 359,910</b>          |
| <b><u>EXPENDITURES</u></b>                        |                          |                       |                     |                    |                            |
| <i><u>Program and Operational</u></i>             |                          |                       |                     |                    |                            |
| Operations  | \$ 3,146,508             | \$ 714,853            | \$ 785,588          | \$ 70,735          | \$ 671,846                 |
| Program   | 684,780                  | 97,026                | 121,799             | 24,773             | 80,728                     |
| Director's Office                                 | 99,767                   | 24,324                | 25,440              | 1,116              | 22,385                     |
| Funds Development                                 | 138,606                  | 24,035                | 35,102              | 11,067             | 19,283                     |
| Finance   | 251,369                  | 53,834                | 62,349              | 8,515              | 49,838                     |
| Capital Improvements                              | 9,960                    | -                     | 9,960               | 9,960              | 1,080                      |
| Piedra Lumbre                                     | -                        | 722                   | -                   | (722)              | 10,790                     |
| <b>Grand Total Expenditures</b>                   | <b>\$ 4,330,990</b>      | <b>\$ 914,795</b>     | <b>\$ 1,040,238</b> | <b>\$ 125,443</b>  | <b>\$ 855,951</b>          |
| <b>Current Year Change in Net Assets</b>          | <b>\$ (75,010)</b>       | <b>\$ (540,494)</b>   | <b>\$ (601,523)</b> | <b>\$ 61,029</b>   | <b>\$ (496,041)</b>        |
| <b>Other Adjustment</b>                           |                          |                       |                     |                    |                            |
| <b>Net Change in Net Assets</b>                   |                          | <b>\$ (540,494)</b>   |                     |                    |                            |
| <b>Unrestricted Net Assets at January 1, 2012</b> |                          | <b>(1,564,738)</b>    |                     |                    |                            |
| <b>Unrestricted Net Assets at March 31, 2012</b>  |                          | <b>\$ (2,105,232)</b> |                     |                    |                            |
| <b>TEMPORARY RESTRICTED</b>                       |                          |                       |                     |                    |                            |
| Revenue   |                          | \$ 15,699             |                     |                    |                            |
| Expenditures                                      |                          | (5,543)               |                     |                    |                            |
| Change  |                          | \$ 10,156             |                     |                    |                            |
| <b>PLANT FUND</b>                                 |                          |                       |                     |                    |                            |
| Temporarily Restricted Capitalized Assets         |                          | \$ -                  |                     |                    |                            |
| Depreciation                                      |                          | -                     |                     |                    |                            |
| Change  |                          | \$ -                  |                     |                    |                            |

**PRESBYTERIAN CHURCH (USA)**  
**GHOST RANCH CONFERENCE CENTER**  
**PROGRESSION OF TEMPORARILY RESTRICTED NET ASSETS**  
**For the period ending March 31, 2012**

|  | <b>Beginning</b> | <b>1/1/2012</b> |                | <b>3/31/2012</b> |
|--|------------------|-----------------|----------------|------------------|
|  | <b>Balance</b>   | <b>Revenue</b>  | <b>Expense</b> | <b>Ending</b>    |
|  |                  |                 |                | <b>Balance</b>   |
| <b>Ghost Ranch Abiquiu</b>                         |                  |                 |                |                  |
| GRATR5 Museum                                      | 950              | 6,142           | -              | 7,092            |
| GRATR9 Scholarships                                | 29,455           | -               | -              | 29,455           |
| GRATR13 Archival                                   | 800              | -               | -              | 800              |
| GRATR15 Accessibility                              | 3,663            | -               | -              | 3,663            |
| GRATR27 Casa del Sol Facilities                    | 6,872            | 1,900           | (1,688)        | 7,084            |
| GRATR30 Campground Summit                          | 6,792            | -               | -              | 6,792            |
| GRATR34 Scholarships - Casa del Sol                | 23,699           | 260             | -              | 23,959           |
| GRATR37 Golf Carts                                 | -                | -               | -              | -                |
| GRATR41 Outdoor Adventures                         | 10,125           | -               | (1,965)        | 8,160            |
| 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)         | -              | 8,793            |
| GRATR47 David B Jones Foundation                   | 10,000           | -               | -              | 10,000           |
| GRATR49 Peace Garden                               | -                | -               | -              | -                |
| GRATR50 Trail Restoration                          | 2,414            | 75              | -              | 2,489            |
| GRATR51 College Staff Fund                         | -                | -               | -              | -                |
| GRATR52 Other Miscellaneous Projects               | 13,621           | 10,462          | -              | 24,083           |
| All Other  | -                | 212             | (1,890)        | (1,678)          |
| <b>Subtotal Ghost Ranch Abiquiu</b>                | <b>133,391</b>   | <b>15,699</b>   | <b>(5,543)</b> | <b>143,547</b>   |
| <b>Ghost Ranch In Santa Fe</b>                     |                  |                 |                |                  |
| GRSTR1 Meeting Ground                              | 1,408            | -               | -              | 1,408            |
| <b>Total Temporarily Restricted Net Assets</b>     | <b>134,799</b>   | <b>15,699</b>   | <b>(5,543)</b> | <b>144,955</b>   |

ITEM 221  
FOR INFORMATION

**Endowments and Gifts Report**  
**Additions and New Funds Received December 2011 — February 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 December 2011 — February 2012, as set forth in the report is for information to the Shared Services Committee and the General Assembly Mission Council.

**Endowments and Gifts Report**  
**Additions and New Funds Received December 2011 — February 2012**

| Established Fund Reference | Amount   | Class | Type | Assigned Program Area/Entity                    | Restriction  | New Fund/ Addition/ Termination |
|----------------------------|----------|-------|------|---|--|---------------------------------|
| 1. 057196                  | 500.00   | C     |      | Theology Worship & Education                    | Income to support Presbyterian theological institutions recognized by PC(USA)  | A                               |
| 2. 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                               |
| 3. 058529                  | 4,000.00 | C     |      | Restricted Funds Oversight Subcommittee (RFOSC) | Used to provide for any educational opportunities which support work of individuals involved in any way in ministry that benefits those who have mental retardation or other mentally or physically disabling conditions; income may also be used to support ministry which specifically benefits those who have mental retardation or other mentally or physically disabling conditions | A                               |
| 4. 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                               |
| 5. 058734                  | 30.00    | C     |      | World Mission                                   | PC(USA) - Income for use by Board of Presbyterian Men to promote worldwide mission   | A                               |
| 6. 058886                  | 40.00    | C     |      | Theology Worship & Education                    | 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                               |
| 7. 058965                  | 300.00   | C     |      | Compassion, Peace & Justice                     | PC(USA) - Presbyterian Disaster Assistance - To ensure a continued witness of PC(USA) and its partners worldwide to healing love of Christ as it provides human, financial, and material resources to disaster survivors; no restrictions  | A                               |
| 8. 059012                  | 350.00   | C     |      | Compassion, Peace & Justice                     | 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                               |
| 9. 059205                  | 50.00    | C     |      | World Mission                                   | Income for worldwide missions, youth education focused on campus ministry, and work toward reconciliation of church  | A                               |
| 10. 059324                 | 200.00   | C     |      | World Mission                                   | Income to be used to support missionary personnel wherever need is greatest  | A                               |

**Endowments and Gifts Report**  
**Additions and New Funds Received December 2011 — February 2012**

| Established Fund Reference | Amount    | Class | Type | Assigned Program Area/Entity          | Restriction   | New Fund/ Addition/ Termination |
|----------------------------|-----------|-------|------|---------------------------------------|---|---------------------------------|
| 11. 094021                 | 2,977.75  | 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                               |
| 12. 100687                 | 50.00     | C     |      | Compassion, Peace & Justice           | Reinvest income into principal until principal reaches \$10,000; once fund reaches \$10,000 Foundation shall pay net income quarterly according to following schedule: principal market value charitable beneficiaries \$10,000-\$19,999, 100% to GA of PC(USA) for Disaster and Emergency Services; \$20,000-\$29,999, 50% to GA of PC(USA) for Disaster and Emergency Services, 50% to Univ. of Missouri, Columbia, MO, for its scholarship fund; \$30,000-\$39,999, 34% to GA of PC(USA) for Disaster Emergency Services, 33% to Univ. of Missouri for its scholarship fund, 33% to GA of PC(USA) for Racial Ethnic Advocacy | A                               |
| 13. 202002                 | 50.00     | C     |      | Theology Worship & Education          | To provide funding support for the camp and conference ministries of the PC(USA), with detailed priorities listed in donative document  | A                               |
| 14. 202522                 | 96,509.26 | C     |      | Deputy Executive Director for Mission | PC(USA) - To THE PRESBYTERIAN CHURCH IN THE UNITED STATES OF AMERICA, or its successor, one-tenth (1/10) of my residuary estate; funds to be invested with its other endowment funds, and income from same be used for granting scholarships or loans for persons it may select to receive training at Presbyterian-related institutions for work in educational and medical mission programs of PC(USA), or its successors, or for promotion and advancement of such medical and educational mission programs of PC(USA) as then are being conducted by it, or its successors  | A                               |
| 15. 202712                 | 42,877.38 | C     |      | Compassion, Peace & Justice           | PC(USA) - Environmental Justice   | T                               |
| 16. 202713                 | 42,877.38 | C     |      | Racial Ethnic & Women's Ministries/PW | PC(USA) - African American Leader Development   | T                               |
| 17. 202714                 | 85,754.76 | C     |      | Compassion, Peace & Justice           | PC(USA) - Disaster Assistance   | T                               |
| 18. 059065                 | 200.00    | 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                               |



**Endowments and Gifts Report**  
**Additions and New Funds Received December 2011 — February 2012**

| Established Fund Reference | Amount   | Class | Type | Assigned Program Area/Entity | Restriction   | New Fund/ Addition/ Termination |
|----------------------------|----------|-------|------|------------------------------|---|---------------------------------|
| 19. 059076                 | 1,000.00 | C(P)  | A    | World Mission                | PC(USA) - Income to provide support for life and mission of Presbyterian Reformed Church in Cuba, or its successor, as long as it is related to PC(USA)   | A                               |
| 20. 059095                 | 50.00    | C(P)  | A    | World Mission                | Income to enrich library of Silliman University Elementary School, Dumaguete City, Philippines; greater than \$500, excess income designated for grants enabling additional specialized training for elementary teachers in newer areas such as needs of gifted or challenged students, or programs in technology, sciences, etc. | A                               |
| 21. 059420                 | 2,539.00 | C(P)  | A    | World Mission                | Income preference to support the development of pastoral leadership in the Presbyterian Community of the Church of Christ in the Congo through scholarships and training (including continuing education) of evangelists/pastors for Village Evangelism   | A                               |
| 22. 201557                 | 200.00   | C     |      | Compassion, Peace & Justice  | One Great Hour of Sharing Offering  | A                               |
| 23. 057578                 | 100.00   | C(P)  | B    | Foundation                   | Income to University of Dubuque Theological Seminary for seminary's student scholarship fund  | A                               |
| 24. 057724                 | 300.00   | C(P)  | B    | Foundation                   | Income to PW, or its successor organization, for its work of leader development for women, as determined by PW's Churchwide Coordinating Team   | A                               |
| 25. 058183                 | 4,000.00 | C(P)  | B    | Foundation                   | Jamestown College - Unrestricted  | A                               |
| 26. 058397                 | 1,000.00 | C(P)  | B    | Foundation                   | Income to Presbyterian Council for Chaplains and Military Personnel   | A                               |
| 27. 058748                 | 200.00   | C(P)  | B    | Foundation                   | San Francisco Theological Seminary - Reinvest until principal equals \$25,000; then income to SFTS for international students aid   | A                               |
| 28. 058979                 | 185.00   | C(P)  | B    | Foundation                   | Reinvest until corpus equals \$500,000, then income to Widening the Circle Restricted Expendable Fund (#58981)  | A                               |
| 29. 059101                 | 25.00    | C(P)  | B    | Foundation                   | Pikeville College, KY - Unrestricted  | A                               |
| 30. 059358                 | 25.00    | C(P)  | B    | Foundation                   | Income to Johnson C. Smith Theological Seminary, Atlanta, GA, for scholarships  | A                               |
| 31. 201511                 | 150.00   | C(P)  | B    | Foundation                   | Union Presbyterian Seminary - Unrestricted  | A                               |
| 32. 201653                 | 100.00   | C(P)  | B    | Foundation                   | Income to Johnson C. Smith Theological Seminary for Student Scholarships  | A                               |

**Endowments and Gifts Report**  
**Additions and New Funds Received December 2011 — February 2012**

| Established<br>Fund<br>Reference | Amount    | Class | Type | Assigned<br>Program<br>Area/Entity    | Restriction   | New Fund/<br>Addition/<br>Termination |
|----------------------------------|-----------|-------|------|---------------------------------------|---|---------------------------------------|
| 33. 202572                       | 2,000.00  | 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                                     |
| 34. 58409                        | 200.00    | C     |      | Racial Ethnic & Women's Ministries/PW | Reinvest until principal equals \$1 million; then 90% income to Racial Justice program area; 10% reinvest   | A                                     |
| 35. 054800                       | 19,515.27 | D     |      | World Mission                         | PC(USA) - Solely for foreign medical missionary work  | A                                     |
| 36. 57467                        | 6,948.50  | D     |      | World Mission                         | For missionary purposes, but not less than \$2,000 annually   | A                                     |
| 37. 57527                        | 1,634.00  | D     |      | World Mission                         | PC(USA) - Korean Mission Work   | A                                     |
| 38. 057696                       | 3,236.48  | 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                                     |
| 39. 057697                       | 1,427.43  | D     |      | World Mission                         | PC(USA) - For overseas work of Commission on Ecumenical Mission and Relations   | A                                     |
| 40. 57722                        | 64,000.00 | D     |      | World Mission                         | PC(USA) - Twenty percent (20%) 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                                     |
| 41. 057723                       | 2,925.03  | D     |      | World Mission                         | Preparation of Christian students born outside the USA desiring to enter Christian missionary work (see trust for restriction in its entirety)  | A                                     |
| 42. 57726.                       | 13,581.99 | D     |      | World Mission                         | COEMAR - Exclusively in aid of charitable medical or surgical work in foreign missions  | A                                     |
| 43. 057753                       | 6,388.19  | D     |      | World Mission                         | GAMC - For use and purposes of Board of World Missions of PC in the US of Nashville, TN [nka - GAMB]  | A                                     |

**Endowments and Gifts Report**  
**Additions and New Funds Received December 2011 — February 2012**

| Established Fund Reference | Amount     | Class | Type | Assigned Program Area/Entity          | Restriction  | New Fund/ Addition/ Termination |
|----------------------------|------------|-------|------|---------------------------------------|--|---------------------------------|
| 44. 059221                 | 34.49      | D     |      | Vocation                              | PC(USA) FDN - For college tuition scholarships for students selected by PC FDN (USA) to attend Eckerd College located in St. Petersburg, Florida   | A                               |
| 45. 061301                 | 4,588.08   | D     |      | World Mission                         | PC(USA) - Income to be paid to the Home Missionary Board for Sabbath School work in the PC(USA), or its successor, to be expended by said Board for the following purposes (see copy of will for restriction in its entirety)  | A                               |
| 46. 070969                 | 10,538.10  | D     |      | Theology Worship & Education          | PC(USA) - For educational, benevolent and charitable programs of church as directed by General Assembly  | A                               |
| 47. 094046                 | 3,000.00   | D     |      | Theology Worship & Education          | PC(USA) - Council on Theological Seminaries  | A                               |
| 48. 200224                 | 154,318.38 | 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                               |
| 49. 200226                 | 177.22     | D     |      | Racial Ethnic & Women's Ministries/PW | PC(USA) - Used for purposes of Board of Home Missions of United Presbyterian Church of North America   | A                               |
| 50. 202727                 | 44,234.66  | D     |      | Racial Ethnic & Women's Ministries/PW | PC(USA) - For Presbyterian Women   | T                               |
| 51. 061300                 | 6,561.39   | L     |      | Church Loans                          | PC(USA) - For construction of a Sunday School building (restriction in accordance with Court's opinion on page four of 1/25/1985 Court Order which amended language in fourth paragraph of Mr. Garrett's will)   | A                               |
| 52. 102376                 | 223,402.51 | F     |      | GA Unrestricted                       | COMAR - Unrestricted   | N                               |
| 53. 000048                 | 6,233.85   | D(P)  | C    | Foundation                            | Ghost Ranch Conference Center  | T                               |
| 54. 000048                 | 14,674.58  | D(P)  | C    | Foundation                            | Wheaton College - Aid to needy students  | T                               |
| 55. 102373                 | 18,155.99  | OTGA  |      | GA Unrestricted                       | PC(USA) - Unrestricted   | A                               |
| 56. 94159                  | 15,453.07  | OTGA  |      | GA Unrestricted                       | PC(USA) - Unrestricted   | A                               |
| 57. 102285                 | 185.64     | OTGA  |      | GA Unrestricted                       | BNM PC(USA) - Unrestricted   | A                               |
| 58. 102287                 | 1,721.07   | OTGA  |      | GA Unrestricted                       | PC(USA) - Unrestricted   | A                               |

**Endowments and Gifts Report**  
**Additions and New Funds Received December 2011 — February 2012**

| Established Fund Reference | Amount    | Class | Type | Assigned Program Area/Entity | Restriction                      | New Fund/ Addition/ Termination |
|----------------------------|-----------|-------|------|------------------------------|----------------------------------|---------------------------------|
| 59. 102288                 | 9,353.56  | OTGA  |      | GA Unrestricted              | BNM PC(USA) - Unrestricted       | A                               |
| 60. 102289                 | 18,374.10 | OTGA  |      | GA Unrestricted              | PC(USA) - Unrestricted           | A                               |
| 61. 102291                 | 1,234.96  | OTGA  |      | GA Unrestricted              | BNM PC(USA) - Unrestricted       | A                               |
| 62. 102315                 | 3,433.55  | OTGA  |      | GA Unrestricted              | BHM PC(USA) - Unrestricted       | A                               |
| 63. 102317                 | 7,002.34  | OTGA  |      | GA Unrestricted              | BNM PC(USA) - Unrestricted       | A                               |
| 64. 102319                 | 1,757.80  | OTGA  |      | GA Unrestricted              | COEMAR - Unrestricted            | A                               |
| 65. 102325                 | 29,943.29 | OTGA  |      | GA Unrestricted              | COEMAR - Unrestricted            | A                               |
| 66. 102326                 | 3,202.63  | OTGA  |      | GA Unrestricted              | COEMAR - Unrestricted            | A                               |
| 67. 200223                 | 51,439.46 | OTGA  |      | GA Unrestricted              | BFM PC(USA) - Unrestricted       | A                               |
| 68. 200225                 | 883.92    | OTGA  |      | GA Unrestricted              | BFM PC(USA) - Unrestricted       | A                               |
| 69. 200260                 | 12,766.00 | OTGA  |      | GA Unrestricted              | BNM PC(USA) - 2/5 - Unrestricted | A                               |
| 70. 200261                 | 6,383.00  | OTGA  |      | GA Unrestricted              | COEMAR - 1/5 - Unrestricted      | A                               |
| 71. 200262                 | 6,383.00  | OTGA  |      | GA Unrestricted              | BCE PC(USA) - 1/5 - Unrestricted | A                               |
| 72. 200274                 | 816.67    | OTGA  |      | GA Unrestricted              | BNM PC(USA) - 1/3 - Unrestricted | A                               |
| 73. 200275                 | 816.67    | OTGA  |      | GA Unrestricted              | BFM PC(USA) - 1/3 - Unrestricted | A                               |
| 74. 200276                 | 424.47    | OTGA  |      | GA Unrestricted              | BNM PC(USA) - 1/3 - Unrestricted | A                               |
| 75. 200277                 | 424.47    | OTGA  |      | GA Unrestricted              | COEMAR - 1/3 BFM - Unrestricted  | A                               |
| 76. 200285                 | 801.89    | OTGA  |      | GA Unrestricted              | COEMAR - 1/3 BFM - Unrestricted  | A                               |
| 77. 200286                 | 801.89    | OTGA  |      | GA Unrestricted              | BHM PC(USA) - 1/4 - Unrestricted | A                               |
| 78. 059104                 | 1,000.00  | A     |      | GA Unrestricted              | PC(USA) - Unrestricted           | A                               |

**Endowments and Gifts Report**  
**Additions and New Funds Received December 2011 — February 2012**

| Established<br>Fund<br>Reference | Amount    | Class | Type | Assigned<br>Program<br>Area/Entity | Restriction   | New Fund/<br>Addition/<br>Termination |
|----------------------------------|-----------|-------|------|------------------------------------|---|---------------------------------------|
| 79. 057275                       | 9,567.23  | 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                                     |
| 80. 057227                       | 250.00    | C     |      | World Mission                      | GA PC(USA) - Income to the Global Mission Ministry Unit, or its successor   | A                                     |
| 81. 058886                       | 100.00    | C     |      | Theology Worship & Education       | GA 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                                     |
| 82. 059012                       | 50.00     | C     |      | Compassion, Peace & Justice        | GA 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                                     |
| 83. 059103                       | 1,000.00  | C     |      | Compassion, Peace & Justice        | GA PC(USA) - Income for GA Hunger programs  | A                                     |
| 84. 062107                       | 20,000.00 | C     |      | World Mission                      | GA PC(USA) - For overseas educational mission work of the Church with first preference to work in Oaxaca, Mexico and Colombia   | A                                     |
| 85. 094021                       | 11,299.56 | C     |      | World Mission                      | GA 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                                     |
| 86. 100687                       | 500.00    | C     |      | Compassion, Peace & Justice        | GA PC(USA) - Reinvest income into principal until principal reaches \$10,000; once fund reaches \$10,000 Foundation shall pay net income quarterly according to following schedule: principal market value charitable beneficiaries \$10,000-\$19,999, 100% to GA of PC(USA) for Disaster and Emergency Services; \$20,000-\$29,999, 50% to GA of PC(USA) for Disaster and Emergency Services, 50% to Univ. of Missouri, Columbia, MO for its scholarship fund; \$30,000-\$39,999, 34% to GA of PC(USA) for Disaster Emergency Services, 33% to Univ. of Missouri for its scholarship fund, 33% to GA of PC(USA) for Racial Ethnic Advocacy | A                                     |

**Endowments and Gifts Report**  
**Additions and New Funds Received December 2011 — February 2012**

| Established Fund Reference | Amount    | Class | Type | Assigned Program Area/Entity | Restriction  | New Fund/ Addition/ Termination |
|----------------------------|-----------|-------|------|------------------------------|--|---------------------------------|
| 87. 202002                 | 492.62    | C     |      | Evangelism & Church Growth   | GA PC(USA) - To provide funding support for the camp and conference ministries of the PC(USA), with detailed priorities listed in donative document  | A                               |
| 88. 202006                 | 20,000.00 | C     |      | World Mission                | GA 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                               |
| 89. 058170                 | 150.00    | C(P)  | A    | World Mission                | GA PC(USA) - Income to Baring Union Christian College, Batala 143505; Punjab, India, or its successor organization, for the Christian Institute for Religious Studies  | A                               |
| 90. 058400                 | 25.00     | C(P)  | A    | World Mission                | GA 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                               |
| 91. 59065                  | 100.00    | C(P)  | A    | World Mission                | GA PC(USA) - Income to the Near East School of Theology in Beirut, Lebanon, for fulfilling Board Action B-2000-6   | A                               |
| 92. 94701                  | 500.00    | C(P)  | A    | World Mission                | GA PC(USA) - To be used by Worldwide Ministries Division for cooperative work in support of theological education in Cuba, with preferences  | A                               |
| 93. 057724                 | 100.00    | C(P)  | B    | Foundation                   | PW PC(USA) - Income to PW for its work of leader development for women, as determined by PW's Churchwide Coordinating Team   | A                               |
| 94. 058979                 | 75.00     | C(P)  | B    | Foundation                   | PW PC(USA) - Reinvest until corpus equals \$500,000, then income to Widening the Circle Restricted Expendable Fund (#58981)  | A                               |
| 95. 101006                 | 25.00     | C(P)  | B    | Foundation                   | Menaul School - For scholarships as a specific addition to approved funding sources, without equalization of any kind  | A                               |

**Endowments and Gifts Report**  
**Additions and New Funds Received December 2011 — February 2012**

| Established Fund Reference | Amount    | Class | Type | Assigned Program Area/Entity          | Restriction   | New Fund/ Addition/ Termination |
|----------------------------|-----------|-------|------|---------------------------------------|---|---------------------------------|
| 96. 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                               |
| 97. 057356                 | 1,059.35  | D     |      | Evangelism & Church Growth            | GA PC(USA) - For educational purposes among mountain children   | A                               |
| 98. 057533                 | 674.00    | D     |      | Deputy Executive Director for Mission | BCE PC(USA) NY - To be used in Western and Southwestern parts of USA and Alaska for following purposes: (1) for organization of Sabbath Schools in spiritually destitute portions; (2) for rebuilding of weak and struggling Sabbath Schools  | A                               |
| 99. 057534                 | 674.00    | 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                               |
| 100. 57698                 | 10,578.31 | D     |      | World Mission                         | PC(USA) - For foreign missions  | A                               |
| 101. 057726                | 13,581.99 | D     |      | World Mission                         | COEMAR PC(USA) - Exclusively in aid of charitable medical or surgical work in foreign missions  | A                               |
| 102. 057809                | 788.27    | D     |      | Vocation                              | BCE PC(USA) - To be used and applied to assistance of needy students preparing for Christian ministry   | A                               |
| 103. 061302                | 46,762.60 | D     |      | Racial Ethnic & Women's Ministries/PW | GA 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                               |

**Endowments and Gifts Report**  
**Additions and New Funds Received December 2011 — February 2012**

| Established Fund Reference | Amount    | Class | Type | Assigned Program Area/Entity                                       | Restriction   | New Fund/ Addition/ Termination |
|----------------------------|-----------|-------|------|--|---|---------------------------------|
| 104. 061303                | 46,762.60 | D     |      | Racial Ethnic & Women's Ministries/PW                              | GA 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                               |
| 105. 061309                | 45,000.00 | D     |      | Evangelism & Church Growth   | Home Missions PC(USA) - For sustaining preaching of gospel in feeble churches and congregations, with preference given to a church identified as a "Charles K. Smith Church," but available for other churches  | A                               |
| 106. 063182                | 6,418.08  | 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                               |
| 107. 063184                | 10,000.00 | D     |      | Theology Worship & Education/Racial Ethnic & Women's Ministries/PW | PC(USA), A Corp - Christian Education - 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                               |
| 108. 070969                | 14,891.40 | D     |      | Theology Worship & Education                                       | GA PC(USA) - For educational, benevolent and charitable programs of church as directed by General Assembly  | A                               |
| 109. 102301                | 10,000.00 | D     |      | Racial Ethnic & Women's Ministries/PW                              | GA PC(USA) - To be used as Board [Women's General Missionary Society of United Presby Church of North America] may direct   | A                               |
| 110. 200224                | 32,900.47 | D     |      | Evangelism & Church Growth   | GA 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                               |
| 111. 200441                | 857.04    | D     |      | Racial Ethnic & Women's Ministries/PW                              | GA PC(USA) - For purposes of Board of Home Missions of United Presbyterian Church of North America  | A                               |
| 112. 200442                | 428.28    | D     |      | Racial Ethnic & Women's Ministries/PW                              | GA PC(USA) - For purposes of Board of Freedmen's Missions of United Presbyterian Church of North America  | A                               |
| 113. 200443                | 857.04    | D     |      | Evangelism & Church Growth   | GA PC(USA) - For purposes of Board of Church Extension of the United Presbyterian Church of North America   | A                               |



**Endowments and Gifts Report**  
**Additions and New Funds Received December 2011 — February 2012**

| Established Fund Reference | Amount    | Class | Type | Assigned Program Area/Entity          | Restriction   | New Fund/ Addition/ Termination |
|----------------------------|-----------|-------|------|---------------------------------------|---|---------------------------------|
| 114. 200444                | 857.04    | D     |      | Racial Ethnic & Women's Ministries/PW | GA PC(USA) - For purposes of Women's General Missionary Society of United Presbyterian Church of North America  | A                               |
| 115. 202718                | 12,889.44 | D     |      | Deputy Executive Director for Mission | GA PC(USA) - For support of Worldwide Ministries as carried out by Worldwide Ministries Division  | T                               |
| 116. 202749                | 7,431.49  | D     |      | Deputy Executive Director for Mission | GA PC(USA) - World Mission  | T                               |
| 117. 202750                | 8,331.63  | D     |      | Deputy Executive Director for Mission | GA PC(USA) - Support for overseas mission work of PC(USA) for individual mission coworkers or to support work of our partner churches overseas; we have a special interest in work in Palestine, and a mission coworker there, if that should happen; failure that, similar work in the Arab world  | T                               |
| 118. 202751                | 8,526.74  | D     |      | Deputy Executive Director for Mission | GA PC(USA) - Worldwide Ministries as carried out by Worldwide Ministries Division   | T                               |
| 119. 202752                | 11,491.57 | D     |      | Deputy Executive Director for Mission | GA PC(USA) - For National Committee on the Self-Development of People   | T                               |
| 120. 061951                | 45,000.00 | L     |      | Church Loans                          | PC(USA), A Corp - Forty-five percent (45%) of income to be immediately paid out to Board of the Church Erection Fund ("BCEF") 2; 45% to Board of Home Missions and 10% to Board of Education; residuary clause of will provided that if Mr. Smith's son died without issue, that residue was to be paid to Foundation to be used for same purposes specified above (see copy of will for restriction in its entirety) | A                               |
| 121. 102376                | 78,817.86 | F     |      | GA Unrestricted                       | PC(USA) - Unrestricted  | T                               |
| 122. 102375                | 2,335.38  | F     |      | Deputy Executive Director for Mission | GA PC(USA) - National Ministries Division   | T                               |
| 123. 102375                | 1,335.41  | F     |      | Deputy Executive Director for Mission | GA PC(USA) - For church redevelopment and new church development  | T                               |
| 124. 102375                | 3,995.16  | F     |      | Compassion, Peace & Justice           | GA PC(USA) Presbyterian Disaster Assistance - The Disaster Response Endowment Fund ensures a continued witness of the PC(USA) and its partners worldwide to the healing love of Christ as it provides human, financial, and material resources to disaster survivors; no restrictions   | T                               |
| 125. 102375                | 2,340.00  | F     |      | World Mission                         | GA PC(USA) - World Mission  | T                               |

**Endowments and Gifts Report**  
**Additions and New Funds Received December 2011 — February 2012**

| Established Fund Reference | Amount    | Class | Type | Assigned Program Area/Entity          | Restriction   | New Fund/ Addition/ Termination |
|----------------------------|-----------|-------|------|---------------------------------------|---|---------------------------------|
| 126. 102373                | 23,599.72 | OTGA  |      | GA Unrestricted                       | PC(USA) - Unrestricted  | A                               |
| 127. 102298                | 22,485.48 | OTGA  |      | GA Unrestricted                       | PC(USA) - Unrestricted  | A                               |
| 128. 102299                | 2,324.83  | OTGA  |      | GA Unrestricted                       | BNM PC(USA) - Unrestricted  | A                               |
| 129. 102312                | 3,408.83  | OTGA  |      | GA Unrestricted                       | PC(USA) - Unrestricted  | A                               |
| 130. 102318                | 165.63    | OTGA  |      | GA Unrestricted                       | PC(USA) - Unrestricted  | A                               |
| 131. 102323                | 100.00    | OTGA  |      | GA Unrestricted                       | PC(USA) - Unrestricted  | A                               |
| 132. 200223                | 10,966.82 | OTGA  |      | GA Unrestricted                       | BFM PC(USA) - Unrestricted  | A                               |
| 133. 200440                | 4,284.24  | OTGA  |      | GA Unrestricted                       | PC(USA) BFM - Unrestricted  | A                               |
| 134. 202096                | 120.32    | OTGA  |      | GA Unrestricted                       | PC(USA) - Unrestricted  | A                               |
| 135. 202218                | 24,302.00 | OTGA  |      | GA Unrestricted                       | PC(USA) - Unrestricted  | A                               |
| 136. 58905                 | 35.18     | A     |      | GA Unrestricted                       | PC(USA) - Unrestricted  | A                               |
| 137. 57275                 | 6,573.50  | 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                               |
| 138. 58345                 | 180.00    | C     |      | Evangelism & Church Growth            | GA PC(USA) - Income for Older Adult Ministry PC(USA)  | A                               |
| 139. 058647                | 100.00    | C     |      | World Mission                         | GA PC(USA) - To Worldwide Ministries Division of PC(USA) for foreign medical missions   | A                               |
| 140. 094021                | 608.32    | C     |      | World Mission                         | GA 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                               |
| 141. 202325                | 16,652.56 | C     |      | Deputy Executive Director for Mission | GA PC(USA) - Furthering Christian program of the Church   | T                               |

**Endowments and Gifts Report**  
**Additions and New Funds Received December 2011 — February 2012**

| Established Fund Reference | Amount    | Class | Type | Assigned Program Area/Entity          | Restriction   | New Fund/ Addition/ Termination |
|----------------------------|-----------|-------|------|---------------------------------------|---|---------------------------------|
| 142. 58527                 | 203.00    | C(P)  | B    | Foundation                            | University of Dubuque Theological Seminary - Reinvest until principal equals \$20,000; then income to UDTS; scholarship for one male Presbyterian student and one female Presbyterian student   | A                               |
| 143. 58979                 | 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                               |
| 144. 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                               |
| 145. 057697                | 15,170.98 | D     |      | World Mission                         | COEMAR PC(USA) - For overseas work of Commission on Ecumenical Mission and Relations  | A                               |
| 146. 057717                | 10,326.53 | 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                               |
| 147. 57726                 | 13,581.99 | D     |      | World Mission                         | COEMAR PC(USA) - Exclusively in aid of charitable medical or surgical work in foreign missions  | A                               |
| 148. 57730                 | 437.55    | D     |      | Vocation                              | PC(USA) BCE NY - Christian education; preference, ministry students PBY Western NY  | A                               |
| 149. 57968                 | 2,169.05  | D     |      | Compassion, Peace & Justice           | GA PC(USA) - Principal and income to General Assembly of the PC(USA) for Presbyterian Hunger Program  | A                               |

**Endowments and Gifts Report**  
**Additions and New Funds Received December 2011 — February 2012**

| Established Fund Reference | Amount    | Class | Type | Assigned Program Area/Entity | Restriction  | New Fund/ Addition/ Termination |
|----------------------------|-----------|-------|------|------------------------------|--|---------------------------------|
| 150. 61304                 | 11,333.25 | 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 PC(USA), 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                               |
| 151. 62228                 | 583.68    | D     |      | World Mission                | GA PC(USA) - Foreign missions of United PC of America  | A                               |
| 152. 70969                 | 17,004.19 | D     |      | Theology Worship & Education | GA PC(USA) - For educational, benevolent and charitable programs of church as directed by General Assembly   | A                               |
| 153. 102376                | 278.04    | F     |      | GA Unrestricted              | PC(USA) - Unrestricted   | A                               |
| 154. 102373                | 59,981.68 | OTGA  |      | GA Unrestricted              | PC(USA) - Unrestricted   | A                               |
| 155. 102302                | 47.78     | OTGA  |      | GA Unrestricted              | COEMAR PC(USA) - Unrestricted  | A                               |
| 156. 102304                | 2,027.03  | OTGA  |      | GA Unrestricted              | PC(USA) BHM - Unrestricted   | A                               |
| 157. 102312                | 4,356.43  | OTGA  |      | GA Unrestricted              | PC(USA) - Unrestricted   | A                               |
| 158. 102317                | 10,542.85 | OTGA  |      | GA Unrestricted              | PC(USA) BNM - Unrestricted   | A                               |
| 159. 200248                | 3,769.83  | OTGA  |      | GA Unrestricted              | COEMAR PC(USA) - Income to general foreign missions of PC(USA)   | A                               |
| 160. 200249                | 3,769.83  | OTGA  |      | GA Unrestricted              | Income to general Board of Home Missions   | A                               |
| 161. 200258                | 503.10    | OTGA  |      | GA Unrestricted              | PC(USA) - 23.5% income to COEMAR PC(USA)   | A                               |
| 162. 200259                | 503.10    | OTGA  |      | GA Unrestricted              | PC(USA) - 23.5% income to BNM  | A                               |
| 163. 200263                | 274.87    | OTGA  |      | GA Unrestricted              | PC(USA) - 50% BNM - Nothern Church IRG   | A                               |
| 164. 200264                | 274.86    | OTGA  |      | GA Unrestricted              | PC(USA) - 50% income to COEMAR PC(USA)   | A                               |

**Endowments and Gifts Report**  
**Additions and New Funds Received December 2011 — February 2012**

| Established<br>Fund<br>Reference | Amount       | Class | Type | Assigned<br>Program<br>Area/Entity | Restriction                             | New Fund/<br>Addition/<br>Termination |
|----------------------------------|--------------|-------|------|------------------------------------|---|---------------------------------------|
| 165. 200272                      | 315.44       | OTGA  |      | GA Unrestricted                    | PC(USA) COEMAR - 1/4 net income to BFM  | A                                     |
| 166. 200273                      | 157.72       | OTGA  |      | GA Unrestricted                    | PC(USA) BHM - 1/8 net income to BHM     | A                                     |
| 167. 200283                      | 7,799.38     | OTGA  |      | GA Unrestricted                    | PC(USA) COEMAR - 1/2 BFM - Unrestricted | A                                     |
| 168. 200284                      | 7,799.38     | OTGA  |      | GA Unrestricted                    | PC(USA) BHM - 1/2 BHM - Unrestricted    | A                                     |
| 169. 200288                      | 10,326.51    | OTGA  |      | GA Unrestricted                    | PC(USA) COEMAR - 1/4 net income to BFM  | A                                     |
| 170. 200289                      | 10,326.52    | OTGA  |      | GA Unrestricted                    | PC(USA) BHM - 1/4 net income to BHM     | A                                     |
| <hr/>                            |              |       |      |                                    |   |                                       |
| Total                            | 1,872,056.68 |       |      |                                    |   |                                       |

**Endowments and Gifts Report**  
**Additions and New Funds Received December 2011 — February 2012**

Class

|       |  |
|-------|--|
| 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 December 2011 — February 2012**

| <b>Class</b> | <b>General<br/>Assembly<br/>Mission</b> | <b>Overseas<br/>Entities</b> | <b>Other Entities</b> | <b>Total Amount</b> |
|--------------|---|------------------------------|-----------------------|---------------------|
| A            | 1,035.18                                | 0.00                         | 0.00                  | 1,035.18            |
| C            | 367,633.54                              | 0.00                         | 0.00                  | 367,633.54          |
| C(P)         | 0.00                                    | 4,389.00                     | 8,808.00              | 13,197.00           |
| D            | 698,918.16                              | 0.00                         | 0.00                  | 698,918.16          |
| D(P)         | 0.00                                    | 0.00                         | 20,908.43             | 20,908.43           |
| F            | 312,504.36                              | 0.00                         | 0.00                  | 312,504.36          |
| L            | 51,561.39                               | 0.00                         | 0.00                  | 51,561.39           |
| Z            | 0.00                                    | 0.00                         | 0.00                  | 0.00                |
| OTGA         | 406,298.62                              | 0.00                         | 0.00                  | 406,298.62          |
|              | 1,837,951.25                            | 4,389.00                     | 29,716.43             | 1,872,056.68        |

**ITEM 222  
FOR INFORMATION**

**Subject: Financial Implications Report**

Overtures and RGA's (reports to General Assembly) are received prior to the General Assembly meetings for consideration by the General Assembly and its committees. A staff team is appointed to study these overtures and RGA's and provide a response to the appropriate General Assembly committee; some would have financial implications, which are reflected in the attached draft report.



Mission Budget  
 Financial Implications Report of Proposed Actions  
 220th General Assembly (2012)  
 Preliminary Report as of 5/7/2012

| Item                       | Committee            | Brief Description  | Assumption(s)                                   | Source | 2013               | 2014               | TOTAL              | Agency /Ministry |
|----------------------------|----------------------|--|---|--------|--------------------|--------------------|--------------------|------------------|
| <b>Pending Actions</b>     |                      |  |   |        |                    |                    |                    |                  |
| Item 10-03<br>(OVT 093)    | Mission Coordination | Request \$10,000 of mission support for up to 100 young adult volunteers.          |   | U      | \$1,000,000        | \$1,000,000        | \$2,000,000        | GAMC / WM        |
| Item 00-000<br>(REC 030)   |                      | Status of Women TF - Aggregation of data, structured interviews.                   | Data + Interviews                               | U      | \$20,625           | \$32,125           | \$52,750           | GAMC / RE&WM     |
| Item 00-000<br>(REC 050)   |                      | African American Church Growth TF - consultation, regional coaches.                | Planning Team + Consultation + Regional Coaches | U      | \$45,725           | \$16,500           | \$62,225           | GAMC / RE&WM     |
| Item 00-000<br>(REC 053)   |                      | Women of Color Consultation Report - consultation.                                 | Planning Team + Consultation                    | U      | \$25,050           | \$3,370            | \$28,420           | GAMC / RE&WM     |
| Item 00-000<br>(REC 060)   |                      | Racial Ethnic and New Immigrant Church Growth TF - consultation, monitoring group. | Planning Team + Consultation + Monitoring Group | U      | \$4,265            | \$11,810           | \$16,075           | GAMC / RE&WM     |
|                            |                      |  |   |        |                    |                    | \$0                |                  |
|                            |                      |  |   |        |                    |                    | \$0                |                  |
|                            |                      |  |   |        |                    |                    | \$0                |                  |
|                            |                      |  |   |        |                    |                    | \$0                |                  |
|                            |                      |  |   |        |                    |                    | \$0                |                  |
|                            |                      |  |   |        |                    |                    | \$0                |                  |
|                            |                      |  |   |        |                    |                    | \$0                |                  |
|                            |                      |  |   |        |                    |                    | \$0                |                  |
| <b>Total Pending :</b>     |                      |  |   |        | <b>\$1,095,665</b> | <b>\$1,063,805</b> | <b>\$2,159,470</b> |                  |
| <b>Total Unrestricted:</b> |                      |  |   |        | <b>\$1,095,665</b> | <b>\$1,063,805</b> | <b>\$2,159,470</b> |                  |
| <b>Total Restricted:</b>   |                      |  |   |        | <b>\$0</b>         | <b>\$0</b>         | <b>\$0</b>         |                  |

Per Capita Budget  
 Financial Implications Report of Proposed Actions  
 220th General Assembly (2012)  
 PRELIMINARY REPORT as of 5/7/2012

| Item                                 | Committee                       | Brief Description  | Assumption(s)  | Source | 2013     | 2014     | TOTAL     | Agency /Ministry |
|--------------------------------------|---------------------------------|--|--|--------|----------|----------|-----------|------------------|
| <b>Pending Actions</b>               |                                 |  |  |        |          |          |           |                  |
| Item 03-17<br>(OVT 009)              | General Assembly<br>Procedures  | Move GA to every 6 yrs and establish an Annual General Convocation meeting.  |  |        |          |          |           | OGA/GAMC / ALL   |
| Item 03-18<br>(OVT-049)              | GA Procedures                   | GA to extend the scope of review by COGA task force to prepare an evaluation of biennial assemblies  | Task force of 9 persons, six meetings, staff assistance and admin costs  | PC     | \$26,705 | \$8,735  | \$35,440  | OGA              |
| Item 04-05<br>(OVT-058)              | Middle Governing Body<br>Issues | Special Committee to explore and examine roles and relationships of Synods and Presbyteries to one another                                     | 16 members, 5 three day meetings, consultations with Synods & Presbyteries   | PC     | \$69,570 | \$18,750 | \$88,320  | OGA              |
| Item 04-06<br>(REC-042)              | Middle Governing Body<br>Issues | GA to appoint 21 member commission on Middle Governing Bodies to study roles & functions of sessions/presbyteries/ synods                      | Committee of 21 persons, 5 meetings, consultations-synods/presbyteries, survey, sup admin rev com on PR. Answers Item 04-07 (2). | PC     | \$89,555 | \$36,570 | \$126,125 | OGA-GAMC         |
| Item 07-05<br>(OVT-053)              | Form of Government<br>Revision  | GA to appoint Committee of 16 to establish GA - Presbytery partnership to develop the enabling constitution FOG through consultation           | 16 members, 5 three day meetings, Presbytery consultations, admin, two members attend GA   | PC     | \$81,645 | \$57,540 | \$139,185 | OGA              |
| Item 09-15<br>RGA-ACREC<br>(REC-025) | Mission Coordination            | GA to appoint Task Force to review mission funding and develop new ways.....   | 9 person study team, 6 meetings, consultant  | PC     | \$27,205 | \$12,845 | \$40,050  | GAMC             |
| Item 09-16<br>RGA-ACREC<br>(REC-026) | Mission Coordination            | GA to appoint 5 person task force to study implications of name change   | 5 person task force, 6 meetings  | PC     | \$14,925 | \$4,975  | \$19,900  | GAMC             |
| Item 09-17<br>RGA-ACWC<br>(REC-027)  | Mission Coordination            | To approve that unused funding for the work of the status of women task force in 2009 be re-designated for work thru 2012                      | Unused balance from 2009   | PC     | \$19,345 | \$0      | \$19,345  | GAMC             |
| Item 10-02<br>(OVT-062)              | Social Justice Issues - A       | GA to direct ACSWP to distribute the resource <i>Connecting to the Creed</i> , to congregations and presbyteries.                              | Printing and mailing resource  | PC     | \$11,620 | \$0      | \$11,620  | GAMC             |
| Item 10-06<br>(REC-028)              | Social Justice Issues - A       | Create a study group of 6 persons to examine issue of violence against Women & Children along the US-Mexico border                             | Study group of 6, holding 5 meetings, consultant/writer, design & production brochure materials                                  | PC     | \$24,470 | \$0      | \$24,470  | GAMC             |
| Item 10-09<br>(REC-061)              | Social Justice Issues - A       | ACSWP to develop study to assess the long term implications of our current economic trends and practices, including their impact on the Church | Study team of 9 persons, 4 meetings, consultant/writer, design   | PC     | \$27,885 | \$3,110  | \$30,995  | GAMC             |

Per Capita Budget  
 Financial Implications Report of Proposed Actions  
 220th General Assembly (2012)  
 PRELIMINARY REPORT as of 5/7/2012

| Item                              | Committee                                 | Brief Description   | Assumption(s)   | Source | 2013             | 2014             | TOTAL            | Agency /Ministry |
|-----------------------------------|---|---|---|--------|------------------|------------------|------------------|------------------|
| Item 11-07<br>(REC-062)           | Social Justice Issues - B                 | ACSWP to develop along with T&W resources to aid congregations in identifying and developing practices of ethical reflections | Develop study materials, writer consultant, admin, conf calls, seminary consultations                           | PC     | \$0              | \$13,000         | \$13,000         | GAMC             |
| Item 11-10<br>(REC-024)           | Social Justice Issues - B                 | GA to appoint 9 person committee to study nature of church for 21st century   | 9 persons, 6 meetings, consultant, develop study guide  | PC     | \$29,205         | \$11,735         | \$40,940         | GAMC             |
| Item 13-06<br>(OVT-081)           | Peacemaking & International Issues        | To study the issue of "embracing non-violence as our fundamental response to war and terror."                                 | Committee of 16 persons, 6 three day meetings, writer/consultant  | PC     | \$48,220         | \$31,980         | \$80,200         | OGA              |
| Item 13-07<br>(OVT-022)           | Peacemaking & International Issues        | ACSWP with Peacemaking program to convene seminary & college wide review of peace studies/peacemaking opportunities           | Steering Team Answers Items 13-01 (3.g); 13-02 (2.g); 13-03 (2.g); 13-07 (Prologue); 13-09 (3.g); and 13-11 (4) | PC     | \$13,525         | \$9,285          | \$22,810         | GAMC             |
| Item 13-11<br>(OVT-013)           | Peacemaking & International Issues        | Strengthening the Peacemaking Program.  | Study Team  | PC     | \$21,885         | \$3,110          | \$24,995         | GAMC             |
| Item 15-08<br>(REC-034)           | Church Growth, Christian Education & PILP | GA to appoint a 9 person task force to study racial ethnic & new immigrant growth   | 9 person task force, 6 meetings, consultant   | PC     | \$27,205         | \$9,735          | \$36,940         | GAMC             |
| Item 15-09<br>(Rec 044)           | Church Growth, Christian Education & PILP | Convene a conversation regarding Hispanic/Latino participation at all levels of the Church.                                   | 14 Participants, two 3-day meetings   | PC     | \$13,310         | \$13,310         | \$26,620         | GAMC             |
| Item 16-11<br>(RGA - Heidelberg)  | Theological Issues and Institutions       | Special Committee on Heidelberg Catechism   | Committee of 15 persons, 1 two day meeting, 2 two day meetings, attend GA, & admin costs                        | PC     | \$23,900         | \$3,110          | \$27,010         | OGA              |
| Item 19-05<br>(REC-060)           | Health Issues                             | Develop study materials examining sensitivity & proficiency on HIV/AIDS   | Consultant/writer, design & production  | PC     | \$10,000         | \$0              | \$10,000         | GAMC             |
| <b>Per Capita Total Pending :</b> |   |   |   |        | <b>\$580,175</b> | <b>\$237,790</b> | <b>\$817,965</b> |                  |
| <b>Per Capita Cents:</b>          |   |   |   |        | <b>\$ 0.30</b>   | <b>\$ 0.13</b>   |                  |                  |

**Item 223  
FOR INFORMATION**

**STRATEGIC PLAN  
RACIAL ETHNIC & CROSS CULTURAL MINISTRIES  
in Racial Ethnic & Women's Ministries/PW**

**Background:**

The Racial Ethnic & Women's Ministries/PW ministry area is comprised of the offices of *Racial Ethnic & Cross Cultural Ministries*, *Women's Leadership Development & Justice Ministries* and *Presbyterian Women*. The focus of this strategic plan is the offices in *Racial Ethnic & Cross Cultural Ministries*. This Racial Ethnic & Cross Cultural Ministries strategic planning process is concurrent with the General Assembly Mission Council's strategic planning process, the Mission Work Plan 2013-2016. Both of these processes are designed to determine what the GAMC does uniquely and best at the national level. As part of these strategic processes, a variety of conversational engagements have occurred to help the ministry offices to best determine our unique ministry context and how we may best serve our constituents and facilitate ministries on a national level, in light of the limited resources available.

**Historical Background:**

Racial Ethnic & Cross Cultural Ministries (formerly The Racial Ethnic Unit) was established in 1987 in the reunited Presbyterian Church (U.S.A.). It was designed to develop and implement ministries and programs related to the issues of race in church and society. In 1993, Racial Ethnic Ministries was created within the National Ministries Division. The 205th General Assembly (1993) of the Presbyterian Church (U.S.A.) stated "Through monitoring and advocacy, the Racial Ethnic Ministry Unit assists the Presbyterian Church (U.S.A.) in its effort to become a more racially just and inclusive church. We understand a racially inclusive church to be a community of faith, rooted in the gospel of Jesus Christ, and in which membership and full participation at all levels of decision making and mission are not proscribed by race or national origin.

When the Presbyterian Church reunited and became the Presbyterian Church (U.S.A.), there were four historically racial ethnic groups as described in the Articles of Agreement. The Articles of Agreement of the Presbyterian Church (U.S.A.) (Articles 8.2 and 8.3 of Appendix B, PCUSA Constitution, Book II, Book of Order) reads as follows: "Racial ethnic members in the United States (Presbyterians of African, Hispanic and Asian descent and Native Americans) shall be guaranteed full participation and access to representation in the decision-making of the Church, and shall be able to form caucuses." The historic caucuses in the PC(U.S.A.) include the National Black Presbyterian Caucus (NBPC), the Native American Consulting Committee (NACC), the National Hispanic-Latino Presbyterian Caucus (NHLPC) and the National Asian Presbyterian Council (NAPC). When the Racial Ethnic Caucuses & Councils (formerly The Cross Caucus) met at the Big Tent in 2011, the gathering also included representatives from the National Council of Korean Presbyterian Churches (NCKPC), the National Middle Eastern Presbyterian Caucus (NMEPC), and representatives from networks of new immigrant groups from Africa, South Asia and Portuguese-speaking countries. Our constituents in New Immigrant Ministries represent 22 nationalities speaking 18 languages and dialects.

In the 1990s, New Immigrant Ministries, which included Middle Eastern Ministries, moved from the Evangelism and Church Growth ministry area to the Racial Ethnic & Women's Ministries/PW ministry area. And in 2009, Multicultural Ministries moved from the Evangelism and Church Growth ministry area to Racial Ethnic & Women's Ministries/PW. A new initiative, the Office of Cross Cultural Ministries, was added in 2009.

Participation and representation of racial ethnic membership is an expressed value in the Articles of

Agreement (8.1). "Consistent with the principles of diversity and inclusiveness as set forth in 8.2, the General Assembly [Mission] Council shall consult with and receive input from the racial caucuses of the Church... The purposes of such consultations shall include:

- determining the priorities for assisting racial ethnic churches and ministries,
- developing a denominational strategy for racial ethnic church development,
- finding ways to assure the funding and operational needs of schools and other institutions which historically have served Black Americans and other racial ethnic groups."

#### *Racial Ethnic & Women's Ministries/Presbyterian Women*

The Racial Ethnic & Women's Ministries/Presbyterian Women (RE&WM/PW) ministry area of the General Assembly Mission Council (GAMC) was created in 2006. It combined the Office of Racial Ethnic Ministries, the Office of Women's Ministries, and the Office of the Presbyterian Women mission organization into one ministry area. The mandate of the unit was understood in terms of God's call "...to do justice, ... love kindness and to walk humbly with your God" (Micah 6:8). ... Therefore, the mandate had two interrelated focal points: **doing justice** and **strengthening congregations** (see G.A. Minutes, 1993, A. *Assigned Responsibilities* 35.001, bolding is ours).

#### *Doing Justice*

The focus of the Office of Gender & Racial Justice in RE&WM/PW is to assist the Presbyterian Church (U.S.A.) in fulfilling its commitment to become an open, inclusive and racially just church. The congregational support offices also have an underling purpose of social justice and empowerment. The Vision Statement for RE&WM/PW is:

*"In Racial Ethnic & Women's Ministries/Presbyterian Women, we engage the Church in its mission to become more diverse and inclusive of racial, ethnic, cultural and language groups, and we equip women for leadership in all ministries of the Church."*

We are also guided by the Brief Statement of Faith of the Presbyterian Church (U.S.A.):

*"In sovereign love, God created the world good and makes everyone equally in God's image, male and female, of every race and people, to live as one community."*

(Brief Statement of Faith, Book of Confessions, 10.3)

The racial ethnic and cross cultural ministry offices seek to be a "voice for the voiceless," to speak and act on behalf of those who are not often heard, in particular, racial ethnic persons, new immigrants, women and children. "It is our task to urge and assist the church to engage in the struggle against racism and oppression with renewed vigor and vitality" (see G.A. Minutes, 1993, A. *Assigned Responsibilities*, 35.001).

#### *Strengthening Congregations*

"It is inevitable that strengthening and developing the congregational life of racial ethnic churches will be a central task of the Racial Ethnic Ministry Unit. Strong, vital racial ethnic congregations are essential for achieving a culturally diverse and inclusive church. Therefore enhancing racial ethnic congregations is a mandate of the unit" (see G.A. Minutes, 1993, A. *Assigned Responsibilities*, 35.001).

#### *Racial Ethnic Immigrant Evangelism Church Growth Strategy*

In 1996, the Presbyterian Church (U.S.A.) knew very little about welcoming racial ethnic communities into its midst. The church had experienced great success expanding its membership in the 1950s as the country expanded into suburban neighborhoods and newly minted communities, but in the 90s the

country experienced a different kind of expansion, as it welcomed a host of new immigrants to its shores. In this expansion the church was slower in its response.

A year earlier in 1995, the General Assembly asked two Presbyterian groups, one Hispanic and the other Native American, to develop strategies to help the church learn more effective ways of relating to their respective communities. It quickly became apparent that this was too limited an approach, that the possibilities for racial ethnic membership recruitment and growth should not be approached in a piecemeal manner, so in 1996 the church set for itself some ambitious goals for racial ethnic membership growth. But merely setting goals wasn't enough. It was evident that the denomination didn't have much experience extending itself to people who didn't look like the majority of its membership—people who were different racially, ethnically and culturally—and so the General Assembly adopted the Racial Ethnic Immigrant Evangelism Church Growth Strategy, which affirmed both racial ethnic community churches and multicultural church ministries.

*Racial Ethnic Makeup of the Presbyterian Church (U.S.A.)*

Curiously, though European American ministries in the church continue to decline each year, racial ethnic and new immigrant ministries are increasing, with new and emerging Bible Study groups, fellowships, New Church Developments (NCDs) and congregations. In 1997, there were 972 racial ethnic congregations in the PC(U.S.A.). In 2008, there were 1,380 racial ethnic congregations in the PC (USA)(An increase of almost 43% in ten years) (Note: Research Services' numbers include congregations that identify as having at least 20% and up to 100% racial ethnic membership. These figures do not include Bible Study groups and fellowships).

In 2009, there were 7.84 racial ethnic persons in the PC(U.S.A.) (Source: Clerk's Annual Statistics, congregations reporting), and if you include New Church Developments and Bible Study Fellowships, there were 8.83% racial ethnic persons in the PC(U.S.A.).

Of the 10,560 PC(U.S.A.) congregations, more than 13% are racial ethnic congregations. Including New Church Developments and Bible Study Fellowships, almost 15% of Presbyterian communities of faith are racial ethnic.

African Americans are the largest racial ethnic group in the PC(U.S.A.) with 468 worshipping communities. African Americans have been members of the Presbyterian Church for hundreds of years. The Rev. John Gloucester formed the first African American congregation in 1807 in Philadelphia, Pennsylvania.

The fastest growing membership group in the PC(U.S.A.) are Korean American Presbyterians. Korean American congregations are a vital, visible and growing part of the Presbyterian Church (U.S.A.). They are the second largest racial ethnic constituency group in the PC(U.S.A.). There were about 20 Korean Presbyterian congregations in early 1970. Today, there are 403 Korean congregations with 55,000 members.

Of the 10,560 congregations, 866 are either predominantly African American (463 churches) or Korean (403 churches). Or in other words 8.2% of the congregations in the PC(U.S.A.) are either African American or Korean congregations (Note: These numbers do not include African American and Korean members of predominantly European American congregations, multicultural communities of faith, or African American and Korean New Church Developments or Bible Study Fellowships).

The second fastest growing membership group in the PC(U.S.A.) are African immigrants. Many of our African Presbyterian ministries are alive, energetic and thriving. New ministries are forming daily. Yet, as most of these are new immigrant Bible Study Groups, Fellowships or New Church Developments, they are not included in the numbers provided to us by the Clerk's Annual Statistics or by Research Services of the Presbyterian Church (U.S.A.), so we are not completely sure how many of these worshipping communities exist. Ten years ago, there were approximately 8 new immigrant communities of faith in the PC(U.S.A.). Today, there are over 80. Brazilian Presbyterians are also a large group in new immigrant and emerging ministries.

#### *Core Ministry in the Racial Ethnic & Cross Cultural Ministries Offices*

The Racial Ethnic & Cross Cultural ministries offices *equip, connect and inspire* racial ethnic and new immigrant communities of faith and develop and empower racial ethnic and new immigrant leaders. The ministry area does this through training, coaching, resource development, leadership development institutes, networking and providing grants to congregations, racial ethnic schools and colleges, and racial ethnic and immigrant members and leaders.

#### *RE&CC Strategic Directions:*

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. The model of a specific office in Louisville focused solely on any one of our many racial ethnic groups is neither sustainable nor strategic for the future, especially in light of our increasingly cross cultural ministry context, and the ever-expanding needs for congregational support.

This strategic plan pays particular attention to the ongoing needs of **historical racial ethnic congregational support offices** (see reference to Articles 8.2 and 8.3 of the Articles of Agreement above); **new immigrant and emerging communities**, which includes the new commitments that are emerging daily as God continues to bring the nations to our shores; and our call to develop **cross cultural and multicultural communities**, living out the vision of a world house where we all live together as part of God's beloved community.

#### *Strategic Plan*

The strategic plan focuses on the different offices of our ministry. The **Historically Racial Ethnic Congregational Support Offices** include those referred to in the Articles of Agreement of the PC(U.S.A.): African American Congregational Support, Hispanic/Latino-a Congregational Support (including new Brazilian Congregational Support Field Staff), Asian Congregational Support, and Native American Congregational Support.

Another focus of Racial Ethnic & Cross Cultural Ministries is ministry with new immigrants and emerging communities. Thus, a new office group **New Immigrant and Emerging Communities Offices** includes: Korean Emerging Ministries (including Korean English Ministry (EM) Field Staff, working with 1.5 and 2<sup>nd</sup> generation congregations and leaders), a new African Emerging Ministries Office, New Immigrant and Emerging Ministries and Middle Eastern Ministries.

While the Presbyterian Church (U.S.A.) continues to be largely European American, the newest growth in the church is among immigrants and in some racial ethnic congregations. Thus the newest "mission field" for us in the church is to engage in "mission in reverse" by consulting with European American congregations and mid councils in order to assist them in their efforts to become more diverse as they seek to better reflect the communities that surround them. Thus the next office group is the **Cross**

***Cultural & Multicultural Ministries Offices***, which includes: the Office of Cross Cultural Ministries, and the Office of Multicultural Congregational Support.

In light of the new models of governance and funding, and in an increasing global and cross cultural ministry context, various staffing models are employed, in our role of facilitating ministry with congregations. Deployed staffing models allows the GAMC to work with skilled racial ethnic leaders in the context where they are thriving in ministry, without requiring that they move to Louisville, KY. In many ways, it is a good call for both the individual and the organization. By engaging in ministry in the field, we can provide direct support in congregations and mid councils, in order to engage this ministry effectively.

In our strategic planning we have identified our core ministry and the purpose for our work in the Racial Ethnic & Cross Cultural Ministries offices. The focus for our work in the RE&CC Ministries offices is as follows:

- **Church Growth**, with a focus on new worshiping communities
- **Transformation** of existing congregations
- **Social Justice and Empowerment**
- **Leadership Development**, with a focus on developing racial ethnic, women and young adult transformational leaders, and
- **Cross Cultural Ministries**

In light of the GAMC's Mission Work Plan, 2013-2016, focusing on Transformational Leaders, Compassionate and Prophetic Discipleship, New Worshiping Communities, Young Adults, General Assembly Engagement, and Organizational Integrity, the RE&CC Ministries offices will continue to do justice, love kindness and walk humbly with our God.



**ITEM 224  
 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. During the first two months of 2012 disbursements were sufficient to maintain a disbursed loan portfolio over \$182.3 million. We experienced several churches refinancing their loans to local banks. We are currently administering a disbursed loan portfolio of \$182.3 million and a pipeline of \$17.3 million in closed loans not yet disbursed and commitments not yet closed. The total portfolio under management dropped below \$200 million, during the first two months of 2012.

| <b>COORDINATED LOAN PROGRAM</b>      |               |               |               |               |               |               |                     |
|--------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------------|
| <b>Loan Portfolio</b>                |               |               |               |               |               |               |                     |
|                                      | 12/31/07      | 12/31/08      | 12/31/09      | 12/31/10      | 12/31/11      | 2/29/12       | Year to Date Change |
| Disbursed Loan Portfolio             | \$154,759,423 | \$163,211,463 | \$179,686,369 | \$184,312,088 | \$182,021,102 | \$182,375,788 | 0.2%                |
| Construction Loans Pending Disbursal | \$8,490,124   | \$8,515,186   | \$8,533,053   | \$6,756,291   | \$6,878,883   | \$7,084,646   | 3.0%                |
| Commitments Pending Close            | \$12,338,431  | \$12,278,154  | \$9,842,401   | \$9,437,870   | \$11,643,889  | \$10,260,480  | -11.9%              |
| Total                                | \$175,587,978 | \$184,004,803 | \$198,061,823 | \$200,506,249 | \$200,543,874 | \$199,720,914 | -0.4%               |

The Presbyterian Investment and Loan Program administers the endowed Church Loan Program for the General Assembly Mission Council. The Church Loan Program is the result of many gifts, campaigns and bequests to the Presbyterian Church (U.S.A.) over 165 years. The total endowment for church loans has grown to over \$215 million. 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 2012 the disbursed loan portfolio of endowment funds decreased by 1.2%. During the same period the pipeline of commitments not yet closed and loans awaiting disbursal from the Church Loan Program decreased by 10.1%. This reflects a decrease in the number of congregations seeking smaller loans and will probably result in a decrease in loans disbursed from endowment funds in 2012.

| <b>CHURCH LOAN PROGRAM<br/>Loan Portfolio</b> |               |               |               |               |               |               |                     |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------------|
|   | 12/31/07      | 12/31/08      | 12/31/09      | 12/31/10      | 12/31/11      | 2/29/12       | Year to Date Change |
| Disbursed Loan Portfolio                      | \$98,492,862  | \$102,181,144 | \$105,699,365 | \$103,259,405 | \$102,220,827 | \$101,010,043 | -1.2%               |
| Construction Loans Pending Disbursal          | \$4,190,308   | \$2,209,694   | \$3,771,746   | \$4,849,726   | \$2,624,835   | \$2,660,828   | 1.4%                |
| Commitments Pending Close                     | \$8,256,941   | \$6,697,339   | \$4,470,981   | \$4,630,910   | \$3,765,850   | \$3,082,350   | -18.1%              |
| Total   | \$110,940,111 | \$111,088,177 | \$113,942,092 | \$112,740,041 | \$108,611,512 | \$106,753,221 | -1.7%               |

The base interest rate for loans to existing congregations from the Church Loan Program is 4.0% 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 2011 the disbursed loan portfolio from investor funds decreased by \$1.3 million. We received pay back of principal of over \$8.5 million and did not disburse enough new funds to stay even. The disbursed portfolio grew by \$1.6 million during the first two months of 2012. The pipeline of commitments not yet closed and closed loans pending disbursal was \$12.1 million at year-end 2011 and \$11.6 million at the end of February 2012. Hopefully we will continue to have strong disbursements in the remainder of 2012. The base interest rate for investor funds is 4.95%.

| <b>INVESTMENT &amp; LOAN PROGRAM<br/>Loan Portfolio</b> |              |              |              |              |              |              |                     |
|---|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|
|   | 12/31/07     | 12/31/08     | 12/31/09     | 12/31/10     | 12/31/11     | 02/29/12     | Year to Date Change |
| Disbursed Loan Portfolio                                | \$56,266,561 | \$61,030,319 | \$73,987,004 | \$81,052,683 | \$79,800,275 | \$81,365,745 | 2.0%                |
| Construction Loans Pending Disbursal                    | \$4,299,816  | \$6,305,492  | \$4,761,307  | \$1,906,565  | \$4,254,048  | \$4,423,818  | 4.0%                |
| Commitments Pending Close                               | \$4,081,490  | \$5,580,815  | \$5,371,420  | \$4,806,960  | \$7,878,039  | \$7,178,130  | -8.9%               |
| Total   | \$64,647,867 | \$72,916,626 | \$84,119,731 | \$87,766,208 | \$91,932,362 | \$92,967,693 | 1.1%                |

The total portfolio inclusive of pending disbursements and commitments is almost \$93 million, up 1.1% from year-end 2011. There is currently one 30-day or longer delinquency in the investor portfolio. We anticipate the sale of this property in May 2012 and that the loan will be paid in full.

The following is a brief history of new loans disbursed during each of the past ten years.

| <b>History of New Loans Disbursed Coordinated Loan Program</b> |                       |                       |                  |                    |
|--|-----------------------|-----------------------|------------------|--------------------|
| <b>Year</b>  | <b>Investor Funds</b> | <b>Participations</b> | <b>Endowment</b> | <b>Total Funds</b> |
| <b>2002</b>  | \$ 8,625,236          | \$901,148             | \$10,589,530     | \$20,115,914       |
| <b>2003</b>  | \$ 8,798,332          | \$4,681,199           | \$ 8,080,573     | \$21,560,104       |
| <b>2004</b>  | \$5,284,805           | \$2,617,825           | \$4,389,269      | \$12,291,899       |
| <b>2005</b>  | \$10,579,630          | \$621,510             | \$16,776,967     | \$27,978,107       |
| <b>2006</b>  | \$10,587,617          | 0                     | \$13,609,195     | \$24,196,812       |
| <b>2007</b>  | \$7,149,100           | 0                     | \$12,781,823     | \$19,930,923       |
| <b>2008</b>  | \$9,058,971           | 0                     | \$16,342,796     | \$25,404,767       |
| <b>2009</b>  | \$15,739,211          | 0                     | \$16,513,870     | \$32,253,081       |
| <b>2010</b>  | \$12,361,815          | 0                     | \$11,623,644     | \$23,985,459       |
| <b>2011</b>  | \$7,249,596           | 0                     | \$11,782,729     | \$19,032,325       |
| <b>2012<br/>YTD<br/>2/29/12</b>                                | \$2,802,023           | 0                     | \$1,280,366      | \$4,082,389        |

We anticipate being able to maintain sufficient investment sales to meet the existing loan demand and maintain the liquidity requirement without special promotions.

| <b>Investment &amp; Loan Program – Investments in Term Notes and Denominational Accounts</b> |              |              |              |              |              |              |                     |
|--|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|
|  | 12/31/07     | 12/31/08     | 12/31/09     | 12/31/ 10    | 12/31/11     | 2/29/12      | Year to Date Change |
| <b>Notes</b>   | \$33,516,967 | \$36,580,427 | \$44,506,716 | \$51,740,639 | \$56,819,730 | \$57,551,996 | 1.3%                |
| <b>Denominational Accounts</b>   | \$28,270,480 | 29,931,862   | \$35,087,835 | \$39,173,469 | \$38,121,633 | \$37,954,017 | -0.4%               |
| <b>Total</b>   | \$61,787,447 | \$66,512,289 | \$79,594,551 | \$90,914,108 | \$94,941,363 | \$95,506,013 | 0.6%                |

Investment sales have continued to exceed redemptions in 2012. During the first two months of the year, while investments from middle governing bodies and General Assembly agencies declined, investments from individuals continued to increase. 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.

## ITEM 225 FOR INFORMATION

### Communications and Funds Development 2011 Annual Report

In our 2011 annual report, we share with you the steps taken to achieve our goals in response to the needs of the church through the mission and ministry areas of the General Assembly Mission Council. The lessons learned contained within will be applied to our ministry to continue improving the effectiveness of our response.

Some highlights of the successes you will find include:

- **Executive Office and Policy Communications** - GAMC voted to change its name in September 2011. Proposal will go forward to the 2012 GA.
- **World Mission Fund Raising:**
  - Raised \$6,511,267 with cash to need was \$4,973,940 or 102% of plan.
  - Raised \$1,126,152 in 2011 through direct response, our fourth consecutive year over-achieving industry best practices and internal benchmarks.
  - 340 churches gave gifts in 2011 who did not give gifts in 2010 – resulting in \$403,895 in new gifts.
- **Special Offerings** posted the best year-over-year improvement in nearly a decade, while improving materials quality and reducing costs.
- **Mission Resources** profitably published *What Presbyterians Believe* special issue (100,000 copies) while achieving break even for its publications.
- **Digital Media Services** produced over 44 newsletters resulting in over 3 million emails expanding the reach to increase awareness for GAMC.

We trust you'll be as pleased as we are with the results from our dedicated staff's efforts to serve the needs of our internal clients. As each of us work to serve Christ through the CFD ministries, the principles of C.A.R.E. – collaboration, accountability, responsiveness and excellence – will continue to shape and guide our efforts. Thank you for your support and leadership in our ministry.

Yours in Christ,



Karen L. Schmidt  
Deputy Executive Director  
Communications and Funds Development

## 2011 Annual Report - Communications and Funds Development

| 2011 Plans and Goals  | 2011 Accomplishments/Results   | 2011 Lessons Learned   |
|---|--|--|
| <p>manner.</p> <ul style="list-style-type: none"> <li>• Provide constituent data and research reports and updates to Funds Development Ministry staff for prospect development.</li> <li>• RDO Customer Service provides personalized first point of contact for incoming calls, information requests and donations supporting all PC (USA) ministry areas.</li> </ul>  | <ul style="list-style-type: none"> <li>✓ Increased the size of Raiser's Edge database by adding 11,116 individuals (total records = 244,379).</li> <li>✓ Customer Service Representatives (formerly PresbyTel) processed 20,231 calls and emails. Now active members in general fundraising for Mission.</li> </ul>  | <ul style="list-style-type: none"> <li>• New report requests can be quickly 'cloned' based on the large number of existing reports that have been developed simply by changing criteria.</li> <li>• Raiser's Edge utilization has been increasing thanks to concentrated focus on providing training to program areas. New users include the Presbyterian Ministry at the United Nations.</li> <li>• Donors have been very receptive and appreciative to receive thank you calls.</li> </ul> |
| <p><b>Special Offerings:</b></p> <ul style="list-style-type: none"> <li>• Special Offering's 2011 goal was to make all congregational materials consistent while expanding our use of technology to reach more Presbyterians where they are and increase the number of participating congregations and individuals.</li> </ul>  | <p><b>Special Offerings:</b></p> <ul style="list-style-type: none"> <li>✓ Special Offerings posted the best year-over-year improvement in nearly a decade.</li> <li>✓ Special Offerings developed internal procedures leading to higher quality materials with fewer costs.</li> <li>✓ Special Offerings has developed a monthly e-newsletter, incorporated give-by-text into all appeals and reached out to an entirely new demographic of Presbyterians through social media sites.</li> </ul> | <p><b>Special Offerings:</b></p> <ul style="list-style-type: none"> <li>• Personal touches and stories of impact communicate transparency, trust, and a witness performed uniquely by the General Assembly Mission Council.</li> <li>• Exploring new modes of technology, it become more important than ever to monitor details and execution of tactics new and unfamiliar to the Church.</li> </ul>  |
| <p><b>Stewardship Education and Spiritual Formation:</b></p> <ul style="list-style-type: none"> <li>• Develop the stewardship website making PC(USA) resources as accessible as possible.</li> <li>• Collaborate with mid councils and General Assembly agencies in designing and making Kaleidoscope 2012 a reality.</li> <li>• Form partnership with Lake Institute 2012-2014 to provide Creating Congregational Cultures of Generosity.</li> <li>• Start an electronic Stewardship Newsletter</li> </ul> | <p><b>Stewardship Education and Spiritual Formation:</b></p> <ul style="list-style-type: none"> <li>✓ CFD developed a three year pilot project with Lake Institute on Faith and Giving and interested presbyteries to provide seminars designed to increase the amount of dollars available to the whole church for mission and ministry.</li> <li>✓ Visited eight presbyteries and provided stewardship workshops for congregations</li> <li>✓ The Stewardship web presence was</li> </ul>      | <p><b>Stewardship Education and Spiritual Formation:</b></p> <ul style="list-style-type: none"> <li>• Sharing best practices and challenges is helpful to presbyteries and congregations. It's important to make it easy by providing digital/online access to encourage sharing.</li> <li>• Seeking presbytery partners for the GAMC/Lake partnership involves building relationships. Six presbyteries have expressed interest but most are moving</li> </ul>                              |

## 2011 Annual Report - Communications and Funds Development

| 2011 Plans and Goals  | 2011 Accomplishments/Results  | 2011 Lessons Learned   |
|---|---|--|
| <p>for presbytery staff and volunteers and for church sessions and committees.</p> <ul style="list-style-type: none"> <li>Continue to Develop Relationship with Ecumenical Stewardship Center as a contributing partner.</li> </ul>   | <p>upgraded: Stewardship Manual in PDF format; provided an assessment tool for choosing the best annual campaign strategy; and launched Stewardship enewsletter to provide resource and connections to congregations.</p>   | <p>slowly.</p> <ul style="list-style-type: none"> <li>With a shift in governance and marketing at the Ecumenical Stewardship Center, they are expanding the services they will provide. Being a part of their strategic planning should continue to be a priority.</li> </ul>  |
| <p><b>Shared Mission Funding:</b></p> <ul style="list-style-type: none"> <li>Help develop a plan to decrease/stem the decline of shared mission support- THANKING, TELLING and ASKING.</li> <li>Thank presbyteries and individuals for Shared Mission and show how \$ is used.</li> <li>Develop a program in consultation with presbyteries of setting specific goals.</li> <li>Explore additional church support staff deployment to relate to churches.</li> </ul>  | <p><b>Shared Mission Funding:</b></p> <ul style="list-style-type: none"> <li>✓ Interviewed 41 Executive/General Presbyters regarding their experience and practice in raising Shared Mission Dollars.</li> <li>✓ Mailed a Shared Mission brochure to all PC(USA) churches - partnering with 25 presbyteries for presbytery specific content.</li> <li>✓ Individuals who give to Shared Mission are receiving a personal thank you with a story of impact included.</li> </ul> | <p><b>Shared Mission Funding:</b></p> <ul style="list-style-type: none"> <li>Presbyteries interviewed or visited are facing some very significant crises (financial and otherwise) which they have not been able to overcome.</li> <li>The presbyteries that have set goals and asked for increases have not had any success in stemming the decline of Shared Mission receipts from their churches.</li> <li>Shared Mission is difficult to interpret as the giving landscape shifts continue therefore it is difficult to cultivate donors for shared mission giving with low feasibility of reviving shared mission funding.</li> </ul> |
| <p><b>Presbyterian News Service:</b></p> <ul style="list-style-type: none"> <li>Provide coverage of 2011 Big Tent.</li> <li>Contribute leadership to planning the communication center for the 220th GA.</li> <li>Complete reporting assignments in South America, Geneva and Cuba.</li> <li>Complete coverage of General Assembly special committees.</li> <li>Assume responsibility for posting PNS stories on the Web.</li> <li>Continue coverage of “Deep and Wide” stories while adding “1001 in 10” stories.</li> </ul> | <p><b>Presbyterian News Service:</b></p> <ul style="list-style-type: none"> <li>✓ Published more than 60 Big Tent stories.</li> <li>✓ Geneva assignment completed March 2011; Cuba assignment completed December 2011; Colombia assignment completed January 2012.</li> <li>✓ PNS staff now posting all PNS stories to Web.</li> <li>✓ Published more than 150 “Deep and Wide” and “1001 in 10” stories.</li> </ul>   | <p><b>Presbyterian News Service:</b></p> <ul style="list-style-type: none"> <li>Major event coverage is crucial to enhanced GAMC identity.</li> <li>“On-the-ground” international/world mission story-telling continues to be important.</li> <li>Presbyterians are hungry for congregational mission stories.</li> <li>Program entities and PC(USA) agencies are anxious to collaborate with PNS because news coverage adds credibility to their communication efforts.</li> </ul>  |

## 2011 Annual Report - Communications and Funds Development

| 2011 Plans and Goals  | 2011 Accomplishments/Results   | 2011 Lessons Learned   |
|---|--|--|
| <p><b>Communication Strategy:</b><br/>           Finish GAMC Branding project.</p>  | <p><b>Communication Strategy:</b></p> <ul style="list-style-type: none"> <li>✓ Initiated and completed name change process following passage of new form of government.               <ul style="list-style-type: none"> <li>• New name: Presbyterian Mission Agency and Presbyterian Mission Agency Board.</li> </ul> </li> <li>✓ Evaluated and selected Premier Studios to develop logo, brand architecture, and stationary system. Work to be completed in 2012 following GA.</li> </ul>  | <p><b>Communication Strategy:</b><br/>           An organizational identity is a personal process with different constituencies weighing in strongly with differing opinions.</p>  |
| <p><b>Executive Office and Policy Communications:</b></p> <ul style="list-style-type: none"> <li>• Develop, for GAMC approval, a Gift Acceptance Policy.</li> <li>• Convene and facilitate the intra-agency pcusa.org website coordination team.</li> <li>• Provide policy support for GAMC name change efforts.</li> <li>• Resource Executive Director’s Office on policy matters.</li> <li>• Develop and produce GAMC member e-newsletter “Talking Points”.</li> <li>• Serve on the <i>Unbound</i> online journal staff editorial board.</li> <li>• Prepare Special Offerings Advisory Task Force recommendations.</li> <li>• CFD Client partner for: Executive Director’s Office GAMC elected Shared Services Middle East Staff Team.</li> </ul> | <p><b>Executive Office and Policy Communications:</b></p> <ul style="list-style-type: none"> <li>✓ Gift Acceptance Policy approved by GAMC at February 2012 meeting.</li> <li>✓ Website coordination table meets bi-monthly for collaboration on pcusa.org.</li> <li>✓ GAMC voted to change its name in September 2011. Proposal will go forward to the 2012 GA.</li> <li>✓ “Talking Points” is produced for GAMC members following each GAMC meeting, and occasionally following meetings of the GAMC Executive Committee.</li> <li>✓ The <i>Unbound</i> online journal was launched in 2011. The Staff Editorial Board has met twice.</li> <li>✓ The Special Offerings Advisory Task Force report was presented to the GAMC in February 2012. The GAMC approved task force recommendations to the GAMC.</li> </ul> | <p><b>Executive Office and Policy Communications:</b></p> <ul style="list-style-type: none"> <li>• In complex communication assignments, coordination is almost as much work as the communication itself. However, without the coordination, team members are unsure of their role, and deadlines are easily missed.</li> <li>• You can never have too many briefings on a complex subject. With each one, different members of the audience comprehend the proposal a little more clearly.</li> </ul> <p>The result is consensus, rather than argument about misunderstood details. So, over-prepare, and over-present.</p> |

## 2011 Annual Report - Communications and Funds Development

| 2011 Plans and Goals  | 2011 Accomplishments/Results  | 2011 Lessons Learned   |
|---|---|--|
| <p><b>General Assembly Agencies:</b></p> <ul style="list-style-type: none"> <li>• Collaborate with other agencies to provide support, unify brand identity, work on fundraising activities, and effectively communicate mission and ministry.</li> <li>• Currently working with the other agencies to produce the 6-Agency video and 6-Agency biennial report to the General Assembly.</li> </ul> | <p><b>General Assembly Agencies:</b></p> <ul style="list-style-type: none"> <li>✓ The Database Manager and Gift Processing Staff worked with Presbyterian Foundation staff on best practices and to provide training on Raiser’s Edge.</li> <li>✓ Customer Services fielded calls for all six agencies.</li> <li>✓ Special Offerings coordinates on a regular basis with the Board of Pensions for execution of the Christmas Joy Offering.</li> <li>✓ Producing a six-agency biennial report</li> <li>✓ Promote agency efforts in <i>Presbyterian Planning Calendar</i>, <i>Mission Yearbook</i>, <i>pcusa.org</i> and <i>Presbyterians Today</i></li> <li>✓ Worked jointly with the other agencies on Big Tent and One Church conference.</li> <li>✓ Stewardship Kaleidoscope is collaboration with BOP, Foundation and PILP Education Day for GAMC staff - OGA, PILP, Foundation, and PPC invited</li> </ul> | <p><b>General Assembly Agencies:</b></p> <p>Collaboration leads to stronger ministries, better communications and outreach, improved stewardship of church dollars and fundraising, and brings us together in our mission areas through Christ.</p>  |
| <p><b>Big Tent 2011:</b><br/>           Completed planning and provided staff support for GAMC to implement vision for the 2011 Big Tent which brought together hundreds of Presbyterians in Indianapolis.</p>  | <p><b>Big Tent 2011:</b><br/> <b>Implemented promotional plan which included:</b></p> <ul style="list-style-type: none"> <li>✓ 15,000 Save the Date postcards</li> <li>✓ Save the Date email blast</li> <li>✓ 1,000 magnets</li> <li>✓ Full page ad in APCE Conf brochure</li> <li>✓ ½ page ads in <i>Outlook</i> and PT</li> <li>✓ Partner Conference Fliers/PDF’s</li> <li>✓ Promotion in newsletters</li> <li>✓ Event photography &amp; video</li> </ul> <p><b>Total registered attendees – 1,719</b></p>  | <p><b>Big Tent 2011:</b><br/>           The event reaches people at all levels of the church. Big Tent, Partner Conference and Pathways attendees represent:</p> <ul style="list-style-type: none"> <li>• All 16 synods.</li> <li>• 139 of the 173 presbyteries.</li> <li>• 46 states, plus Puerto Rico and the District of Columbia.</li> </ul> |



## 2011 Annual Report - Communications and Funds Development

| 2011 Plans and Goals  | 2011 Accomplishments/Results   | 2011 Lessons Learned   |
|---|--|--|
| <p><b>Mission Communications:</b></p> <ul style="list-style-type: none"> <li>• Continue to use strategic approach to tell GAMC stories.</li> <li>• Increase impact and efficiencies by using a “write once, tell many times” approach.</li> </ul> | <p><b>Mission Communications:</b></p> <ul style="list-style-type: none"> <li>✓ Mission Communications was decentralized and moved into the mission and ministry areas with oversight and coordination by CFD.</li> <li>✓ Developed and implemented an editorial calendar through 2013.</li> </ul> <p><b>Provided the following direct support of ministry and mission areas:</b></p> <ul style="list-style-type: none"> <li>✓ <b>World Mission:</b> 109 prayer cards expanded reach of Mission Crossroads.</li> <li>✓ <b>1001:</b> Published 10 great ministry practices.</li> <li>✓ <b>ECCG:</b> Created new newsletter Ministry Apps with nearly 3500 subscribers.</li> <li>✓ <b>TEF:</b> marketing/communications to help Theological Education Fund top \$50 Million for life of project.</li> <li>✓ <b>RE&amp;WM/PW:</b> launch Cross Cultural Min. website; supported AllWomen site.</li> <li>✓ <b>Vocation:</b> <i>video for</i> youth ministry leadership, items for new, non-traditional students, and materials for the Nat’l Pres. College Scholarship Program.</li> <li>✓ <b>CPJ:</b> Launched CPJ E-newsletter; webinar that resulted in \$10,000 to PDA.</li> <li>✓ <b>GAMC:</b> initiated 5 newsletters to share mission, message at all levels of Church.</li> </ul> | <p><b>Mission Communications:</b></p> <ul style="list-style-type: none"> <li>• Mission directors and staffs appreciate and depend on the support of their assigned mission communicators and are now planning more for their communications needs.</li> <li>• We still need to develop a better system for collecting strong photos to portray the GAMC’s work in print and on the web.</li> </ul> |

## 2011 Annual Report - Communications and Funds Development

| 2011 Plans and Goals   | 2011 Accomplishments/Results  | 2011 Lessons Learned   |
|--|---|--|
| <p><b>Mission Resources:</b></p> <ul style="list-style-type: none"> <li>• Achieve consolidated financial breakeven for MR's three main publications (PT, MYB, Planning Calendar).</li> <li>• PT: reduce subscription losses, build advertising revenues, develop new special issue to generate \$30,000 in sales, establish 18-month editorial calendar.</li> <li>• MYB: increase pricing to ensure breakeven, increase unit sales.</li> <li>• Planning Calendar: increase pricing, develop and market electronic version.</li> <li>• GAMC-level resources: streamline production and publishing operations, establish new workflows, reduce costs.</li> </ul> | <p><b>Mission Resources:</b></p> <ul style="list-style-type: none"> <li>✓ Achieved consolidated financial breakeven for MR's three main publications. (<i>Presbyterians Today, Mission Yearbook, Planning Calendar</i>).</li> <li>✓ Profitably published <i>What Presbyterians Believe</i> special issue (100,000 copies), \$58K in sales with \$35K net profit.</li> <li>✓ Established 18-month <i>GAMC-wide editorial calendar</i> to guide communications.</li> </ul>  | <p><b>Mission Resources:</b></p> <ul style="list-style-type: none"> <li>• Unified editorial calendar has yielded significant benefits for all GAMC communications efforts.</li> <li>• Establishing uniform print production, design and copyediting standards and processes has streamlined and improved client working relationships and overall operations.</li> <li>• While not always ideal, we can comfortably rely on outside contract personnel to assist with many operational duties (circulation management, advertising sales, copyediting, graphic design).</li> </ul> |
| <p><b>Creative Services (now Digital Media Services):</b></p> <ul style="list-style-type: none"> <li>• Refine new design and technology of GAMC and PC (USA) website and train and support ministry areas to maintain their content.</li> <li>• Develop designs for ministry/program electronic newsletters.</li> <li>• Work collaboratively with ministry areas to develop high-quality print publications at the lowest cost possible.</li> </ul>  | <p><b>Creative Services (now Digital Media Services):</b></p> <ul style="list-style-type: none"> <li>✓ E-newsletters produced = 44 individual newsletters.</li> <li>✓ Number of sent emails = 5,201,440 including daily lectionary or 3,485,940 without.</li> <li>✓ Websites managed = 96.</li> <li>✓ Average number of pages per site 50 = 4,800 individual pages.</li> <li>✓ Number of downloadable resource pages = 4,878.</li> <li>✓ Print projects = 133.</li> </ul> | <p><b>Creative Services (now Digital Media Services):</b></p> <ul style="list-style-type: none"> <li>• All communication efforts should have a purpose to drive engagement through giving, registering, commenting or sharing.</li> <li>• Technology continues to change rapidly as new social media platforms are being developed. The church must learn to use this effectively.</li> </ul>  |

**ITEM 226  
 FOR INFORMATION**

**2011 World Mission Funds Development Report  
 YTD December 31, 2011**

|  | <b>2011 Annual<br/>GOAL</b>   | <b>ACTUAL<br/>Mission co-Worker<br/>Sending and Support</b> | <b>Variance</b>              |                 |
|--|-------------------------------|---|------------------------------|-----------------|
| <b>Individuals:</b>                                    |                               |   |                              |                 |
| <b>Direct Response -</b>                               | \$1,080,000                   | \$1,091,399   | \$ 11,399                    | 101%            |
| <b>Major Gifts -</b>                                   | <u>\$1,500,000</u>            | <u>\$1,102,306</u>  | <u>(\$397,694)</u>           | 71%             |
| <b>Total Individuals</b>                               | <b>\$2,580,000</b>            | <b>\$2,193,705</b>  | <b>(\$386,294)</b>           | <b>85%</b>      |
| <br><b>MIJHH Pledges:</b>                              | <br>\$ 200,000                | <br>\$ 20,150   | <br>(\$179,850)              | <br>9%          |
| <br><b>*Church Support:</b>                            | <br><u>\$4,000,000</u>        | <br><u>\$4,297,412</u>                                      | <br><u>\$297,412</u>         | <br><b>108%</b> |
| <b>Total Revenue:</b>                                  | <b>\$6,780,000</b>            | <b>\$6,511,267</b>  | <b>(\$268,733)</b>           | <b>95%</b>      |
| <br><i>*(DMS, ECO, MIJHH cash gifts from churches)</i> |                               |   |                              |                 |
| <br><b>Expenses:</b>                                   |                               |   |                              |                 |
| <b>Fund Raising</b>                                    | \$1,670,250                   | \$1,500,142   | \$170,108                    | 89%             |
| <b>Shared Services</b>                                 | <u>\$ 164,000</u>             | <u>\$ 164,270</u>   | <u>\$ (270)</u>              | 100%            |
| <b>Total Expenses</b>                                  | <b>\$1,834,250</b>            | <b>\$1,664,412</b>  | <b>\$169,838</b>             | <b>91%</b>      |
| <br><b>Total Cash to Need:</b>                         | <br><u><b>\$4,945,750</b></u> | <br><u><b>\$4,846,855</b></u>                               | <br><u><b>(\$98,895)</b></u> | <br><b>98%</b>  |

***Summary***

Our overall 2011 revenue for the sending and support of mission co-workers of \$6,511,267 is 95% of our total plan of \$6,780,000 and is \$268,733 under our projections.

Our 2011 fund raising expenses to be covered out of WM funds raised were \$1,664,412 and \$169,838 under, or 91% of the projected expenses of \$1,834,250. Shared services for the year were forecast at \$164,000 while actual shared services costs for total raised is \$164,270, reflecting a variance of \$270 and is 100% of plan.

Total 2011 cash to WM sending and support of mission co-workers of \$4,846,855 reflects 98% of plan, and is \$98,895 under the projection of \$4,945,750.

Of the total WM Fund raising expenses of \$1,500,142, \$1,373,057 in costs have been recovered out of the WM general account, leaving a total of \$127,085 not recovered. It was decided that cost recovery would continue through the end of 2011 only out of E132192, and would not be recovered out of the narrower mission co-worker salary and support accounts to which donors have designated gifts. We plan to implement full cost recovery at the beginning of fiscal year 2012.

***2011 Highlights***

- We held 80 WM cultivation events – with 9,350 attendees
- We held 348 individual donor meetings
- 5600 donors made approximately 9100 gifts/ average gift size is \$110.00
- We had 115 face-to-face meetings with churches
- We continue to meet with Executive Presbyteries – and have met with 90 different presbyteries since 2009. (We've had contacts with all presbyteries and 6 synods since beginning funds development work.)
- Our work in congregations has resulted in inviting new support for mission co-workers and we have 340 churches who gave gifts in 2011, who had not given in 2010 – resulting in \$403,895 in new gifts.

#### 2012 Directions

##### **Individuals:**

- Using the direct response program to build our major gift pipeline, 2012 will be a year of donor segmentation which will result in more custom communications with major donors. This will include quarterly custom letters to them from Hunter Farrell.
- We are moving more into work with donors to invite them to consider remembering WM in their estate planning. We have worked with the Foundation on several gifts that have culminated in Charitable Gift Annuities, and in bequests.

##### **Churches**

We will continue with our cultivation events, inviting new churches to join in the work.

##### **Mission Co-worker training**

Funds development has joined with world mission to pro-actively train new mission co-workers, while re-training currently serving mission co-workers in interpreting their ministry to demonstrate impact and invite engagement and support.

WORLD MISSION FUND RAISING  
ACTUAL VERSUS GOAL  
FOR THE MONTH OF DECEMBER 2011  
**PRELIMINARY**

|                                      | Monthly Goals vs. Actuals |                   |                                    |              | Year to date Goals         |                   |                                    |             |
|--------------------------------------|---------------------------|-------------------|------------------------------------|--------------|----------------------------|-------------------|------------------------------------|-------------|
|                                      | 31-Dec-11                 |                   |                                    |              | YTD thru DECEMBER 31, 2011 |                   |                                    |             |
|                                      | Goal                      | SENDING & SUPPORT | Goal vs Actual Sending and Support | % of Goal    | Goal                       | SENDING & SUPPORT | Goal vs Actual Sending and Support | % of Goal   |
| <b>Direct Response</b>               |                           |                   |                                    |              |                            |                   |                                    |             |
| Revenue <sup>2</sup>                 | 291,600                   | 274,682           | (16,918)                           | 94%          | 1,080,000                  | 1,091,399         | 11,399                             | 101%        |
| Expenses                             | (38,872)                  | (46,035)          | (7,163)                            | 118%         | (466,460)                  | (397,953)         | 68,507                             | 85%         |
| Net                                  | 252,728                   | 228,647           | (24,081)                           |              | 613,540                    | 693,446           | 79,906                             | 113%        |
| <b>Major Gifts<sup>1</sup></b>       |                           |                   |                                    |              |                            |                   |                                    |             |
| Major Gift Revenue                   | 513,000                   | 233,518           | (279,482)                          | 46%          | 1,500,000                  | 1,059,016         | (440,984)                          | 71%         |
| New MIJHH                            | 0                         | 5,375             | 5,375                              |              | 0                          | 43,290            | 43,290                             | n/a         |
| Total Revenue                        | 513,000                   | 238,893           | (274,107)                          | 47%          | 1,500,000                  | 1,102,306         | (397,694)                          | 73%         |
| Expenses                             | (80,096)                  | (130,023)         | (49,927)                           | 162%         | (961,146)                  | (879,997)         | 81,149                             | 92%         |
| Net                                  | 432,904                   | 108,870           | (324,034)                          | 25%          | 538,854                    | 222,309           | (316,545)                          |             |
| <b>Total Individual Gifts Raised</b> | <b>804,600</b>            | <b>513,575</b>    | <b>(291,025)</b>                   | <b>64%</b>   | <b>2,580,000</b>           | <b>2,193,705</b>  | <b>(386,295)</b>                   | <b>85%</b>  |
| <b>Net Individual Gifts to WM</b>    | <b>685,632</b>            | <b>337,517</b>    | <b>(348,115)</b>                   |              | <b>1,152,394</b>           | <b>915,755</b>    | <b>(236,639)</b>                   | <b>79%</b>  |
| <b>5% Shared Services</b>            | <b>(40,230)</b>           | <b>(25,679)</b>   | <b>14,551</b>                      | <b>64%</b>   | <b>(129,000)</b>           | <b>(109,685)</b>  | <b>19,315</b>                      | <b>85%</b>  |
| <b>Individual Cash to WM</b>         | <b>645,402</b>            | <b>311,838</b>    | <b>(333,564)</b>                   | <b>48%</b>   | <b>1,023,394</b>           | <b>806,070</b>    | <b>(217,324)</b>                   | <b>79%</b>  |
| <b>MIJHH</b>                         |                           |                   |                                    |              |                            |                   |                                    |             |
| Revenue                              |                           |                   |                                    |              |                            |                   |                                    |             |
| Individual Pymt                      | 35,000                    | 1,290             | (33,710)                           | 4%           | 66,667                     | 3,460             | (63,207)                           | 5%          |
| Church Pymt                          | 70,000                    | 4,000             | (66,000)                           | 6%           | 133,333                    | 16,690            | (116,643)                          | 13%         |
| <b>Total MIJHH Gifts Raised</b>      | <b>105,000</b>            | <b>5,290</b>      | <b>(99,710)</b>                    | <b>5%</b>    | <b>200,000</b>             | <b>20,150</b>     | <b>(179,850)</b>                   | <b>10%</b>  |
| <b>Shared Services</b>               | <b>(833)</b>              | <b>(83)</b>       | <b>750</b>                         | <b>10%</b>   | <b>(10,000)</b>            | <b>(448)</b>      | <b>9,552</b>                       | <b>4%</b>   |
| <b>MIJHH Cash to Wm</b>              | <b>104,167</b>            | <b>5,207</b>      | <b>(98,960)</b>                    | <b>5%</b>    | <b>190,000</b>             | <b>19,702</b>     | <b>(170,298)</b>                   | <b>10%</b>  |
| <b>Church Support</b>                |                           |                   |                                    |              |                            |                   |                                    |             |
| Revenue                              | 1,278,000                 | 1,329,005         | 51,005                             | 104%         | 4,000,000                  | 4,297,412         | 297,412                            | 107%        |
| <b>Total Church Gifts Raised</b>     | <b>1,278,000</b>          | <b>1,329,005</b>  | <b>51,005</b>                      | <b>104%</b>  | <b>4,000,000</b>           | <b>4,297,412</b>  | <b>297,412</b>                     | <b>107%</b> |
| Expenses                             | (20,220)                  | (25,606)          | (5,386)                            | 127%         | (242,644)                  | (222,192)         | 20,452                             | 92%         |
| <b>Total Net Church Gifts</b>        | <b>1,257,780</b>          | <b>1,303,399</b>  | <b>45,619</b>                      | <b>104%</b>  | <b>3,757,356</b>           | <b>4,075,220</b>  | <b>317,864</b>                     | <b>108%</b> |
| <b>5% Shared Services</b>            | <b>(2,083)</b>            | <b>(21,608)</b>   | <b>(19,525)</b>                    | <b>1037%</b> | <b>(25,000)</b>            | <b>(54,137)</b>   | <b>(29,137)</b>                    | <b>217%</b> |
| <b>Church Cash to WM</b>             | <b>1,255,696</b>          | <b>1,281,791</b>  | <b>26,095</b>                      | <b>102%</b>  | <b>3,732,356</b>           | <b>4,021,083</b>  | <b>288,727</b>                     | <b>108%</b> |
| <b>Total Raised for WM</b>           | <b>2,187,600</b>          | <b>1,847,870</b>  | <b>(339,730)</b>                   | <b>84%</b>   | <b>6,780,000</b>           | <b>6,511,267</b>  | <b>(268,733)</b>                   | <b>96%</b>  |
| <b>Total Cash To WM</b>              | <b>2,005,265</b>          | <b>1,598,836</b>  | <b>(406,429)</b>                   | <b>80%</b>   | <b>4,945,750</b>           | <b>4,846,855</b>  | <b>(98,895)</b>                    | <b>98%</b>  |

<sup>1</sup> 2011 is Y2 for WM Major Gifts Program. Industry benchmark for Y2 is 1:1 or breakeven. Goal is 1:1.5 and exceeds industry benchmark.

<sup>2</sup> Includes Revenue from Thank you sent

ITEM 227  
FOR INFORMATION

**Subject: Special Offerings Annual Report from Relationship and Development Operations**

**This report is required as part of the criteria approved by the 216<sup>th</sup> General Assembly (2008)**

“The agencies receiving churchwide special offering funds will prepare an annual report concerning the receipt and distribution of those Special Offering funds for review by the General Assembly Council. This report, which shall include a compilation of reports from congregations and middle governing bodies where portions of the offering have remained summarizing their use, will be made available to churches and other governing bodies.”

This report has been forwarded to the Advisory Task Force for Special Offerings for their review and information.

**Overview of 2010-2011 Offering Receipts (2011 receipts are preliminary, subject to audit.)**

|                           | <b>2011</b>  | <b>2010</b> |
|---------------------------|--------------|-------------|
| One Great Hour of Sharing | \$7,690,644  | \$7,655,272 |
| Pentecost Offering        | \$ 758,284*  | \$ 823,988  |
| Peacemaking Offering      | \$ 997,396** | \$ 995,996  |
| Christmas Joy Offering    | \$4,124,341  | \$4,240,750 |

\*GAMC receives 60% of receipts of the Pentecost Offering, 40% is retained in congregations. The total offering is estimated at \$1,263,807.

\*\*GAMC 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 \$1,994,792.

**How the Offering receipts are used** *(preliminary, subject to audit).*

**2011 Christmas Joy Offering Receipts** **\$4,124,341**

*Expenses*

|                            |           |
|----------------------------|-----------|
| Fundraising (6.7 percent)  | \$278,032 |
| Shared Services Allocation | \$206,218 |

**Total Expenditures** **\$484,250**

*Disbursements (after expenses)*

|  |             |
|--|-------------|
| 50 percent allocation plus designated gifts to the Board of Pensions assistance programs | \$1,834,980 |
|--|-------------|

*Distribution of funds for the Board of Pensions*

|                             |             |
|-----------------------------|-------------|
| Income Supplements          | \$2,677,000 |
| 291 households              |             |
| Shared Grants               | \$271,000   |
| 128 households              |             |
| Emergency Assistance Grants | \$27,000    |
| 4 households                |             |
| Housing Supplements         | \$2,027,000 |
| 251 households              |             |

The total distributed by the Board of Pensions in 2011 for these assistance programs was \$5,002,000. In addition to the \$1,834,980 in support from the 2011 Offering, some \$3,167,020 of other income and gifts was used for this purpose.

|  |             |
|--|-------------|
| 50 percent allocation plus designated gifts to racial ethnic education | \$1,834,980 |
|--|-------------|

**Distribution of funds by Presbyterian-related racial ethnic schools and colleges**

|   |            |
|---|------------|
| Barber-Scotia College, Concord, North Carolina      | \$205,542  |
| Cook Native American Ministries, Tempe, Arizona     | \$133,411  |
| Knoxville College, Knoxville, Tennessee             | \$205,542  |
| Menaul School, Albuquerque, New Mexico              | \$298,782  |
| Presbyterian Pan American School, Kingsville, Texas | \$298,782  |
| Stillman College, Tuscaloosa, Alabama               | \$298,782  |
| Contingency fund                                    | \$ 160,093 |
| Program administration                              | \$147,756  |

**Total disbursement for racial ethnic schools and colleges** **\$ 1,748,690**

|          |           |
|----------|-----------|
| Reserves | \$ 56,420 |
|----------|-----------|

**Total Christmas Joy Offering Disbursements** **\$ 3,583,670**

**One Great Hour of Sharing - 2011**

**2011 DATA IS PRELIMINARY AND SUBJECT TO AUDIT**

**OGHS Summary of  
 Financial Activities  
 2011**

| <b>INCOME</b>                                  | Self-<br>Development<br>of People | Presbyterian<br>Hunger<br>Program | Presbyterian<br>Disaster<br>Assistance | Common<br>Administration<br>& Promotion | <b>TOTAL</b>        |
|--|-----------------------------------|-----------------------------------|--|---|---------------------|
| One Great Hour of Sharing                      |                                   |                                   |  |   |                     |
| Undesignated                                   | \$2,201,151                       | \$2,476,295                       | \$2,201,151                            | \$767,438                               | \$7,646,035         |
| Designated                                     | \$12,625                          | \$3,267                           | \$31,537                               | \$2,230                                 | \$49,660            |
| Interest and Endowment Income                  | \$36,926                          | \$14,061                          | \$211,424                              |   | \$262,411           |
| Other Contributions/Resource Sales             | \$500                             | \$794,508                         | \$5,551,390                            | \$276,531                               | \$6,622,929         |
| <b>Total Income</b>                            | <b>\$2,251,202</b>                | <b>\$3,288,131</b>                | <b>\$7,995,502</b>                     | <b>\$1,046,199</b>                      | <b>\$14,581,035</b> |
| <b>EXPENDITURES</b>                            |                                   |                                   |  |   |                     |
| <b>Program Activities:</b>                     |                                   |                                   |  |   |                     |
| Constituency Education, Grants<br>and Projects | \$2,145,458                       | \$2,191,483                       | \$8,823,318                            |   | \$13,160,258        |
| Mission Enablement                             | \$267,699                         | 351,452                           | \$680,410                              |   | \$1,299,561         |
| Rescinded Projects                             | (159,211)                         |                                   |  |   | (159,211)           |
| <b>Support Activities:</b>                     |                                   |                                   |  |   |                     |
| Grant Administration                           | \$27,356                          | 9,786                             | 15,935                                 |   | \$53,077            |
| General Administration                         | \$73,682                          | 161,279                           | \$382,637                              | \$660,384                               | \$1,277,982         |
| Fund Raising                                   |                                   |                                   |  | \$385,816                               | \$385,816           |
| <b>Total Expenditures</b>                      | <b>\$2,354,984</b>                | <b>\$2,714,000</b>                | <b>\$9,902,300</b>                     | <b>\$1,046,199</b>                      | <b>\$16,017,483</b> |

Fundraising costs are 5% of receipts

**2011 Pentecost Offering Financial Summary**

**2011 Pentecost Offering Receipts**

**\$1,263,807**

This figure includes the estimated 40 percent (\$505,523) retained by congregations for ministries with children at risk in local communities. The General Assembly Mission Council's allocation of the Pentecost Offering was used as follows:

**Ministries with Youth & Young Adults (60 percent)**

**\$758,284**

*Disbursements (after expenses)*

|                                      |           |
|--------------------------------------|-----------|
| Child Advocacy                       | \$91,151  |
| Ministries with Youth                | \$235,410 |
| National Young Adult Volunteers      | \$117,677 |
| International Young Adult Volunteers | \$117,677 |

Total Pentecost Offering Disbursements

**\$561,915**



*Expenses*

|                            |                  |
|----------------------------|------------------|
| *Fundraising Costs         | \$158,454        |
| Shared Services Allocation | \$ 37,915        |
| Total Expenditures         | <b>\$196,369</b> |

*\*Fundraising costs are 12.5% when taken as a percentage of estimated churchwide proceeds.*

**Forty percent of the Pentecost Offering is to be retained by congregations** for the purpose of ministry with children at risk and youth. In 2008, the General Assembly approved that congregations are also encouraged to use these funds for campus ministry. Based on response using voluntary survey pages and web site entries, congregations used the 2009 Pentecost Offering in the following ways:

- Community Assistance (water, heat, etc.)
- Get on the Bus' Program (takes children to visit imprisoned parents)
- Kid's Closet (church's ministry program)
- Summer Camp Scholarships
- Thornwell Children's Home (Clinton, SC)
- Open Arms (Children's Emergency Center)
- Calvin Center Scholarships
- YMCA Program for Disadvantaged Children
- School Shoes Program (\$20 Vouchers)
- Sexual Assault Outreach Center
- Send entire amount to presbytery
- Send entire amount to presbytery
- 6-Week Summer Activities Program Scholarships
- Family Shelter (Homewood, IL)
- City Youth Services Program
- YMCA - Children's Summer Scholarship Program
- Food Pantry
- Missions Ministry (Madison Juvenile Correctional Facility - serves females ages 12-19)
- Community-wide 'Children for Christ'
- After-School Program (run by another Presbyterian church)
- Men's Mentoring Program (ages 6-15 years)
- Camp Scholarship
- Pay for Child to Attend Religious Exhibit
- Camp Scholarship
- Summer Youth Program
- Children's Advocacy Center
- Student Ministry Program
- Feed the Hungry Program
- Expand VBS Program (provide transportation in order to increase participation)
- Ministry to Love & Restoration to Family
- Elementary Tutoring Program
- Carousel Center (serves at-risk children - average age of 3 years)
- Church Summer Programs (Castelar Presbyterian)
- Church Nursery School Scholarship Program
- Turning Point (local home for abused wives & children)
- Church Camp (Westminster Highlands)
- Send entire amount to presbytery

- Elementary School Angel Networks
- Summer Camp Scholarships
- Campbell Street Community Center
- Interfaith Hospitality Network (homeless families w/ children)
- Send entire amount to presbytery
- Disaster Victim Supplies (Family Mission Trip)
- Presbyterian Children's Homes & Services
- Churches of Marshall Food Pantry
- Send entire amount to presbytery
- Our Place Ministry (serves local neighborhood)
- Send entire amount to presbytery
- Food Pantry
- Children's Home Society

### The 2011 Peacemaking Offering

These funds support ministries that seek peace and work for justice across the Presbyterian Church (U.S.A.). Each congregation that receives the Peacemaking Offering is encouraged to retain 25 percent for ministries of peacemaking within the congregation and its community. Presbyteries and synods divide 25 percent to support their ministries. The General Assembly Mission Council receives 50 percent of the offering.

#### 2011 Peacemaking Offering Receipts

**\$ 1,994,792**

This figure includes the estimated 25 percent retained by congregations for ministries of peacemaking within the congregation and the 25 percent that presbyteries and synods divide to support their peacemaking ministries. The General Assembly Mission Council's allocation of the Peacemaking Offering was used as follows:

|   |            |                       |
|---|------------|-----------------------|
| <b>Peacemaking Offering Program</b>                 |            | <b>\$997,396</b>      |
| <i>Disbursements (after expenses)</i>               |            |                       |
| Presbyterian United Nations Office                  | \$ 25,668  |                       |
| Peacemaking Program Expenses                        | \$ 414,292 |                       |
| Reserves  | \$557,436  |                       |
| <br><b>Total Peacemaking Offering Disbursements</b> |            | <br><b>\$ 238,806</b> |
| <i>Expenses</i>                                     |            |                       |
| *Fund-raising charges                               | \$189,236  |                       |
| Shared Services Allocation                          | \$ 49,570  |                       |

\* *Fund-raising costs are 9.5 percent when taken as a percentage of estimated churchwide proceeds.*

#### EVANGELISM

- Facilitate the International Peacemakers Program, which brings church leaders from other countries to the United States to share the peacemaking concerns of their

- churches. Eleven peacemakers will make more than 60 visits in late September and early October.
- Maintain a presence on Facebook: Presbyterian Peacemaking Program and Presbyterians Say No to Child Soldiers.
  - Provide an exhibit at the Big Tent where the participants are invited to engage in peacemaking through prayer and advocacy on the issue of child soldiers.
  - Preach and teach in presbyteries and congregations.

#### DISCIPLESHIP

- Promote the study journal resource, Resurrection Living: Journeying with the Nonviolent Christ.
- Create online liturgical, pastoral, educational and interfaith resources to remember the tenth anniversary of September 11.
- Conduct the 2011 Peacemaking Conference Growing Christ's Peace as a part of the Big Tent.
- Provide a day-long intensive training "Gun Violence, Gospel Values: Mobilizing in Response to God's Call."
- Create "Spiritual Nurture for Peacemakers," a weekly Web-based resource with prayers on peace and justice concerns.
- Create the 2011 Advent Devotions, Proclaiming the Good News of Peace.
- Identify and promote resources on caring for those serving in the military and their families and those returning from military service.
- Produce Peace Notes, a print newsletter that is published several times a year.
- Maintain a website;
- Produce the blog Swords Into Plowshares.
- Support peacemaking leaders in congregations and middle governing bodies through visits, telephone conversations, and e-mail.
- Lead workshops at the Association of Presbyterian Church Educators (APCE) and the Annual Recreation Workshop (ARW).

#### SERVANTHOOD

- Send two individuals as election observers to the Philippines in response to a request from our partners there and in partnership with the Office on Asia and the Pacific.
- Host an international leader on the effort to end human trafficking to share insights from her ministry and experience with Presbyterians.
- Participate in the evaluation of the Colombia Accompaniment Program.
- Invite Presbyterians to participate in the Red Hands campaign to end the use of child soldiers in partnership with the Presbyterian Ministry at the United Nations and the Office on Child Advocacy.
- Equip congregations to respond to and reduce gun violence in their communities, as directed by the 219th General Assembly.
- Participate in the Human Trafficking Roundtable; provide web and print resources to help build awareness and take action to combat human trafficking
- Give grants from the proceeds of the Peacemaking Program's dessert gathering at General Assembly to the Nonviolent Peaceforce and African Health Action Corporation, which works on HIV/AIDS issues.
- Plan travel/study seminars to the Philippines in 2012 and to Northern Ireland in 2013.
- Take part in a PC(USA) delegation to Israel and Palestine in 2011.
- Create a Web page on conscientious objection and military service.
- Provide resources to help Presbyterians support efforts for peace and justice in Sudan, Israel and Palestine, the Philippines, the Democratic Republic of the Congo, Colombia, Iraq, Iran, Pakistan and other places around the world.

- Provide resources to help Presbyterians address issues related to nuclear weapons, cluster munitions, land mines, gun violence, armed conflict's impact on the environment, conflict and extractable resources, and more.
- Support and provide leadership for the 219th General Assembly action calling for the formation of a Peace Discernment Steering Team to discern future directions in peacemaking.

#### DIVERSITY

- Help lead workshops about building inclusive community at Menaul School.
- Help lead the Riverside Conversation on "Equipping the Church for Ministry with God's Diverse Family" during the 219th General Assembly (2010).
- Complete study called for by Reparations Task Force.
- Serve on the support network for PC(USA) mission co-workers engaged in ministries related to peacemaking.

#### PRESBYTERIAN UNITED NATIONS OFFICE

- Offer seminars and other educational events to inspire, equip, and connect Presbyterians as faithful disciples of Jesus in the global community.

#### PEACEMAKING OFFERING PROMOTION\*

- Create resources for congregations, mid-councils, and the General Assembly Mission Council to promote and interpret the Peacemaking Offering throughout the Presbyterian Church (U.S.A.).

\*Fundraising costs equal 25% when taken as a percentage of receipts to GAMC. Costs are 12.5% when taken as a percentage of estimated Churchwide proceeds.

#### Use of Offerings by Congregations and Middle Governing Bodies

**There exists no consistent or regulated means by which congregations and middle governing bodies report the way they use their portion of the Special Offerings.** All reporting is voluntary and much of it is anecdotal. With that in mind, here is a listing of ways that congregations have used their portion of the offerings.

#### What congregations have done with their 25 % of the Peacemaking Offering

- ½ to Multi-Faith Works, which provides a variety of services to people with AIDS-HIV and ½ to program which provides services for teens
- plant a white pine "Peace" tree
- sponsor an event with church's youth and a group of Muslim youth
- support Hispanic Ministries and Scouting in the congregation's area (they host the only Scout troops in the area)
- donated to the Second Annual Domestic Violence Abuse Conference at Madison Correctional Facility, a conference founded on the initiative of the women at Madison Correctional Facility. The congregation plans to work with the women in the prison as they transition out of prison.
- help fund Doro Hospital in Southern Sudan, which serves the tribe that Sudanese refugees worshiping with the congregation belong to. The Presbytery of Utah also gave their money for this effort.
- support building a garden at the Rehabilitation Hospital, Nha Trang, Vietnam, which specializes in brain injury. Families of patients are expected to care for nonmedical needs, including food. The garden of vegetables and herbs is for families to use for patients.
- give a scholarship to the local Any Town workshop, which is a peacemaking learning time for high school students from the congregation's city
- contribute to local high school for their conflict resolution program
- support Women in Transition to promote peacemaking in families

- support women's shelter and crisis nursery, which provides shelter, advocacy, and education for abused women and children
- donation to local elementary school to support "Fight-free Schools" program; to provide prizes and resources to encourage students to learn and use peaceful means of resolving problems
- donation to local anti-drug program
- contribute to Swords to Plowshares, an organization that helps veterans. Also Fisher House, a residence for families of troops being treated at the VA.
- a portion goes to Jubilee USA; larger portion to the Veteran's Bridge Fund Project, which provides small grants to war vets.
- purchasing Advent booklets and sending to house-bound members and those in nursing homes. Will also distribute them to congregation members
- sending members of congregation to Kenya/Nairobi churches to see and report on work supported by their presbytery (Newton Presbytery) in a partnership with the Nairobi Presbytery
- contribute to Parkland Conservancy
- peace scholarships at local community college and part to an interfaith emergency shelter program
- responded to an urgent call from a homeless center and sent all there
- donated to Kentucky Refugee Ministries
- goes to counseling service for any individual or family in need
- donated to Little Children of the World, a Christian organization in the Philippines, which works with street children, including getting them through school
- donated to local food bank
- support a mission trip to Juarez; possible support of homeless people in the winter
- donated to Riverview Center, whose mission is to stop violence, for its anti-bullying program for school children
- to help congregation start a teen program at their church, hoping to draw some "problem teens" in their community
- give to Children for Christ
- give to local women's crisis center
- for missions
- donation to the Rape and Abuse Crisis Center of the Finger Lakes (have donated their PMO there for years)
- donation to Delaware Clothing Bank
- donation to the local women's shelter
- donation to Abuse Alternatives, for women's shelter for victims of domestic violence
- donation to the Care and Concern Petteston Free Medical Clinic toward supplies
- gave to mother of a severely autistic child whose father is serving in Iraq—got the name from the Veterans' Service office
- donated to local food pantry
- donated to Crossing the Jordan, a nonprofit providing health care to poor
- support the congregation's food pantry
- used to buy school supplies and sporting goods for a school in St. Lucia, Caribbean.
- gave to local food pantry
- donated to Disabled Veterans Association for transportation to medical appointments
- split between a local interfaith group, a local group that helps families at risk of domestic violence, and the Jerusalem YMCA for its programs that bring kids of different faiths together.
- used for the congregation's "Nonviolent Communications: Parenting from Your Heart" series of classes
- goes into Outreach Committee funds for their use
- given to the Madge Phillips Home, a temporary home for homeless women and children.
- goes to pay for gas and maintenance for the church's van that picks up donated items for the church's food pantry. Distributes to 450 persons a month, and they get fresh food as well as non-perishables

- goes to local crisis ministry (food, heat, utilities, clothes)
- helped one of the congregation's elders (a grad student) visit the congregation's sister church in Cuba
- donated to the Ulster Project in St. Louis, that brings Catholic and Protestant teens from Ireland to St. Louis to stay with teens from different faiths in U.S. and share how to live peacefully with people of other faiths
- given to a shelter for children to go to before and after school; breakfast and recreational activities provided
- money used to install a peace pole on the church grounds
- given to Grace Center of Hope, a children's day care center
- donated to Lifewater International, a group that provides wells for villages, teaches them to repair the wells, teaches clean health practices
- divided between Children's Crisis Center and Haven Women's Center
- given to Tipton County Habitat for Humanity
- given to youth ministry
- given to Caritas, a homeless shelter
- given to SHARE (Safe House for Battered Women and Children)
- given to Hopkinton Meal Service
- given to youth ministry
- supported a mission trip with church youth
- given to Food for Life program
- given to Roxbury High School for their Inter-Active programs
- given to "Our Father's Table"
- part given to support an essay contest among the senior highs of the congregation on "What does peacemaking mean to you." Part given to RHINO (Rebuilding Hope in New Orleans)
- given to Sunnyside Promise for help in running the city Park and Recreation Dept.—not in the city budget for 2009
- went to Housing Works (Central Oregon Regional Housing Authority), which provides affordable housing programs and services to lower income households.
- awards to 5 elementary children in 2 local schools
- sending to the Orange County Human Relations Commission. They do mediation work, gang intervention, combat hate crimes, school programs to promote safety, respect & inclusion for all
- CASA (Court Appointed Special Advocate) of Montana to help meet the needs to abused and neglected children through the work of trained volunteers.
- Bethany House, Martinsburg, West Virginia, a home for battered women
- Local missions
- Mission Projects – Presbyterian Disaster Assistance kits
- Chances & Changes Home for Battered women and children in New York
- Bread for the World
- ACTS Center for abused women and children
- Youth Program – after school with a lesson, craft, physical activity and a meal
- Local community
- Purchase 2008 Advent devotionals, donations to Mom's House, SOS Shelter, Crime Assistance
- Safe Home a domestic violence shelter & CASA
- "PRIME"
- Christian Youth Center in Goldfield, Iowa.
- Food pantry
- Emergency Assistance
- Children in Crisis, Inc. a charitable organization that provides a home and hope for abused, neglected and abandoned children in Okaloosa and Walton Counties
- Eternal Hills Counseling Center
- Jersey Battered Women's Shelter
- Women's Resource Center for battered women, Orissa in India for conflict, and denomination

- Albrecht Free Clinic
- Our Place Ministries, aids people with food, clothing and assistance with home utilities
- Local CASA
- Family Crisis Center, providing counseling
- Deacons
- Medical supplies to Kenya thru Samaritan's Purse
- General funds
- CASA, Tacoma Washington
- Gun violence prevention, Israel/Palestine conflicts, environmental justice and land mines
- Local HIV/AIDS Alliance
- Battered women's shelter and Anti-Bullying Program
- Local shelter for battered women
- Turning Point Shelter, Marion Ohio
- Foundation for Peace, New Jersey organization that coordinates mission trips to Dominican Republic. (Teams have been sent for the past two years)
- Additional activities in local grade schools

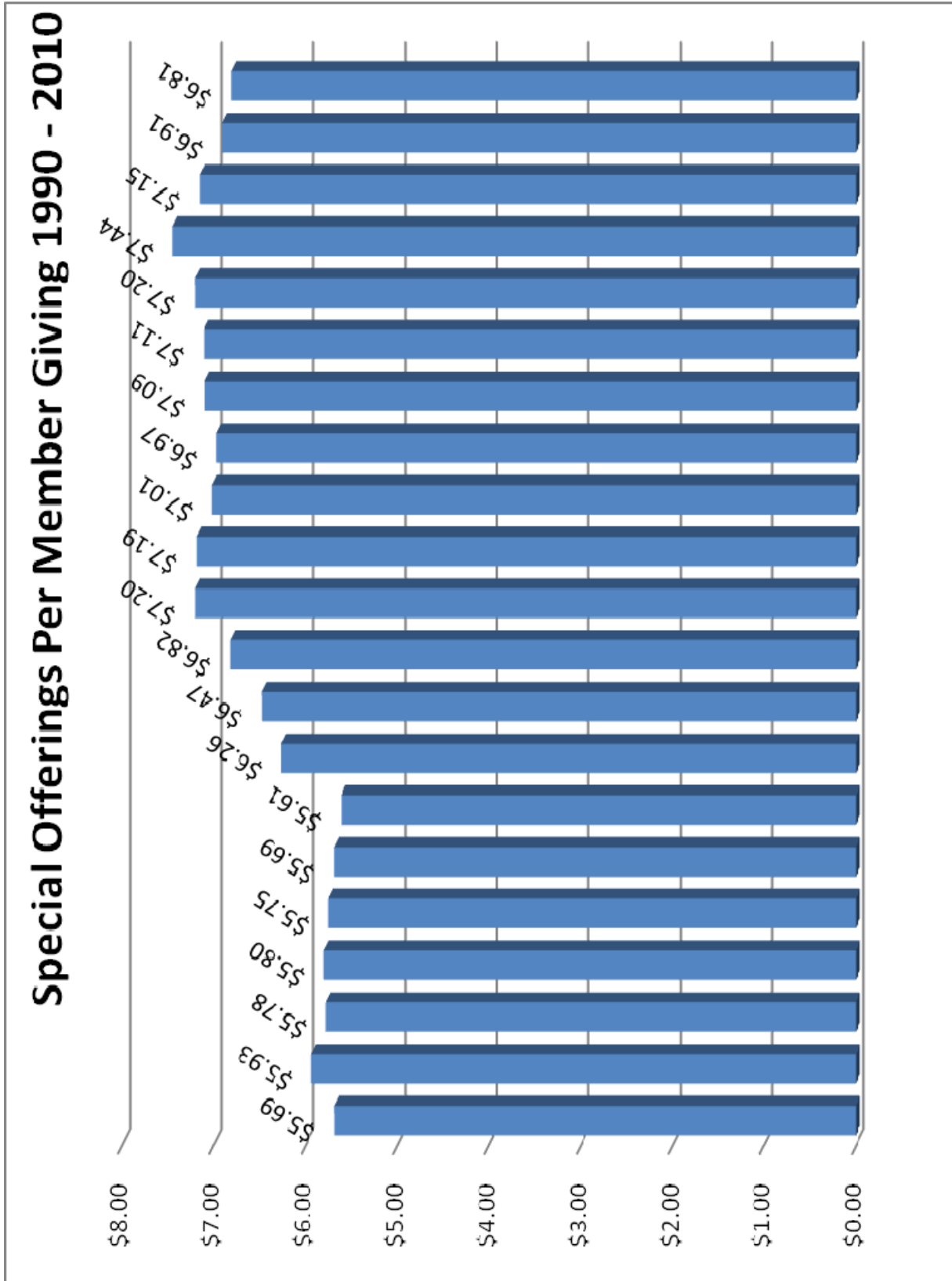
#### **What Presbyteries and Synods have done with their 25% of the Peacemaking Offering**

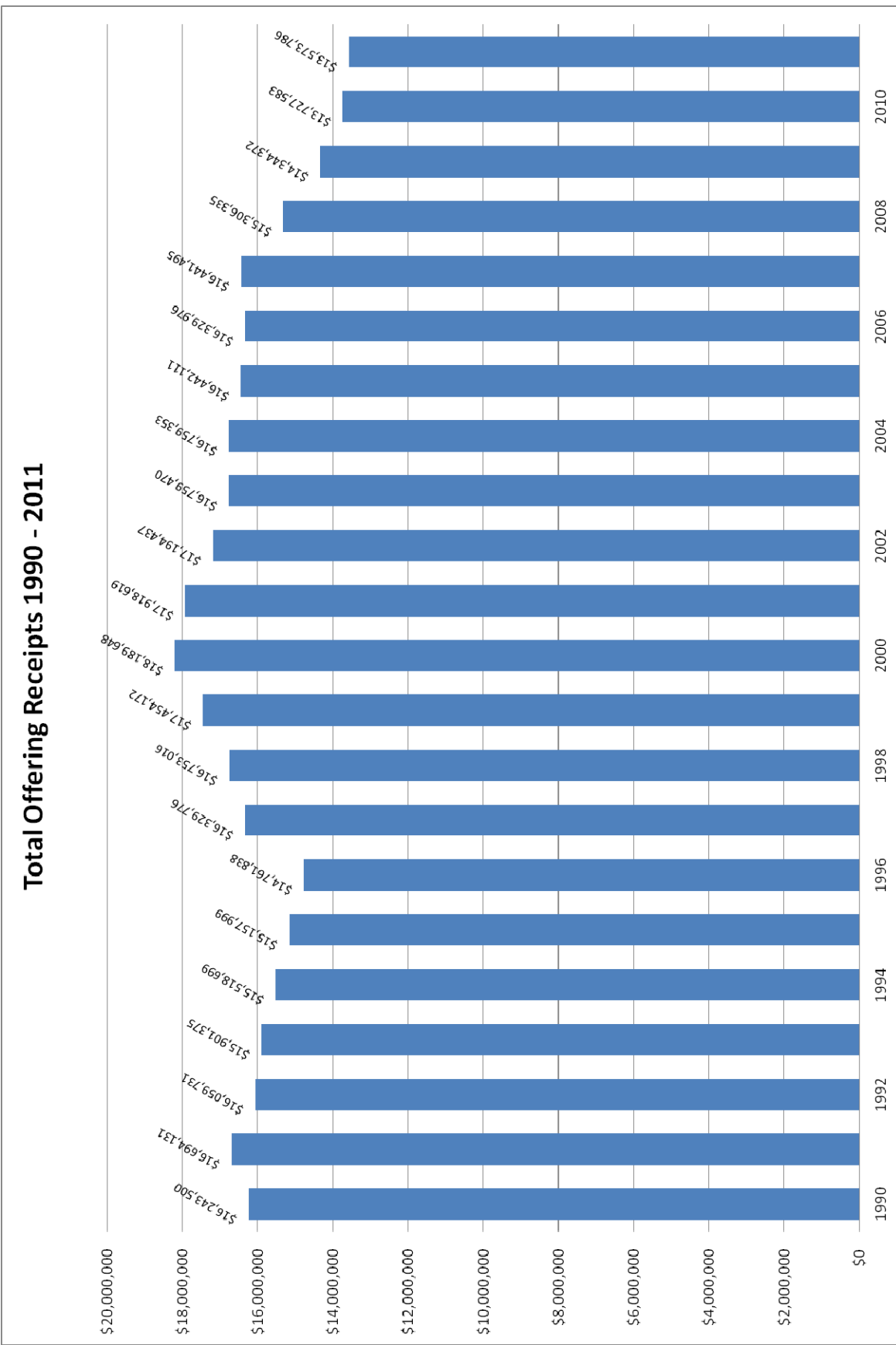
- Manage a "seed potato" project, in which recipients of free potato seeds give a portion of their yield to the local food pantry
- Assist congregations to become welcoming places to people released from prison
- Support for 3 projects: Neve shalom, for ministry in Sudan, and for local initiatives
- Sponsor educational events and travel seminars about seeking peace and justice in Israel and Palestine
- Educate about the creation of a U.S. Department of Peace
- Encourage congregations and individuals through conferences and other events to pray for peace
- Support a prison ministry set up by a Korean minister from the presbytery, and send a team of presbytery members to Malawi to visit the prison ministry
- Give grants to congregations that have bought cooking ovens for women in Darfur, teaching workshops on conflict skills in Hebron
- Support a hospital in the West Bank
- Help pay for a hunger action enabler that will work with 3 presbyteries
- Assist a group from the presbytery on mission trip to Kenya
- Help support a nesting congregation in Indonesia
- Half of PMO to legal assistance for Immokolee workers, half to the coalition of Immokolee Workers' Community Center
- For peace grants requested by local congregations
- Give to Living Waters of the World project
- Help support a young adult working in Kenya
- Support a domestic violence shelter
- Promote the presbytery's partnership with Mexico
- Give to Doctors without Borders, Engineers Without Borders, a local organization active in Kenya, a Latina Clinic, a clinic on the border of Thailand and Burma, an immigrant group in St. Louis that helps refugees
- Send people to Big Tent
- Sponsor International Peacemakers for congregations in the presbytery
- Manage a "seed potato" project, in which recipients of free potato seeds give a portion of their yield to the local food pantry
- Assist congregations to become welcoming places to people released from prison
- Sponsor educational events and travel seminars about seeking peace and justice in Israel and Palestine
- Educate about the creation of a U.S. Department of Peace
- Encourage congregations and individuals through conferences and other events to pray for peace

- Establish a presbytery partnership with congregations in Rwanda following the visit of an International Peacemaker  
(We have learned of two instances where a presbytery and a synod did not have plans for immediate mission use and simply invested the funds.)



|          | <b>OGHS</b>   | <b>PENTECOST</b> | <b>PEACEMAKING</b> | <b>CHRISTMAS JOY</b> | <b>WITNESS</b> | <b>TOTAL SPECIAL OFFERINGS</b> |
|----------|---|------------------|--------------------|----------------------|----------------|--------------------------------|
|          |   | *                | **                 |                      | ***            |                                |
| 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          | \$27,420       | \$14,344,342                   |
| 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                   |
|          | * 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 |                  |                    |                      |                |                                |
|          | ****These figures are preliminary, subject to audit                             |                  |                    |                      |                |                                |





**ITEM 229  
FOR INFORMATION**

**Special Offerings Report  
First Quarter (Jan.-March 2012)**

| <b>Special Offering Receipts 2012 YTD</b> |             |             |                 |
|---|-------------|-------------|-----------------|
|   | <b>2011</b> | <b>2012</b> | <b>Variance</b> |
| <b>OGHS</b>                               | \$288,870   | \$286,762   | -0.73%          |
| <b>Pentecost</b>                          | \$40,748    | \$50,675    | 24.36%          |
| <b>Peacemaking</b>                        | \$163,449   | \$164,031   | 0.36%           |
| <b>CJO</b>                                | \$1,820,234 | \$1,826,715 | 0.36%           |
| <b>TOTAL</b>                              | \$2,313,302 | \$2,328,183 | 0.64%           |

| Totals        |                |             |                       |                 |                 |
|---------------|----------------|-------------|-----------------------|-----------------|-----------------|
| 2011 1st Qtr. | Total Gifts to |             |                       | \$ per          |                 |
|               | # gifts        | # donors    | PCUSA                 | \$ per gift     | entity/donor    |
| Christmas Joy | 2555           | 2430        | \$1,820,234.17        | \$712.42        | \$749.07        |
| OGHS          | 469            | 447         | \$288,870.06          | \$615.93        | \$646.24        |
| Pentecost     | 183            | 178         | \$40,748.49           | \$222.67        | \$228.92        |
| Peacemaking   | 591            | 562         | \$163,448.83          | \$276.56        | \$290.83        |
| <b>Totals</b> | <b>3798</b>    | <b>2774</b> | <b>\$2,313,301.55</b> | <b>\$609.08</b> | <b>\$833.92</b> |
|               |                |             |                       |                 |                 |
| 2012 1st Qtr. | Total Gifts to |             |                       | \$ per          |                 |
|               | # gifts        | # donors    | PCUSA                 | \$ per gift     | entity/donor    |
| Christmas Joy | 2589           | 2457        | \$1,826,715.01        | \$705.57        | \$743.47        |
| OGHS          | 556            | 527         | \$286,762.09          | \$515.76        | \$544.14        |
| Pentecost     | 185            | 183         | \$50,765.52           | \$274.41        | \$277.41        |
| Peacemaking   | 604            | 579         | \$164,031.11          | \$271.57        | \$283.30        |
| <b>Totals</b> | <b>3934</b>    | <b>2859</b> | <b>\$2,328,273.73</b> | <b>\$591.83</b> | <b>\$814.37</b> |

| Presbyterian Churches and Mid councils                                   |               |             |                       |                 |                 |                    |
|--|---------------|-------------|-----------------------|-----------------|-----------------|--------------------|
| 2011 1st Qtr.  | # gifts       | # PC/MGB    | \$ PC/MGB             | \$ per gift     | \$ per PC/MGB   | % of participation |
|  | Christmas Joy | 2528        | 2403                  | \$1,817,751.92  | \$719.05        | \$756.45           |
| OGHS   | 441           | 425         | \$232,229.92          | \$526.60        | \$546.42        | 3.96%              |
| Pentecost  | 183           | 178         | \$40,748.49           | \$222.67        | \$228.92        | 1.66%              |
| Peacemaking  | 585           | 558         | \$163,161.33          | \$278.91        | \$292.40        | 5.20%              |
| <b>Totals</b>  | <b>3737</b>   | <b>2721</b> | <b>\$2,253,891.66</b> | <b>\$603.13</b> | <b>\$828.33</b> | <b>25.35%</b>      |
|  |               |             |                       |                 |                 |                    |
| 2012 1st Qtr.  | # gifts       | # PC/MGB    | \$ PC/MGB             | \$ per gift     | \$ per PC/MGB   | % of participation |
|  | Christmas Joy | 2552        | 2421                  | \$1,821,390.72  | \$713.71        | \$752.33           |
| OGHS   | 471           | 454         | \$272,273.89          | \$578.08        | \$599.72        | 4.23%              |
| Pentecost  | 170           | 169         | \$50,018.02           | \$294.22        | \$295.96        | 1.57%              |
| Peacemaking  | 594           | 573         | \$163,111.61          | \$274.60        | \$284.66        | 5.34%              |
| <b>Totals</b>  | <b>3787</b>   | <b>2737</b> | <b>\$2,306,794.24</b> | <b>\$609.13</b> | <b>\$842.82</b> | <b>25.50%</b>      |
|  |               |             |                       |                 |                 |                    |
| Based on 2010 OGA stats for congregations (10,560) plus 173 presbyteries |               |             |                       |                 |                 |                    |

| Individuals   |            |            |                    |                 |                 |
|---------------|------------|------------|--------------------|-----------------|-----------------|
| 2011 1st Qtr. | # gifts    | # Ind      | \$ Ind             | \$ per gift     | \$ per Ind      |
| Christmas Joy | 22         | 22         | \$1,752.75         | \$79.67         | \$79.67         |
| OGHS          | 22         | 18         | \$4,047.00         | \$183.95        | \$224.83        |
| Pentecost     | 0          | 0          | \$0.00             | \$0.00          | \$0.00          |
| Peacemaking   | 4          | 2          | \$190.00           | \$47.50         | \$95.00         |
| <b>Totals</b> | <b>48</b>  | <b>42</b>  | <b>\$5,989.75</b>  | <b>\$124.79</b> | <b>\$142.61</b> |
|               |            |            |                    |                 |                 |
| 2012 1st Qtr. | # gifts    | # Ind      | \$ Ind             | \$ per gift     | \$ per Ind      |
| Christmas Joy | 30         | 30         | \$2,545.00         | \$84.83         | \$84.83         |
| OGHS          | 74         | 69         | \$9,510.19         | \$128.52        | \$137.83        |
| Pentecost     | 14         | 13         | \$685.00           | \$48.93         | \$52.69         |
| Peacemaking   | 6          | 3          | \$490.00           | \$81.67         | \$163.33        |
| <b>Totals</b> | <b>124</b> | <b>112</b> | <b>\$13,230.19</b> | <b>\$106.70</b> | <b>\$118.13</b> |

| Other Organizations<br>(i.e, PW groups, Foundations, text gifts) |           |             |                    |                   |                   |
|--|-----------|-------------|--------------------|-------------------|-------------------|
| 2011 1st Qtr.  | # gifts   | # Other Org | \$ Other Org       | \$ per gift       | \$ per Other Org  |
| Christmas Joy  | 5         | 5           | \$729.50           | \$145.90          | \$145.90          |
| OGHS   | 6         | 4           | \$52,593.14        | \$8,765.52        | \$13,148.29       |
| Pentecost  | 0         | 0           | \$0.00             |                   |                   |
| Peacemaking  | 2         | 2           | \$97.50            | \$48.75           | \$48.75           |
| <b>Totals</b>  | <b>13</b> | <b>11</b>   | <b>\$53,420.14</b> | <b>\$4,109.24</b> | <b>\$4,856.38</b> |
|  |           |             |                    |                   |                   |
| 2012 1st Qtr.  | # gifts   | # Other Org | \$ Other Org       | \$ per gift       | \$ per Other Org  |
| Christmas Joy  | 7         | 6           | \$2,779.29         | \$397.04          | \$463.22          |
| OGHS   | 11        | 4           | \$4,978.01         | \$452.55          | \$1,244.50        |
| Pentecost  | 1         | 1           | \$62.50            | \$62.50           | \$62.50           |
| Peacemaking  | 4         | 3           | \$429.50           | \$107.38          | \$143.17          |
| <b>Totals</b>  | <b>23</b> | <b>14</b>   | <b>\$8,249.30</b>  | <b>\$358.67</b>   | <b>\$589.24</b>   |

## **Promotions**

In our previous report we discussed the initiation of a telephone contact strategy which included “three separate phone calls to each congregation (per offering)”. Although we have tried hard to meet these goals, even with the addition of outside contractors, handling that volume of phone calls has proven difficult. It’s safe to say that this challenge was a bit underestimated.

Our efforts to increase awareness of the Special Offerings through the internet, however, have been rather successful. Our utilization of sites such as Facebook and Twitter, in addition to our new monthly newsletter, allows us to share information with the public that can then be re-shared ad infinitum. The use of Facebook advertisement has been especially beneficial in regards to the number of Likes\* our page has received (a little over 100 in October 2011, to over 400 in December, and now nearly 700 individuals as of April 2012) and the funds we are able to raise via text messaging.

According to a recent study, the average monetary value of a Facebook Like is \$214.81 over 12 months following acquisition. In the past three months, Special Offerings has spent \$456.51 on Facebook ads, while gaining 508 Likes (with a total estimated value of more than \$109,000) during the ad campaigns.

We are now in the fourth month of the Special Offerings e-newsletter, to which we’ve received an overwhelming positive response. The goal of the newsletter is three fold: to increase knowledge of PC(USA) Special Offerings, to encourage emotional investment, and to provide examples of how individual congregations are utilizing their share of kept Pentecost and Peacemaking Offering receipts. Through the newsletter we are also able to inform our constituents of the events we have planned for 220th General Assembly (2012), which include a Pirates game fundraiser, and workshops geared towards Social Media and internet giving.

## **Production**

Continually striving to tweak printing specifications (i.e., paper, inks, etc.) and print quantities to allow for savings and less inventory obsolescence, we have realized significant print savings on various pieces; one example from each of the Offerings is listed below:

- 2012 One Great Hour of Sharing Bulletin Inserts – 20.7% savings when compared to 2011
- 2012 Pentecost Offering Poster – 5% savings when compared to 2011
- 2011 Peacemaking Offering Brochures (English/Spanish) – 19.88% savings when compared to 2010
- 2011 Christmas Joy Offering Brochure Mailer – 18.86% savings when compared to 2010

Based on recent research and mail testing, all Special Offerings packets will begin using poly bags as their mailing device (replacing the printed 9" x 12" mailing envelope) beginning with the 2012 Peacemaking Offering. The see-through nature of this device will allow for highlighting of the Offering’s art, stimulating recipients to open immediately. This measurement will result in a lower cost for the mailing device itself; the leader’s guide back side design/layout will now incorporate the mail panel, which will be used for ink jetting the recipient’s address information.

Research has indicated (Meyer Partners) that that a physical copy of each produced DVD should get into the hands of each congregation. We have found a more efficient and cost-effective way to do this; we began using printed DVD packaging (beginning with the 2012 One Great Hour of Sharing DVD), which will save money on production and mainly, on postage.

## **Project Management**

The 2012 **One Great Hour of Sharing** has been received or will be received by most churches. We are excited to see how much our new forms of giving will increase giving. Work on 2013 had begun with the ecumenical group.

The 2012 **Pentecost Offering** standing orders have been shipped. We are working with Digital Media Services on a video for promotion which should be available on the website May 4.

“A Season of Peace” for the 2012 **Peacemaking Offering** is being developed. The Season will begin on Sunday, September 9 and culminate on World Communion Sunday. These resources will include an Introduction to “A Season of Peace,” a Bible study, a Peace Fair, and Daily Reflections. Resources/strategies are currently being written/discussed. Materials will be in the hands of constituents by July 1.

The scoping meeting for the 2012 **Christmas Joy Offering** was in February at Presbyterian Pan American School. We were able to have a videographer on campus to interview students for use in the 2012 video. Bulletin inserts ideas are due to Special Offerings by April 2. Materials will be in the hands of constituents by October 1.

Receipts for the four churchwide Special Offerings are up .64% over 2011.



**ITEM 230  
FOR INFORMATION**

**Advice from the Advisory Committees of Presbyterian Disaster Assistance and Presbyterian Hunger Program, and the Committee on the Self-Development of People  
Regarding the Recommendations of the Special Offerings Advisory Task Force**

To: Justice Mission Committee of the General Assembly Mission Council  
From: Presbyterian Disaster Assistance Advisory Committee, Presbyterian Hunger Program Advisory Committee and the Committee on the Self-Development of People  
Re: Comments on the Recommendations of the Special Offerings Advisory Task Force (Item 238 of the Feb. 15-17, 2012 GAMC Meeting)  
Date: April 5, 2012

Our committees write to express great concern over the impact of the recommendations of the Special Offerings Advisory Task Force (SOATF) upon the One Great Hour of Sharing Offering (OGHS) and the programs traditionally funded by this offering. The Presbyterian Disaster Assistance (PDA) Advisory Committee, the Presbyterian Hunger Program (PHP) Advisory Committee and the Committee on the Self-Development of People (SDOP) are grateful for the work of the SOATF. We support the vision and hard work of the members for recommending ways to increase the giving to further the ministry and mission of the Church.

We have some concerns regarding the conclusions that the SOATF reached. The SOATF report concludes that we can take several steps to increase giving by combining the Peacemaking offering into the OGHS offering as well as using social media. While we applaud the concept of using new technological efforts and media to increase offerings, we do not agree that adding the Peacemaking offering into the OGHS offering will increase giving.

First, we are concerned that people will not be sufficiently informed of the changes or be motivated to change their budgets to increase their giving to OGHS to meet the \$1 million level of funding that the Peacemaking offering currently generates.

Secondly, we have deep concerns that removing the current fixed allocations for the OGHS offering and directing the General Assembly Mission Council (GAMC) to make the allocations will hamper giving. This in no way is meant to question the GAMC wisdom or strategic goals. Current fund raising trends show that people are more inclined to give and be more generous in their giving if they know how their giving is spent. Leaving the decision to a committee in Louisville would be a major turnoff to donors. The current fixed division of OGHS funds provides great clarity to donors on how their money will be used.

In summary, the three Committees (PDA, SDOP and PHP) feel that the OGHS offering should remain as is with fixed percentages for the following reasons:

1. Including the Peacemaking offering with the present three OGHS ministries will dilute the total amount received. There will not be a corresponding \$1 million increase in giving by eliminating the separate Peacemaking Offering.

2. The People in the Pews prefer designated giving. Donor clarity is important. Having a fixed percentage provides a more specific designation rather than trusting a “Committee” in Louisville to make the decision.
3. The centralized decision making works against the desire to locate much of the mission planning and implementation in the presbyteries and local congregations.
4. Time and effort will be wasted by the three present OGHS ministries lobbying the Executive Director and senior staff as well as GAMC members and committees to maximize their personal funding rather than doing ministry.
5. Ministries in the PC(USA) will be pitted against each other in competition for the money. Competition in the private sector can be effective in rewarding for results, but it can lead to serious problems in the Church’s ministry which is much more subjective. The proposed system risks creating a competitive spirit among and between mission programs of Compassion, Peace and Justice. With the proposed arrangement, the collaborative working relationships will almost certainly be challenged, if not doomed.
6. As one party posted on the PC(USA) website, “I fear that this change will not help with the identified problem...and only make it worse. It sounds like an interpretive nightmare at the congregational level.”
7. Ministries of the OGHS will not be able to effectively plan due to the uncertainty of funding on an annual basis.

How will people who are passionate about one area of mission feel confident that their financial gifts are used to meet the needs of people whom God has placed on their hearts? For instance, will those passionate about Peacemaking be discouraged to know that their gift is spread among missions for which they have little interest? Is there an adequate system for designating gifts?

The Task Force has many good ideas on using technologies such as credit card subscriptions, social media networks, online video to tell Special Offering stories, texting, etc. to increase giving. We ask that the current structure remain in place and that the other recommendations from the Task Force be implemented. Try the new fundraising methodologies and see how they work.

People give because they trust how OGHS funds have been used in the past. We support keeping the current structure of the OGHS offering to retain donor clarity.

We believe that General Assembly commissioners should have this information as they consider the SOATF recommendations, and that a GAMC comment along these lines would be appropriate.

## ITEM 231 FOR INFORMATION

### WOMEN'S LEADERSHIP DEVELOPMENT & JUSTICE MINISTRIES in Racial Ethnic & Women's Ministries/PW

The Racial Ethnic & Women's Ministries/PW ministry area is comprised of the offices of *Racial Ethnic & Cross Cultural Ministries*, *Women's Leadership Development & Justice Ministries* and *Presbyterian Women*. As part of the Women's Leadership Development & Justice Ministries assessment process, a variety of conversational engagements have occurred to help the ministry area to determine our unique ministry context and how we may best serve our constituents and facilitate ministries on a national level, in light of the limited resources available.

The Women's Leadership Development & Justice Ministries assessment process is concurrent with the General Assembly Mission Council's strategic planning process, the Mission Work Plan, 2013-2016. Both of these processes were designed to determine what the GAMC does uniquely and best at the national level.

Conversations occurred in 2011, with clergywomen, commission ruling elders (formerly commissioned lay pastors), Christian Educators, seminarians, staff and other women leaders across the church, in congregations and presbyteries. On April 10, 2012, a Women's Leadership Development Advisory Group met at Louisville Presbyterian Theological Seminary. The advisory group included a former college president, a doctoral student who is also a teaching elder, a president of a ministry that empowers women who is also a teaching elder, the Associate for Advocacy Committee Support, the Coordinator for Women's Leadership Development, and the Director of RE&WM/PW. On April 10, 2012, a planning team for Young Women's Leadership Development also met, including a young woman teaching elder who is not a member of the young women's networks, a young woman who was a member of the Coordinating Committee of the National Network of Presbyterian College Women (NNPCW CoCo) and is now a seminary student, Field Staff for NNPCW, Field Staff for Racial Ethnic Young Women Together (REYWT), and the Ministry Specialist for Young Women's Leadership Development.

The groups were excited about the diversity and wisdom that each group brought to the meetings. The Women's Leadership Development Advisory Group looked at the assessments from the Deborah's Daughters Listening visits and made recommendations about ministries to be facilitated with women in the church.

#### **Deborah's Daughters Listening Visits Assessment Report:**

Deborah's Daughters is primarily conversations with clergywomen throughout the church, although commissioned ruling elders, Christian Educators, seminarians and other women leaders have also been a part of these conversations. The name Deborah's Daughters is based upon the story of Deborah in Judges 4-5 and draws upon roles that Deborah held and the gifts of women for leadership in the church.

One of the goals of the Women's Leadership Development Office the last two years was to implement processes in order to assess the leadership development needs of women clergy and members and develop programs and ministries to meet these needs, in consultation with other GAMC offices, mid councils, congregations and other appropriate groups. And, one of the tasks of the staff person in Women's Leadership Development was to engage in conversation and determine strategies for addressing issues facing women in the larger Church.

Initially, invitations were sent to presbytery staff requesting meetings with clergywomen and commissioned ruling elders, primarily in order to assess leadership development needs of women in the church. The only requirements for these meetings were a place to meet, some publicity, and the presence of women. In 2011, Women's Leadership Development staff visited over 20 presbyteries to hold listening visits. A Deborah's Daughters group was also formed on the "AllWomen in the Church" website of the PC(USA), and a Deborah's Daughters Facebook page was created.

## **Discoveries for Women's Leadership Development:**

Besides the anecdotal stories that were shared in conversations with clergywomen and commissioned ruling elders, the following issues and concerns were raised.

### Issues and Concerns Raised:

#### 1. Family Leave Policies

There is no consistency in regards to family leave policies. Some presbyteries have them for presbytery staff but not for congregations, for instance. Women have taken calls as single women, gotten married, become pregnant and been told they have two weeks of sick leave. Some congregations rejoice with their pastor and are incredibly supportive, providing paid leave and a willingness to accommodate flexible schedules. However, this is not simply about maternity leave. There is a need for family leave policies for all church workers, as any illness of a family member may require leave time.

#### 2. Pay Equity

The Vocation ministry area has made available a pay equity tool. However, presbyteries have not responded to a request for information from their use of it. There were stories of women accepting a call as pastor and later discovering that their pay was as much as \$10,000 less than the previous male pastor. Many women are working below presbytery minimum pay scales, due to the limited ministry budgets of their congregations. And, very few women have been willing to challenge congregations to pay them more.

#### 3. Attitudes

Most of the women engaged in the listening visits expressed dealing with misogynistic attitudes from both men and women. This is especially true of young women pastors; they are often treated as though they are not pastors, but apprentices. There were also stories of sexual harassment. Some of the stories were from 20-30 years olds and were as recent as last year. Sexual harassment and abuse stories ranged from comments made to women about clothing, hair, and body type to rape.

#### 4. Practical Ministry Training

There is a need for practical ministry training sessions for effective parish ministry, i.e., how to run a session meeting, manage a budget, manage a staff, put together an agenda, engage in conflict management and mediation with church leadership. Rev. Dana Fearon, who was the pastor of Lawrenceville Presbyterian Church in Lawrenceville, NJ, for over 30 years, used to run a one-day workshop for graduating seniors at Princeton Seminary called "ARC," Actually Running the Church. It was a valuable workshop for pastors going into their first parish.

#### 5. Negotiating, Pension Plan, and Retirement

Many women talked about the difficulty of negotiating a package as they were moving into a new call or negotiating a raise beyond the cost of living increase. A related topic was the amount of the congregation's contribution to the Board of Pension plan, as many small congregation pastors felt this expense is a hardship for their congregations. Retirement planning is also an issue, as many women are anxious that they will not be able to retire with any sense of security.

#### 6. Loneliness

This is a recurring issue for women clergy. They often feel that they are not welcomed at ministerial associations in their communities. Some are the only women clergy for miles around and have no women colleagues within close driving distance. Very few presbyteries have clergywomen who gather together, even in presbyteries that are geographically small enough for monthly gatherings. Communities of women from seminaries and other shared experiences sustain clergywomen over long distances and time. Most clergywomen – not all – desire the community of other women.

## 7. Spiritual Nurture

Some of the women who participated in Deborah's Daughters conversations made a point to seek out spiritual directors or continuing education opportunities to deepen and enliven their spiritual lives. Some felt ill equipped to take care of their own spiritual needs. The majority of women engaged in the listening visits expressed a desire to have some kind of spiritual care. Most also felt that they were often spiritually depleted by the demands of caring for their congregations.

### Ministries that Emerged, which could be facilitated for the leadership development of Women:

#### 1. Models of Covenant Community

There are communities of women in our presbyteries and in other denominations that are effective. These range from monthly lunch meetings, to once a year retreats, to virtual internet communities. Many women would participate if offered different models of covenanting communities, which specifically reflect upon and respond to the needs of women and nurture the women who participate.

#### 2. Mentorship Programs

There are several models of mentorship programs. Several young clergywomen in the listening visits would point to older, more experienced women in the room and say, "I wouldn't know what to do without her." As the experiences of women are different than the experiences of men, it would be beneficial to pair up newly ordained clergywomen with other women who have had some experience in ministry. This would be a source of empowerment and encouragement.

#### 3. Regional Gatherings for Leadership Development

Most clergywomen do not have the financial resources to attend national gatherings and when they use their continuing education funds, they want to be sure that they will gain something significantly beneficial in return for the funds they expend. Regional events that include training, conversation and workshops on some of the issues raised above would be welcomed by many clergywomen. Some have said that they want more intellectual stimulation with theologians. Others want communion and community with others. Some want practical ministry training in order to gain skills. Regional gatherings for leadership development with a variety of foci are an option for meeting some of the expressed needs as a result of the listening visits.

#### 4. Online Connectivity.

The Deborah's Daughter's group on the AllWomen in the Church website could be used more effectively. It would be helpful to discover more ways for women to connect and gather online.

#### 5. Addressing Pay Equity and Family Leave

Pay equity and family leave policies are issues best addressed at the mid-council level, and specifically in presbyteries. Conversation on these and similar issues are best addressed by Committees on Ministry, Committees on Preparation for Ministry, and mid-council executives. The Office of Women's Leadership Development is hopeful that with the number of mid council executives who responded favorably to invitations for Deborah's Daughter's Listening Visits, that mid councils may be willing to take the next steps to facilitate ministries specifically with women and begin to address some of the issues and concerns that women in their mid councils have raised.

### **Summary of Deborah's Daughters Report -- Office of Women's Leadership Development:**

Deborah's Daughters listening visits began as a means to assess the needs of women in the church, starting specifically with clergywomen. The next step for the Office of Women's Leadership Development is to begin to facilitate ministries with women across the church based on the discoveries gleaned from this assessment.

These listening visits have become more than an assessment tool, in that women are talking to one another, planning strategies for making sure that their voices are heard in the Church, and looking at their ministries with renewed hope and energy. The face-to-face meetings held with women in the church have been invaluable. These listening visits brought women together and provided venues for women to speak and to be heard.

### **Gender & Racial Justice**

The Office of Gender & Racial Justice engages in ministries at all levels of the Church that implements the PC(U.S.A.)'s policies of becoming an inclusive, diverse, and racially just church.

#### *“Building the Beloved Community”*: Antiracism Training

A major focus of the office is *“Building the Beloved Community”* antiracism training. There are antiracism trainers and the office partners with the trainers in offering *“Building the Beloved Community”* training events regionally, as well as offering the *“Equipping the Church for Ministry with God's Diverse Family”* commissioner training at General Assembly.

The Office of Gender & Racial Justice over the last 9 months has worked to establish relationships with presbyteries and congregations, encouraging them to establish or strengthen their *“beloved community”* identities. Staff in the office established a goal to visit 10 presbyteries in 2012 to provide training and resource committees and multicultural ministry teams.

One of the discoveries and challenges in this work was learning that presbyteries and congregations were interested in how cultural proficiency training could help them with congregational growth. So, the focus of the conversations shifted and components of understanding cultural norms and what it means to welcome the stranger using radical hospitality were added to staff presentations.

Staff in the Office of Gender & Racial Justice also observed that many voices are requesting that Cultural Proficiency training become a regular event of mid-councils, continuing education for teaching elders, and be part of seminary education. Staff in the office connected with Pittsburgh Theological Seminary and Johnson C. Smith Theological Seminary regarding beginning pilot programs in cultural proficiency for students and faculty. Staff also explored beginning to develop a curriculum for Youth Cultural Proficiency training.

#### Gender Justice

Staff in the Office of Gender & Racial Justice had hoped to institute a national dialogue on gender justice. However, one of the challenges and disappointments is that the majority of invitations received by the Office of Gender & Racial Justice has been from groups already involved in justice work. In order to equip the church for ministry with different genders and diverse people, there is a need to reach those who are not already committed to and engaged in this work. It is also disappointing that mid councils and congregations have not asked for conversations or much work in the area of gender justice. It may be that the term *“gender justice”* is not easily understood, or that some see gender justice work as a component of a larger ministry of social justice. Some of the questions resulting from these discoveries are: *“How will others learn about cultural proficiency in the church?”* *“How will systems of power and privilege change if not understood and addressed by majority groups?”* *“Should cultural proficiency training be required for teaching elders, ruling elders, seminarians, and mid councils as well as for national church staff?”* The Office of Gender & Racial Justice is faced with a challenge and an opportunity to envision creative ways of partnering with others to equip the church for diversity and equality. Our statements of inclusivity and diversity, however, are not enough, without intentional practical application in the church.

A large part of the work of the Office of Gender & Racial Justice aligns with the GAMC's General Assembly Engagement directional goal. Staff in the Office of Gender & Racial Justice carry out the work and policies of the PC(USA)'s General Assembly. Commissioners to the General Assembly gather every two years to discuss and act upon overtures, referrals, resolutions, task force and special committee reports and other action that

reflects the depth and breadth of theological and societal issues that exist in our denomination and in our society. Also, elected members of the General Assembly Mission Council meet regularly throughout the year to carry out policy, meet with staff, and carry out strategic plans for the General Assembly.

#### Inclusive and Expansive Language & Cultural Diversity

The Office of the Director of RE&WM/PW, the Office of Gender & Racial Justice and Presbyterian Women partnered to offer Inclusive and Expansive Language & Cultural Diversity training for communicators and funds developers. "A Conversation on Inclusive and Expansive Language & Cultural Diversity" was held for GAMC communicators on February 22, 2012, and a similar conversation for GAMC funds developers was held on April 20, 2012. Both events were successful and open communication occurred concerning language and effective ways to communicate with God's people.

The focus of the training was on effective communication for the whole community of God, and the purpose was to utilize bias-free and culturally-responsive communication, for the purpose of promoting transformation in individuals and in the larger church.

General Assemblies in 1971, 1973, 1975, 1976, 1978, 1980, 1984, 1985, 1986, 1987, 1998, 2000 on up to the 219<sup>th</sup> G.A. (2010) have endorsed the use of inclusive language in the Church. The Presbyterian Church has become aware that the diversity of culture, gender, class, and race, which is present in the church and in the world, is often not reflected in the language of the church, so we are seeking transformation. This transformation leads us towards the GAMC's mission to 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.

In the General Assembly Mission Council, we affirm that it is important to communicate effectively, using language that includes all of our audience. Thus, in our conversation, we hope that providing culture and gender inclusive tools will impact the church, sharing our value that the diversity of the people of God is to be acknowledged and embraced, so that all may feel included.

#### **Young Women's Leadership Development (YWLD):**

The Office of Young Women's Leadership Development began an assessment process years ago. A planning team was then brought together in April 2012. The planning team decided to host a YWLD dialogue to be held in June 2012. The dialogue will include various members that reflect the diversity of young women in the church today.

The Ministry Specialist for Young Women's Leadership Development, Field Staff for National Network of Presbyterian College Women (NNPCW), and the Field Staff for Racial Ethnic Young Women Together (REYWT), continue to meet regularly with the Coordinating Committee for NNPCW (CoCo) and the Core Team (Core) of REYWT for assessment, evaluation and program development. The Ministry Specialist and field staff also meet regularly with the Women's Leadership Development & Justice Ministries staff team. Women's Leadership Development & Justice Ministries staff retreats were held in 2011 and 2012.

#### Expanded Vision of YWLD

The office expanded its vision some years ago to facilitate ministries with young adult women throughout the church. The office continues to work with the young women's networks NNPCW and REYWT, and field staff in the office focus much of their ministry in support of these networks. The vision has expanded, however, to connect with and equip young women throughout the church in ministries of the PC(USA). In light of the emerging era, young adults are redefining membership. Thus, the Office of YWLD is finding ways to redefine who it serves, rather than only serving those who have signed up on a membership list.

### Promoting the Work of the Office

The office has focused efforts in promoting YWLD. YWLD website usage increased by 30%, and a new YWLD brochure was created with a look that more accurately reflects today's young women in the church. It has received positive feedback when distributed at PC(USA) conferences and events. People "like" the young women's networks on the NNPCW and REYWT Facebook pages, and there are now approximately 300 followers on Facebook. NNPCW's and REYWT's Facebook pages currently have a capacity to reach a mass of people each time a new item is posted (NNPCW: 34,000 and REYWT: 90,000).

### Regional Events

Some years ago, the Young Women's Leadership Development office shifted its focus to offering regional events. YWLD is reaching women and empowering those who are engaging in ministry locally. While the office certainly partners with national conferences, such as offering opportunities for young women's leadership development and networking at the Big Tent, for example, there is a growing need to reach women where they are in congregations, presbyteries, groups, networks, college campuses, retreats centers, and through social networks.

### **Recommendations:**

#### Women's Leadership Development

*The Women's Leadership Development Advisory Group reviewed assessments from Deborah's Daughters listening visits, and also conversations held in the advisory group meeting, and recommends focusing WLD ministry in the following three areas:*

1. Develop a mentoring program, beginning with clergywomen and later expanding this program to other women leaders, by pairing up newly ordained clergywomen with other women who have had experience in ministry.
2. Facilitate ministries with women by offering a regional model of leadership development. The office will shift its work to reach women where they are, locally, in congregations, mid councils and in regional gatherings.
3. Encourage models of covenant community, where women gather for mutual support. These communities of women are regional gatherings that are specifically for women, responding to the needs of women, and nurturing the women who participate.

#### Gender & Racial Justice

*Recommendations for the Office of Gender & Racial Justice are as follows:*

1. Continue to revise "Building the Beloved Community": Antiracism Training modules and tools for cultural proficiency, updating antiracism manuals that pull upon outdated tools of the past with resources that speak to a nation that, in many ways, is far beyond the church in achieving racial equality.
2. Work in collaboration with other areas, so that work of the Office of Gender & Racial Justice connects to the areas of evangelism, church growth and leadership development.
3. In regards to gender justice, explore what new strategies may be considered and implemented in order to make greater space for women in the PC(USA). The work of gender justice should be engaged not just on the national level but also regionally with mid councils and congregations.
4. Consider developing a curriculum for Youth Cultural Proficiency training. This is being embraced in non-profit organizations and in public education.



### Young Women's Leadership Development

*Recommendations for the Office of Young Women's Leadership Development are as follows:*

1. Continue to expand the vision of young women's leadership development to include all young adult women throughout the church. This recommendation aligns with the GAMC's *Young Adults* directional goal to engage and join with young adults in reforming the church for Christ's mission.
2. Continue to promote the work of Young Women's Leadership Development through social media, such as Facebook pages, blogs, and the YWLD websites.
3. Continue to shift the focus toward regional events, in order to reach young women where they are, locally, in congregations, mid councils, groups, networks, college campuses, retreat center, and in virtual communities and social networks.

### *Assessment & Strategic Plan*

This assessment and strategic plan focuses on the different areas in Women's Leadership Development & Justice Ministries: The Office of **Women's Leadership Development**, the Office of **Gender & Racial Justice** (including regional "Building the Beloved Community" antiracism trainers, who assist the work of this office), and the Office of **Young Women's Leadership Development** (including Field Staff for National Network of Presbyterian College Women & Field Staff for Racial Ethnic Young Women Together).

In light of the GAMC's Mission Work Plan, 2013-2016, focusing on Transformational Leaders, Compassionate and Prophetic Discipleship, New Worshiping Communities, Young Adults, General Assembly Engagement, and Organizational Integrity, the Women's Leadership Development & Justice Ministries offices seeks to align its ministries and continue to engage the church in its mission to become more diverse and inclusive of racial, ethnic, cultural and language groups and equip women for leadership in all ministries of the Church.

**CHURCHWIDE COORDINATING TEAM  
OF PRESBYTERIAN WOMEN  
PRESBYTERIAN CHURCH (USA)**

**REPORT TO THE GENERAL ASSEMBLY MISSION COUNCIL  
MAY, 2012**

The Churchwide Coordinating Team (CCT) of the Presbyterian Women met in Lake Buena Vista, Florida February 8 – 10, 2012. The theme for this meeting was “River of Hope.”

On Wednesday, February 8<sup>th</sup>, the CCT opened with Worship followed by business and committee meetings.

**HIGHLIGHTS FROM THE COMMITTEES:**

**The Administrative Committee** presented the following persons to be elected as Corporate officers for one year:  
Ann Ferguson, President, Susan Jackson-Dowd, Vice President,  
Theresa Slaiman, Vice President and Treasurer, Martha E. Clark, Vice President and Secretary,  
April Davenport, Assistant Secretary.  
The salary range increases for staff persons employed by PC(USA) performing services exclusively for Presbyterian Women PC(USA) (PW,Inc.) were approved.

**The Anti-Racism Committee** will have a member of this committee attending the 13<sup>th</sup> annual White Privilege Conference in March, 2012 and will be developing a Cultural Proficiency Handbook.

**The Bible Study Committee** selected Anita Kitts to write the 2015-16 Bible Study on Water. The theme for the 2016-17 Bible Study is “Who is Jesus?”. The online version of *Horizons* is now available with a subscription rate of \$15.00.

**The Finance Committee** presented to the CCT the proposed 2012-2015 budget for recommendation to the 2012 Voting Representatives which was approved. The policies and guidelines for an Investment Committee was approved and will be added to this committee’s responsibilities.

**The Justice and Peace Committee** reported that funds were made available for three women from rural areas to attend the United Nations Commission on the Status of Women in February. Funds were also made available to help support an intern in the Office of Public Witness,PC(USA).

**The Leadership Enhancement Committee** reported that funds were made available for women to attend the 13<sup>th</sup> annual White Privilege Conference and Ecumenical Advocacy Days.

**The Mission Relations Committee** had the Global Exchange participants share their wonderful experience in India last October. Each CCT member was presented with a gift that they brought back from their travels.

**The Churchwide Gathering Planning Team** met prior to the CCT meeting and shared their enthusiastic plans for the upcoming Gathering in July.

The CCT closed their meeting on Friday evening with a very heartfelt Worship service.

Submitted by Joyce Smith, PW Liaison to GAMC

*General Assembly Mission Council*  
*Investment Review*

First Quarter 2012


# Agenda

1. Capital Markets Review
2. Cambridge Associates –
  - ✓ Foundation Investment Advisor
3. SEI-
  - ✓ New Covenant Funds Investment Advisor
4. Performance
5. Asset Allocation Review
6. Transition

April 2012

# Capital Markets Review

## The Economy

- Manufacturing, jobs  Growth
- Consumers adapt to spend 6% on Energy

## The Stock Market

- 2011 Year of the Yo-Yo – risk on/risk off
- DJIA moved more than 100 points on 40% of trading days
- 2011 - 72% of Large Cap Core funds underperformed benchmarks
- Average stock market fund down 3% for 2011
- First Quarter 2012, good start for S&P 500 +12.6%

## Outlook

- Markets no longer dirt cheap
- We have been here before
- Trading range vs. historical trends

April 2012

# Cambridge Associates Investment Advisor

*Leading global provider of asset management*

- Privately held; founded in 1973
- \$1.5 Trillion client assets under advisement
- One of the leading providers of investment consulting services for nearly 40 years and of outsourcing services for two decades with Foundations and Endowments
- Proven long-term track record of investment results
- Lifelong commitment to nonprofits, serving more than 70% of U.S. college and university assets and 40% of foundation assets
- Unbiased and independent – receives no fees from money management firms
- Industry advocate for innovation
- Dedicated group to assist with MRTI Compliance:
  1. Enable informed decisions in the broad area of SRI
  2. Assist in developing strategies for achieving specific SRI goals
  3. Expand knowledge of institutional quality managers and evaluate these managers in the SRI arena
  4. Actively monitor and influence industry trends that could have a meaningful impact

## SEI – Investment Advisor

*Leading global provider of asset management, investment processing, and investment operations solutions.*

- Based in Oaks PA, Assets under Management- \$162 Billion, 187 fund families, 300 investment professionals.
- For more than 40 years, SEI has anticipated changing market needs and created innovative business solutions designed to help clients meet the challenges of managing institutional assets.
- SEI's Manager of Managers process is designed to provide:
  - Diversified portfolios** with best-of-breed investment firms
  - Proven** manager selection and replacement process
  - A fiduciary partner** for manager selection and replacement
  - Continuous, multi-level monitoring**

April 2012

# Performance

## Balanced Growth Spending Formula Fund (BGSF) performance: 3/31/2012

|   | 1 Month | 3 Months | YTD   | 6 Months | 1 Year | 3 Year | 5 Year | 10 Year |
|---|---------|----------|-------|----------|--------|--------|--------|---------|
| <b>BGSF</b>   | 1.34%   | 8.15%    | 8.15% | 14.22%   | 4.06%  | 15.59% | 0.70%  | 3.50%   |
| <b>48% S&amp;P 500 / 12% MSCI ACWI ex US / 40% Barcap Int. Agg.</b> | 1.34%   | 7.58%    | 7.58% | 14.58%   | 6.05%  | 16.21% | 3.70%  | 5.47%   |
| <b>60% S&amp;P 500 / 40% Barcap Int. Agg.</b>                       | 1.90%   | 7.71%    | 7.71% | 15.73%   | 7.92%  | 16.57% | 4.00%  | 4.98%   |

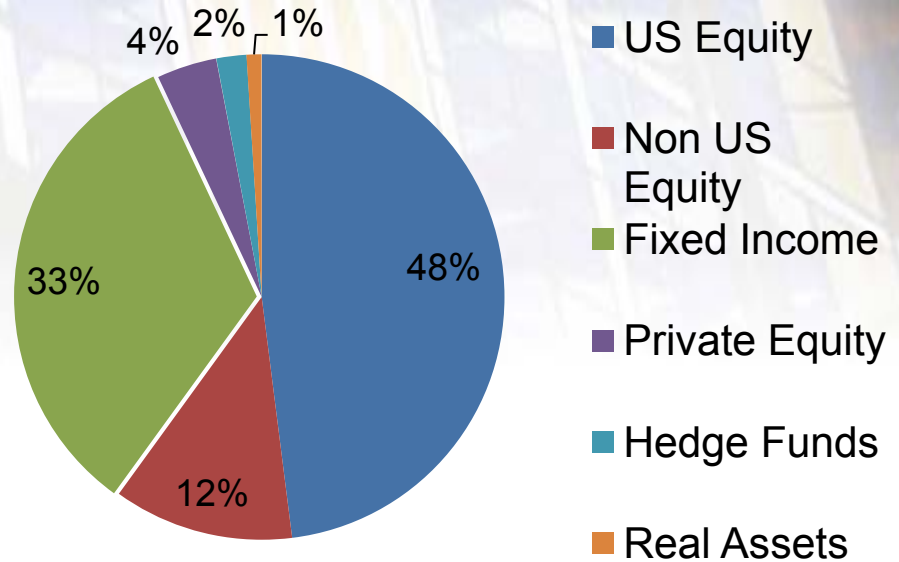
\*Balanced Growth Spending Formula Fund (BGSF) performance calculations are best estimates and are net of investment management and administrative fees. This report contains information that is not guaranteed as to its accuracy, timeliness, or completeness by the Presbyterian Foundation. The information contained in this report is subject to change without notice.



# Account Review

As of March 31, 2012

✓ Current Asset Allocation



✓ Manager of Managers

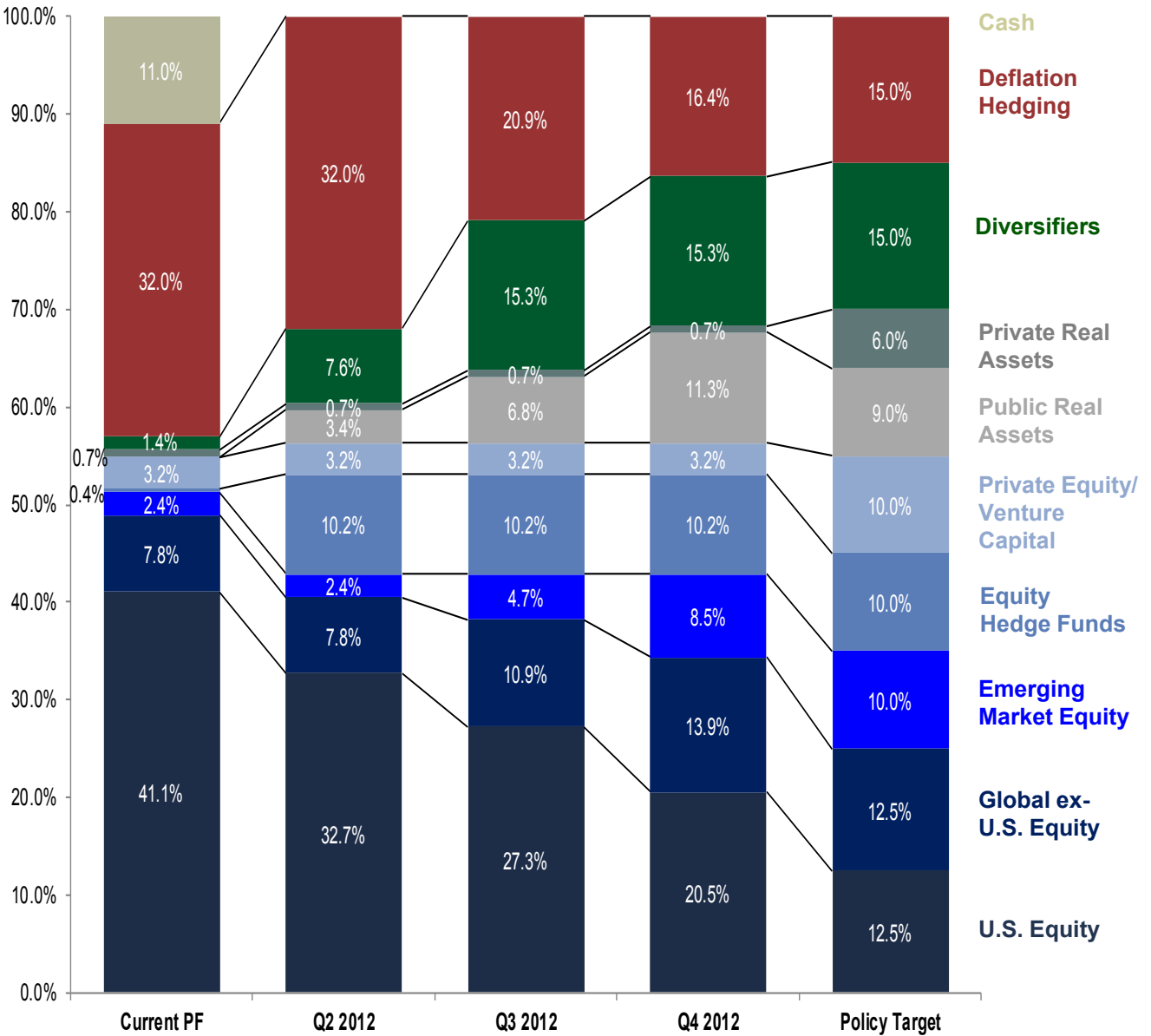
✓ Equity Allocation: 79% Large Cap, 20% Mid Cap with Growth tilt

✓ International equity and large value equity exposure contributed most to first quarter 2012 performance

✓ No significant sector bets

# Balanced Growth Spending Formula

## Illustrative Transition Plan – Priority and Pace through 2012



|                   | Q2 2012  | Q3 2012  | Policy Target  |
|-------------------|--|--|--|
| <b>Key Themes</b> | 1) Shift U.S. Equity to Long-Short Equity<br>2) Deploy Cash to Diversifying Strategies and Real Assets | 1) Shift U.S. Equity to Non-U.S. Equity<br>2) Deploy FI to Diversifying Strategies and Real Assets | 1) Continue to Shift U.S. Equity to Non-U.S. Equity<br>2) Continue to Deploy Fixed Income Toward Real Assets |

Notes: Allocations may not sum to 100% due to rounding.