

COGA/GAC Executive Committee Joint Report

PROPOSED COMPENSATION GUIDELINES

The General Assembly Council Executive Committee, the Committee on the Office of the General Assembly, and the Board of the Presbyterian Church (U.S.A.) Investment and Loan Program unanimously endorsed a paper concerning current compensation levels of the General Assembly entities, and asked the entities to work in concert with each other and examine the current guidelines and ranges, and make recommendations to their respective boards during the February, 2000 meeting.

Recognizing that “the compensation plans in Presbyterian Church (USA) entities, governing bodies, congregations, and related organizations or institutions should be in accord with the biblical, theological, and ethical standards of the PC(USA) as set forth in the Churchwide Compensation Guidelines,” we make the following recommendations and parameters for salary increases for exempt staff:

1. While salary ranges have been increased substantially in each of the past two years to reflect the external marketplace and internal equity within the denomination, there is no guarantee or commitment that salary ranges will increase at an identical or similar level in future years. The Churchwide Compensation Guidelines, asks that “each employer review its compensation plan on an annual basis and make the plan available to all affected persons.” As good stewards, any increase will be dependent upon the relationship of comparable salaries within and outside the Church.
2. In addition to annual compensation adjustments, steps have been taken to move staff to the 25th percentile and the midpoint based upon service in the position and grade. Future salary increase positioning within the assigned ranges will be based upon experience and sustained performance in the position as identified in the attached “matrix”. Recognizing the changing nature of jobs and in accordance with the Churchwide Compensation Guidelines, employers should be able to make changes in responsibilities of positions, of skill and knowledge of employees, in technology of the work place, and should make appropriate changes in position titles, descriptions and compensation.
3. A supervisor’s salary should exceed the salary level of staff members reporting to that supervisor.
4. Because of the broad experience and background knowledge they bring to the program areas, and in order to attract and retain effective, competent staff, Associate Directors (GAC), and Directors (OGA), or others appointed to the grade 20 level should be hired at a salary level of at least the 25th percentile of the salary range.

5. Because of the broad based experience and background knowledge brought to the position, and in order to attract and retain effective, competent staff, Director level staff (grade 21) should be hired at a level of at least the 25th percentile to the midpoint of the respective salary range.
6. As part of the annual compensation review process, and in order to attract and retain the best possible individuals for leadership positions for the denomination, and as a part of a long range effort, we are making year 2001 salary equity adjustments of up to 12% to certain individuals whose current position in the salary ranges does not recognize their long experience and high performance. With regard to the staff of the Presbyterian Investment and Loan Program, consideration is and will be given to the total compensation including base salary and performance compensation payments under their approved compensation program.
7. Salary increases and special salary adjustments made to recognize sustained performance and provide staff with equitable and fair salaries is and will be dependent upon appropriate funding availability whether from per-capita funds or other applicable funding sources.
8. While the implementation of these guidelines in the year 2001 will bring targeted salaries closer to the pattern identified in the matrix, additional steps may be needed in the future.

These guidelines will be shared with the Advisory Committee on Churchwide Compensation.

COGA/GAC Executive Committee Joint Report

Middle Governing Bodies Report to the General Assembly

Progress Report of the Committee on the Office of the General Assembly
and the General Assembly Council**Recommendations:**

The Committee on the Office of the General Assembly (COGA) and the General Assembly Council (GAC) recommend that the 213th General Assembly (2001):

1. Affirm the consultation process and encourage presbyteries to engage in the process through 2003.
2. Instruct COGA and GAC to continue the consultation process and bring progress reports to the 214th General Assembly (2002) and the 215th General Assembly (2003) on the functions of the governing body system.
3. Encourage future consultations to consider six options on the future of middle governing bodies identified later in this report.

Background:

The 211th General Assembly (1999) approved the helpful report of the Special Committee on Middle Governing Bodies Relationships that included the following time line:

In 1999 —

- approve the statement "Guiding Principles for Effective Governing Body Relations";
- approve the formation of the Office of Governing Body Relations;
- approve the "Period of Consultation" leading to the determination of the feasibility of the PC(USA) moving to a three-governing-body system.

In 2001 — receive recommendations resulting from the proposed "Period of Consultation" and voting on any necessary constitutional changes.

In 2002 — receive the report of presbyteries voting on constitutional changes proposed in 2001.

January 1, 2004 — Complete implementation of approved changes.

(*Minutes*, 1998, Part I, p.527)

Due to the scope of this project additional time is needed to hold the consultation before final learnings can be reached. As of June 1, 2001, the Stated Clerk of the General Assembly and the Executive Director of the General Assembly Council along with the Coordinator of Governing Body Relations will have participated in consultations with fourteen (14) synods and with fifteen (15) presbyteries. These consultations have engaged approximately 3,500 participants in mutual discussions around the questions:

- Where is God leading the Presbyterian Church (U.S.A.) today?
- What gifts does this governing body have to share with the rest of the Church?
- What does this governing body need from the wider church?

- What can we do to improve trust, strengthen relationships, and building community with other governing bodies?
- How do we envision our New Testament partnership in our Presbyterian Church (U.S.A.)?

Among other things, the experience at these consultations has demonstrated:

1. God is at work in the Presbyterian Church (U.S.A.).
2. Building a sense of trust and common mission is most important in governing bodies relations.
3. Unique parallels exist between the New Testament church and the Presbyterian Church (U.S.A.) today. These same issues include multicultural, multiracial, and multilingual society and increasing diversity within the church; a "disestablished" church in the first century and again a newly disestablished church in the 21st century; a church struggling to find unity in Christ in the midst of all its diversity and conflicts.
4. Support for congregations as the front line of mission is the first responsibility of all governing bodies.
5. A hunger for building and rebuilding community is present within the Presbyterian Church (U.S.A.) and for improved communication in mutual relationships.
6. Governing bodies need each other to be effective in mission.

From these consultations, considerations for the future shape of the relationship among our governing bodies are emerging that would help to build partnerships to accomplish our common mission. Considerations surfaced for discussion thus far are:

1. Maintain our current configuration of a four-governing-body system.
2. Move to a three-governing-body system by eliminating synods, with presbyteries forming partnerships for mutual mission.
3. Recognizing the diversity in styles and functions of synods, change the language in Chapter XII in the Book of Order to make the functions optional.
4. Shift the function of synods to become regional mission support entities, supporting presbyteries as they resource congregations, and eliminate the ecclesiastical role of synods. The synod would be, in effect, a joint venture of the presbyteries and the General Assembly for the support of mission.
5. Reduce the size and scope of synods while maintaining the core ecclesiastical functions including Committee on Representation, judicial process, and administrative review.
6. Change the boundaries of synods to state boundaries with exception where this is not feasible.

Presently, these considerations are being discussed at the presbytery consultations.

Consultations with the remaining synods and presbyteries are planned through 2003.

COGA/GAC Executive Committee Joint Report

December 12, 2000

As we prepare for General Assembly in Louisville and beyond, we want to affirm the commonality we share in Christ Jesus. Together we are called to serve one Lord and Savior, Christ Jesus. We are called to move beyond who wins and who loses on particular issues. We are called to find our unity in Christ by staying in dialogue with one another and by unceasingly being in prayer together. This, we promise, we will do.

To do so, first and foremost we will keep before us that we are joined together by one baptism into one faith in our corporate and communal life. In all things, we will seek the mind of Christ as we pray together and discern together even around the most difficult of issues. Through dialogue and prayer, we believe that we will reach the unity in Christ that we are called to witness to the world.

As we approach General Assembly in Louisville and our General Assemblies beyond Louisville, we put our trust in God, and together pray from the *Book of Common Worship*:

Almighty God,
 so draw our hearts to you,
 so guide our minds,
 so fill our imaginations,
 so control our wills,
 that we may be wholly yours,
 utterly dedicated to you.
 Use us as you will,
 always to your glory and the welfare of your people;
 through our Lord and Savior Jesus Christ. Amen.

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 212th General Assembly (2000)

MISSION RESPONSIBILITY THROUGH INVESTMENT
NATIONAL MINISTRIES DIVISION

2001 SHAREHOLDER RESOLUTIONS DIRECTORY
WITH
PROXY VOTING RECOMMENDATIONS

February 24, 2001

The Committee on Mission Responsibility Through Investment (MRTI) met on January 17-20, 2001, and reviewed shareholder resolutions being submitted to corporations for their 2001 Annual Meetings. These resolutions concern social and ethical issues related to the corporations' business operations and policies. MRTI adopted recommendations on voting of proxies in support or opposition to these resolutions, or whether a formal vote of abstention should be recorded.

The recommendations were reviewed and approved by the National Ministries Division Committee and the General Assembly Council on February 21-24, 2001. The recommendations will be communicated to middle governing bodies, related institutions, and congregations and individuals who have expressed interest in proxy voting as a part of socially responsible investing.

PROXY VOTING PROCESS

MRTI reviewed resolutions which were submitted to 162 corporations. Many of these resolutions will not appear on the proxy statement when it is mailed to shareholders. Often negotiations between the corporation and the shareholder filing the resolution result in an agreement about the subject matter, and the resolution is withdrawn. Some resolutions may not appear because the corporation challenged them before the Securities and Exchange Commission (SEC) contending that the resolutions failed to meet one or more of the SEC's rules and regulations. Sometimes these objections refer to the substance of the resolution; and sometimes they pertain to technical matters such as length of ownership of the stock. If the SEC finds merit in the corporation's arguments, the SEC will inform the corporation that it will take no action if the resolution is omitted from the proxy. In 1993, the SEC narrowed its interpretation of what subjects are proper for shareholder resolutions. On that basis, numerous resolutions were omitted, or withdrawn prior to SEC action. The SEC has reversed itself in principle, but the application of the newly revised rules has yet to be determined fully, and how it will influence the 2001 proxy season is unclear. For

example, resolutions on equal employment opportunity are not permitted while resolutions on a living wage, or the health and safety of employees generally are not.

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

PRESBYTERIAN CHURCH (USA) SHAREHOLDER ENGAGEMENT

For your information, the Presbyterian Church (U.S.A.) filed or co-filed eleven resolutions for 2001. These include requesting American International Group to establish a Nominating Committee for its Board of Directors composed entirely of independent directors. The second resolution is to Citigroup and The CIT Group, Inc., a full-service bank and a financial services company, requesting a report on their policies and practices on making sub-prime loans, and procedures in place to avoid predatory lending. An initial meeting was held with Citigroup on November 6, 2000. CSX and Union Pacific received a third resolution requesting information on their efforts to reduce greenhouse gas emissions, and their roles in public discourse on the issue. An agreement was reached with Union Pacific which led to the withdrawal of the resolution. Several religious shareholders, including the PCUSA, co-filed a resolution with ExxonMobil requesting the company to adopt a policy to promote renewable energy sources as part of its business plan. Concern about climate change through global warming is the motivation for the resolution. Wal-Mart was asked to report on its efforts to insure that it does not purchase from suppliers which use forced, convict or child labor, or who fail to comply with fundamental workplace rights. Delphi was asked to review and amend its code of corporate conduct to make it more effective in protecting human rights, employment conditions and environmental standards. MRTI has been actively involved in the extended dialogues with both Wal-Mart and Delphi on these issues. TJX Companies was asked to develop a code for its operations, and those of its vendors and suppliers. Finally, Albertsons and Home Depot were asked to endorse the CERES Principles, a set of environmental guidelines, which includes public disclosure with independent verification.

MRTI also has been active in dialogues with several companies as a follow-up to previous discussions. MRTI has scheduled another meeting with Intel management on its efforts to improve environmental performance of its suppliers and sub-contractors, and has maintained contact with Advanced Micro Devices. During MRTI meetings in 2000, the committee met with IBM and Bell South about their equal employment opportunity and diversity programs, International Paper and Interface, Inc. about their environmental policies and programs. MRTI met with Texaco to discuss its shift

toward a more forthright policy to address climate change through global warming. In July, MRTI visited Nordstroms to discuss the retail chain's policies on employment standards for itself, and its vendors. A similar discussion was held on February 15, 2000, with Hasbro, the toy company which is shifting production to the Far East.

Similar meetings will occur in 2001 with various companies even though no shareholder resolution is involved.

GENERAL ASSEMBLY DIVESTMENT POLICY

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

NEWLY EMERGING ISSUES

Religious shareholders submitted resolutions this year on genetically engineered seeds and agricultural products. The request of the resolutions involved a moratorium on distribution and sale of such products pending long-term safety studies involving human health and environmental protections. Also, food companies and restaurants were requested to label foods containing genetically engineered ingredients. MRTI has embarked upon a study of the issue, and voted to recommend abstention on resolutions which called for an immediate phase-out of genetically engineered products. Resolutions calling for labeling, or a feasibility study on phasing out such products should the need arise are supported. Shareholders are encouraged to read the resolutions carefully, and educate themselves on this emerging issue as well.

Also new this year is a resolution addressing the issue of violence in the workplace, and the need for clear policies and programs to address it. Likewise, a new resolution was filed asking for a report on a company's equal employment opportunity programs as they relate to people with disabilities. Support for both resolutions is recommended.

FURTHER INFORMATION

For further information, please contact Rev. William Somplatsky-Jarman, Associate for Mission Responsibility Through Investment, at (502) 569-5809, or by email at billsj@ctr.pcusa.org.

COMMITTEE ON MISSION RESPONSIBILITY THROUGH INVESTMENT2001 INDEX OF SHAREHOLDER RESOLUTIONSPROXY VOTING RECOMMENDATIONS

<u>CORPORATION</u>	<u>SUBJECT</u>	<u>RECOMMENDED VOTE</u>
Abbott	Policy on Pharmaceutical Price Restraint	Yes
Abercrombie & Fitch	Implement Supplier Code and Independent Monitoring	Yes
Advanta	No Predatory Lending	Yes
Aetna	Endorse CERES Principles on the Environment	Yes
	Adopt Cumulative Voting Procedure	Yes
Airborne Freight	Adopt Confidential Proxy Ballot	Yes
Albertson's	Endorse CERES Principles on the Environment	Yes
	Policy on Removal and Labeling of Genetically Engineered Foods	Yes
Alcoa	Amend International Operating Standards	Yes
Allegheny Energy	Report on Company's Greenhouse Gas Emissions	Yes
Alliant Techsystems	Report on Foreign Military Sales and Offsets	Yes
Allstate	Endorse CERES Principles on Environment	Yes
	Implement MacBride Principles in Northern Ireland	Abstain
Alltel	Report on Equal Employment Opportunity	Yes
Ameren	Reduce Radioactive Emissions	Yes
American Eagle	Adopt Code of Conduct Based Upon ILO Standards	Yes
American International Group	No Discrimination Based Upon Sexual Orientation	Yes
	Link Executive Pay and Social Performance	Yes
	Form Board Nominating Committee Only of Independent Directors	Yes
	Provide Updated Diversity Report	Yes
American Power Conversion	Make Greater Effort to Diversify Board of Directors	Yes
Ames	Amend Policy to Adopt ILO Labor Standards	Yes
Ann Taylor	Adopt Code of Conduct Based Upon ILO Standards	Yes
Anheuser-Busch	Phase Out Genetically Engineered Foods	Abstain
AT&T	Report on Involvement in Pornography Industry	Yes
	Provide Employee Choice of Pension Plans	Yes
	Link Executive Compensation to Worker & Customer Satisfaction	Yes
	No Use of Forced Labor in China	Yes
	Drop Sexual Orientation From Non-Discrimination Policy	No
Baker Hughes	Implement MacBride Principles in Northern Ireland	Abstain
Ball	Adopt Code of Conduct Based Upon ILO Standards	Yes
BankAmerica	Equal Employment Opportunity Report	Yes
	Freeze Executive Pay During Downsizing	Yes
BE Aerospace	Implement MacBride Principles in Northern Ireland	Abstain
Becton Dickinson	Adopt Cumulative Voting Procedure	Yes
Bed, Bath & Beyond	Diversity on Board of Directors	Yes
BMC Software	Make Greater Efforts to Diversify Board	Yes
Boeing	Link Executive Pay to Social & Human Rights Performance (China)	Yes
	Report on Involvement in Space Weapons	Yes
	Disclose Offsets for Foreign Military Sales	Yes
BP Amoco	Cancel Plans for Drilling in Arctic National Wildlife Refuge	Yes
Bristol Myers Squibb	Policy on Pharmaceutical Price Restraint	Yes
	Report on Equal Employment Opportunity & Diversity	Yes
	End Staggered Terms for Directors	Abstain
Campbell Soup	Phase Out Genetically Engineered Foods	Abstain
Cardinal Health	Phase Out Use of PVC Products	Abstain

Carolina Power & Light	Invest in Clean, Renewable Energy Sources	Yes
Caterpillar	Amend International Operating Standards	Yes
	Implement MacBride Principles	Abstain
CBRL Group (Cracker Barrel)	Prohibit Sexual Orientation Discrimination	Yes
Chase Manhattan	International Financial Stabilization	Abstain
Chesapeake	Implement MacBride Principles in Northern Ireland	Abstain
Chevron	Policy of No Use of Bioaccumulative Toxic Chemicals	Yes
	Report on Drilling Plans in Arctic National Wildlife Refuge	Yes
	Report on Company's Greenhouse Gas Emissions	Yes
Chiron	Make Greater Efforts to Diversify Board	Yes
Circuit City	Report on Equal Employment Opportunity	Yes
CIT Group, Inc.	No Predatory Lending	Yes
Citigroup	Criteria for Underwriting Three Gorges Dam in China	Yes
	Review Executive Compensation Link to Social Performance	Yes
	No Predatory Lending	Yes
	Report on Equal Employment Opportunity	Yes
	Report on Business in Burma	Yes
	International Financial Stabilization	Abstain
Clarcor	Commitment to Diversity on Board of Directors	Yes
Coca-Cola	Adopt Comprehensive Recycling Strategy	Abstain
	Phase Out Use of Genetically Engineered Products	
	Unless Long-Term Studies Prove Their Safety	Abstain
	Review Executive Severance Pay	Yes
Colgate Palmolive	Implement Supplier Code and Independent Monitoring	Yes
Con Agra	Phase Out Genetically Engineered Foods Unless Long-Term Studies Prove Their Safety	Abstain
Conseco	Develop Policy to Prevent Predatory Lending	Yes
Constellation Energy	Invest in Clean, Renewable Energy Sources	Yes
Cooper Industries	Review and Amend International Operations Standards	Yes
Crown Castle	Make Greater Efforts to Diversify Board of Directors	Yes
CSX	Report on Greenhouse Gas Emissions	Yes
CVS	Develop Policies Against Violence in the Workplace	Yes
Dana	Endorse CERES Principles on Environment	Yes
Delphi Automotive Systems	Review and Amend International Operating Standards	Yes
Delta Airlines	Adopt Cumulative Voting Procedure	Yes
Diebold	Report on Programs for People With Disabilities	Yes
Dillard Department Stores	Adopt Code of Conduct Based Upon ILO Standards	Yes
Disney	Limit Stock Options in Executive Pay	Yes
Dollar General	Report on Equal Employment Opportunity & Diversity	Yes
Dow Chemical	No Marketing of Genetically Engineered Agricultural Products Unless Long-Term Studies Prove Their Safety	Abstain
Duke Energy	Invest in Clean, Renewable Energy Sources	Yes
Dun & Bradstreet	Implement MacBride Principles in Northern Ireland	Abstain
DuPont (E.I.)	Adopt Workplace Code of Conduct Based Upon ILO Conventions	Yes
	No Marketing of Genetically Engineered Agricultural Products Unless Long-term Studies Prove Their Safety	Abstain
Eastman Chemical	Health Risks of Cigarette Filters	Yes
	Report on Greenhouse Gas Emissions	Yes
EMC	Report on Equal Employment Opportunity	Yes
Emerson	Amend International Operating Standards	Yes
	Specific Policy on Non-Discrimination Based Upon Sexual Orientation	Abstain
Enron	Impact on Biodiversity and Indigenous Peoples	Yes
EOG Resources	Make Greater Effort to Diversify Board of Directors	Yes
Exelon	Invest in Clean, Renewable Energy Sources	Yes

ExxonMobil	Promote Renewable Energy Sources	Yes
	Report on Impact of Drilling in Arctic National Wildlife Refuge	Yes
	Review Chad-Cameroon Pipeline	Yes
	Form Executive Compensation Review Committee	Yes
	Policy on No Discrimination Based Upon Sexual Orientation	Yes
First Tennessee National	No Predatory Lending	Yes
Fleet Financial	Executive Pay Review	Yes
Fuller (H.B.)	No Sales to the Tobacco Industry	Yes
Gannett	American Indian Equal Employment Opportunity	Yes
Gap	Endorse CERES Principles on Environment	Yes
	Endorse Human Rights Principles for China Operations	Yes
	Report on Use of Child Labor By Gap Suppliers	Yes
General Electric	Disclose Costs of PCB Cleanup Delay	Yes
	Phase Out Production of Nuclear Reactors	Yes
	Review and Amend International Operating Standards	Yes
	Renounce Involvement in Landmine Production	Yes
	Adopt Cumulative Voting Procedure	Yes
General Mills	Label Genetically Engineered Products	Yes
Georgia Pacific	Report on Environmental Liability Issues	Yes
Hain/Celestial Group	Phase Out Genetically Engineered Products Unless Long-Term Studies Prove Their Safety	Abstain
Halliburton	Report on Business in Burma	Yes
Hartford Financial Services	No Investment in Tobacco Companies	Yes
Hasbro	Adopt Code of Conduct Based Upon ILO Standards	Yes
Heineken	Report on Feasibility of Phase Out of Genetically Engineered Foods	Yes
Heinz	Implement Supplier Code & Independent Monitoring	Yes
Hershey Foods	Report on Feasibility of Phase Out of Genetically Engineered Foods	Yes
Hewlett-Packard	Endorse "China Principles" on Employment and Environment	Yes
Home Depot	Endorse CERES Principles on the Environment	Yes
	Specific Policy on Non-Discrimination Based on Sexual Orientation	Yes
	International Supplier Code and Independent Monitoring	Yes
Household International	No Predatory Lending Practices	Yes
	Link Executive Pay to Ending Predatory Lending Practices	Yes
IBM	Tie Executive Pay to Real Profits Rather Than Accounting Rules	Yes
	Maintain Equality of Pension and Medical Insurance Programs	Yes
	End Staggered Terms for Directors	Abstain
Intel	Endorse "China Principles" on Work and Environmental Standards	Yes
Interface	Implement MacBride Principles for Northern Ireland	Abstain
Johnson Controls	Review and Amend International Operating Standards	Yes
Johnson & Johnson	Policy on Pharmaceutical Price Restraint	Yes
Jones Apparel	Implement Supplier Code and Independent Monitoring	Yes
Kellogg	Adopt Code of Conduct based Upon ILO Labor Standards	Yes
K-Mart	Amend Corporate Code of Conduct to Adopt ILO Labor Standards	Yes
	Endorse CERES Principles on the Environment	Yes
Kohl's	Implement Supplier Codes and Independent Monitoring	Yes
	Review Executive Pay and Social Performance	Yes
Kroger Co.	Label Genetically Engineered Foods	Yes
Lands' End	Adopt Code of Conduct Based Upon ILO Standards	Yes
Lilly (Eli)	Policy on Pharmaceutical Price Restraint	Yes
Lincoln National	No Investments in the Tobacco Industry	Yes
Lockheed Martin	Report on Technology Offsets for Foreign Military Sales	Yes
Loews Corporation	Assist Recovery of Tobacco Addicts	Abstain
	Insure No Tobacco Ads Aimed at African Americans	Yes

Lucent	End Staggered Terms for Directors	Abstain
	Adopt Confidential Proxy Ballot	Yes
Mattel	Report on Implementation of Global Standards	Yes
Maxxam	Adopt Cumulative Voting	Yes
May Department Stores	Implement Supplier Code and Independent Monitoring	Yes
	End Staggered Terms for Directors	Abstain
MBNA	Report on Glass Ceiling	Yes
McDermott International	Report on Business in Burma	Yes
McDonalds ,	Adopt "China Principles" on Employment & Environmental Standards	Yes
	Link Executive Pay and Vendor Code Compliance	Yes
	Implement Supplier Code and Independent Monitoring	Yes
Mead	Report on Environmental Liability Issues	Yes
Merck	Policy on Pharmaceutical Price Restraint	Yes
	Report on Glass Ceiling	Yes
	End Staggered Terms for Directors	Abstain
Merrill Lynch	Report on Glass Ceiling	Yes
	International Financial Stabilization	Abstain
	Adopt Cumulative Voting Procedure	Yes
Microsoft	Adopt "China Principles" on Employment & Environmental Standards	Yes
Morgan Stanley Dean Witter	Report on Glass Ceiling	Yes
	End Staggered Terms for Directors	Abstain
Newell Rubbermaid	Report on Glass Ceiling	Yes
Nextel	Report on Equal Employment Opportunity and Diversity	Yes
Ninety Nine Cents Only Stores	Amend Policy and Adopt ILO Labor Standards	Yes
Nordstrom	Report on Vendor Standards Compliance Mechanisms	Yes
	Implement Supplier Code and Independent Monitoring	Yes
Norfolk Southern	Report on Greenhouse Gas Emissions	Yes
Northrop Grumman	Disclose Technology Offsets for Foreign Military Sales	Yes
Occidental Petroleum	Report on Financial & Legal Risks of Northeast Columbia Operations	Yes
Oracle	Adopt "China Principles" on Employment & Environmental Standards	Yes
Oshkosh B'Gosh	Adopt Code of Conduct Based on ILO Labor Standards	Yes
Pepsico	Adopt Comprehensive Recycling Strategy	Abstain
	Label Genetically Engineered Products	Yes
Pfizer	Policy on Pharmaceutical Price Restraint	Yes
	Provide Affordable HIV/AIDS Drugs in Africa	Yes
PG&E	Adopt Confidential Proxy Ballot	Yes
Pharmacia	Policy on Pharmaceutical Price Restraint	Yes
Philip Morris	Phase Out Genetically Engineered Products Pending Long-Term Safety Studies	Abstain
	Implement Supplier Code and Independent Monitoring	Yes
	Independent Testing of Tobacco Ads	Yes
	Improve Warnings about Tobacco Use	Yes
PPG	Adopt Code of Conduct Based Upon ILO Standards	Yes
Procter & Gamble	Phase Out Chlorine-based Compounds in Products	Abstain
	Label Genetically Engineered Products	Yes
	Adopt Cumulative Voting Procedure	Yes
Quaker Oats	Label Genetically Engineered Products	Yes
Raytheon	Endorse CERES Principles on Environment	Yes
	Implement MacBride Principles in Northern Ireland	Abstain
	Disclose Technology Offsets for Foreign Military Sales	Yes
Revlon	Implement Supplier Code and Independent Monitoring	Yes
Rite Aid	Report on Equal Employment Opportunity and Diversity	Yes
RJ Reynolds	Study Youth Access to Tobacco Products in Stores	Yes
	Independent Testing of Tobacco Ad Claims	Yes

Safeway	Assist Recovery of Tobacco Addicts	Abstain
Saks	Adopt Cumulative Voting Procedure	Yes
Sara Lee	Amend Policy and Adopt ILO Labor Standards	Yes
	Label Genetically Engineered Products	Yes
Schering-Plough	Implement Supplier Code and Independent Monitoring	Yes
Sears, Roebuck	Policy on Pharmaceutical Price Restraint	Yes
Sendant	Amend Policy and Adopt ILO Labor Standards	Yes
Shopko Stores	Implement MacBride Principles in Northern Ireland	Abstain
Southern	Make Greater Effort to Diversify Board of Directors	Yes
Southwest Airlines	Invest in Clean, Renewable Energy Sources	Yes
Sturm Ruger	Adopt Confidential Proxy Ballot	Yes
Talbot's	Report on Gun Violence Policies	Yes
Talisman Energy	Adopt Code of Conduct Based Upon ILO Labor Standards	Yes
Texaco	Report on Human Rights and Operations in Sudan	Yes
Textron	Adopt Workplace Code of Conduct Based Upon ILO Conventions	Yes
TJX	Military Contracts Criteria	Yes
	Implement MacBride Principles in Northern Ireland	Abstain
Tricon Global Restaurants	Adopt Code of Conduct for Company and Suppliers	Yes
TRW	Feasibility Study of Phase-Out of Genetically Engineered Products	Yes
	Report on Company's Involvement in Space Weapons	Yes
Tyco International	Implement MacBride Principles in Northern Ireland	Abstain
Tyson Foods	Phase Out Purchase of PVC Products	No
UAL	Adopt Code Protecting Workers	Yes
Unocal	Endorse CERES Principles on the Environment	Yes
	Link Executive Pay to Company's "Guiding Principles"	Yes
	Report on Efforts to Diversify Board of Directors	Yes
UST Corp. (U. S. Tobacco)	Adopt Code of Conduct Based Upon ILO Labor Standards	Yes
UTX (United Technologies)	Study Youth Access to Tobacco in Stores	Yes
	Implement MacBride Principles in Northern Ireland	Abstain
Wal-Mart	Report on Technology Offsets for Foreign Military Sales	Yes
	End Sales of Hand Guns and Ammunition	Yes
	No Suppliers Using Forced, Convict or Child Labor	Yes
	Phase Out Genetically Modified Foods	Abstain
Wendy's	Create Smoke-Free Restaurants & Facilities	Yes
Weyerhaeuser	Phase Out Chlorine from Papermaking	Abstain
	Report on Environmental Liability Issues	Yes
Willamette Industries	Report on Environmental Liability Issues	Yes

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RECOMMENDATION TO THE GENERAL ASSEMBLY COUNCIL FROM THE CR 00-8 WORK TEAM

The Commissioner Resolution 00-8 Work Team requests that the National Ministries Division (NMD) Evangelism Sub-team send the following recommendations to the NMDC for approval and forward to the General Assembly Council (GAC) for approval and referral to the GAC Staff Leadership Team:

I. The GAC challenge and inspire the church at all levels with written correspondence stating the goals of the Racial Ethnic/Immigrant Evangelism and Church Growth Report as approved by the 210th General Assembly (1998). This should minimally involve the following points:

1. Establishing goals for racial ethnic membership growth and a plan to accomplish them, including new church developments, redevelopments and new immigrant ministries;
2. Participating in the wide range of activities suggested in the Racial Ethnic/Immigrant Evangelism and Church Growth Report and identifying new opportunities to allocate resources to empower racial ethnic leadership;
3. Participating in campaigns to raise the necessary financial resources required to meet the racial ethnic membership goals.
4. Developing policies that insure full participation in, and access to governing body programs and resources;
5. Negotiating financing for facilities that will encourage the development of racial ethnic congregations;
6. Employing relevant demographic information to help explore ways of being responsive to changes in the communities or areas served.
7. Recruiting and employing racial ethnic staff.
8. Challenging racial-ethnic persons with great potential to consider pastoral ministry or teaching in our theological institutions as a calling from God.

II. To Work, through the racial ethnic staff of the Evangelism and Church Development Program Area and the congregational enhancement staff of the Racial Ethnic Ministries Program Area of the National Ministries Division, in Partnership with Presbyteries by:

1. Developing effective intervention processes for situations in which conflict has evolved and racial bias is implied in the pursuit of prioritized development objectives
2. Recognizing presbyteries which are engaged in implementing the goals of the Racial Ethnic/Immigrant Church Growth Strategy Report;
3. Encouraging aggressive implementation of the goals of the Racial Ethnic/Immigrant Church Growth Strategy Report.
4. Encouraging the active participation of middle governing body staff and elected leaders in cultural-sensitivity training seminars;
5. Encouraging presbyteries to submit proposals for Mission Program Grant funding which reflect the goals of the Racial Ethnic/Immigrant Evangelism and Church Growth Report.

III. DATA

That in preparation for the implementation of recommendation I as stated above, that the GAC Staff Leadership Team request the Office of Research Services to compile data which indicate the level of presbytery participation in the implementation of the Racial Ethnic/Immigrant Evangelism and Church Growth Report. Such data may include, but not limited to:

- (1) Utilizing current demographic data for NCD/RDV projects;
- (2) Assessing demographic change within the boundaries of presbyteries;
- (3) Illustrating the consolidated data of items III (1)(2) above through maps and graphics.

IV. ELECTED MEMBERS OF GENERAL ASSEMBLY COUNCIL

The General Assembly Council Executive Director give a progress report to the General Assembly Council as to the implementation of the Racial Ethnic/Immigrant Church Growth Strategy Report, and to share *with the General Assembly Council the information compiled under recommendation III above.*

II. Referrals In Progress

1. *1998 Referral: 43.0028. III. Recommendation 6. That National Ministries Division Develop a Study Guide on the Standards of Ethical Conduct for Use in Committees on Ministry, Committees on Preparation for Ministry, and Christian Education Committees—From the Special Committee on a Professional Code of Ethics (Minutes, 1998, Part I, pp. 68, 628).*

Response: In Progress. NMD, CPS, Report in 2002. An extension is requested because of the absence of an Associate for Resourcing Committees on Ministry. A new staff person arrived January 1, 2001 and staff will be working on this.

2. *2000 Referral: 22.194-.196. A. Final Report of the Workgroup on the Role and Status of Christian Educators, Recommendations 1.-6.b.(2)—From the General Assembly Council (Minutes, 2000, Part I, pp. 54, 193-97).*

Response: In Progress. The GAC, through its Chair, appointed a group of 8-10 persons including members from COTE, the Presbyteries' Cooperative Committee on Examination, Committees on Preparation for Ministry, and pastors of churches with a strong educational ministry, along with two members of the Workgroup on the Role and Status of Christian Educators as a Workgroup for the purpose of developing a design for the preparation, employment, ordination, and support of Christian Educators as Ministers of Word and Sacrament with a Specialization in Educational Ministry. The Task Force is asked to report to the 214th General Assembly (2002).

3. *1998 Referral: 27.0046. IV. Report on the Military and Sexual Exploitation and Abuse of Women. Recommendation 5. That the Presbyterian Council for Chaplains and Military Personnel Designate, at Minimum, Two Chaplains and Two Civilians to Look Into the Situation of Prostitution Around Military Bases and Make Specific Proposals as to What Chaplains Might Do to Assist the U.S. Military in Addressing the Problem and What the Church Might Do to Assist Chaplains in Carrying Out Those Duties and Report to the 212th General Assembly (2000)—From the Advocacy Committee For Women's Concerns (Minutes, 1998, Part I, pp. 57, 516).*

Response: In Progress. National Ministries Division, Churchwide Personnel Service, Presbyterian Council for Chaplains and Military Personnel, Report in 2002. A trip to Korea by the task force assigned to study the problem of prostitution around military institutions has been delayed due to the difficulty of coordinating schedules. The trip has been scheduled in 2001. Therefore, we are asking for an extension to report to the 214th General Assembly in 2002.

4. *Overture 99-8. On Advocacy for Survival of Family Farmers, Ranchers, and Rural Communities—From the Presbytery of South Dakota (Minutes, 1999, Part I, pp. 81, 581-82).*

Response: In Progress, National Ministries
Division, Evangelism and Church
Development

with the Presbyterian Hunger Program, Report in 2002

5. *Commissioners' Resolution 00-8. On Racial Ethnic Church Development and Redevelopment (Minutes, 2000, Part I, pp. 27, 492).*

Response: In Progress. National Ministries Division, Racial Ethnic Ministries, 2002. An extension is requested. Individuals who will serve on a work team to respond to the concerns of the Commissions' Resolution have been identified, however, their first meeting is not scheduled until January 2001.

6. *Commissioners' Resolution 00-21. On Coordinating Translation of the Book of Order (Minutes, 2000, Part I, pp. 45, 500-1).*

Response: In Progress, National Ministries Division, Evangelism and Church Development Program Area, Report in 2002.

7. *Overture 00-89. On Affirming the Quality of Life in Rural Communities—From the Presbytery of Northern New York (Minutes, 2000, Part I, pp. 52, 475-76).*

Response: In Progress, National Ministries Division, Evangelism and Church Development program area, Report in 2002. An extension to the 214th General Assembly is requested. Consultation has begun between the Rural Ministry Advisory Committee and staff and the Mission Responsibility Through Investment Committee and staff. The limited number of meetings possible for these groups each year and the time needed to identify the relevant corporations in which the church owns stock, engage conversations with rural community people, and to begin identifying strategies to engage corporations in which the church owns stock around the concerns require more time than available in one year.

8. *Overture 00-71. On Developing a Mission Strategy to Strengthen the Partnership Between the Church and Its Related Schools, Colleges, and Universities—From the Presbytery of Transylvania (Minutes, 2000, Part I, pp. 22-23, 456-57).*

Response: In Progress: National Ministries Division, Higher Education Report in 2002

9. *2000 Referral: 22.232. B. Comprehensive Strategy for Ministries with Native Americans, Recommendation 3., That the 212th General Assembly (2000) Instruct the General Assembly Council to Make Available Adequate Funding for Implementation of the "Comprehensive Strategy for Ministries with Native Americans" Including Items (a)-(f)—From the General Assembly Council (Minutes, 2000, Part I, pp. 26, 206).*

Response: In Progress. National Ministries Division, Racial Ethnic Ministries, 2002. Funds have been provided.

10. 1998 Referral: 39.0080-0081. X. Recommendation 1. That the Presbyterian Health, Education, and Welfare Association and the National Ministries Division Live Under the Covenant of Agreement for Shared Ministry for a Period of Five Years and Report to the 215th General Assembly (2003) to Determine If the Agreement Is Working and Best Serving the Church—From the Special Committee on the Presbyterian Health, Education, and Welfare Association (Minutes, 1998, Part I, pp. 92, 591).

Response: In Progress. National Ministries, Presbyterian Health, Education and Welfare Association, Report in 2003.

11. 1999 Referral: 25.025. A. Monitoring Report on the Presbyterian Church (U.S.A.)'s Health Care Policies and Activities and the Current Sociopolitical Context for Health Care with Recommendations. 2.d. Recommendation to Direct the Office of Health Ministries (USA) and to Urge the Board of Pensions (as Appropriate for Plan Members) to Develop Resources to Help Individuals Make Informed Choices About the Use of "Alternative" or "Complementary" Medical Practices—From the Advisory Committee on Social Witness Policy (Minutes, 1999, Part I, pp. 40, 308).

Response: In Progress. National Ministries Division, Social Justice Program Area, Office of Health Ministries, USA. Report in 2002.

12. 1999 Referral: 25.030. A. Monitoring Report on the Presbyterian Church (U.S.A.)'s Health Care Policies and Activities and the Current Sociopolitical Context for Health Care with Recommendations. 2.i. Recommendation to Urge Entities Engaged in Health Ministries to Develop Appropriate Documentation to Quantify Their Programmatic Work, to Be Included in the Denominational Health Programs and Policies Monitoring Report Going to the 216th General Assembly (2004)—From the Advisory Committee on Social Witness Policy (Minutes, 1999, Part I, pp. 41, 308).

Response: In Progress. National Ministries Division, Social Justice Program Area, Office of Health Ministries, USA. Report in 2004.

13. 1999 Referral: 25.044. A. Monitoring Report on the Presbyterian Church (U.S.A.)'s Health Care Policies and Activities and the Current Sociopolitical Context for Health Care with Recommendations. 3.c. Recommendation to Urge the Presbyterian Network on Alcohol and Other Drug Abuse and the Office of Health Ministries (USA) to Update, if Appropriate, Their Educational Material on Alcoholism and Addictions—From the Advisory Committee on Social Witness Policy (Minutes, 1999, Part I, pp. 41, 309).

Response: In Progress. National Ministries Division, Social Justice Program Area, Office of Health Ministries, USA. Report in 2002.

14. 1999 Referral: 25.040. A. Monitoring Report on the Presbyterian Church (U.S.A.)'s Health Care Policies and Activities and the Current Sociopolitical Context for Health Care with Recommendations. Recommendation 2.s. That the General Assembly Council Submit to the 216th

General Assembly (2004), a Monitoring Report with Appropriate Recommendations Based on a Review of the Denominational Health Policies Approved Since 1988, the Health Activities and Programs of General Assembly Entities and Related Organizations for 1999–2003, and the Sociopolitical Context at the Time of That Review—From the Advisory Committee on Social Witness Policy (Minutes, 1999, Part I, pp. 41, 309).

Response: In Progress. National Ministries Division, Social Justice Program Area, Office of Health Ministries, USA. Report in 2004.

15. *1999 Referral: 25.086. B. Resolution on Managed Care. Recommendation 2.c.(14). That the General Assembly Council Submit a Report with Appropriate Recommendations, That Assesses the Church's Progress Toward Implementing the Recommendations in This Resolution and to Provide the Necessary Funds to Ensure That This Assessment Can Be Presented to the 216th General Assembly (2004)—From the Advisory Committee on Social Witness Policy (Minutes, 1999, Part I, pp. 43, 343).*

Response: In Progress, National Ministries Division, Social Justice Program Area, Office of Health Ministries, USA. Report in 2004.

16. *2000 Referral: 25.029. B. Resolution on Police Accountability, Recommendation 1.a.(2), That the 212th General Assembly (2000) Urge the Criminal Justice Program to Explore Mutually Accountable Membership, Support, and Participation in the Efforts of Groups Concerned About This Issue to Promulgate Deeper Understanding, Mutual Respect, and Increased Cooperation Between Law-Enforcement Agencies and Citizens Toward a Reduction of Violence and Greater Accountability, One to Another—From the Advisory Committee on Social Witness Policy (Mission, 2000, Part I, pp. 51, 234).*

Response: In Progress. Through its Criminal Justice Program, the National Ministries Division is a member of the National Coalition on Police Accountability. Report on the Southern Poverty Law Center and the Center for Democratic Renewal in 2002.

17. *Overture 00-61. On Consulting with the Leadership of the Presbyterian AIDS Network Concerning Experiences with Care Team Ministries, Allocating Funds for Conferences, with Report to the 215th General Assembly (2003)—From the Presbytery of Northern New York (Minutes, 2000, Part I, pp. 59, 443–44).*

Response: In Progress. National Ministries Division, Social Justice Program Area, Office of Health Ministries, USA. Report in 2003

18. *1999 Referral: 22.205–212. D. Final Recommendations for the "Study of Urban Theological Education": Joint Consultation of the Urban Strategy Work Group and the Committee on Theological Education. Recommendation 1.a.-f.. That the 211th General Assembly (1999) Affirm the Foundational Principles From the "Study of Urban Theological Education—From the General Assembly Council (Minutes, 1999, Part I, pp. 46, 287–88).*

Response: In Progress. The National Ministries Division's Urban Ministry Office. Report in 2003.

19. *1999 Referral: 25.239. G. Policy Statement of "Building Community Among Strangers". Recommendation 4.e., That the 211th General Assembly (1999) Urge Women's Ministries, in Consultation With the Office of Theology and Worship, to Form a Work Group to Survey Recent Contributions by Women Theologians, Biblical Scholars, Ethicists, and Liturgists of Diverse Theological Perspectives Within the Reformed Tradition and to Produce a Resource Lifting Up These Voices for Congregational Study—From the Advisory Committee on Social Witness Policy (Minutes, 1999, Part I, pp. 33, 404).*

Response: In Progress. National Ministries Division, Women's Ministries Program Area, Report in 2002.

III. Final Responses to Referrals

1. *1998 Referral: 20.0322. V. Reports. B. Comprehensive Mission Funding Strategy Task Force Report. Part V. Recommendations to the General Assembly, Item D. That All Presbytery Committees on Preparation for Ministry and Committees on Ministry, Along with Our Theological Institutions, Be Encouraged to Address the Theology of Stewardship, Fiduciary Responsibilities, and Personal Financial Management as Integral Aspects of Preparation for Ministry—From the General Assembly Council (Minutes, 1998, Part I, pp. 50, 233).*

Response: Final: CPS has participated with COTE and the Board of Pensions in planning for a wholistic approach to providing guidance for candidates in the preparation for ministry process. These concerns are being addressed in programs on seminary campuses and new pastor seminars. In its communications and training, CPS has encouraged presbytery committees on preparation for ministry and committees on ministry to address the Theology of Stewardship, Fiduciary Responsibilities, and Personal Financial Management as they work with candidates for ministry and new ordinands.

3. *2000 Referral: 22.187-193; .197-228. A. Final Report of the Workgroup on the Role and Status of Christian Educators, Recommendations 1.-6.b.(2)—From the General Assembly Council (Minutes, 2000, Part I, pp. 54, 193-97).*

Response: Final. The following process was approved by GAC in September 2000 in order to comply with the referral of Items 22.187-22.228 from the 212th General Assembly (2000) [F.24.1]:

a. The Workgroup's recommendations "to affirm the ministry of Christian Education, strengthen the current certification process, encourage accountability, and support the ministry and just treatment of Christian Educators" was referred to the Christian Educator Certification Council, an entity of the National Ministries Division for a report and recommendations.

b. The Office of Theology and Worship has been asked to revise and update the Theology of Ordination Paper previously distributed to the General Assembly including the theology of ordination, the offices of the church, and the Reformed understanding of call.

Response: Final. See Section IV, Report #3 from Christian Educator Certification Council.

2. *1995 Referral: 34.343-347. D. Task Force on Church Membership Growth, 1.1. Recommendation to Encourage Presbyteries to Prepare and Put Into Operation a Comprehensive Strategy for New Church Development and Church Redevelopment so That by the Year 2000, 75 Percent of the Presbyteries of the PC(USA) Will Have Such Strategies, and That the Evangelism and Church Development Program Area of the National Ministries Division Carry Out Items 1.1.(1)-(4)—From the General Assembly Council (Minutes, 1995, Part I, pp. 36, 43, 411).*

Response: Final. As a regular part of the Evangelism and Church Development program area presentations and consultations with presbyteries, the development of comprehensive

strategies are encouraged. Attention to racial ethnic and immigrant realities are a core part of the consultations. The presbyteries with clear strategies are the ones who do the best job of resourcing their congregations and of making successful new church starts and redevelopments. A survey of all presbyteries asked if they had strategies in four areas: new church development (ncd); church redevelopment (rdv); evangelism (eva), and church growth (cg), and requested them to provide us with copies of their strategies as a resource for others. The results are:

	Total Presbyteries	Responses ncd	Responses rdv	Responses eva	Responses cg
Number/% responding	173	71 (41.04%)	71 (41.04%)	71 (41.04%)	71 (41.04%)
Number/% Have strategy		30 (17.34%)	20 (11.56%)	14 (8.09%)	16 (9.25%)

3. *Commissioners' Resolution 96-22. On Funding a Videotape for New Church Development (Minutes, 1996, Part I, pp. 52, 55, 789).*

Response: Final, funds are available in the budget to produce the video when the processes and staff are in place.

4. *2000 Referral: 25.075. C. Resolution on Disabilities: A Celebration of That All May Enter, Recommendation 5.a. That the 212th General Assembly (2000) Direct the National Ministries Division to Enhance Publicity About the Availability of Loans and Guidelines to Help Churches Become More Inclusive, and Make Clear That Loans Are for More Than Only Mobility Accessibility—From the Advisory Committee on Social Witness Policy (Minutes, 2000, Part I, pp. 59, 249).*

Response: Final, With the alignment of the Presbyterian Investment and Loan Program and the Church Loan Program, we now have a marketing team that updates the loan brochures and sends out periodic mailings as information about all the loans we have available. The loans brochure has been revised to include a more comprehensive list of worship accessibility concerns. For example, the term "building accessibility" has been changed to "accessibility loans," and a hearing impaired icon has been added.

5. *Overture 98-63. On Preparing a Churchwide Mission Strategy for Ministry to Higher Education—From the Presbytery of National Capital (Minutes, 1998, Part I, p. 94, 689).*

Response: Final. Please see Section IV, Recommendations, Report #2, Renewing The Commitment: A Church Wide Mission Strategy For Ministry in Higher Education.

6. *1999 Referral: 25.046. A. Monitoring Report on the Presbyterian Church (U.S.A.)'s Health Care Policies and Activities and the Current Sociopolitical Context for Health Care with Recommendations. Recommendations to Entities Related to the General Assembly, 3.e. to Urge the Office of Higher Education, in Consultation with the Office of Health Ministries (USA) and Other Appropriate Entities, to Encourage PC(USA)-Related Colleges to Report How They Are Responding to the Directives of Life Abundant (1998)—From the Advisory Committee on Social Witness Policy (Minutes, 1999, Part I, pp. 41, 309).*

Response: Final. The Office of Schools, Colleges and Universities within the Higher Education Program Area has responded to this urging of the 200th General Assembly. It has done so in cooperation with the Office of Theological Education. The educational institutions related to the Presbyterian Church (USA) have taken seriously the responsibility to provide a healthy environment for members of their communities, especially students, and to provide programs in health education: Nearly all of the schools, colleges and universities require courses in physical education and provide courses in health education. Careful attention has been given to sex education with a module of HIV/Aids, education regarding chemical abuse with a special emphasis on the abuse of alcohol, and the dangers of smoking. In the institutions, where there is a large residential population, policies and practices have been developed in the residence hall to ensure a healthy environment. Nearly all of the institutions have a chaplaincy program which ministers to the spiritual health and vitality of the students, and a counseling program for students "struggling: with the challenges of young adulthood and the pressures of academic life.

In addition, when the report was initially issued, the former Committee on Higher Education corresponded with the schools, colleges and universities regarding this request. The educational institutions gave attention to the issues of health and healing of each of the campuses and through interaction among the officers at conferences. The deans/vice presidents of student life, the chaplains, the chief academic officers, and the presidents met with these issues on their agenda. The Office of Schools, Colleges and Universities, during the calendar year 2001, will encourage the institutions to develop a continuing means of communicating with each other.

7. *Commissioners' Resolution 99-22. Regarding Campus Ministry (Minutes, 1999, Part I, pp. 24, 697).*

Response: Final. Please see Section IV, Recommendations, Report #2, Renewing The Commitment: A Church Wide Mission Strategy For Ministry in Higher Education.

8. *Overture 99-29. On Producing a Reference Guide to All Congregations Engaged in Campus/Off-Campus Ministry to Students, Including Information on Ecumenical Campus Ministries—From the Presbytery of Peaks and Plains (Minutes, pp. 24, 612).*

Response: Final. Overture 99-29 adopted by the 212th General Assembly (2000) requested the Higher Education Program Area to produce a reference guide of all particular Presbyterian congregations engaged in campus and/or off-campus ministry to students at colleges and universities located in or nearby their communities, and to include information on ecumenical campus ministries in which Presbyterians are involved. Further, this reference guide is to be made available to the pastors, sessions and students of our denomination. The fulfillment of this overture was placed in the office of Higher Education Ministries/Students' Ministries.

In a spring 1999 mailing each particular congregation in the denomination was asked "Is your congregation engaged in any outreach activities to college students (other than your own church members) who attend nearby colleges or universities?" with a check list of selected outreach activities included. In the 1999 Congregation Annual Statistical Report each congregation was asked to respond to a similar question with examples of activities. These data showed that over 1,800 congregations (16.1% of the denomination) are engaged in from one to all five of the exemplar activities through a planned ministry program with college students other than their own members.

The contact information on these "student outreach congregations" as well as that of the approximately 825 additional on-campus Presbyterian related ministries and college chaplaincies has been compiled into a state by state, school by school reference guide entitled "Presbyterian Collegiate Ministry Directory". It is available as a printed booklet and electronically as a searchable database on the Higher Education web site.

9. *Overture 98-76. On Meeting AIDS with Grace and Truth—From the Presbytery of Greater Atlanta (Minutes, 1998, Part I, pp. 91-92, 694-95).*

Response: Final. The Office of Health Ministries, USA (OHM), Presbyterian AIDS Network (PAN), and the Washington Office have been working together for public policies and funding to provide access to lifesaving drug treatments for those with HIV/AIDS and to change policies so that there is protection of benefits for those with HIV/AIDS. The OHM and PAN have created and marketed educational materials about HIV/AIDS including a poster sent to 18,000 churches and church leaders, a new video "Spread the Work: The Role of Black Churches in the AIDS Crisis," and a video about HIV/AIDS and older adults

10. *1999 Referral: 25.069. B. Resolution on Managed Care. Recommendation 2.c.(2). Direct the Office of Health Ministries (USA), in Partnership With the Board of Pensions and the Washington Office, to Make Available Appropriate Educational Materials for Employers and Employees Participating in the Benefits Plan of the Presbyterian Church (U.S.A.) That Will Assist Them in Making Informed Decisions About Managed-Care Plans—From the Advisory Committee on Social Witness Policy (Minutes, 1999, Part I, pp. 42, 342).*

Response: Final. The Board of Pensions makes available educational material for Plan Members in two ways:

1. The Board mails to each Plan Member an annual Medical Coverage booklet that describes in detail the operation of the Medical Plan, including its managed care features. Those features include in- and out-of-network benefits, utilization and pre-certification requirements and pre-authorization for the coverage of certain medications. The information provided educates Plan Members about their options in using medical services and the implications of their decisions on the coverage levels they will receive.
2. For those Members who live in areas of the country where HMOs (Health Maintenance Organizations) are offered as options, the open enrollment material provided each fall compares the benefits of the non-HMO program with those of the available HMO(s). These comparisons allow Members to make informed choices among the options available to them.

In both instances, the Board of Pensions encourages the use of appropriate preventive services by providing information about services recommended by the U.S. Preventive Services Task Force. HMOs generally provide coverage for such services. The network plan also provides coverage for them on an enhanced basis to encourage their use.

The Medical Plan continues to reflect community commitment by collecting dues based on effective salaries and requiring cost-sharing (deductibles and copay limits) that is also tied to income. In this way, the program is funded based on ability to pay and the individual shares in the cost of care on the basis of his/her income, again the ability to pay.

In addition, in its Health Care-Stewardship of Public Life legislative newsletter and Health Care List Serve, the Washington Office informed Presbyterians of developments in the public policy issues in the managed care debate. As bills were introduced in Congress and reviewed in congressional committees, the Washington Office provided information to constituents about opportune times to make informed decisions about letter writing to policy decision makers. These publications informed Presbyterians about the different managed care proposals under consideration including the so-called "Patient's Bill of Rights".

11. *1999 Referral: 25.095-098. B. Resolution on Managed Care. Recommendations to the Health Care Industry to Do Items 4.a.-c.—From the Advisory Committee on Social Witness Policy (Minutes, 1999, Part I, pp. 43, 344).*

Response: Final. The Office of the Stated Clerk and the Office of Health Ministries, USA collaborated in creating and sending a letter to Congress persons as well as appropriate persons in the Health Care Industry in October 1999.

12. *Overture 99-70. On Climate Change and the Persistence of Its Causes—From the Presbytery of Susquehanna Valley (Minutes, 1999, Part I, pp. 50-51, 668).*

Response: Final. Several actions in response to the overture were done. Advocacy regarding international efforts to address climate change has been steady and sustained. The Stated Clerk joined other denominational leaders in a letter to President Clinton urging support for the Kyoto Protocol. Church representatives have met several times with administration and congressional leaders urging ratification of the Kyoto Protocol, increased funding for research in energy efficiency and alternative energy development. Energy conservation efforts have been undertaken at the Presbyterian Center, and the Office of Environmental Justice is promoting the Energy Stewards Congregation program to reduce energy use. The Environmental Justice Staff Team continues to promote existing study materials on climate change, environmental responsibility and lifestyle issues.

13. *Commissioners' Resolution 99-10. On Full Implementation of Overture 95-46, Commission for Enabling Ministries (Minutes, 1999, Part I, pp. 25, 684).*

Response: Final. In consultation with Presbyterians for Disability Concerns (PDC) and members of the Commission for Enabling Ministries, qualified telephone consultants have been retained to answer questions and provide support for those seeking help with issues relating to disabilities. Referrals to consultants are made by PresbyTel personnel or through the office of Social Welfare Organizations. The consultants are responsible to remain current on disability resources, laws, services, and models for ministry.

14. *2000 Referral: 25.027-028. B. Resolution on Police Accountability, Recommendation 1.a.(1), That the 212th General Assembly (2000) Direct the Criminal Justice Program to Make Available Existing Materials or Develop New Materials as Guides for Study and Advocacy on the Issue of Accountability in the Enforcement of the Law; Review the Resolution Adopted by the 203rd General Assembly (1991) Calling for Humane and Effective Law Enforcement; Redistribute the Program Guide for Race Relations and Criminal Justice Sundays on "People of Color and the Criminal Justice System" in Justice Jottings, February 14, 1993; and the Article "Policing the Police: The Role of the Religious Community" in Church & Society (March/April 1997, pp. 82-88) and Suggest Steps Congregations Can Take to Enhance Police-Community Relations and to Alleviate Tensions—From the Advisory Committee on Social Witness Policy (Minutes, 2000, Part I, pp. 51, 234).*

Response: Final. "Police, Community, Church: A Study/Action Resource" has been published, publicized, and distributed to synod and presbytery offices, resource centers, and congregations and others requesting it. The portfolio includes the Program Guide for Race Relations and Criminal Justice Sunday, February 14, 1993, on "People of Color and the Criminal Justice System," and the reprint of three police-related articles from *Church & Society Magazine*, March/April 1997, among its other policy and information contents

15. 2000 Referral: 25.074. C. Resolution on Disabilities: A Celebration of That All May Enter, Recommendation 5., That the 212th General Assembly (2000) Recommit the Resources and People, the Imagination and Energies of the Whole Presbyterian Church (U.S.A.) so That the Goals of That All May Enter May Be Fully Accomplished—From the Advisory Committee on Social Witness Policy (Minutes, 2000, Part I, pp. 59, 249).

Response: Final. Since 1977 with the adoption of Overture 16: *On Responding to the Concerns of the Handicapped*, the Presbyterian Church has committed financial resources and staff to advocating for the full inclusion of persons with disabilities. The goal of achieving full participation in both church and society continues to be a major emphasis in the Social Justice area of the National Ministries Division. Working with Presbyterian for Disability Concerns (PDC), staff supports initiatives that challenge the physical and attitudinal barriers that limit full participation.

16. 2000 Referral: 25.076. C. Resolution on Disabilities: A Celebration of That All May Enter, Recommendation 5.b., That the 212th General Assembly (2000) Direct the National Ministries Division to Urge Presbyteries to Promote Learning Events to Help Ministers of Word and Sacrament and Christian Educators to Preach and Teach in Ways That Show Conscious Acceptance of People with and Without Disabilities—From the Advisory Committee on Social Witness Policy (Minutes, 2000, Part I, pp. 59, 249).

Response: Final. The Presbyterian Health, Education and Welfare Association (PHEWA) in partnership with its constituent network, Presbyterians for Disability Concerns (PDC) consulted with and supported financially the conference at Stony Point Center, "Being Whole in the Eyes of God...That All May Worship," an event for persons with and without disabilities. Planning continues for a conference in 2002 in partnership with The Montreat Conference Center. Montreat Conference Center was also urged to add a workshop(s) on preaching "difficult topics," such as disabilities, violence against women, etc. at their annual preaching conference. Workshops and site visits, featuring ministries with the disabled, were presented at the PHEWA 2001 Biennial Social Welfare Ministries Conference.

17. 2000 Referral: 25.077. C. Resolution on Disabilities: A Celebration of That All May Enter, Recommendation 5.c., That the 212th General Assembly (2000) Direct the National Ministries Division to Urge Presbyteries and Congregations to Promote Educational Events for Sessions and Church Leaders to Gain Knowledge About Ways Churches Can Work for Justice and Become More Inclusive—From the Advisory Committee on Social Witness Policy (Minutes, 2000, Part I, pp. 59, 249).

Response: Final, The following events were promoted by the Presbyterian Health, Education and Welfare Association to the Presbyterian Church (USA):
Stony Point Center conference "Being Whole in the Eyes of God...That All May Worship"

PHEWA 2001 Biennial Social Welfare Ministries Conference

The Child Advocacy Office and the Presbyterian Child Advocacy Network (PCAN) with the General Assembly Council planned and implemented programming for the Year of the Child General Assembly emphasis

Presbytery and synod events when requested by entity

18. 2000 Referral: 25.078. C. Resolution on Disabilities: A Celebration of That All May Enter, Recommendation 5.d., That the 212th General Assembly (2000) Direct the National Ministries Division to Make Available Lists of Resources to Help with Recommendations (2) and (3) Including, But Not Limited to, Appendixes A Through C Printed with This Resolution—From the Advisory Committee on Social Witness Policy (Minutes, 2000, Part I, pp. 59, 249).

Response: Final. Resource lists, including all the resources listed above on disability issues, are available through the Presbyterian Health, Education and Welfare association's office. The resource lists are included in all Access Sunday Packets sent to congregations, presbyteries, and synods.

19. 2000 Referral: 25.079. C. Resolution on Disabilities: A Celebration of That All May Enter, Recommendation 5.e., That the 212th General Assembly (2000) Direct the National Ministries Division to Continue to Develop Educational and Worship Resources for Churches to Use with Children and Adults Who Have Disabilities—From the Advisory Committee on Social Witness Policy (Minutes, 2000, Part I, pp. 59, 249).

Response: Final. Presbyterians for Disability Concerns (PDC), a network of the Presbyterian Health, Education and Welfare Association (PHEWA) developed and made available an *Access Sunday Packet*, encouraging congregations to set aside a special worship day to celebrate with and recognize persons with disabling conditions. Included in the packet: worship bulletin, Bible study suggestions, resource list, and children/youth suggestions for study and worship. PHEWA also actively promoted the *Accessible Congregations Campaign* sponsored by the National Organization on Disability. The new resource, *Nurturing The Children of God, The Call to Foster Parenting & Adoption* was produced jointly by Presbyterian Affirming Reproductive Options (PARO) and the Presbyterian Child Advocacy Network (PCAN). The resource was sent to all Presbytery Resource Centers. PDC produces a bi-monthly newsletter that contains models of ministry and worship resources.

20. 2000 Referral: 25.083. D. Monitoring Report on the Implementation of General Assembly Policy on Abortion, Recommendation 2., That the 212th General Assembly (2000) Direct That Material Identified by the "Monitoring Report on the Implementation of General Assembly Policy on Abortion" Be Brought Into Compliance As Requested—From the Advisory Committee on Social Witness Policy (Minutes, 2000, Part I, pp. 34, 265).

Response: Final, All material identified by the Monitoring Report on Abortion that was produced by Presbyterians Affirming Reproductive Options (PARO), a network of the Presbyterian Health, Education and Welfare Association (PHEWA) has been brought into compliance.

21. *Commissioners' Resolution 00-6. On Investment in Sudan (Minutes, 2000, Part I, pp. 39-491).*

Response: Final. See Section IV, Recommendations, Report #4, Final Report on Talisman Energy and the Sudan From the Committee on Mission Responsibility Through Investment.

22. *Overture 00-95. On Gun Violence—From the Presbytery of Greater Atlanta (Minutes, 2000, Part I, pp. 52, 482-84).*

Response: Final. "Hope, Respect, Reconciliation: A Christian Response to Gun Violence" has been updated, republished, publicized, and distributed to synod and presbytery offices, resource centers, and congregations and others requesting it.

23. *Commissioners' Resolution 00-22. On Clarifying the Relationship of the Women's Ministries Program Area to Women's Ministries and the General Assembly (Minutes, 2000, Part I, pp. 65, 501-2).*

Response: Final. The nature of the relationship between Presbyterian Women, the Women's Ministries Program Area, and the General Assembly has been clarified in a Covenant Agreement. (Available by the 213th General Assembly, 2001)

24. *Commissioners' Resolution 00-25. On Expressing Concern for Women Denied the Exercise of Their Pastoral Gifts (Minutes, 2000, Part I, pp. 28, 503-4).*
CR 00-25, Section 3

Response: Final. A list of resources supporting the ordination of women is available on request from the Women's Ministries Program Area.

25. *Alternate to Overture 00-18. On Directing the National Ministries Division (NMD) and the General Assembly Council (GAC) to Provide Yearly Funding to the Presbyterian Council for Chaplains and Military Personnel at \$250,000 for the years 2000-2001—From the 212th General Assembly (2000) (Minutes, 2000, Part I, pp. 64, 378-80).*

Response: Final. Funding has been approved.

26. *2000 Referral: 17.001. Recommendation A., That the Advisory Committee on Litigation Urges the Office of the Stated Clerk and the Washington Office to Explore Legislative Strategies on the Federal Level to Protect Religious Liberty, Pursuant to the Directive of the 210th General Assembly (1998) (Minutes, 1998, Part I, pp. 472-73), paragraphs 25.0327-.0331) and the*

Response to the 211th General Assembly (1999) (Minutes, 1999, Part I, p. 725, paragraphs 22.054-.055)—From the Advisory Committee on Litigation (Minutes, 2000, Part I, pp. 51, 145).

Response: Final. During the latter half of the 106th Congress (2000), the Washington Office worked, as a member of the Coalition to Preserve Religious Freedom, on advocacy efforts that resulted in successful passage of the Religious Land Use and Institutionalized Persons Act of 2000. The Washington Office informed Presbyterians about this issue through its Civil Rights and Religious Liberty newsletter of the Stewardship of Public Life Networks as well as through the List Serve system.

27. *2000 Referral: 17.002. Recommendation B., That the Advisory Committee on Litigation Urges the Office of the Stated Clerk and the Washington Office to Monitor Legislation and Cases in Other States and Assist the Presbyteries in Seeking Passage of State Religious Freedom Restoration Acts (RFRA's)—From the Advisory Committee on Litigation (Minutes, 2000, Part I, pp. 51, 145).*

Response: Final. The Stated Clerk's Office has taken primary responsibility for monitoring and Resourcing the development and passage of Religious Freedom Restoration Acts (RFRA) at the state levels. The Washington Office continues to respond to request for background information regarding activity at the federal level that may have a bearing on the development of state level RFRA's.

28. *2000 Referral: 25.016. A. Resolution on Gambling and Christian Faith. Recommendation d.(3), That the 212th General Assembly (2000) Call on Congress to Authorize and Fund the Further Studies the National Gambling Impact Study Commission Recommends—From the Advisory Committee on Social Witness Policy (Minutes, 2000, Part I, pp. 51, 232).*

Response: Final. The National Gambling Impact Study Commission was not funded in the FY2000 Budget. The Commission completed its assigned work. The Washington Office advocated for the implementation of the restrictions and regulations called for in the Report. The Report is available through the Government Printing Office in Washington DC. You can access it at on the web at - gpo.gov . Congress continues to review legislation on particular gambling topics such as -internet gambling and gambling on Native American reservations.

29. *Commissioners' Resolution 00-19. On the Cleanup of Toxic Waste at Former U.S. Military Bases in the Philippines (Minutes, 2000, Part I, pp. 39, 498-99).*

Response: Final. In its Asia Pacific --Stewardship of Public Life Legislative Network, the Washington Office informed Presbyterians about developments regarding Toxic Waste clean up at former Military Bases in the Philippines and urged them to support a resolution introduced by Delegate Robert Underwood (D-Guam) and Senator Richard Lugar (R-Ind).

30. *Overture 00-49. On Campaign Finance Reform in Society and in the Church—From the Presbytery of Hudson River (Minutes, 2000, Part I, pp. 51, 424-26).*

Response: Final. The Washington Office wrote about the issue of Campaign Finance Reform in its publications and urged Presbyterian to write letters to their elected members on this issue. Staff and volunteers also made advocacy visits to members of Congress to urge reform.

31. *Overture 00-79. On Lifting the Ban on Federal Funds for Support of Needle Exchange Programs—From the Presbytery of Genesee Valley (Minutes, 2000, Part I, pp. 52, 465-65).*

Response: Final. By contacting members of the Administration and congress, staff of the Washington Office advocated for federal budget support for needle exchange programs that would be monitored through the US Department of Health and Human Services.

IV. RECOMMENDATIONS

Report 1:

FINAL REPORT OF COLLEGES AND UNIVERSITIES RELATED TO THE PRESBYTERIAN CHURCH (U.S.A.)

RECOMMENDATION:

That the 213th General Assembly approve the following list of colleges and universities as those related to the Presbyterian Church (U.S.A.):

- Agnes Scott College, Decatur, GA 30030; Albertson College of Idaho, Caldwell, ID 3605; Alma College, Alma, MI 4880 1; Arcadia University, Glenside, PA 19038; Austin College, Sherman, TX 75 09 1; Barber-Scotia College, Concord, NC 28025; Belhaven College, Jackson, MS 39202; Blackburn College, Carlinville, IL 62626; Bloomfield College, Bloomfield, NJ 07003; Buena Vista University, Storm Lake, IA 50588; Carroll College, Waukesha, WI 53186; Centre College of Kentucky, Danville, KY 40422; Coe College, Cedar Rapids, IA 52402; Cook College and Theological School, Tempe, AZ 85281; Davidson College, Davidson, NC 28036; Davis & Elkins College, Elkins, WV 2624 1; The University of Dubuque, Dubuque, IA 5200 1; Eckerd College, St. Petersburg, FL 33733; Grove City College, Grove City, PA 16127; Hampden-Sydney College, Hampden-Sydney, VA 23943; Hanover College, Hanover, IN 47243; Hastings College, Hastings, NE 68902; InterAmericana Universidad de Puerto Rico, San Juan PR, 00936; Illinois College, Jacksonville, IL 62650; Jamestown College, Jamestown, ND 58405; Johnson C. Smith University, Charlotte, NC 28216;

King College, Bristol, TN 37620; Knoxville College, Knoxville, TN 3792 1; Lafayette College, Easton, PA 18042; Lake Forest College, Lake Forest, IL 60045; Lees-McRae College, Banner Elk, NC 28604; Lewis & Clark College, Portland, OR 97219; Lindenwood University, St. Charles, MO 6330 1; Lyon College, Batesville, AR 7250 1; Macalester College, St. Paul, MN 55105; Mary Baldwin College, Staunton, VA 24401; Mary Holmes College, West Point, MS 39773; Maryville College, Maryville, TN 37801; Millikin University, Decatur, IL 62522; Missouri Valley College, Marshall, MO 65340; Monmouth College, Monmouth, IL 61462; Montreat College, Montreat, NC 28757; Muskingum College, New Concord, OH 43762; Ozarks, College of the, Point. Lookout, MO 65726; Ozarks, University of the, Clarksville, AR 72830;

Peace College, Raleigh, NC 27604; Pikeville College, Pikeville, KY 41501; Presbyterian College, Clinton, SC 29325; Queens College, Charlotte, NC 28274; Rhodes College, Memphis, TN 38112; Rocky Mountain College, Billings, MT 59102; St. Andrews Presbyterian College, Laurinburg, NC 28352; Schreiner College, Kerrville, TX 78028; Sheldon Jackson College, Sitka, AK 99835; Sterling College, Sterling, KS 67579; Stillman College, Tuscaloosa, AL 35403; Trinity University, San Antonio, TX 78212; Tulsa, The University of Tulsa, OK 74104; Tusculum College, Greeneville, TN 37743; Warren Wilson College, Asheville, NC 28815; Waynesburg College, Waynesburg, PA 15370; Westminster College, Fulton, MO 6525 1; Westminster College, New Wilmington, PA 16172; Westminster College, Salt Lake City, UT 84105, Whitworth College, Spokane, WA 99251; Wilson College, Chambersburg, PA 17201; Wooster, The College of Wooster, OH 44691.

Further, that the 209th General Assembly approve the following list of secondary schools as

those related to the Presbyterian Church (U.S.A.):

Blair Academy, Blairstown, NJ 07825; Chamberlain-Hunt Academy, Port Gibson, MS 39150 a
Ministry of French Camp Academy, French Camp, MS 39715; Menaul School, Albuquerque,
NM 87107; Presbyterian Pan-American School, Kingsville, TX 78363; Rabun Gap-Nacoochee
School, Rabun Gap, GA 30568; Wasatch Academy, Mt Pleasant, UT 84647.

BACKGROUND It has been customary for the General Assembly annually to recognize and
approve a list of institutions related to the Presbyterian Church (U.S.A.) through history,
tradition, and covenants with governing bodies, and various relationships of program and
financial support.

IV. RECOMMENDATIONS

Report 2:

FINAL REPORT OF "RENEWING THE COMMITMENT: A CHURCH WIDE MISSION STRATEGY FOR MINISTRY IN HIGHER EDUCATION"

Report of the Overture 98-63 Response Committee

I. RECOMMENDATIONS

The Overture 98-63 Response Committee recommends that the 213th General Assembly take the following actions:

A. Affirm the restoration and renewal of our denomination's commitment to the oldest continuing mission of the Presbyterian Church (U.S.A.) beyond the congregation, the mission to higher education.

B. Adopt "Renewing the Commitment" as a church-wide strategy for ministry in higher education.

C. Direct the Office of General Assembly to print and distribute to the entire church and higher education institutions related to the church "Renewing the Commitment" and its attached report.

D. Instruct the General Assembly Council to make available adequate funding for implementation of the following specific objectives of the Strategic Goals contained in "Renewing the Commitment:

1. Establish by the beginning of academic year 2003-2004 a campus ministry internship program to deploy at least 5 - 10 post-baccalaureate young adults into the service of campus ministry congregations, college chaplaincies and other Presbyterian-related campus ministries.
2. Establish with Mission Funding and Development a focused and systematic process of funds development for the continuing support of the church's ministry with college and university students by 2003.
3. Coordinate with our ecumenical partners the present development of an electronic means for congregations, parents and students themselves to directly inform our higher education ministries regarding their members' or their own enrollment in colleges and universities served by Presbyterian-related collegiate ministry programs.
4. Conduct a national conference during 2002 involving student and staff leaders representing the several models and theological traditions existing in our higher education ministries. The gathering will explore the ways and means to continue support of existing ministries, extend ministry to new locations, increase involvement of racial and ethnic minorities and recent

immigrant peoples, and identify specific print and other resources required to assist students and other leaders in the expansion of our mission in higher education ministry.

5. Continue and expand the efforts and representation of the Presbyterian Student Strategy Team to assure a student voice in the church's ministry in higher education.

E. Request an annual report from the General Assembly Council regarding progress and implementation of the strategy contained in "Renewing the Commitment".

II. RATIONALE

The urgent task before us is no less than the very future of the Presbyterian Church (USA). Therefore, remembering our baptismal vows, let us renew our commitment to the oldest continuing mission of the Presbyterian Church in the United States beyond the congregation -- the mission to higher education. We join together, as the people of God, to claim, honor and sustain the work initiated through the Holy Spirit. In partnership with the entire church, let us continue to tell the Good News of Jesus Christ to all.

There is a critical need to renew our commitment to Evangelism in our Mission with the Collegiate Community.

"We feel alone." – a Presbyterian student

"Perhaps the most important mission field of the church in contemporary America is the college campus. College years are usually the time when young adults drift away from previous church involvement. At the same time increasing numbers of young people in American colleges have no previous involvement but share both altruistic impulses and a deep hunger for the experience of God."¹ The church has an obligation to provide a continuing ministry to its college student members as a way of "making certain that those baptized are nurtured in understanding the meaning of Baptism, of the Lord's Supper, and of their interrelation, and that they are surrounded by Christian encouragement and support" (BO W-2.3022.e) The church's collegiate ministry "on behalf of the Church universal, assumes responsibility for nurturing the baptized person in Christian life. (BO W-2.3023).

All the efforts the campus ministries, chaplaincies and campus ministry congregations of our church and its primary ecumenical partners plus the additional numbers of students served by Campus Crusade for Christ, International and the InterVarsity Christian Fellowship still involve less than .009% of the nearly 12,500,000 undergraduate students in our nation's colleges and universities. "The fields are ripe unto harvest." (John 4:35 NRSV)

There is a critical need to renew our commitment to Discipleship and Leadership Development in our Mission with the Collegiate Community.

"What opportunities are there for us in the Presbyterian Church?" – a Presbyterian student

"We are finding the pulpits difficult to fill recently . . . I think this directly correlates to the fact that many people find their calling for ministry in college, and if the church does not foster it, then it gives way to the reality of life." – recent Presbyterian graduate

Jesus calls us to go therefore and make disciples (Mt. 28.19) and he also mandates that we feed his sheep (John 21.15). During the 1990's there was great effort and enthusiasm for youth ministries, but there was not a concurrent emphasis on ministry to those youth in the succeeding years. Many students are lost during the confusing teen years and the difficult transition to college. They have said that there are limited opportunities for leadership and service in the young adult years. We have fallen down in our responsibilities to provide programs, opportunities and mentors for these young adults.

Leadership opportunities in campus ministry facilitate students' spiritual growth and provide a path to adult leadership and service for the church, civil society and the global community. There is a declining number of leaders to serve the church. Historically, ministries in higher education have provided this road to leadership. This is especially so for many who, during their collegiate years, discover their call to church vocations. Is there a connection? Dynamic communities, relevant programs and exceptional mentors are most effective when the brightest and best are drawn to student leadership roles by dynamic and relevant programs.

There is a critical need to renew our commitment to Stewardship Support of our Mission with the Collegiate Community.

"We are your children, your grandchildren. We are the children of God and the children of the Church. Trust us. Hear us. Believe in us. We are waiting, as has each generation before us, for the reign of God to be revealed to us in fullness, wisdom, generosity and truth. We are looking for an authentic word of life and will invest ourselves where people are willing to invest in us."

– graduate of a Presbyterian college

Funds allocation reflects mission priorities. Investing in college students will reap rewards. Our current resources are limited. We have not been imaginative enough about alternate sources of funding. Good stewardship requires resources to retain those whom we have baptized, and resources to evangelize those who are new to the faith. College graduates have potential for significant financial support for the mission of the church.

There is a critical need to renew our commitment to Spiritual Formation and the Reformed Tradition of our Mission with the Collegiate Community.

"How do we explain who we are and what do we believe?" – a Presbyterian student

"Why go to a Presbyterian Church when there's a Methodist church a half mile closer and you don't know the difference between the two denominations?" – Presbyterian student

Studies have shown that this generation is biblically illiterate and theologically uncertain. Many have never heard the biblical story. Biblical literacy and theology do matter. Students want to know what Presbyterians believe about the pressing social, political and moral issues in the contemporary world. Much of the church, in turn, lacks understanding of students' faith developmental issues and the matters that concern them most. The Presbyterian Church has not presented its biblical and theological heritage in ways that have kept pace with the educational delivery systems that are effective in reaching this generation.

There is a critical need to renew our commitment to Racial and Ethnic Students in our Mission with the Collegiate Community.

"I'm drawn to a collegiate ministry that is inclusive and open to all kinds of people, that is based in Reformed tradition and does not create a group that will become exclusive."

– Presbyterian student

Racial ethnic tensions continue to be a challenge for church and society. We have seriously neglected some of our commitments to racial ethnic schools. There has been an imbalance of resources committed to racial ethnic higher education institutions and to minority populations in other academic institutions. This is of particular note since there is a rising number of racial and ethnic students in higher education. The total enrollment of minorities is increasing while that of whites has actually decreased in the last decade². The church has a stated goal of increasing its minority membership. The campus provides unique opportunities to meet a common goal.

¹ The Reforming Tradition: Presbyterians and Mainline Protestantism, Milton J. Coalter, John Mulder, Louis B. Weeks, Westminster/John Knox Press, Louisville, KY, 1992, p. 258f

² "The Chronicle of Higher Education", September 1, 2000, Volume XLVII, Number 1

III. Strategic Goals for the Renewal of the Church's Commitment to the Mission of Ministry in Higher Education

A. The First Goal for renewing the commitment is to enhance the spiritual well being of the student and the church.

Therefore, the whole church is called to:

1. Provide, through campus and congregation-based ministries, options for cooperative, coordinated and diverse programs;
2. Develop, support and equip students to be leaders of the church, society and the global community;
3. Develop a clear articulation of Reformed theology that is relevant to students;
4. Develop resources written in students' language for worship, discipleship and service;
5. Improve and expand national and regional gatherings for students.
6. Utilize current technology to communicate more effectively.

B. The Second Goal for renewing the commitment is to retain student involvement from confirmation through college and into the life of the congregations.

Therefore the whole church is called to:

1. Cultivate intentional relationships with students;
2. Develop innovative programming designed to welcome students into Christian community, nurture spiritual growth, and equip students for discipleship, service and ministry;
3. Create opportunities for student leadership development during and after their college years;
4. Establish mentoring relationships between students and church leaders, pastors, faculty and staff;
5. Assist students in the transitions from high schools to colleges to congregations;
6. Keep track of our baptized and confirmed members as they move onto college campuses and into the workplace;
7. Create opportunities which encourage students to consider a call to a church vocation.

C. The Third Goal for renewing the commitment is to reach those students who have no church home or religious background.

Therefore, the whole church is called to:

1. Bring people to Christ, and plant seeds for future spiritual understanding;
2. Encourage all students to share joyfully the good news of the sovereign love of God in atmosphere of love and respect;
3. Offer authentic spiritual community for students and local congregations;
4. Provide innovative programming which responds to the social consciousness and real needs of students;
5. Give students opportunities to respond to the love of Christ through service in the areas of greatest need.
6. Uphold faculty and academic staff in their work and witness to issues of faith and learning;

D. The Fourth Goal for renewing the commitment is to improve the financial, programmatic and staff resources that support all facets of a ministry to, with, by and for students.

Therefore, the whole church is called to

1. Coordinate, encourage and sustain higher education ministry as an integral part of the comprehensive mission of the church.
2. Develop an ongoing church-wide public relations campaign to promote college ministries and Presbyterian colleges and universities, telling of the good news of this vital mission.
3. Develop and fund regular professional development and continuing education events for campus ministry professionals, congregational leaders, faculty and staff;
4. Join with sessions, presbyteries and synods as well as with national ministry units for strategic planning and funding of ministries to, with, by, and for students.
5. Develop creative and diverse funding sources to support the church's mission with the collegiate community.

E. The Fifth Goal for renewing the commitment is to minister more effectively to historically and predominantly black institutions as part of our mandate to serve the entire family of God.

Therefore, the whole church is called to:

1. Provide special assistance to campus ministries at historically and predominantly black institutions of higher education, both public, private and especially Presbyterian-related;
2. Partner with denominations that have a higher percentage of African-American students
3. Work to identify and empower students of color for leadership;
4. Create relationships of mutual benefit across racial ethnic lines;
5. Consult with people of color, especially faculty and student affairs personnel, to develop a strategic plan for working with racial and ethnic students;

F. The Sixth Goal for renewing the commitment is to expand the leadership and partnership base of collegiate ministry with the inclusion of all racial ethnic constituencies of the church.

Therefore, the whole church is called to:

1. Work with racial and ethnic minority members of the church to implement these Strategic goals;
2. Encourage and work cooperatively with the leaders of these communities, including college and university faculty and staff, to identify and develop their students' leadership potential;
3. Integrate racial ethnic student constituencies into the leadership groups now dominated by the representatives of the majority;
4. Enable higher education ministry strategies specific to the needs of second and third generations of immigrant populations;
5. Begin new ministries to serve academic institutions with predominately racial and ethnic student populations;
6. Support national gatherings designed and administered by racial ethnic minority students to serve their unique needs.

G. The Seventh Goal for renewing the commitment is to identify the context and gifts of the local collegiate ministries, seeking to increase cooperation and build partnerships with local constituencies and colleagues.

Therefore, the whole church is called to:

1. Establish standards of excellence based on integrity, balance, initiative, and vitality;
2. Pursue spiritual formation and discipleship as core values for all ministries;
3. Create multiple entry points for students who are at various stages of spiritual growth;
4. Encourage ministries serving the same academic institution to cooperate and support one another's work.

H. The Eighth Goal for renewing the commitment is to join with ecumenical partners, other denominations and individual congregations to advance the Gospel with students.

Therefore, the whole church is called to:

1. Assume leadership at all levels in nurturing and expanding the relationships with our ecumenical partners;
2. Examine the "Formula for Agreement" and its implications for local ecumenical efforts on behalf collegiate ministry;
3. Trust our ecumenical partners to work on our behalf;
4. Serve with integrity on behalf of our ecumenical partners;
5. Encourage communication and cooperation among the many varied campus ministries at a single institution;
6. Investigate and evaluate other collegiate ministries to understand their strengths and weaknesses.

IV. REPORT

A. PREFACE

In 1726 the Presbyterian minister William Tennent, Sr. gathered students into a log house in Neshaminy, Bucks County, Pennsylvania. So began a Presbyterian Church mission in higher education that has continued uninterrupted for over a quarter of a millennium. From a log house to a log-on password, the church has kept this mission alive by adapting new strategies for outreach to successive generations of students. The 210th General Assembly (1998) recognized this past history and current need and directed the "Higher Education Program Area to prepare a church wide mission strategy for ministry to higher education in concert with middle governing bodies, congregations, and, where possible, ecumenical partners . . ." (Overture 98-63)

"Renewing The Commitment", with its set of strategic goals, builds upon an operating rationale that ministry to, with, by and for students

- 1) serves in a defined contextual situation;
- 2) has resources available to bring to this ministry, among which are funds, staff, and programs, as well as theological foundations and understandings of the use and authority of Scripture;
- 3) has identified the constituents it seeks to serve; and
- 4) has a mutually defined line of accountability with a governing body of the Presbyterian Church (U.S.A.).

"Renewing The Commitment" proposes a set of strategies that relate specifically to the mission of ministry to, with, by and for students. This approach *should not be seen* to minimize the need for the continuation, and even expansion of, a mission that relates to the whole membership of the academic community and addresses the underlying values inherent to the broader educational enterprise.

B. TEXT OF OVERTURE 98-63

“On Preparing a Church Wide Mission Strategy for Ministry to Higher Education”

Whereas, campus ministry is of vital importance to the spiritual well-being of students, and indeed all who live and work in college and university communities; and

Whereas, campus ministry is of vital importance to the Presbyterian church as a whole in that the failure to nurture students during their college years and the failure to support Presbyterians and ecumenical colleagues who live out their vocation at colleges and universities often results in a less effective witness and, in the case of young adults living on campus, sometimes results in their not returning to the church once they have completed their education; and

Whereas, synods and presbyteries that traditionally have been responsible for campus ministry are experiencing difficulties in coordinating and financing ministries in institutions of higher education; and

Whereas, historically, Black institutions are often less well-served by the Presbyterian church in campus ministry programs; and

Whereas, our ecumenical partners in many instances have had difficulty sustaining campus ministry programs due to budgetary constraints or shifts of mission priorities and strategy; and

Whereas, nationally coordinated campus ministry programs, such as InterVarsity and Campus Crusade for Christ, have achieved notable success in their efforts; therefore, be it

Resolved, That the Presbytery of National Capital overture the 210th General Assembly (1998) of the Presbyterian Church (U.S.A.) to direct the Higher Education program area to prepare a church wide mission strategy for ministry to higher education in concert with middle governing bodies, congregations, and, where possible, ecumenical partners, to be presented to the 212th General Assembly (2000).

(From the Presbytery of National Capital)

Note 1: The overture was approved as presented to the 210th General Assembly without changes.

Note 2: A request was granted by the General Assembly Council to approve an extension of one year for the reporting back of this overture to the 213th General Assembly.

C. THEOLOGICAL STATEMENT

As a community of faith the Presbyterian Church (U.S.A.) is called to seek and to do God's will by going into the world to make disciples, baptizing and teaching Christ's commandments (Matthew 28:19). Our call is to witness to the name of Jesus Christ in environments of welcome as well as those that are hostile, and at times to bring a disruptive voice to the principalities and power of this earth. Strengthened by the power of the Holy Spirit, the Church of Jesus Christ is called to announce the realm of God in all arenas of human interaction. By that same strength the Church has endowed its members with courage and boldness of faith even to give voice to the silenced.

Every setting of human engagement is a field of God's care and tending. God continuously calls the Church to profess faith in new situations and circumstances as well as to display a constancy

of presence in its traditional fields of mission. The special context of a mission in the arena of higher education ministry offers a setting for God's sure and steady presence to be made manifest in ways both innovative and constant.

Jesus, called Rabbi, taught his followers to love God with heart, mind, soul and strength. In the historic Reformed tradition, we are reminded that "learning is a Christian duty." The higher education community is a place entrusted with the discovery, preservation, and stewardship of human knowledge and the preparation of students for lives of meaning and purpose. Thus, it is a field of mission calling for the special and continuing attention of the Church. Just as we are called by scripture to be "transformed by the renewing of our minds," (Romans 12:2) we are awakened to faith by God's transforming life in the halls of higher education.

The Church, in its mission and ministry in higher education stands firmly in our Reformed Heritage. From the very beginning, the Reformed faith has valued the life of the mind for faith, recognizing the challenges and gifts of learning for the church. It continuously must be involved with the entire campus community, faculty, administration, and students as well as the political and cultural systems that under gird this work.

Specific to our ministry with students is a mandate:

- to honor students as full partners in the church's mission to develop communities of compassion, hospitality, love and grace;
- to carry out the baptismal promises that call the community to tell the good news of the gospel, -to help the baptized know the commandments of Christ and how to live them with joy and commitment;
- to strengthen students, those aligned with as well as those alienated from the church, through Christian fellowship and ties with the whole household of God;
- to counter intellectual idolatries and arrogance in the control of knowledge and its implications as agents of the truths of the Gospel and its implications, and;
- to free minds as well as hearts from the bondage of ignorance and fear as agents of Christ's liberating power.

The life of faith and the life of the mind call for a common engagement. The setting of higher education provides one context where this common engagement might transpire. The ministry of the Church with students is equipped by the power of the Holy Spirit, "everywhere the giver and renewer of life." (Brief Statement of Faith 10.4, line 53) It is to this particular setting that the ministry and mission of the church must awaken new life. It is from this special setting that the gifts of intellectual acumen and passionate engagement of the mind, nurtured and guided by our faith, can equip leaders for Church and society.

All of this activity is carried out with energy, intelligence, imagination and love, (BO G-14.0207.h) fearlessly speaking the prophetic and disruptive word to practices that lead to bondage for any of God's children. As members collectively of the Presbyterian Church (U.S.A.) we strive to be faithful followers of Jesus Christ, entrusted with the good news of the Gospel, working for justice and shalom for all the people of God, and equipping leaders through ministry in settings of higher education for church and society.

D. FROM THE VOICES OF STUDENTS

"Whereas, campus ministry is of vital importance to the spiritual well-being of students, and indeed all who live and work in college and university communities; and

"Whereas, campus ministry is of vital importance to the Presbyterian church as a whole in that the failure to nurture students during their college years and the failure to support Presbyterians and ecumenical colleagues who live out their vocation at colleges and universities often results in a less effective witness and, in the case of young adults living on campus, sometimes results in their not returning to the church once they have completed their education. . ."

— Overture 98-63

The following quotations are from a selection of email correspondence gathered from students involved in PC (U.S.A.)-related ministries across the country. They are in response to an invitation by the leadership of the Presbyterian Student Strategy Team to comment on this portion of the "Renewing The Commitment" report. They reflect direct experiences and considerable theological insight. The Committee saw in these and the many other messages a composite representation of students' concerns about Presbyterian identity and conflict in the church, nurturing of their faith, communicating the Christian message, and suggestions for practical models for ministry with their generation.

"College students face all sorts of trials and temptations. Proper use of alcohol, relationships, sex, time management, obligations, personal time, how to be comfortable being alone, independence, responsibility to the environment and society . . ."

"What college students need, and what they're searching for, is not religion, is not structure and rules. It is spirituality. A personal connection with God. A reason to believe that the temple to God in this New Testament is the individual. The national church should recognize this, learn about it, and incorporate into their ministries. Locally and nationally. The church should be out in the environment and society doing good and being visible, changing the world through rallies, business, politics, statements, as opposed to bickering within its ranks about who's right and wrong. The national church should be an example of spirituality."

" . . . one of the problems the PC(USA) is having today is defining itself in terms of what it believes and who it is . . . which is one of the reasons people are leaving the church (why go to a Presbyterian Church when there's a Methodist church a half mile closer . . . and you don't know the difference between the two denominations?). Also, since many college-aged Presbyterians don't know where the church stands on issues, they are often left on their own to find out what is beneficial and what is harmful (for better or worse). For example, many young Presbyterians probably don't know what the Church says about alcohol, gambling, sex, sexual identity, abortion, etc."

"How do we explain who we are and what do we believe? What opportunities are there for us in the Presbyterian church?"

"We ask the difficult, personal, controversial questions about values, ethics and morality. We want to gather to sing, study, talk, listen and grow. Some of us have served the church as youth, but all of us want to be lifelong leaders and learners. We want more intelligent, compelling insights to the questions of salvation, racism, sex, drugs, violence, pluralism and global coexistence. We need exceptional teachers, pastors, counselors, congregations and college ministry organizations."

"We feel alone."

"A number of students that are involved in high school, do not get involved in college ministry. It would help to have a denomination-wide emphasis on (high school to college) transition ministry. High school to college is a time of transition between family pressure to go to church and being self-motivated to seek out a church of their own. Once people came to our ministry, we were pretty good about keeping them. We just had a hard time getting them in the door."

"I'm drawn to a collegiate ministry that is inclusive and open to all kinds of people, that is based in the reformed tradition and does not create a group that will become exclusive."

"The college ministry provides an atmosphere where I can be myself and tell others how I am truly feeling. I feel that this atmosphere is great for examining ourselves because we can see that there are others who are going through the same things that we are. I believe that it can and does enhance our spirituality by hearing what others have to say. We are not perfect beings, and it helps to hear that there are people in the same boat with us. This atmosphere also allows us to think about the choices that we are making. Hearing others who have made not-so-wonderful choices allows us to learn from their mistakes."

"College looms large before us and we arrive, most times, unaware that the church will be there to welcome us, receive us, care for us, challenge us and feed us with real spiritual food. Many times we arrive there, far from home, and find few faces, few places or few wells from which we can draw living water. We yearn to be greeted and engaged as real people, by adults, hearing a word of trust and receiving an opportunity to serve God and our neighbors. We long to experience God, know Scripture better, reach out to the poor and brokenhearted, and to see the church live up to its claims to be a loving, redemptive, healing and live-saving extension of the living God."

"The problem I see is this (remember this is from my own perspective): We have now moved to doing excellent youth ministry. We have programs and the desire to foster the faith of the young, but when they hit 18 we have no real place for them. It seems that the church does not remember how to do ministry for individuals 18-25 years old. Because of spiritual starvation those individuals leave or join another denomination to find spiritual feeding. We are finding the pulpits difficult to fill recently because seminary students are now mostly older people who choose ministry as a second career. I think this directly correlates to the fact that many people find their calling for ministry in college, and if the church does not foster it, then it gives way to the reality of life. By this I mean we all know ministers don't make much money and their families often suffer from neglect. I think people 18-25 have trouble remembering that it is still

worth it to be a minister. From my own personal experience I had to “break-in” to the church. I found a place in doing the youth ministries, but so many people have different callings that could come to fruition faster if the church nurtured them better.”

“College is a new beginning and we have left behind dear friends, family and the communities that have raised us up. Some of us come to campus unexposed to the Gospel and the possibilities of Christian and spiritual community.”

“We are your children, your grandchildren. We are children of God and the children of the Church. Trust us. Hear us. Believe in us. We are waiting, as has each generation before us, for the reign of God to be revealed to us in fullness, wisdom, generosity and truth. We are looking for an authentic word of life and will invest ourselves where people are willing to invest in us.”

E. FROM THE VOICE OF THE HISTORICALLY BLACK INSTITUTIONS

“Whereas, historically, Black institutions are often less well-served by the Presbyterian church in campus ministry programs . . .”

—Overture 98-63

At the close of the Civil War some Presbyterians were outraged at the lack of educational opportunities for freed persons and were inspired to provide them with higher education. In 1867, with the founding of Barber-Scotia and Johnson C. Smith colleges, Presbyterians initiated an ongoing relationship of faith and covenant with historically black colleges. From the inception of the mission, this support, though determined and faithful, eventually proved inadequate to meet the overwhelming fiscal and structural needs of the educational institutions or the spiritual needs of the members of these academic communities. The Church responded to the call of God to equip a special community in becoming whole. We have not finished the task.

While there continues to be a meaningful place in our national academic society for the historically Black institutions of higher education, the Presbyterian Church (U.S.A.) is faced with the reality that several of its racial and ethnic colleges hover on the brink of fiscal insolvency. This situation is a matter for the Church to continue to address through the appropriate and existing partnerships it has with these institutions. It does, however, have an impact on the ministry provided at these schools since one response to fiscal uncertainty is to sacrifice chaplaincy positions to help assure the continuation of academic, administrative and property needs of the affected institution.

“On Being Faithful”, p. 41, (1994) stated that . . . “While 75 percent of all African American students enroll in historically white colleges and universities, 40 percent of all African American graduates come from historically black colleges and universities. A recent General Assembly set for the challenge for the Presbyterian Church (U.S.A.) to have a membership consisting of 20% people of color by the year 2010.

These statements raise two concerns. First, if a core value of the Church’s collegiate ministries is the development of leaders for both church and society, then there must be a concentrated

effort to enhance and expand this mission to currently under served-schools. The colleges serving predominantly students of color are notably included in this set of institutions.

Second, "Renewing The Commitment" suggests that to meet the goal of increasing the minority membership of the denomination, a concentrated effort must be made to minister to students in the minority higher education institutions of this nation. This initiative must be directed toward PC(U.S.A.)-related colleges as well as other private and public institutions which primarily serve people of color .

It is understood that a radically increased investment of human and financial resources will be required to establish and enhance ministries to, with, by and for students enrolled in racial ethnic colleges and universities . Our denomination will need to form partnerships with other denominational partners and individual congregations to accomplish the task. The mission strategy calls the church to support, augment, and further develop these initiatives regardless of the college or university setting or its racial and ethnic composition.

"Renewing The Commitment" envisions the commitment to ministry in higher education that is balanced across racial, cultural, and gender lines. Understandably, the local context and resources of particular ministries may lead them to provide for ministries that focus more on one component of a student population than another. Even so, these ministries will not tolerate any appearance of bigotry, prejudice or exclusion from participation by any persons who seek to serve or to be served.

F. FROM THE VOICE OF THE RESPONSE COMMITTEE

"Whereas, campus ministry is of vital importance to the Presbyterian church as a whole in that the failure to nurture students during their college years and the failure to support Presbyterians and ecumenical colleagues who live out their vocation at colleges and universities often results in a less effective witness and, in the case of young adults living on campus, sometimes results in their not returning to the church once they have completed their education; and

"Whereas, synods and presbyteries that traditionally have been responsible for campus ministry are experiencing difficulties in coordinating and financing ministries in institutions of higher education; and

"Whereas, our ecumenical partners in many instances have had difficulty sustaining campus ministry programs due to budgetary constraints or shifts of mission priorities and strategy . . ."

—Overture 98-63

Voices, of students . . . of people of color . . . we can hear these voices. Too, we need, to listen to the silence of those who have walked away . . . who found our answers and examples inadequate and irrelevant. Others are at the door, ready to walk away leaving us without their passion, commitment, money, leadership and service.

In our secular society there are also those who have never heard the word of God's grace, but who are at a place in their lives when they are asking profound questions of meaning; "Who *am* I?" "What am I supposed to do in the world?" "How can a loving God allow so much suffering?" "What is truth?" "Who is Jesus Christ in this day?"

While the focus of these Strategic Goals is on the call to ministry to, with, by and for traditional aged college and university students, we are convinced that they will serve students of every age and stage of their life journey as well.

Our research as a committee uncovered many wonderful and disturbing things about the context that led to the submission of Overture 98-63:

-- The Presbyterian Church (USA) in its struggle for survival as an institution has ignored the need to retain college-aged students, a resource for the church.

Have we forgotten our baptismal vows to these children and their parents?

-- Our church has had a great renaissance in the work of youth ministry, both programmatically and financially. The unstated expectation, as seen in the lack of priority given to collegiate ministry, is that we don't expect to see youth again until they have families of their own.

Do we assume young people will maintain faith through their college and early post-college years on their own?

-- The Presbyterian Church (U.S.A.) is experiencing a shortage of leadership for the church. We continue to disregard the role of higher education and our congregations in identifying and encouraging talented students to prepare to meet that need.

Where do we believe this leadership will come from in the future?

-- We have planted racial-ethnic institutions but have not provided adequately for ministry within them for their sustained spiritual growth over time.

Have we accepted -- even enabled -- a process to assure inattention to ministry with people of color?

G. THE CONTEXT OF HIGHER EDUCATION MINISTRY

The Committee benefited greatly from the actions of prior General Assemblies regarding higher education ministry. Recent actions included:

"On Being Faithful: The Continuing Mission of the Presbyterian Church (U.S.A.) in Higher Education", Report, adopted by the PC (U.S.A.) 206th General Assembly (1994),

"Loving God With Our Minds - the Mission of the Presbyterian Church (U.S.A.) in Higher Education Within the Global Community" Report, submitted to, and adopted by the PC(USA) 203rd General Assembly (1991),

"Faith Knowledge and the Future, Presbyterian Mission in the 1980's", Report, adopted by the PC (USA) 122nd General Assembly (1982),

"The Church's Mission in Higher Education: A Report and Recommendations, UPCUSA 193rd General Assembly (1981),

"One Mission Under God: Report of the Mission Consultation of the Presbyterian Church in the United States", PC(USA) 118th General Assembly (1978).

These actions by earlier General Assemblies underscore the historic importance placed on the mission of higher education ministries and show that current realities of students' ministries have changed considerably from the 1950's. The post-World War II era witnessed the re-establishment of ministries only slightly interrupted by the global events of the 1940's. Their contextual situations were, and often continue to be, the campuses of first and second tier public colleges and universities often under the direction of ordained career specialists in a higher education ministry.

Until the 1960's most of these ministries were denominationally distinctive although at some locations ecumenical cooperation enhanced the work. The private Presbyterian Church-related colleges were served by chaplains, often with faculty status, who directed the religious affairs of the student body and the institution as a whole.

During these decades the constituency of the church's higher education ministries changed greatly with the advent of continuing learning opportunities for students beyond the age range of 18-23. Both non-traditional students as well as the traditional aged students took advantage of the growing number of community-based colleges with commuting rather than residential student bodies.

The early 1960's saw the development of many more ecumenical efforts at national, regional and local denominational levels for the administration and support of the ministries. In many respects this pattern continues with middle governing bodies involved in funding, staffing and accountability functions. Facilities for a ministry often are campus rather than church based. Campus ministry staffs often relate to middle governing bodies or ecumenical consortia rather than to particular congregations. In this era national student ministries and movements, once notable, experienced a sharp decline but are now in a resurgence stage. The Presbyterian Church has been a primary partner throughout this period of ecumenically collaborative work among the mainline denominations.

CONTEXT TODAY

Today college chaplaincies and campus ministries operate broad-based programming that relates to a wide constituency of students, administrators, staff and faculty of academic institutions. Often they are involved in the major social issues of the day and matters of import to the entire academic community. A core focus of these ministries is to relay the prophetic Gospel message that the love and peace of God, Christ's act of atonement and offer of salvation, and the constant presence and power of the Holy Spirit are applicable to individuals particularly, the academic community especially, and the whole of society generally.

Central to these campus ministries and chaplaincies are viable programs serving specific student populations on the campus. Their goal is to provide a witness and a presence that instills a sense

and acceptance of Christ's call to a greater good and desire to be a disciple of the deepest commitment.

However, it should be clearly noted that, as the Overture declared, "historically, Black institutions are often less well-served by the Presbyterian church in campus ministry programs; . . ." Only one of the historically racial ethnic PC(U.S.A.) academic institutions has a paid, full time chaplain on its staff. The rest rely on part time service from an ordained faculty member or administrator, local pastors or volunteers from the community.

In a parallel track a number of particular Presbyterian congregations had begun to operate student focused programs using facilities, staff and budget support of the individual church. Among these are some very strong denominationally distinctive ministry extensions of particular congregations with programs targeted toward students. In many, students are introduced to a message of specific salvation and redemption through the saving name of Jesus Christ and are offered opportunities to serve as His disciples in meaningful ways.

The accountability of these ministries is typically lodged with the session. The staffing component varies from a member of the ministerial staff serving as a pastor to students to the use of part time paid or volunteer staff who relate as peer ministers or small group leaders. Worship, Bible study and mission service projects are consistent features of programs offered. Since the student-focused ministries are parish-based, the middle governing bodies of the church are seldom involved. Several of these congregation-based ministries are at the same institutions as Presbyterian-related campus-based operations. This growth of congregationally based student ministries has allowed many academic institutions to have a PC (U.S.A.) presence where none had existed previously.

It is important to understand that the Presbyterian Church (U.S.A.), in any format of its student-focused ministry, has had an unstated and nearly universal rationale underlying this mission.

The rationale states that student-centric ministry in an academic community

1. is locally contextual,
2. has identifiable resources which include Reformed theological traditions, understandings of the authority and use of Scriptures, and structures for funding, staffing and program applications,
3. targets identified constituencies, and
4. has mutually defined lines of accountability existing between the ministry and a governing body of the Presbyterian Church (U.S.A.).

This rationale continues to have high merit, needs to be uplifted for recognition, re-validation and supported as our denomination's mission for ministry in higher education moves into the next decade. Upon second look this is much the same rationale that distinguishes the mission and ministry of particular Presbyterian Church (U.S.A.) churches serving in a civic community. Though there may be several PC (USA) congregations existing in any one town or city, each may have a particularly distinctive process of ministry that reflects the statements above. Each congregation serves in a complementary fashion to another on behalf of the whole denomination. Such is the situation of our ministries in higher education whether campus or congregationally based as together they serve the mission enterprise of evangelism, discipleship and prophetic witness the whole of the Church is called to do.

H. FINDINGS FROM THE SESSION ANNUAL STATISTICAL REPORT-1999

From the "SESSION ANNUAL STATISTICAL REPORT SUPPLEMENT: END OF YEAR 1999"

A summary of the Research Data Received Through the "Congregation Annual Report" by Research Services: A Ministry of the General Assembly Council Presbyterian Church (U.S.A.) October 2000.

For 1999, out of the denomination's total of 11,216 congregations, 9,774 reported out through the "Session Annual Statistical Report" -- a response rate of 87%. A total of 170 presbyteries reported out of the 173. The three non-reporting presbyteries were Dakota, Lackawanna, and Winnebago. There were only four presbyteries with less than 50% of their congregations reporting. They were East Iowa, St. Andrews, Hanmi, and San Juan.

Congregations were categorized into three groups based on membership size: small (fewer than 251 members), medium (251 to 600 members), and large (over 600 members). For race ethnicity, congregations were categorized into 90% or more white, 50-89% white, and less than 50% white. Membership size, region and race ethnicity were obtained from other databases.

In the *Report* each congregation was asked if it were "engaged in any outreach activities to college or university students other than members?" The response was that 930 small churches, 575 medium churches and 375 large churches, or a total of 1,880 congregations were identified as having a student outreach ministry. When asked if there were a college or a university nearby, few congregations reported having no college or university nearby (6 - 9 % by size of congregation).

The larger the membership of the congregation, the more likely it would be involved in such outreach activities. Only one in seven small congregations (14%) attempts to serve college students, while more than double that percentage of medium-size churches (30%) and three times the percentage of large churches (46%) are likely to do so.

Of the churches involved in such outreach, 75% indicated that they provide opportunities for participation in the church, 48% provide fellowship and recreation activities, 39% mentioned Bible study, 37% reported opportunities for community service, and 30% reported that they offer some other activity or program (items written in include mission trips, scholarships, etc.). The majority of congregations, regardless of size, provide "opportunities for participation." The table below shows the different types of outreach activities by size of church. Large congregations were twice as likely as the smallest churches to offer outreach to college students through Bible study.

The churches that responded were categorized by size. "Small" congregations are those with less than 250 members. "Medium" congregations have between 251 and 600 members and "Large" congregations have over 600 members. Of the 1,880 responses 930 came from small churches, 575 came from medium churches and 375 came from large churches.

Size and number of Churches stating "YES" they do provide ministries to students other than their own members.

	Small	Medium	Large	Total
Churches Responding by Size-->	930	575	375	1,880
Number of Churches (by size)	Small	Medium	Large	Total
Offering Bible Study	280	372	225	877
Offering Fellowship and Recreation	373	269	236	878
Offering Community Service Opportunities	310	202	236	748
Offering Church Participation Opportunities	662	445	301	1,408
Offering Other Programs	290	179	701	1,170

Note: Additional churches identified as "campus ministry congregations" but not included in the figures above bring the total of such Presbyterian Church (U.S.A.) congregations to about 2,000 serving college students other than their own members. This is nearly 18% of the denomination's congregations. Such ministries take place in every State and nearly all of our presbyteries.

I. A HIGHER EDUCATION SNAPSHOT EDUCATION"

From the "CHRONICLE OF HIGHER Almanac Issue, September 1, 2000, Volume XLVII, Number 1

National Demographics: Population = 272.7 million, Age 18-24 = 25.9 million (9.5% of total)
Racial/ethnic distribution: American Indian 0.9% Asian 3.7%, Black 12.7%, Hispanic 11%, White 82.7%

New high school graduates 2000-1 est. 2,852,533 2010-11 est. 3,079,550

Higher Education Institutions	Number of Institutions	Enrollment
Public 4-year	615	5,835,433
Public 2-year	1,092	5,360,686
Private 4-year (non-profit)	1,536	3,061,332
Private 2-year (non-profit)	184	244,883
Total	3,427	14,502,334

Of the total enrollment at higher education institutions 12,450,587 are undergraduate students

58.2% of students are enrolled full time. Women make up 55.9% of total enrollment.
26.9% are
minority and 3.2% foreign.

80% of all high school graduates went straight on to colleges in their home states.

In 1998 of all the students enrolled in higher education institutions 59.7% were age 18-24.

In 1998 of all the students enrolled in higher education institutions 59.7% were age 18-24. Students age 18-24 comprised 85% of the full time enrollment at 4-year institutions and 1/3 of the part-time enrollment. This age group made up 77.4% of the full-time enrollment at 2-year schools.

College enrollment from 1990 to 1997

by American Indians	increased from 102,800	to 142,500	(+38.6%)
by Asians	increased from 572,400	to 859,200	(+50%)
by Blacks	increased from 1,247,000	to 1,551,000	(+24.3%)
by Hispanics	increased from 471,700	to 1,218,500	(+55.7%)
by Whites	declined from 10,722,500	to 10,266,100	(-4.3%)

In a table displaying the proportion of 18-24 year olds enrolled in college by high-school graduation status and race from 1988-1998 there was a 9% increase in the number of Whites graduating from high school but there was a 4% decline in white enrollment over that period. Blacks increased their proportion of the high school graduation pool by 11.5% and Hispanics by just over 3% during the period.

These figures could be considered to indicate that if the church is interested in relating to minority individuals at critical stages in their faith development, then collegiate ministries holds great promise. That is, if the resources and trained minority collegiate ministry staff can be placed on campuses over the next 10 years.

J. WHAT ARE THESE STUDENTS LIKE?

“The American Freshman: National Norms for Fall 1999,” published by the American Council on Education and the University of California at Los Angeles Higher Education Research Institute reveals a great deal about the attitudes of students entering their first year of collegiate life.

These glimpses reveal that nearly 60% came from families with an income over \$50,000. Twenty percent chose their college so they could live near home (80% apparently wanted to get away?). Only 5.8% chose their college on the basis of the religious affiliation or orientation of the college. In the past year over 80% had attended a religious service, three quarters had performed volunteer service, 51% community service as part of a class, two thirds associated with someone of another racial or ethnic group, and 45.9% had participated in organized demonstrations. Religion was discussed by about 27% while half said they drank beer, wine or liquor or about the same number as used email.

K. A LOOK AT OTHER NATIONALLY COORDINATED COLLEGIATE MINISTRIES

Many of our collegiate ministries serve the same campuses as nationally coordinated ministry organizations. The two best known are Campus Crusade for Christ (CCC) and InterVarsity Christian Fellowship (IVCF). Both are noted for their model for staffing their ministries with

recent college graduates, their focused mission operations, substantial funds development process and extensive media resources. A review of the web sites of both organizations provides some information regarding their resources and student contact numbers.

The IVCF web site (<http://www.gospelcom.net/iv/ministries.html>) reported that its 1999 Direct Campus Ministry Fund totaled \$29,681,600 in revenue for its campus ministry operations of which donations comprised \$27,730,000. Campus ministry expenditures totaled \$21,306,510. Approximately 650 staff work on approximately 560 campuses with "more than 34,000 students and faculty . . .". More than 1,000 people are employed by InterVarsity. Approximately 650 staff work "on campus" while 175 work as service and administrative positions on campus and . . . camp facilities, while 100 people work in the national office in Madison, Wisconsin. From this information InterVarsity Christian Fellowship appears to be relating to an average of 53 students per campus. The IVCF financial expenditure was nearly \$626.00 per student. Its staff to student ratio (34,000 contacts/650 staff) was something like 52 participants per campus staff.

The Campus Crusade for Christ web site (<http://www.ccci.org/>) states that 1,552 staff serve at 856 campuses with 35,920 involved students during academic year 98/99. This equates to an average 1.8 staff per campus, a staff to student ratio of just over 23 students per staff with an average of about 42 students per campus. No financial figures were available on the web site.

What do these figures mean? They highlight the fact that no single campus ministry has a lock on the current undergraduate student population of nearly 12,500,000. There are plenty of unministered-to students left to go around. Sheep stealing is not worth the effort nor is envy. The figures illustrate that collegiate ministry is very staff intensive for these two para-church organizations as it is for our denominationally related ministries. It also can be expensive. One calculation showed that the financial support for the Crusade staff at two large public universities was roughly equivalent to what ten of our synods budgeted for campus ministry.

Campus Crusade and InterVarsity are to be commended in that they each have clearly stated mission purposes. They have substantial resources from committed donors. They have identified their clientele and focus their work accordingly. They have developed a functioning organizational structure, lines of accountability and provide the resources their staff needs to do their work. They have trained their staff well to do the tasks they are to do.

Since both collegiate ministries are nationally coordinated statistical information is readily available. Presbyterian-related higher education ministries are much more localized so comparable figures are almost impossible to obtain. Research done in preparation of this report identified approximately 825 PC (U.S.A.)-related campus ministries and college chaplaincies. Many of these persons serve part time positions. Additionally, there are about 2,000 individual congregations that state they are involved in ministry to students other than their own members. Very nearly all of these are part-time positions. The count of campuses in the United States served by PC(U.S.A.)-related collegiate ministries exceeds 1,200 or twice that of InterVarsity and about 40% more than Campus Crusade for Crusade.

The church's mission in higher education, from its beginnings, has been to bring a critical approach to our biblical understandings; apply those understandings in the light of the demand

for us to love God with all our *HEARTS*, all our *MINDS*, and all our *SOUL* and; with the energy that the Holy Spirit gives us, and to bring a message of Christ's salvation, peace and wholeness to the entire population of the communities we are called to serve; students, faculty and staff.

The awkward part of this complex mission equation lies in the difficulty of determining the success of a ministry based on these foundations. Financial reports and head counts taken at group meetings provide quantitative analyses of the ministries. But they are no more substantial evaluating our ministries than they are in assessing the effect Campus Crusade for Christ, International or InterVarsity Christian Fellowship have on individual lives. But these two ministries as well as our own attempt to do the best with what they have with and for those who need the presence of Christ in their lives. God asks for no more than that.

What conclusions can be drawn from this limited data? Not enough to build a "Church-wide Mission Strategy for Ministry to Higher Education". This information does indicate that collegiate ministry to, with, by and for students will engage the church with a diverse, questioning, serious, responsive and goal-oriented constituency which is open to values based life.

Demographics, interest surveys and comparisons to other ministries are helpful, but a ministry in the context of higher education eventually comes down to the face-to-face meetings of people of faith and people with needs. It demands constancy, perseverance, imagination, creativity, immense resources and highly dedicated servants of Jesus Christ. Our denomination cannot do it alone. The diversity of the population demands a variety of ministry approaches. This ministry must reflect the realities of its context, understand and use its resources with wisdom and stewardship, identify its constituencies and be accountable for its work. Higher education has been a priority mission field of the Presbyterian Church for at least 275 years. It is the intent of "Renewing the Commitment" that its strategic goals will help enable this ministry to continue from the Log House, through the period of the log-on and well beyond.

L. Membership of the Overture Response Committee

James Daniely, United Campus Ministries, Petersburg, Virginia, Ecumenical Campus Minister, Clergy
Roger Dermody, Committee Co-Chair, Bel Air Presbyterian Church, Los Angeles, California, Congregation Staff, Clergy
Lucy A. Forster-Smith, Committee Co-Chair, Macalester College, Saint Paul, Minnesota College, Chaplain, Clergy
Linda Freeman, Charlotte, North Carolina Higher Education Program Area Staff, Elder
Drew Henderson, Vanderbilt University, Nashville, Tennessee, Presbyterian Campus Pastor, Candidate
Sue Lowcock-Harris, Synod of the Trinity, Camp Hill, Pennsylvania Coordinator of Higher Education Ministry, Clergy
Young Lee Hertig, United Theological Seminary, Dayton, Ohio, Faculty, Clergy
Mim Pride, Carlinville, Illinois, Blackburn College, College President, Elder
Dawn Willis, Cincinnati, Ohio, Student, University of Missouri-Rolla, Laity

Support Staff to Response Team

Bob Turner, Louisville, Kentucky, General Assembly Council, Higher Education Program Area
Staff, Clergy

Ed Brenegar, Hendersonville, North Carolina, University of North Carolina-Asheville,
Organizational Consultant, Campus Minister, Clergy

IV. RECOMMENDATIONS

Report #3

FINAL REPORT OF THE CHRISTIAN EDUCATOR CERTIFICATION COUNCIL

BACKGROUND: Items 22.187-22.228 (referred by 212th GA to GAC) were referred by GAC action in September to the Christian Educator Certification Council which makes these recommendations.

RECOMMENDATIONS and RATIONALE

The Educator Certification Council has continually worked to improve the certification process and to enhance the work of educators in the denomination. Our recommendations fall into these two general areas.

I. The first recommendation inserts into the *Book of Order* current procedures of the Educator Certification Council that have evolved since certification was first included in the *Book of Order*. These two proposals are:

A. Amend G-14.0702b by deleting the current sentence and inserting the following so it will now read: "There are two levels at which educators are certified:

a) Certified Christian Educator, who has met the requirements of a MA degree or equivalent course of study and who has completed the certification process, and

b) Certified Associate Educator, who has met the requirements of a BA degree or equivalent course of study and who has completed the certification process."

Rationale: The inclusion of the Certified Associate Educator in the Book of Order adds this level to the pastoral care and oversight responsibilities of the presbytery.

B. Amend G-14.0703 by adding a seventh knowledge and skill area (g.) to evaluate the educator's academic preparation and work experience and examine competency:

a) **Worship and Sacraments.** This examination shall assess the educator's knowledge of worship and the sacraments within the Reformed tradition and the ability to interpret worship and the sacraments in the educational ministry of the church.

Rationale: This amendment adds an essential knowledge and skill area for which examination for competency is required in the process of certification. A significant number of Christian educators are involved in preparing families for the sacrament of baptism, instructing children and youth in the meaning of the sacrament of the Lord's supper, developing and preparing worship readiness programs for children, leading confirmation /commissioning programs for youth, leading classes for new members, assisting in the preparation for ordination and continuing education of those elected as elders, planning for alternative worship services, assisting in celebrating the sacraments, and serving as liturgists or preaching in the service of worship. Currently, the Certification examinations include questions, which test an educator's understanding of

Worship and the Sacraments, but no specific requirement for the preparation of this area is in place. This addition corrects the omission.

II. The second group of recommendations contains six proposals that focus on greater accountability between the Presbytery and its Certified Christian Educators and Certified Associate Educators.

We have discovered that once educators are certified they no longer maintain connections with the national Educator Certification Council but instead maintain relationships with their presbytery. These relationships need to be strengthened through closer contact on the part of the presbytery and more active participation on the part of the educator. These six proposals are:

A. Amend G-11.0305a by inserting the following so that it will now read:

The presbytery shall keep a full and accurate record of its proceedings, which shall be submitted at least once each year to the synod for its general review and control. It shall report to the synod and to the General Assembly every year the condition and progress of the church within its bounds during the year and all important changes which have taken place including ordinations; certifications of Christian educators; the receiving, dismissing, and deaths of ministers; and the organizing, uniting, dividing, or dissolving of churches.

B. Amend G-11.0306 by inserting the following so that it will now read:

The presbytery shall send annually to the Stated Clerk of the General Assembly lists of its ministers, Certified Christian Educators and Certified Associate Educators and statistical and other information according to the requirements of the General Assembly.

C. Amend G-11.0407 by inserting the following so that it will now read:

The stated clerk shall maintain four rolls, one listing the names of all the ministers of the Word and Sacrament who are continuing members of the presbytery and who are active members, one listing the names of all the ministers of the Word and Sacrament who are continuing members of the presbytery and who are members-at-large, one listing the names of all the ministers of the Word and Sacrament who are continuing members of the presbytery who are inactive members, one listing all Certified Christian Educators and Certified Associate Educators within the bounds of the presbytery, who are entitled to the privilege of the floor with voice at all presbytery meetings, and a fifth roll listing those who have been deleted from the other rolls. On or before December 31 of each year, the presbytery shall determine the category of membership of each continuing member in accordance with the relevant sections of this chapter and cause appropriate record of such determination to be made.

Rationale: These changes provide for the addition of rolls for Certified Christian Educators and Certified Associate Educators to those being maintained by presbytery and for appropriate record keeping for the Office of the General Assembly as well.

D. Amend G-14.0705c by inserting the following so that it will now read:

The presbytery shall grant the privilege of the floor to the Certified Christian Educator and Certified Associate Educator at all its meetings with voice. The Certified Christian Educator who is ordained an elder shall also be granted the privilege of vote.

Rationale: This amendment would provide for Certified Christian Educators who are ordained as elders to have both voice and vote in all meetings of presbytery. Many educators are ordained as elders prior to being employed and examined as Certified Christian Educators, and even more educators are being elected and ordained to serve as elders in congregations where they are engaged in ministry. Certified Christian Educators labor faithfully and with specialized skills, giving time to serve on and/or moderate Presbytery committees. Currently at least 14 Presbyteries have amended their standing rules to extend the vote to Certified Christian Educators who are elders, thus providing an opportunity for these essential leaders to participate more fully in the life and governance of the church.

E. Amend G-11.0103n by inserting the following and deleting the phrase so that it will now read: n. to ordain, receive, dismiss, install, remove, and discipline ministers, to plan for the integration of new ministers into the life and work of presbytery, to establish the same minimum compensation and benefit requirements for all pastoral calls (G-14.0506e) and all calls to Certified Christian Educators and guidelines for compensation and benefits for Certified Associate Educators employed by the churches of the presbytery (G-14.0705b(2)), to provide services of recognition for Certified Christian Educators and Certified Associate Educators (G-14.0705b(1)), and to find in order, approve, and record in the presbytery minutes the full terms of all calls, and changes of calls approved by the presbytery;

F. Amend G-14.0705b by inserting the following so that it will now read:
The presbytery shall provide the following support to the Certified Christian Educator and Certified Associate Educator:

- (1) service of recognition (G-11.0103n)
- (2) minimum compensation requirements for Certified Christian Educators and guidelines for compensation and benefits for Certified Associate Educators (G-11.0103n)
- (3) access to the Committee on Ministry (G-11.0503)

Rationale: These changes set the minimum compensation and benefits for Certified Christian Educators at the minimum requirement of the presbytery. They would encourage presbytery's pastoral care and oversight to provide for the compensation of qualified and certified educators in the same way presbytery provides for ordained ministers of Word and Sacrament.

BUDGET IMPLICATIONS: None

IV. RECOMMENDATIONS
Report #4:

FINAL REPORT ON TALISMAN ENERGY AND THE SUDAN FROM
THE COMMITTEE ON MISSION RESPONSIBILITY THROUGH
INVESTMENT

We recommend that the 213th General Assembly (2001) take the following actions:

1. Add Talisman Energy Inc. of Canada to the General Assembly's list of corporations whose stock is subject to divestment and/or proscription until such time as it ends its operations and withdraws its investments from the Sudan.
2. Direct the Stated Clerk to communicate this action to the management of Talisman Energy Inc.
3. Direct the Committee on Mission Responsibility Through Investment to continue to monitor the situation in Sudan, and report to the General Assembly Council if Talisman Energy Inc. complies with the call of the New Sudan Council of Churches that it withdraw from Sudan, or a lasting, negotiated peace has been achieved.
4. Call upon the whole church to pray for the people of Sudan, and support international peacemaking efforts to end the warfare and repression being waged against the population of southern Sudan by the Sudanese government.

Background Statement

The 212th General Assembly (2000) directed the Committee on Mission Responsibility Through Investment (MRTI) "to explore the appropriateness of complete divestment from Talisman [Energy Inc.], and report their findings and recommendations to the 213th General Assembly (2001)."

Talisman Energy is the major partner and driving force behind a pipeline in southern Sudan which transports oil from the oil fields to the coast for refining and/or shipment. Its other partners are the state-owned oil companies of China, Malaysia and Sudan. Royalties from the sale of the oil are paid to the Sudanese government based in the northern section of the country. Many observers note that the Sudanese government, which is of a militant, fundamentalist Muslim belief, is likely to use these revenues to help pay for its ongoing war against the largely Christian and animist population of southern Sudan. This war has included enslavement of people, regular bombing and military action against civilian targets, including hospitals and schools, an estimated two million dead Sudanese, and some 4.4 million southern Sudanese displaced from their homes (the largest displaced population in the world. The *New York Times* (January 13, 2001) reports that Sudan has spent billions on arms from several countries using future oil revenues as credit. In addition, the world community spends over one-quarter billion

dollars annually on humanitarian relief for Sudan. The *New York Times* editorial states that the Sudanese government "now stands to earn nearly as much from oil." By the government's own account, "its military expenditures have doubled since 1998, when it had no oil revenue." Many observers conclude that this admission puts the lie to the oil companies' contention that their investments have not fueled the war.

It is also clear from numerous independent and well-respected sources (Amnesty International, the United Nations and Human Rights Watch) that the Sudanese government targeted villages and civilians to clear the area around the pipeline, and continues to do so to protect it against rebel attacks. Others report that the Sudanese military used oil company air strips to facilitate its campaign. With the exception of some nominal charitable ventures by the oil companies, it is clear that the people of the south have not benefited from the pipeline. In fact, they have been victimized by it.

Talisman Energy can operate in the Sudan because it is a Canadian company. The United States has sanctions in place against Sudan which prohibit direct U.S. investment. Canada has not put sanctions into effect. The Canadian churches, supported by other Canadian groups and U.S. church shareholders, have pressed Talisman on its Sudanese operations. In 1999, a meeting with Talisman Energy's CEO was held in Toronto (MRTI staff participated). At the May 1999 annual meeting, religious shareholders made presentations. A shareholder resolution was filed in 2000 and received a substantial vote. The Presbyterian Church (USA) provided proxies for religious representatives to attend both meetings. To counter this campaign, Talisman announced a new code of business conduct including a human rights policy and had the shareholders ratify it. The company has retained a private auditing firm to develop a report on the company's implementation of the code. Another subsidiary of the auditing firm will then verify the report's accuracy.

All of these efforts took place before substantial revenues from the pipeline began being paid to the Sudanese government. Also, there had been no clear call from the New Sudan Council of Churches that the foreign oil companies should leave their country. That call has now been made. In a letter of January 8, 2001 to the Inter-Church Coalition on Africa in Toronto, Rev. Dr. Haruun L. Ruun, Executive Director of the New Sudan Council of Churches, clarified its statement of April 12, 2000, when it linked efforts to "STOP the on-going genocide in the Sudan" with the withdrawal of "oil companies helping the government of the Sudan to confidently pursue the war..." In the latest letter, Dr. Ruun wrote, "By calling for the withdrawal of foreign oil companies from Sudan, we were appealing to our international partners, including the Canadian churches, to focus their efforts to work toward forcing Talisman out of Sudan."

Dr. Ruun also on the important role which Talisman plays in the Sudan:

The argument that is sometimes made that, with Talisman's exit, Chinese or Malaysian oil interests will merely take its place is not justifiable in our opinion. Talisman is providing the Sudanese government's brutally disruptive oil development enterprise with a "moral cover." As evidence of this, earlier this year Reuters news service reported Abdelbagi Kabir, deputy director of Sudan's Peace and Humanitarian Affairs Department, as saying, "the investment of

Talisman and others showed there was no truth to the idea that Sudan was a deeply divided state with fundamental internal problems. 'We (think this) foreign investment could only be evidence of tranquility and a prosperous atmosphere.'" In addition to a moral cover, Talisman also provides Sudan with technical expertise and specialized technology that neither China nor Malaysia apparently possess.

MRTI, which has been actively engaged in shareholder efforts to influence Talisman, reviewed the situation at its meeting on January 20, 2001. This review included applying the divestment criteria adopted by the 196th General Assembly (1984) to the Talisman situation. These criteria are:

- a) The issue on which divestment is proposed should be one reflecting central aspects of the faith.
- b) The issue on which divestment is proposed should be one that the church has addressed by a variety of education and action efforts, such as: correspondence with companies; discussion with company managers and directors; statements, questions and shareholder resolutions at stockholder meetings, and legal action against companies.
- c) The analysis supporting the proposed action: should be clearly grounded in the church's confession and unambiguously present in the social policy of the General Assembly; should clearly define the behavior and stance of the corporate entities whose policies or practices are at issue; and should state the ends sought through divestment.
- d) The decision should be taken after consultation with the ecumenical community, whenever possible. The implementation of a divestment action should ordinarily be in solidarity with other Christian bodies.
- e) Efforts should be made to examine the probable effects and consequences of the action with affected communities, particularly Presbyterians.
- f) The proposed action should be sufficiently precise that the effect of its application can be evaluated.
- g) Any proposed divestment action should include provision for: informing appropriate church constituencies; giving appropriate public visibility to the action; engaging other governing bodies and members in advocacy for the ends which prompt the divestment; and giving pastoral care to those directly affected.

The MRTI Committee decided that the Talisman situation merited a divestment recommendation according to these criteria. The General Assembly has spoken out for decades on behalf of human rights as derived from God in whose image human beings are made. The church through MRTI has also engaged corporations about their responsibilities when operating in countries with serious human rights abuses. The most well-known example is South Africa which included a selective divestment component. MRTI and its ecumenical partners have worked for

the last few years to engage Talisman about the role it is playing in Sudan, and how its presence and the oil royalties it pays are being used to fuel the war. The heavy lifting of this effort has been done appropriately by the Canadian churches through their Task Force on Corporate Responsibility. While Talisman has made minor movement, it has refused categorically to acknowledge any connection between oil development and the on-going violence in Sudan.

Further, the Presbyterian Church (USA) has had a steady presence and witness regarding the broader Sudanese situation for many years. The General Assembly's annual Human Rights Update mentioned the Sudan in its 1999-2000 edition. Mission personnel serving in Sudan have shared the suffering of the Sudanese, and offered eyewitness testimony to the tragic consequences of the war (see the *2001 Mission Yearbook for Prayer and Study*, pp. 48-49). Networks of PCUSA members have actively supported the mission work in Sudan, and participated in public advocacy to end the war.

Also, the divestment action is precise and takes place within a growing divestment movement regarding Talisman. It is precise in that Talisman will know exactly what it must do in order to be removed from the divestment list: end its Sudanese operations and withdraw its investments. Other major shareholders have chosen to divest their Talisman holdings: New York City Retirement Funds, New Jersey Division of Investment, Texas Teachers Retirement System, CALPERS (California Retirement System) and TIA-CREF.

Finally, the decision to divest is always a difficult one. It means deciding that the clear moral witness from the outside will prompt positive change more readily than the continued engagement from within as investors. MRTI is satisfied that this shift is appropriate in Talisman's case. Also, placing Talisman on the divestment list is important for internal church reasons as well. It may lead other church investors to follow the General Assembly's example. Already the Presbyterian Church (USA) Foundation, Inc. has sold its Talisman shares, and the Board of Pensions does not own any. In order to insure there will be no future purchases, the company must be on the divestment list.

Regardless of our internal procedures, MRTI noted that our ultimate goal is to bear witness to the desire for lasting peace and justice in the Sudan. When that is achieved, "foreign oil companies will then be welcome to forge partnerships with the people of Sudan to help develop the country's oil resources for the benefit of all Sudanese," as stated in Dr. Ruun's letter.

IV. RECOMMENDATIONS
Report #5

FINAL REPORT OF THE WORK GROUP
ON THE ENTRANCE INTO PASTORAL MINISTRY

I. RECOMMENDATIONS

A. Collaborative Guidance

In its mandate, the work group was asked to consider the following:

“How seminaries and presbytery committees might work together more effectively so that those whose promise for ministry is clear are more effectively supported and those who have serious limitations are challenged to consider other vocational paths.”

In response the work group makes the following recommendations:

- 1) That Churchwide Personnel Services (CPS), in consultation with the Committee on Theological Education (COTE), convene a major consultation to include representatives from presbytery Committees on Ministries (COMs), Committees on Preparation for Ministry (CPMs), and related staff; seminary presidents and/or deans; supervised practice of ministry faculty; other appropriate seminary staff; current candidates; appropriate staff from the offices of CPS, COTE, Higher Education; General Assembly Council (GAC) members and appropriate local congregation representation. The purpose of this consultation is to address critical issues in the nurture and support of those preparing for ordained ministry. These issues include
 - a) recruitment of those who show high promise for ministry
 - b) criteria for admission that can help discern suitability for ministry
 - c) annual consultations that support vocational discernment
 - d) information sharing between seminaries and presbyteries
 - e) clarification of roles and interrelationships among seminaries, presbyteries, and inquirers/candidates
 - f) development of strategies for recruitment, support, and retention of racial/ethnic candidates.
 - g) the nature of ordination exams, their effectiveness and appropriateness

The results of this consultation should include training modules to help theological institutions and CPMs understand the preparation for ministry process and their roles in it.

- 2) That CPS and COTE be encouraged to gather and share models of healthy and effective relationships among candidates, sessions, seminaries, and presbytery CPMs.
- 3) That CPS and COTE make seed grants available to encourage development of partnerships between seminaries related to COTE and presbyteries to provide for ongoing regional consultation and development of partnership programs.

B. First Call Support

In its mandate, the work group was asked to consider:

“How better educational resources for the first years in ministry might be provided;”

In response the work group makes the following recommendations:

- 1) That each seminary related to COTE review its M.Div. program in relationship to student readiness for ministry with specific attention to the following “first-call issues”:
 - a) self-understanding in relation to the role of pastor;
 - b) ability to understand and associate themselves with a congregation’s history, ethos, programs, status in the community, and relation to the denomination;
 - c) understanding the dynamics of pastoral leadership in a particular congregation;
 - d) capacity for managing conflicts within the congregation.
- 2) That CPS encourage presbyteries singularly or in clusters to make available to all ministers in their first call a program which includes the following:
 - a) self-understanding related to their role as pastor;
 - b) help for understanding the congregation served in terms of history, ethos, programs, status in the community, and the relation to the denomination;
 - c) assistance in establishing an appropriate pastoral relationship style for their situation;
 - d) support in dealing with conflicts that may emerge in the congregation.
- 3) That CPS develop resources to assist COMs and sessions in the entry of pastors into their first call with particular attention to first call issues.
- 4) That CPS, in consultation with COTE seek funding from foundations and other partners, to finance a coordinated effort to assist synods and presbyteries in planning and administering programs designed to help newly ordained ministers become effective leaders of the congregations to which they have been called.
- 5) That CPS urge CPMs to incorporate into their counsel of candidates first-call issues and that concerns about first-call issues be included in the final assessment of candidates.
- 6) That CPS urge COMs of the calling presbyteries to request the final assessment summary from the COMs of the newly ordained ministers in order to help them address particular concerns during the first call.

C. Licensure

In its mandate, the work group was asked to consider:

“The advisability of revisiting earlier proposals for a period of licensure after seminary graduation and before ordination (a period in which ministry might be intensively supervised);”

In response the work group makes the following recommendations:

- 1) That the current *Book of Order* requirements be continued and that a period of licensure prior to ordination not be inserted, primarily because CPMs already have adequate means to determine readiness for ministry.
- 2) That the General Assembly reaffirm and CPS encourage) CPMs in their essential role in the support, nurture, and oversight of persons preparing for ministry so that CPMs devote attention to discernment of call and formation for pastoral ministry, as well as opportunities for practical training, as early as possible in the process.
- 3) That CPS encourage CPMs to assist local congregations in their responsibility to support and nurture their members throughout the inquiry/ candidacy process.
- 4) That sessions work with CPMs in the initial vocational discernment of potential inquirers and that session liaisons participate activitely in the continuing support and oversight of persons under care.
- 5) That CPS encourage CPMs in their responsibility and existing authority in guiding candidates' practical training and field education and urge their use of the existing provisions for adequate experiences of supervised practice of ministry (e.g., full-time, full-year internship during seminary, full-time externship following completion of Master of Divinity degree studies, or other additional experiences).

D. Ordination Examinations

In its mandate, the work group was asked to consider:

“The timing and nature of the ordination exams;”

In response the work group makes the following recommendations:

- 1) That ordination examinations continue to be taken ordinarily while completing the Master of Divinity program.
- 2) That GAC, through CPS, communicate to Presbyteries' Cooperative Committee on Examinations for Candidates (PCC) the need to prepare and distribute as broadly as possible two interpretive resources:
 - a) A brief educational piece summarizing the role and significance of ordination examinations in our denomination.
 - b) A bulletin insert with similar content to that described in statement a) for use in worship services related to ordination and installation.
- 3) That CPS encourage presbyteries of care and local congregations to offer nurture and support of those taking ordination examinations.
- 4) That the GAC through CPS request PCC to provide guidance to proctors and seminaries so that they make available to Presbyterian seminarians appropriate worship opportunities around the writing of ordination examinations and the posting of results.
- 5) That PCC in consultation with COTE and CPS review the results of ordination examinations over the past decade and discuss the implications thereof regarding the nature and effectiveness of the exams.

II. RATIONALE FOR RECOMMENDATIONS

At its meeting September 23-26, 1998, the General Assembly Council (GAC) approved the formation of the Work Group on the Entrance into Pastoral Ministry, on the recommendation of the Congregational Ministries and National Ministries Divisions. This action was the result of a proposal approved by the Committee on Theological Education (COTE) at its February, 1998, meeting.

The proposal asked the work group to address four specific issues:

- A. "How seminaries and presbytery committees might work together more effectively so that those whose promise for ministry is clear are more effectively supported and those who have serious limitations are challenged to consider other vocational paths;"
- B. "How better educational resources for the first years in ministry might be provided;"
- C. "The advisability of revisiting earlier proposals for a period of licensure after seminary graduation and before ordination (a period in which ministry might be intensively supervised);"
- D. "The timing and nature of the ordination exams;

The proposal from COTE also indicated a configuration for the twelve-person group. Institutions of theological education would provide a seminary president, a dean, a faculty member, and a person engaged in research in theological education. Others to be appointed by the two GAC divisions would be two pastors, one candidate/seminary student, one executive presbyter, one other middle governing body staff person, one member of the GAC, and two others selected from the church-at-large to provide particular expertise and/or perspectives related to issues to be addressed.

The following persons were appointed to the work group: Jeffrey Bullock, President of Dubuque Seminary, who was unable to serve and was subsequently replaced by Cynthia Campbell, president of McCormick Seminary; Phil Gehman, dean of students at Columbia Seminary, who served as Chair; Virstan Choy, director of field education and integrated studies at San Francisco Seminary; Barbara Wheeler, president of Auburn Seminary and a researcher in the field; C. Ellis Nelson, Austin Theological Seminary research professor; candidate/seminarian Julia Carlson; pastors Fred Beck and Cindy Cushman; Barbara Campbell-Davis, executive presbyter of New Hope Presbytery; Gary Torrens, executive of East Iowa Presbytery (until he was called to a GAC-GA position relating to governing body relationships); Cynthia Diaz de Leon, at-large; and GAC member William E. Chapman; Dottie Hedgepeth, Associate Director for Theological Education; Robert Johnson, Associate for Theology; H. William Peterson, Associate Director for Churchwide Personnel Services (Sept. 98 – April 00); Marcia C. Myers, Associate Director for Churchwide Personnel Services (April 00 – present); and Dosie Powell, Administrative Assistant for Churchwide Personnel Services.

The work group met five times: January 15-16, 1999; April 17-19, 1999; November 1999, March 17-19, 2000, and October 5-7, 2000.

During the work group's study of the issues, we became aware that governing bodies feel the pressure of vacant pulpits, lengthy searches, overload in Committee on Preparation for Ministry (CPM) responsibilities and processes, and pastoral leadership problems. Seminaries also experience tensions in the following areas:

- between academic responsibilities and denominational expectations
- between obligations to students vs. obligations to the denomination
- overload in fulfilling denominational expectations of M.Div. curriculum

In addition, students preparing for ministry feel more alienation than affirmation in the "care and oversight" process, first experience PCUSA governance as more regulatory than resourcing, and experience a disconnect between polity they read about and polity they experience.

It is thus our hope that this report and our recommendations will encourage and enable 1) common direction and creative flexibility in preparing for and sustaining ministry; 2) the ability to live with tensions and develop cooperative relationships and processes within those tensions; and 3) continuing denomination-wide attentiveness to resourcing as well as to regulatory roles and responsibilities.

The work group was brought together in response to the concerns of many across the church—seminaries, governing bodies, congregations, candidates, and pastors. We explored our Presbyterian history, traditions, and constitution around the assigned issues. In-depth papers were prepared and studied. We interviewed representatives from effective programs in process. During our life together, the work group consulted with and listened attentively to many knowledgeable persons, including authorities from the PCUSA, leaders from other denominations, and focus groups of Executive Presbyters, COM and CPM members, seminary personnel, and seminary students.

Given the concerns about pastoral leadership in our times and in our church, it is clear that there are many issues to tackle and there is much to be done. We affirm the efforts of all those who see the challenge and are working to meet it. We encourage future opportunities for concerned partners to come to a common table where such vital issues can be discussed and further action planned. We have attempted to respond to the four issues presented to us in our mandate, understanding from the outset that our work is only one part of a much greater endeavor.

A. Collaborative Guidance

The issue of relationship between seminaries and presbytery Committees on Preparation for Ministry (CPMs) has been under discussion for a number of years. Concern about this issue has persisted because there is no common understanding of the reciprocal and complementary responsibilities that CPMs and seminaries have in providing support to those with promise for ministry and in seeking worthy and realistic alternatives for those without it. Until there is such a common understanding, mutually beneficial communication between them will remain stymied, and realistic means of cooperation will remain elusive.

The *Book of Order* (G-14.0300) is clear that CPMs and seminaries are not equal partners in matters of formation and discernment of readiness for ministry. Ultimately, it is the responsibility of presbyteries and their CPMs to determine on behalf of the whole people of God who should be ministers of the Word and Sacrament. However, CPMs sometimes feel that they do not have at their disposal all the resources necessary to carry out these responsibilities. Often they do not have

adequate opportunities to get to know their inquirers and candidates well. Some seminarians become inquirers after they have begun their theological studies and, as a result, are not well known to CPMs when critical issues of discernment must be confronted.

Seminaries, by contrast, are in a position to know a great deal about their students: the suitability of their gifts for ministry; their spiritual and mental health; and their Christian experience, practice and witness. Presbyteries expect that seminaries should be a willing and readily available source of information needed by CPMs as they seek to care for and supervise their inquirers and candidates. However, many argue that seminaries do not provide adequate data to CPMs. Often CPMs feel they must discover crucial information on their own.

What hinders communication and cooperation? Because presbyteries, not seminaries, are charged with assessing readiness for ministry and ordination, seminaries often feel that they should not be rendering judgments beyond completion of degree requirements. There is also significant concern about the legal implications of sharing information that may constitute a violation of student privacy. In addition, not all seminary personnel have a complete understanding of the requirements of the inquiry and candidacy process.

A more helpful approach seems to be to encourage seminaries and presbyteries to have more open communication as they seek to support those whose promise for ministry is clear and to encourage those with serious limitations to consider other vocational paths.

A common understanding among CPMs, seminaries, and students needs to be established and nourished. In order for this to become a reality, several issues need to be addressed. First, the tension between the church's right to know who its leaders are and a student's right to privacy and confidentiality must be negotiated. An underlying assumption of CPMs is that knowledge of students is essential in discernment of suitability for ministry. However, seminaries are accredited educational institutions and subject to the Family Educational Rights and Privacy Act of 1974 (FERPA) that protects a student's right to privacy.

A resolution is possible by recognizing that both the church and FERPA are right. There are necessary limitations to an inquirer's or candidate's right to privacy that lie at the heart of the preparation for ministry process, while at the same time students should be protected from the unauthorized dissemination of information about them.

Secondly, since the primary responsibility for determining the readiness for ministry of an inquirer or candidate lies with CPMs, committees must take the initiative in gaining the information they need to make informed decisions regarding readiness for ministry. Evidence suggests that CPMs seldom contact a student's seminary to request information on the interaction between students and their theological institutions. In most instances reports from the seminary simply consist of transcripts and reports from supervised practice of ministry.

The *Book of Order* (G-14.0308) requires that an inquirer or candidate will submit annually a written report to the CPM, and also that there shall be an annual consultation between the student and the committee. Unfortunately, there is now no comparable guidance for contacts between the seminaries and CPMs. On-campus consultations, whenever possible and at least once during a student's time in seminary, should bring together the student, a representative of the student's CPM, and the faculty advisor. Such a consultation, initiated by the student's CPM, along with the annual reports, would greatly facilitate this communication.

It would be helpful to establish a training module that can be used with seminary personnel and CPMs to provide a common understanding of the respective roles of seminaries and presbyteries in the preparation for ministry process.

Therefore, the work group makes the following recommendations:

1) That Churchwide Personnel Services (CPS), in consultation with the Committee on Theological Education (COTE), convene a major consultation to include representatives from presbytery Committees on Ministries (COMs), Committees on Preparation for Ministry (CPMs), and related staff; seminary presidents and/or deans; supervised practice of ministry faculty; other appropriate seminary staff; current candidates; appropriate staff from the offices of CPS, COTE, Higher Education; General Assembly Council (GAC) members and appropriate local congregation representation. The purpose of this consultation is to address critical issues in the nurture and support of those preparing for ordained ministry. These issues include

- a) recruitment of those who show high promise for ministry
- b) criteria for admission that can help discern suitability for ministry
- c) annual consultations that support vocational discernment
- d) information sharing between seminaries and presbyteries
- e) clarification of roles and interrelationships among seminaries, presbyteries, and inquirers/candidates
- f) development of strategies for recruitment, support, and retention of racial/ethnic candidates.
- g) the nature of ordination exams, their effectiveness and appropriateness.

The results of this consultation should include training modules to help theological institutions and CPMs understand the preparation for ministry process and their roles in it.

2) That CPS and COTE be encouraged to gather and share models of healthy and effective relationships among candidates, sessions, seminaries and presbytery CPMs.

3) That CPS and COTE make seed grants available to encourage development of partnerships between seminaries related to COTE and presbyteries to provide for ongoing regional consultation and development of partnership programs.

B. First Call Support

This issue in COTE's original proposal deals with what is widely considered to be a major gap between seminary education and the actual practice of leading a congregation. Some newly ordained ministers learn in a brief period of time how to be a pastor and lead a congregation. But for many other ministers, difficulty in bridging this gap is obvious enough to elicit attention from numerous sources.

Many seminary graduates complain that although they thought they understood congregations because they grew up in one, they find that leading one requires knowledge and skills they did not acquire in seminary. Experienced ministers, remembering their first years as a pastor, often express thanks for the counsel of a senior minister or the forbearance of members of their first pastorate.

Fifty-one percent of the calls to the Board of Pensions telephone consultation service are from new pastors who report loneliness, alienation, conflicts in the congregations and financial problems. This discovery has led the Board of Pensions to conduct pilot projects with new ministers dealing with these concerns.

Denominational leaders, aware that congregations with newly ordained ministers often experience difficulties, have tried various plans. The United Presbyterian Church conducted “young pastors” seminars that were well received. More recently, presbyteries and synods have sponsored programs ranging from providing mentors for each novice minister to a carefully worked out program with an abundance of resources such as the “Transition and Survival Skills Training Experience” (TAS²TE) program.¹

Why is there a gap?

The gap exists because of the difference between the seminary as a school and the congregation as a church.

The seminary is obligated to four agencies in addition to the requirements of the denomination of which it is a part:

- (1) the state, which charters the seminary as a legal corporation, empowers it to grant degrees;
- (2) the federal government enforces rules and laws about discrimination, employment, academic records and other matters;
- (3) the regional accrediting association inspects the seminary regarding whether it is maintaining secular educational standards; and
- (4) the Association of Theological Schools (ATS) requires the seminary to adhere to certain religious and professional standards for each degree offered.

In contrast to the above, a congregation is largely a self-regulating voluntary association of people unhampered by any external rules except laws about public safety, zoning, and denominational affiliation.

As illustrated by the following comparisons, the relationship of a student to the ethos of a seminary is quite different from the relationship of a minister to a congregation:

What counts? In a seminary a student is judged on the basis of academic ability, participation in the life of the seminary, and lifestyle. The latter two traits cannot be factored into the student’s grades and may not be known by all the professors. In a congregation a pastor is judged on the basis of leadership of worship and preaching, religious lifestyle, personality, ability to plan and administer a program, management of conflicts, and attractiveness to new members.

Learning. In a seminary one learns as one did in college—according to what the course requires. The rest of what one learns in seminary comes from groups, associations with friends, participation in chapel, and other seminary activities—all of which are elective. In a congregation one learns from interaction with members. Moreover, what one learns this way has to be interpreted according to the member’s personality and relation to the church, and such learning is necessary rather than being an elective activity. Academic learning is respected in a congregation but is given authority only to the extent that it relates to life situations.

Responsibility. In a seminary students are responsible for their grades and character. Many other elements in students’ lives are ordered by the institution and are outlined in a student handbook. Students are in a dependent relationship to faculty and administrators. Once a student graduates and accepts a pastorate, s/he is immediately thrust into a leadership role. While the session is officially in charge, as a practical matter officers and church members expect the minister to plan and direct a

program. This is a sudden shift from an institution where life was ordered by others to an institution where responsibility for almost everything that has to be done is up to the pastor.

Although in seminary there is a lot of mutual caring and concern for each other, a student also realizes s/he is in competition with others for grades and favorable references. Then, suddenly, as a pastor, s/he becomes aware of the importance of cultivating a culture in which members are to care for each other and to cooperate in the church's program. How can one acquire that ability quickly?

Leadership. Many candidates for the ministry come to seminary today with leadership experience in the military, various professions, and, in most cases, active participation in congregational life. In seminary there are opportunities for gaining leadership experience in campus projects and in congregations where they are interns. Previous experience may be helpful, but it may also be a hindrance to the leadership of a congregation for two reasons. First, the novice minister may not be aware of his or her leadership style. A pilot project in Texas consisted of two groups, each with nine recent seminary graduates. Each group was involved in an intense two-year program. These eighteen ministers in their first pastorate came from evangelical, university-related, and Presbyterian seminaries. All had experience in a wide variety of secular vocations. One of the unanticipated findings from the evaluator was that many of these ministers did not know their leadership style nor were they sensitive to the way their style affected the congregation."

Second, leadership is probably as much an art as it is a skill. But whatever it is, congregations expect ministers to lead in a certain style. A pastor, therefore, must ferret out the leadership expectation of the congregation and then make adjustments in his or her style in order to have an effective beginning.

What can the Presbyterian Church (U.S.A.) do about the gap?

This work group was appointed because there was a need to explore how to give denominational encouragement for expanding what is already being done, and to consider emerging possibilities for dealing with the gap between seminary and first call.

A relatively new and carefully designed approach to dealing with this concern is the national program of the Evangelical Lutheran Church in America (ELCA), which is named "First Call," a presentation in which some members of the work group were involved several years ago. The question before our group was whether this might provide guidance for Presbyterians.

In addition to reviewing the literature about the ELCA project, the work group consulted with two representatives from the ELCA about its new "First Call" program during our April 17-19, 1999 meeting. We were instructed and encouraged by the Lutheran program for post-seminary training. A major discovery was that its three goals are similar to what emerged in the Texas pilot project and in one part of the TAS²TE curriculum.

The ELCA "First Call" is an excellent national program that unites seminaries, synods, and congregations in post-seminary training. It requires a unified denominational ethos, a national staff, and a commitment to its goals and methods from all its component parts. Although the years of preparation were foundation-funded, the administrative expense for maintaining it continue to be considerable. This "First Call" program is possible because the Lutheran denominations that make up the ELCA have had a history of requiring internships for all pastors. The new program is considered an outgrowth and improvement of what the denomination was already doing. Also, there is a close connection between the denomination and its seminaries. The ELCA provides about 60 percent of the

funding of its seminaries and requires that every candidate for ordination attend a Lutheran seminary for at least one year.

We believe, however, that the agencies of the General Assembly cannot at this time plan and administer a national program similar to "First Call." Almost none of the conditions that made the ELCA program possible exist in the Presbyterian Church (U.S.A.).

What the Presbyterian Church has is ten theological institutions that want their graduates to be effective pastors and presbyteries which have fashioned programs to help inexperienced ministers. We believe the appropriate way to narrow the gap at this time is to urge the seminaries and presbyteries to give this matter more attention and to seek additional ways to coordinate their work.

Because there are many studies of ministers, ministry, and churches from a theological, psychological, sociological, and historical perspective, we suggest that a further development of existing programs focus on the four major elements of entry into ministry:

- (1) the minister—with hopes, fears, ambitions, hobbies, family, church background, spiritual disciplines, beliefs, lifestyle, moral standards, and image of self as leader;
- (2) the congregation—with its history, ethos, programs, status in the community, relation to the denomination, and expectations of its pastor;
- (3) the dynamic interaction of people within the congregation and with the pastor, which makes each church situation unique;
- (4) the conflicts that arise as part of church life.

By focusing on these four elements, seminaries and presbyteries can specialize in the aspects of each element that fit its interests and resources. Seminaries are probably the most efficient teachers of *generalizations* about each of the elements. Such generalizations will arise in many courses and especially in courses in "practical theology" or "church and ministry." Units of supervised practice of ministry or internships also provide experiences about which generalizations can be made.

Congregations are the only places where everything related to ministry comes together and where the minister must respond. How to respond to an existential situation can be learned only when a person has become the officially installed leader. Generalizations learned in seminary and textbooks provide guidance, but making judgments about how to act or what to say about problems, events, or future plans for a congregation are directly connected to the thoughts, feelings, and faith of members of a particular congregation. A minister coming from the relatively protected environment of a seminary can most effectively learn how to lead a particular congregation if s/he is given some support and suggestions from presbytery. This is in part because presbyteries have a direct relationship to and responsibility for congregations. It is in part because presbytery officials know the pastors and lay professionals in the area who can work with new pastors.

How can the gap be narrowed?

Limitations. This review of the entry into a pastoral ministry situation is encouraging because our seminaries and presbyteries are working on ways to make the entry easier. There are, however, limitations on what these two agencies can do. Our seminaries are unable to do much more in the three-year M.Div. degree program. Many seminary students are in their mid-30s, have come from vocations that did not prepare them for theological studies, have families, and want to complete ordination requirements as soon as possible. Given the rapid expansion of knowledge in every field related to ministry and the complexity of the pastor's work, seminaries find it increasingly difficult to do all they would like to do to educate pastors.

Presbyteries also have limitations. One limitation is funding. Even a simple mentoring program requires some time and money. Perhaps the lack of time is the greater limitation. Leadership for a presbytery program must come from interested laypersons and experienced pastors who are already over-committed to good and necessary projects. Effective programs require considerable time for planning and for adjustments in the programs in order to meet the needs the new ministers bring to the surface. It is difficult for qualified presbytery leaders to devote enough time to such a demanding project.

Method. It would be helpful if our work group had conclusive evidence for recommending what method of training was most effective for entry into ministry. We have found that almost any effort to help newly ordained pastors works, at least for some pastors. Perhaps this is because if someone or some group takes *their* church situation seriously, novice ministers *feel* that their specific problems are solvable.

Our review of existing programs reveals three major approaches for helping ministers in their first call. The first is subject- or topic-centered. This approach lends itself to a conference or seminar method where leaders deal with fairly specific topics such as stress, evangelism, conflict resolution, budget and finance issues, and so on. Continuing education events sponsored by seminaries and governing bodies exemplify this type. It should be noted that several other General Assembly entities have recently established programs for new pastors such as the Board of Pensions's "Moving From Survival to Living Well in the Ministry" and "Excellence From The Start" by the Office of Theology.

The second is congregation- or case-centered. One strategy is where an experienced minister serves as a mentor by meeting regularly with a novice minister and dealing with issues this minister must manage in the congregation. Another approach uses a group-process method where a leader deals with the feelings and the specific problems a group of first-call ministers is having. The Methodist "Young Pastors" pilot project was of this type.ⁱⁱⁱ

The third method is to combine the first two. The new ELCA's "First Call," the TAS²TE program, and the Lilly Endowment-funded Texas project combine the first two methods in various ways. Since this third method is the one that has evolved in our denomination, we encourage our seminaries and presbyteries to develop this method to its next stage. To do so we believe the areas that should be given special attention are as follows: (1) the pastor as a person, (2) the congregation with its problems and possibilities, (3) the pastor/congregation relationship, and (4) conflict management.

Recommendations:

The work group thus makes the following recommendations:

- 1) That each seminary related to COTE review its M.Div. program in relationship to student readiness for ministry with specific attention to the following "first-call issues":
 - a) self-understanding in relation to the role of pastor;
 - b) ability to understand and associate themselves with a congregation's history, ethos, programs, status in the community, and relation to the denomination;
 - c) understanding the dynamics of pastoral leadership in a particular congregation;
 - d) capacity for managing conflicts within the congregation.

Seminaries already provide a wide variety of courses and experiences in the practice of ministry. A review, however, may open up other ways to help graduates move more smoothly into the practice of ministry. The following items may indicate possibilities for further development.

- The pastor as a person with habits, traits, and issues that concern him or her has proven to be a major factor in the success or failure in a first pastorate. This aspect of a seminary student's life can be, and often is, "parked" because academic achievement and ability to appear ready for a pastorate are what count. Seminaries could probably do more to help students understand themselves and how they interact with others. Some form of personality inventory plus consultation with a psychologist for all students at the beginning of seminary training would alert students to the critical importance of this facet of their vocation and, in unusual cases, provide the beginning of working on their self-understanding. ATS's new Accrediting Standards require seminaries to show that this aspect of students' preparation is attended to in some form.^{iv}
- Supervised practice of ministry programs or courses on ministry should include case studies of congregations. Growing up in a congregation does not prepare a person to understand the complexity of a congregation, much less to lead one. The Texas pilot project noted that newly ordained ministers were often like many older ministers who were in trouble, in that they did not understand the congregation they served or the importance of identifying with its history and aspirations.
- The pastor/congregational relationship is tenuous. Each congregation has a corporate personality, a way of being a church, a process of decision making that may not follow the official form of church government, and a role it expects the pastor to play. The pastor has a leadership style even if s/he is not aware of it. If the congregation's role expectations and the leadership style of the pastor are not in harmony, "feelings" may be hurt. The seminary cannot prepare a student for the particular church to which s/he will be called, but it can help him or her to identify his or her leadership style and to understand to what extent s/he can or should adjust to the expectations of the congregation.
- Conflicts arise as a part of the church life. In congregations there are a variety of dreams and expectations that sometimes clash. A pastor needs to be able to understand conflict, avoid triangles, and manage their own behavior appropriately so as to be responsible and not reactive when faced with conflict.

Preparing students for ministerial leadership is now a rubric in the ATS Accreditation Standards. Each seminary is obliged to show how it provides experiences that support this role.^v

2) That CPS encourage presbyteries singularly or in clusters to make available to all ministers in their first call a program that includes the following:

- a) self-understanding related to their role as pastor;
- b) help for understanding the congregation served in terms of history, ethos, programs, status in the community, and the relation to the denomination;
- c) assistance in establishing an appropriate pastoral relationship style for their situation;
- d) support in dealing with conflicts that may emerge in the congregation.

The survey by David Danner of the Vocation Agency in 1985 produced data from 37 presbyteries with 17 different "Pastorate Start-Up" programs.^{vi} We assume that, with the development of the TAS²TE program in 1983, the work of the Alban Institute, and pilot projects such as the one in Texas, more presbyteries have programs.

It is of critical importance that presbyteries take responsibility for pastoral start-up programs, as required in G-14.0506f and G-11.0103n. (1) Certain learnings in the four major areas can happen *only* when a minister is ordained and installed as a pastor. (2) Presbyteries have a direct vested interest in the welfare of the minister/congregation relationship. (3) About 25% of newly ordained ministers come from non-Presbyterian seminaries. Young pastors with this background may be greatly helped by association with peers and presbytery leaders as they adjust to their first pastorate.

3) That CPS develop resources to assist COMs and sessions in the entry of pastors into their first call with particular attention to first-call issues.

Sessions, as well as COMs, are of critical importance in helping pastors become effective leaders of the first congregations to which they are called. Other recommendations in this report suggest ways the pastor's first call can become a creative experience that will shape his/her future in pastoral ministry. The purpose of this particular recommendation is to provide one or more resources, such as a brief booklet and/or video, that would explain the importance of the first-call issues identified in preceding recommendations.

4) That CPS, in consultation with COTE seek funding from foundations and other partners, to finance a coordinated effort to assist synods and presbyteries in planning and administering programs designed to help newly ordained ministers become effective leaders of the congregations to which they have been called.

To launch a coordinated effort, it may be necessary to form a supervisory committee with representatives from (1) the General Assembly staff, such as the associate director of Middle Body Relationships; the associate director of Churchwide Personnel Services; the associate for Resourcing the Committee on Ministry; the associate director for Theological Education; (2) synods and presbyteries; and (3) interested lay persons.

The supervisory committee should plan on five years to develop and implement the program. Since this program is to be funded independently, it should be incorporated as a non-profit corporation; or, it could be connected to a church college or a Presbyterian seminary where office space, parking, bookkeeping services, and other necessities for such a program would be available for a fee.

The program's purpose would include the following activities:

- To focus the attention of all governing bodies of the Presbyterian Church (U.S.A.) on the importance of helping newly ordained ministers move from their roles as seminary students to their new roles as leaders of congregations;
- To sponsor conferences designed to help presbyteries and synods share their experience with programs they have sponsored;
- To provide resources, including consultants, for presbytery and synod programs;
- To encourage presbyteries to assume a "research and development" attitude toward the entry into pastoral ministry situation. Such experimental and evaluation activity should lead to the most effective way to help ministers in their first call to become leaders of congregations.

At the end of four years, the supervisory committee will decide whether the program is to continue or whether its purpose is being achieved and will therefore conclude the program at the end of the fifth year.

5) That CPS urge CPMs to incorporate into their counsel of candidates first-call issues and that concerns about first-call issues be included in the final assessment of candidates.

6) That CPS urge COMs of the calling presbyteries to request the final assessment summary from the COMs of the newly ordained ministers in order to help them address particular concerns during the first call.

It is important that attention to the first-call issues (listed in preceding recommendations) begin as the individual moves through the inquirer/candidate process under the care of the CPM. It is equally important that the COM of the calling presbytery be aware of issues and attributes relevant to the individual's transition into the first-call situation. Attention to provision of continuity related to the presbytery care process as the individual moves from candidate to installed pastor is particularly important when more than one presbytery is involved.

C. Licensure

This part of the Work Group's mandate emerged from a 1992 General Assembly study of the Theology and Practice of Ordination. In its discussion of "Preparation of Ministers of the Gospel for Office," the report noted the following: "Throughout most of its early history in this country, the Presbyterian church required a period of licensure prior to ordination, during which persons who had finished their formal course of study for the ministry were examined by the presbytery and then placed in congregations where they could 'test their gifts'" (p. 77).

The 1992 report further noted that:

- Licensure or some other form of post-seminary "testing of one's gifts among the people of God" appears to be needed as the church moves toward the twenty-first century.
- Some denominations attempt to meet this need for a period of testing one's gifts by requiring at least one year of full-time, supervised practice of ministry.
- A flexible period of licensure lasting from one to three years depending on the state of the licensee's preparation for ministry, would invite everyone involved to take the supervised practice of ministry component of preparation as seriously as the course of study in seminary.

While the General Assembly did not adopt these proposals in 1992, some Presbyterians feel that the needs identified in that report have increased and that the reasons for adding a licensure period and process are even more compelling today.

The work group's exploration and assessment of licensure included the following:

- Review of current provisions in the *Book of Order* governing preparation for Ministry of the Word and Sacrament.
- Study of the 1997 action by the General Assembly of the Church of Scotland to cease the

practice of licensure.

- Conversations with the Presbyterian Theological Field Educators responsible for overseeing the field education programs in our denomination's theological institutions.
- Review of "Licensure: Polity and History", by William Chapman.
- Review of the "Racial Ethnic Leadership Pool Task Group Report."

In light of these studies, the work group recommends the following:

1) That the current *Book of Order* requirements be continued and that a period of licensure prior to ordination not be inserted primarily because CPMs already have adequate means to determine readiness for ministry.

The 1992 proposal presented licensure as a post-M.Div. period of probationary status requiring additional work in the supervised practice of ministry (e.g., externship) in preparation for ordination to Ministry of the Word and Sacrament. While the Work Group found the concerns and needs for improving cultivation of ministry skills through licensure to be well-founded, members also found the following concerns and factors informative and compelling.

The Chapman review of the history of licensure points out that licensure involved granting a candidate permission "to preach and teach publicly" (Minutes, Presbytery of Philadelphia, 1710). It was a recognition of progress in preparation for ministry. It was not a distinct step in the process of ordination.

In calling for licensure, the 1992 proposal emphasized the need for more than "the part-time or short-term patterns of ministry education now chosen by most Presbyterian seminary students." Instead, what was perceived as needed by today's ministers was knowledge and skills "more appropriately learned in intensive, full-time, long-term, supervised ministry contexts" (p. 77). As noted by seminary field education faculty, the *Book of Order* currently allows presbyteries to require candidates to engage in such supervised ministry before, during, and after seminary as part of their guidance responsibility (G-14.0306(a)(2)). Also, every Presbyterian seminary continues to allow students to opt for such full-time internships as part of their work toward the Master of Divinity degree. In effect, the concerns raised in the 1992 proposal for licensure can be addressed within *existing* provisions of the *Book of Order* without addition of a new step in the preparation for ministry process.

In addition, both Presbyterian field educators and the Racial Ethnic Leadership Pool Task Group have cautioned against a "one size fits all" approach to recruiting, supporting, guiding, nurturing, and retaining an increasingly diverse pool of persons preparing for increasingly diverse contexts of ministry. To require licensure for all candidates would be to adopt a "one size fits all" approach to working with persons from different racial ethnic groups, second-career persons, persons with varying degrees of church experience, etc.) More rather than less flexibility is needed in the preparation for ministry process.

The same sources also emphasize the potential financial hardship caused by licensure. Student loan repayments are required to begin six months after completion of the highest degree. Proposals for licensure do not include clear guidelines that assure a level of compensation sufficient to cover living expenses and debt reduction during completion of this requirement.

Field education faculty also expressed concern that licentiates be perceived as a source of "cheap labor" - persons with Master of Divinity education available for ministry who did not have to be paid

within presbytery minimum-salary guidelines.

Finally, the work group received multiple expressions of concern regarding CPM workload. Since licensure would be a post-seminary program of supervised ministry, it is assumed that CPMs would have even more responsibilities, such as selecting congregations, shaping ministry experiences, insuring funding, training supervisors, monitoring quality, and evaluating accomplishments. Given the stress and overload felt by many CPMs, their capacity to initiate and sustain a licensure program is questionable.

Increasing the number of regulations governing candidates through addition of a licensure step does not appear to be a helpful response to the need for improved preparation for ministry.

2) That the General Assembly reaffirm and CPS encourage CPMs in their essential role in the support, nurture and oversight of persons preparing for ministry so that CPMs devote attention to discernment of call and formation for pastoral ministry, as well as opportunities for practical training, as early as possible in the process.

3) That CPS encourage CPMs to assist local congregations in their responsibility to support and nurture their members throughout the inquirer/ candidacy process.

4) That sessions work with CPMs in the initial vocational discernment of potential inquirers and that session liaisons participate actively in the continuing support and oversight of persons under care.

The *Book of Order* characterizes the nature of the presbytery-candidate relationship as covenantal. The roles and responsibilities of the presbytery involve both nurturing (support) and gatekeeping (evaluation) tasks as specified in the following:

“It is important that those who are to be ordained as ministers of the Word and Sacrament receive full preparation for their task under the direction of the committee on preparation for ministry.” (G-9.0902)

“For this purpose, presbyteries shall enter into covenant relationship with those preparing to become ministers of the Word and Sacrament. This relationship shall be divided into the two phases of inquiry and candidacy.” (G-14.0301)

“The purpose of the inquiry phase is to provide an opportunity for the church and for those who believe themselves called to ministry of the Word and Sacrament to explore that call together in such a way that a decision regarding the inquirer’s suitability for ministry of the Word and Sacrament will be based on knowledge and experience of one another.” (G-14.0302)

“In matters related to preparation for the ministry, the individual is under the oversight of the presbytery through the CPM. It shall be the duty of the presbytery to exercise responsibility of the spiritual growth of inquirers and candidates, to support them with an understanding and sympathetic interest, and to give guidance in regard to courses of study, familiarity with the Bible and with the confessions, practical training and plans for education, including the choice of institutions, field education, and the inquirer’s or candidate’s financial need.” (G-14.0306(a)(2))

“The committee on preparation for ministry shall provide for an annual consultation with each person on the rolls of inquirers and candidates. The purpose of the consultation shall be for the evaluation and nurture of inquirers and candidates.” (G-14.0309 a.)

Therefore, a holistic approach to improved preparation and oversight of preparation calls for work in these areas: attention to discernment of call and formation of the person (character, attitudes) in ministry as well as development of ministerial skills.

Rather than add requirements for entrance into Ministry of the Word and Sacrament, what is needed by the inquirer and candidate is earlier and more focused attention to the discernment of call, spiritual formation, and the cultivation of pastoral skills. The temptation to postpone attention to discernment and formation issues until a post-seminary licensure period must be resisted.

5) That CPS encourage CPMs in their responsibility and existing authority in guiding candidates' practical training and field education and urge their use of the existing provisions for adequate experiences of supervised practice of ministry (e.g., full-time, full-year internship during seminary, full-time externship following completion of Master of Divinity degree studies, or other additional experiences).

While emphasizing the importance of a post-seminary externship, the 1992 proposal for licensure acknowledged that full-time internships taken between the second and third years of seminary also constituted adequate tests of readiness for ministry. As previously noted, opportunities already exist for presbyteries to call for such increased work in supervised ministry during seminary. The guidance provisions in the *Book of Order* allow for such counsel (G-14.0307). The concerns raised in the 1992 proposal for licensure can still be addressed without insertion of a licensure step in the process of preparation for ministry.

In addition, the work group's disinclination toward licensure was reinforced by the 1997 action of the General Assembly of the Church of Scotland to discontinue its centuries-old practice of licensure and to replace it with increased time in supervised ministry as part of the Bachelor of Divinity degree program.

Finally, an even more helpful response to the concern for ensuring competence in ministry would be increased attention to what some denominations term "first call" needs of ministers. As identified by new pastors, these needs involve more than the basic ministry practices of preaching, teaching, pastoral care, etc. They extend to the pastors' understanding of self in relation to their pastoral role, ability to relate to their congregations as congregations, ability to provide leadership appropriate to a particular congregation and community, and ability to manage conflicts in congregations. CPMs need to include such issues throughout their work with candidates, both in guiding their preparation for ministry as well as in the final assessment interview, since the *Book of Order* also requires CPMs to share such information with the presbyteries to which their candidates are called. In doing so, CPMs may help new ministers identify the issues and skills for ongoing development through the continuing education experiences in the first years of ministry.

D. Ordination Examinations

Ordination examinations provide one way for the presbytery of care to discern "readiness for ministry." They are an opportunity for a candidate to demonstrate ability to fulfill pastoral roles. We offer the following responses to four questions which emerged in our work, together with our recommendations:

1. Why do we have ordination exams, often called "ords"?
2. When should "ords" be taken/given?
3. Where should "ords" be administered?
4. What support might the church offer to those taking ordination exams?

Why do we have ordination exams, or “ords”?

Standard ordination examinations evolved as a way to remedy the disparity in presbytery floor exams. The challenge was to resolve the problem without taking from the presbytery its historic role of determining whether a candidate’s theological position is consistent with the *Constitution*. Consequently, ordination examinations are designed to assess knowledge in the areas of Biblical exegesis and content; theological competence; worship and sacraments and church polity; as well as basic competence for the practice of ministry. (G-14.310d. (1-5).

Presbyteries must approve persons in their care to take examinations (G-14.0301c), and the examinations are graded by “representatives of presbyteries” (G-14.0301e). These structural arrangements signal that these examinations represent the transition of the person under care from a particular presbytery into the broader covenant community of the denomination.

When should “ords” be taken and given?

Seminaries are keenly aware that there has been from the beginning an issue of scheduling the ords. Ordinarily they are administered in February and September. Presbyteries’ Cooperative Committee on Examinations for Candidates (PCC) has consistently been willing to negotiate schedule issues with the COTE-related seminaries. This has involved seminary deans and staff and members from PCC working on a proposal presented to COTE for final approval. The work group understands that this procedure can be reopened at any time.

There is also the matter of when a student takes the “ords,” which is determined by the presbytery of care. A student obtains the application to write the exams from the presbytery of care. This introduces great diversity as to when in a student’s seminary career they write the exams. Presbyteries differ greatly in how they make such decisions. PCC did provide information that persons writing all four examinations at one time have a higher pass rate. However, the increasing diversity of students as well as seminary programs necessitates flexibility.

Another trend which disturbs us is the continuing increase in the number of exams requiring a third reading when the first two readers disagree on whether the exam is passing or not. While there are no research studies of this, the experience of PCC is that these results indicate students’ inability to write clearly regarding the complex issues that arise in the practice of ministry.

Where should ords be administered?

The administration of ords normally takes place in the seminaries. Seminary faculties provide support for students taking exams through preparatory seminars in the different areas. Students report that the opportunity to study for ords in groups is helpful. Supervised practice of ministry experience is a source of preparation for ords.

However, there are numerous “special proctors” who currently administer ordination examinations for those who are not currently enrolled in a seminary with an established proctor, or who for various reasons are distant from a seminary at the time the exams are given.

What support might the church offer to those taking ordination examinations?

One of the responsibilities of the presbytery is “to enter into covenant relationship with those preparing to become ministers of the Word and Sacrament by enrolling them as inquirers, and to

receive inquirers as candidates" (G-11.0103). Therefore, our work group draws the attention of CPMs to this responsibility as it impacts students who are taking ordination exams.

Also, one of the duties of sessions in the candidacy process is that "the session shall function in a supportive role during the phases of inquiry and candidacy to assure that care is provided on a continuous basis" (G-14.0306b). Therefore, our work group reminds local congregations of this duty as it applies to students within their congregations taking ordination exams.

Writing ordination exams and receiving the results are times of anxiety, celebration, and lamentation. Therefore the work group encourages those responsible for administering ordination exams to provide appropriate opportunities for worship.

In light of the above comments, the work group offers the following recommendations:

- 1) That ordination examinations continue to be taken ordinarily while completing the Master of Divinity program.
- 2) That GAC, through CPS, communicate to PCC the need to prepare and distribute as broadly as possible two interpretive resources:
 - a) A brief educational piece summarizing the role and significance of ordination examinations in our denomination.
 - b) A bulletin insert with similar content to A. for use in worship services related to ordination and installation.
- 3) That CPS encourage presbyteries of care and local congregations to offer nurture and support of those taking ordination examinations.
- 4) That the GAC through CPS request Presbyteries' Cooperative Committee on Examination for Candidates (PCC) to provide guidance to proctors and seminaries so that they make available to Presbyterian seminarians appropriate worship opportunities around the writing of ordination examinations and the posting of results.
- 5) That PCC in consultation with COTE and CPS review the results of ordination examinations over the past decade and discuss the implications thereof regarding the nature and effectiveness of the exams.

ENDNOTES:

¹ Susan E. Fox and Kurtis C. Hess, *Here I Am, Lord. Now What?* (South Charleston, WV: TAS²TE of Ministry, Inc., 1995).

² Phineas A. Washer, ed., *Entry Into Ministry: Learning to Lead a Particular Congregation* (Final Report to the Lilly Endowment, 1999). This report of a five year project sponsored by Grace, New Covenant and Mission Presbyteries and Austin Presbyterian Seminary was printed in a limited edition. Inquiries should be addressed to Dr. Stewart Coffman, General Presbyter, New Covenant Presbytery, who directed the two groups of newly ordained ministers.

³ Edgar W. Mills, *Peer Groups and Professional Development* (Nashville: Division of the Ordained Ministry, United Methodist Board of Higher Education and Ministry, 1973).

*ATS Redeveloped Accrediting Standards, section 3.1.3 "Personal and Spiritual Formation" and 3.1.3.1.

*ATS Standards, 3.1.4 "Capacity for Ministerial and Public Leadership" and 3.1.4.3.

*David W. Danner, *After the Call* (New York: The Vocation Agency, Presbyterian Church (U.S.A.), 1985.

SECTION V
REPORTS WITHOUT RECOMMENDATIONS
Report # 1

THE PRESBYTERIAN COUNCIL FOR CHAPLAINS AND MILITARY PERSONNEL

4124 VAN NESS ST, N W., WASHINGTON, D C 20016-2790 - TEL. (202) 244-4177

ASSOCIATE REFORMED PRESBYTERIAN CHURCH

CUMBERLAND PRESBYTERIAN CHURCH IN AMERICA

PRESBYTERIAN CHURCH (U.S.A.)

CUMBERLAND PRESBYTERIAN CHURCH



THOMAS K. CHADWICK - DIRECTOR

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THE PRESBYTERIAN COUNCIL FOR CHAPLAINS AND MILITARY PERSONNEL

ANNUAL REPORT 2000

The Presbyterian Council for Chaplains and Military Personnel represents four Presbyterian denominations in matters that relate to their chaplains and church members in the armed forces and the Veterans Affairs Medical Center: The Cumberland Presbyterian Church in America, The Cumberland Presbyterian Church, The Associate Reformed Presbyterian Church, and The Presbyterian Church (U.S. A.). Its 20 members are elected representatives from each denomination and the Stated or Principal Clerks who serve ex-officio. The office is located at 4124 Van Ness Street, NW Washington D.C. 20016. PH: (202.)244-4177, Email: info@pccmp.org; WEB: <http://www.erols.com/pccmp>

The primary responsibilities of the Council are: To provide ecclesiastical supervision and support for the chaplains; to provide a unified and influential voice for the Presbyterian Churches to the government in matters relating to the ministry and welfare of Presbyterians serving in the Armed Forces and the Veterans Affairs Medical Centers; to provide endorsement credentials to the Department of Defense for these clergy; to give representation to denominational agencies and ecumenical bodies concerned with matters relating to military personnel, veterans, and their families, and to consider other duties as requested by the member denominations.

Accomplishments in 2000

Presbyterian (U.S.A.) clergy persons are serving as chaplains in a variety of ministries: In full-time military service. 51 Army, 40 Navy, and 21 Air Force chaplains; 10 full-time in Veteran Affairs Medical Centers; 129 in the Reserve, National Guard 35, Civil Air Patrol; and 33 in the part-time Veterans Affairs chaplaincy. Persons from racial ethnic groups serving in active duty positions include 7 African Americans, 4 Asians, 4 Hispanics, 2 other and 15 women, including 1 clergy couple. Fourteen clergy persons were interviewed and endorsed for the active and reserve chaplaincy positions. Four persons entered the military chaplaincy. Six seminary students were

approved for entry into the Chaplain Candidate Program of the services. Eleven Chaplains were approved for VA ministry, most for a part-time position. One auxiliary chaplain was approved and entered service.

No retreat/conference for chaplain families was held in Europe this year due to financial constrictions. The solo Director visited 90 active duty and VA chaplains at their duty stations in USA including Alaska and Puerto Rico. This is to support the chaplains in their ministry and to remind their commanders of the church's interest in and support of their clergy. Princeton Day observance was held at Princeton Theological Seminary in November with an active duty chaplain speaking and staff conferring with students interested in the chaplaincy.

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SECTION V
REPORTS WITHOUT RECOMMENDATIONS
Report #2

REPORT OF THE YEAR OF THE CHILD PLANNING TEAM
TO THE GENERAL ASSEMBLY COUNCIL

INTRODUCTION

The Year of the Child was established by the 209th General Assembly to be a time to lift up the special gifts and needs of children within and beyond the church. The General Assembly Council and its three Ministries Divisions were directed to work with the Presbyterian Child Advocacy Network (PCAN), a network of the Presbyterian Health, Education and Welfare Association, to develop resources for this focus. All entities of the church were encouraged to establish ongoing programs recognizing and responding to the special gifts and needs of children using the tools of education, direct ministry, and advocacy. The dates set for this mission focus was from the end of the 212th General Assembly to the end of the 213th General Assembly (July 1, 2000 to June 16, 2001).

PLANNING PROCESS

Soon after the establishment of this mission focus, a denominational planning team began its work. This diverse group of people who had demonstrated a commitment to ministry with and on behalf of children are: Sally Baker of Buckhorn, Kentucky, Elinor Bowles of New York, New York, Michelle Curtis of Laguna, New Mexico, Cindy Cushman of Ludlow, Kentucky, Rebecca Davis of North Port, Florida, Kirby Lawrence Hill (Moderator) of Lithonia, Georgia, Hal Johnson of Durant, Oklahoma, Douglas Oldenburg of Decatur, Georgia, Nancy Scott of Carlsbad, California, and Susan Keil Smith of Albuquerque, New Mexico. Those who represented the various Ministries Divisions were: Tom Malone and Sherrie Schork from Congregational Ministries Division; Pat Chapman and Kerry Rice from National Ministries Division; Elaine Matthes and Dan Rift from Worldwide Ministries Division. A grant was obtained to secure the part-time services of Patricia Sprinkle of Miami, Florida as our Planning Director. Rob Klouw served as an intern in the offices in Louisville.

“Children: God’s Gift to the World; Christ’s Call to the Church” was chosen as a theme for the year. The logo which was developed served as a reminder that the God who came to us as a child calls the church to lift up all children. Presbyteries were encouraged to establish a planning committee to facilitate congregational participation in the Year of the Child and 128 presbyteries did so. Materials to resource these presbytery teams were developed and distributed. Worship, educational, ministry, and advocacy resources were developed and made available to the broader church. Each Presbyterian entity was urged to broaden its baptismal embrace of God’s children, birth to eighteen years of age, in their congregations, their communities, their nation, and world, and to start at least one new ongoing ministry for children during the year.

A spirit of joyful participation and cooperation marked the work preparing the church for this focus. The General Assembly Council demonstrated its support by granting funding for the year’s basic needs. An Extra Commitment Opportunity Account was established to enhance the work of the Year of the Child and over \$17,000 has been received to date.

Each step of the way, the planning team found strong support from all three Ministries Divisions. CMD provided funding and personnel for a major children's art project which was used for the Presbyterian Planning Calendar and is traveling around the country as large and small art exhibits through May, 2002. CMD also provided funding and expertise in the development of an educational video to be used during and beyond the year. Conferences at Montreat and at Plaza Resolana were held to resource leaders for the focus and other annual conferences picked up the Year of the Child theme. NMD provided much of the funding for the planning process itself through its support of PCAN, as well as providing General Assembly exhibit expenses and the stipend for the seminary intern. Presbyterian Women and the Health Ministry Office helped to fund a conference coordinated by the United Nations Office of the Presbyterian Peacemaking Program on the unmet needs of the children of the world. A Year of the Child web page to resource individuals and committees was established and broadly used. WMD provided a Missionary in Residence to interpret our Presbyterian ministry on behalf of the world's children and what more needs to be done, as well as to build a support system for missionaries working primarily with children.

HIGHLIGHTS OF THE YEAR

The last day of the Long Beach Assembly was the official start of the Year of the Child, but the spirit of lifting up and involving children was present throughout the Assembly. The Long Beach Committee on Local Arrangements continued the recent practice of other local committees by asking those coming to the Assembly to donate a children's book. The Children's Art Exhibition premiered at the Assembly. Children were involved in worship leadership, in presenting a stole to the moderator, and in demonstrating the impact of some of the problems facing children throughout our world today. A celebration marking the start of the Year of the Child was held with music, food, prayer, and fun! A new annual award initiated by PCHARM (Presbyterian Children's Homes and Related Ministries), recognizing a Champion for Children was given, with Douglas Oldenburg chosen as its first recipient.

There has been broad cooperation and interest in resourcing the church for a strengthened capacity for ministry with and on behalf of children. Denominational periodicals gave good and helpful focus on the gifts and needs of children. The 2000 Mission Yearbook for Prayer and Study focused on ministry with children in each presbytery and around the world. The current Presbyterian planning calendar includes art from the children's art project and multiple ideas for each month in observing the Year of the Child. The Extra Commitment Opportunity Booklet for 2000 and 2001 have a Year of the Child logo next to projects which particularly benefit children and youth. Worship-related, artistic, educational, and ministry-related resources have been developed and have been well received. A number of established conferences have taken on a child-related theme during this year's focus, further strengthening the church's embrace of children near and far. With the assistance of a grant from the Griffith Theological Research Foundation, seven of our ten Presbyterian seminaries had or will have a special event or program focused on children during the Year of the Child.

Each Presbyterian entity was urged to begin an ongoing way to lift up the gifts and needs of children. There have been wonderfully creative and diverse initiatives. First Presbyterian Church, Sarasota, Florida, began a full day child care program inclusive of children with special needs.

Numerous churches have started after school or mentoring programs. La Mesa Presbyterian Church in Albuquerque, New Mexico, has established a partnership with the neighboring public school and strengthened this initiative by hosting a luncheon for the school teachers. Rutgers Presbyterian Church in New York City raised money to support AIDS orphans in Zambia. The Presbytery of Greater Atlanta focused on children's issues for its annual public policy forum and is actively focused on these needs in its advocacy with the state legislature this year. Many presbyteries held or encouraged congregations to hold Children's Sabbath Worship events. The Presbytery of Santa Fe shared letters written by children to the children of churches in Cuba on a recent partnership visit. Pittsburgh Theological Seminary involved 32 high school seniors through a Summer Youth Institute in publicizing and carrying out a health and safety fair for community families. The Synod of Lincoln Trails provided \$150,000 in grants to projects working with children at risk. In a very exciting initiative, the International Health Ministry Office has teamed with Presbyterian Women for a major project called Networkers to prevent malaria, since that disease is the number one killer of young children in Africa and the number two killer in southeast Asia. The mosquito net project is up and going in eight different countries, receiving funding from over 500 congregations, moving toward an ambitious goal of \$350,000 for the ECO account. At the request of the Year of the Child Planning Team, the National Council of Churches of Christ convened an ecumenical gathering to begin an ongoing coordinated action among the denominations in our country working on behalf of children. This is just the beginning of the stories of faithful response on behalf of the church at every level.

ISSUES AND HOPES RAISED DURING THE YEAR

As congregations and presbyteries have become more aware of the scope of the unmet needs of children and have grown in their mission and advocacy engagement, there has been significant concern raised that adequate staffing to resource congregations be put in place for the period beyond Year of the Child. Many have found that involvement in the issues which impact children are areas which can unite Presbyterians who disagree on other matters. We are thankful for the unity discovered as we continue to learn how to welcome Jesus Christ through welcoming children (Matthew 18:5). As a denomination which takes responsibility for children in the sacrament of baptism and welcomes them to the Lord's Table, Presbyterians are growing in our ability to welcome children and take appropriate responsibility for them. *But much more than has been done is needed!* The Presbyterian Child Advocacy Network will seek to do what it can to further advocacy on behalf of children. We hope and pray that the Presbyterian Church (U.S.A.) would continue to move toward being a model of faith in our care for children in our own congregations, around the corner and around the world. We've made significant steps, but we are far from having arrived.

GAC Meeting
February 2001

New Partnerships Focusing on Discipleship & Evangelism 2002 Budget Process

Young Adult Leadership Networking

Through a variety of methods (such as developing Bible studies; offering regional gatherings or consultations to gather information, identify potential leadership, and build regional networks; initiating and maintaining regular contact with regional leadership by phone calls, email, and list serve meetings), this partnership will build a network of young adults across the PC(USA) with a specific emphasis on discipleship and evangelism, particularly as it relates to equipping young adults to engage in peacemaking and social justice ministries in the context of the church.

Program Areas Involved: Youth/Young Adult (CMD), Women's Ministries/National Network of Presbyterian College Women (NMD), International Volunteers Office (WMD), Presbyterian Peacemaking Program (CMD), Higher Education, Ministry Partnerships (NMD), and National Volunteers (NMD)

Youth and Peacemaking II Resource (working title)

Combining biblical studies, case studies, pertinent communal and global issues related to the church and to young people, this resource will encourage young people and offer examples of how they can be involved in understanding and acting as peacemakers in the church and the world.

Program Areas Involved: Youth/Young Adult (CMD), Presbyterian Peacemaking Program (CMD), Presbyterian Youth Connection (CMD)

Discipleship in the Global Economy

This partnership will develop action-oriented options for congregations to creatively participate in the global economy. The goal of this program is to increase awareness of the impact of Presbyterians' own participation in a global economy, to engage them in a biblically-based study and examination of that participation, and to offer concrete alternatives for a more just participation. The program will be responsive to actions of recent General Assemblies addressing global economic issues. An objective for 2002 will be to have 500 congregations participating in this program.

Program Areas Involved: Presbyterian Hunger Program (WMD), Social Justice Program Area (NMD), Women's Ministries Program Area (NMD), and Presbyterian Peacemaking Program Area (CMD)

Church & Society Magazine and Discipleship

The May/June 2002 issue of *Church & Society*, "Sabbath-Keeping and Justice-Making: Restoring the Sacred Rhythm," will serve as a tool for discipleship by providing articles that discuss the integral connection between our biblical and theological understandings of Sabbath-keeping and our social justice-doing (social action).

Program Areas Involved: Theology and Worship (CMD), *Church & Society* (NMD)

GAC Meeting
February 2001

Church & Society Magazine and Evangelism

The November/December 2001 issue, "Evangelism and Justice," and the January/February 2002 issue, "Strategy for Racial Ethnic/Immigrant Evangelism and Church Growth: Dream or Afterthought?" will focus on evangelism and justice. Each of these issues will be a tool for Evangelism and will discuss the biblical and theological connections between evangelism and justice.

Program Areas Involved: Evangelism (NMD), *Church & Society* (NMD)

Recruitment and Enlistment of Theological Students and Mission Service Workers

In response to both a pastoral shortage and expanding opportunities for young adult volunteers, this partnership will recruit young adults for both mission service and theological education, and will thereby increase the pool of quality pastoral candidates. Ultimately, it will help to create parish pastors whose ministry is impacted because of the contextual education provided through mission service. It is hoped that because of this mission service experience and orientation, pastoral candidates will be more willing to serve in "hard to call" situations such as rural or urban congregations.

Program Areas Involved: Churchwide Personnel Services (NMD), Mission Service Recruitment (WMD), International Volunteers (WMD), Committee on Theological Education (CMD), National Volunteers (NMD)

Web-based Self-referral for Mission Volunteers in the USA

The Church Leadership Connection is an effective and efficient way for congregations and church professionals to match people with positions using the web. This partnership seeks to use that same process (and gateway) to match organizations and congregations with mission volunteers across the USA in particular patterns of service. Placing these opportunities on the web will make for a faster, more responsive process that is widely available. Further, it will begin to fulfill the vision of the Church Leadership Connection as being a place for all leadership in the church (professional and lay) to respond to God's call in their lives.

Program Areas Involved: Churchwide Personnel Services (NMD), National Volunteers (NMD)

Church Growth Young Adult Intern

The National Volunteers Office will provide a qualified young adult for the Church Growth Young Adult Internship. This intern will assist staff in implementing the Church Growth Strateg, with special emphasis on aspects of the strategy which involve young adults. A large part of the Church Growth program will be to support Generation X churches, as well as churches reaching out to the Millennial generation. Having a young adult voice involved is to develop effective strategies that support these specific populations of church and unchurched young adults.

Program Areas Involved: Evangelism and Church Development (NMD), National Volunteers (NMD)

“Living the Vision—Congregational Witness to the Collegiate Community”

The Evangelism and Church Development Program Area's *Living the Vision* series of booklets is a resource for congregations to help strengthen their missions of evangelism and discipleship. In this project, the Higher Education Ministries/Students' Ministries office will provide a booklet for this series that will focus on how a local church can reach out to college age students in their community to witness to the Gospel of Jesus Christ, increase biblical literacy, and assist in the building up of relationships between the congregation and individual students.

Program Areas Involved: Evangelism and Church Development (NMD), High Education Program Area (NMD)

Anti-racism Strategy Team

Racial Ethnic Ministries and the Presbyterian Peacemaking Program will create a church-wide **Anti-racism Strategy Team** to assist in meeting the goals and objectives of the Office of Anti-Racism Program. Team members will include Presbyterians from across the denomination who bring expertise and experience in anti-racism ministries. The team will design and implement strategies to help meet the ongoing challenge of developing an anti-racism identity on all levels of the Presbyterian Church (U.S.A.).

Program Areas Involved: Racial Ethnic Ministries/Congregational Enhancement (NMD), Racial Ethnic Ministries/Racial Justice (NMD), Presbyterian Peacemaking Program (CMD)

International Leader Development for Disaster and Refugee Coordination

The Presbyterian Disaster Assistance and the Global Education/International Leadership Development program areas will work together with the Ecumenical Partnership area coordinators to identify critical areas of the world and key partner churches within those areas with which to work to train persons particularly in areas of community ministry, including emergency response and pastoral care giving to disaster survivors. Special attention will focus on the training of women because of the key roles they fill in community life.

Program Areas Involved: Presbyterian Disaster Assistance (WMD), Global Education/International Leadership Development

Armenian Christian Leader Development

In this project, the Jinishian Program and the Global Education office will work together with WMD area coordinators and the Armenian Christian community to support the leader development of the Armenian community. This three year partnership (with the hope of continuing indefinitely) will support educational programs that provide specialized leadership training to better serve the Armenian Christian community.

Program Areas Involved: Jinishian Program (WMD), Global Education/International Leader Development (WMD)

GAC Meeting
February 2001

Strengthening International Stewardship Cooperation

In this project, mission personnel and, when possible, overseas personnel and staff from the Area Office will participate in stewardship conferences with congregations and middle governing bodies to offer information regarding understandings of stewardship theology and practices in situations different than the USA context. An important outcome of this project will be that partner churches, who have already indicated they want assistance with stewardship education, will strengthen their capacities for financial mission support.

Program Areas Involved: Office of Stewardship (CMD), Area Offices of the Ecumenical Partnership (WMD)

Immigrant Outreach: Connecting Partner Churches in Latin America with Immigrant Groups in the Presbyterian Church (U.S.A.)

Many Latin American Christians have emigrated to the United States but have not found a church home. Knowing that an effective outreach to immigrant communities is done by trained church workers familiar with the language, culture and faith journey of these immigrants, this partnership will provide a wider pool of skilled applicants to the PC(USA) presbyteries to help immigrants find a church home that respects their history, language, and culture.

Program Areas Involved: Area Offices of Ecumenical Partnership for Mexico/Central America/Caribbean and South America (WMD), Evangelism and New Church Development (NMD)

Community Development with the Rural Poor

Self-Development of People and the Rural Ministry Program Areas will develop interpretive materials directed to congregations that will specifically describe how Self-Development can support rural communities and will describe how congregations can reach out to the rural poor in an empowering way.

Program Areas Involved: Evangelism/Rural Ministry Program Area (NMD) and Self-Development of People (WMD)

General Assembly Council Report
to the 212th General Assembly (2000)

Congregational Ministries Division

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General Assembly Council Report
to the 213th General Assembly (2001)

Congregational Ministries Division

I. Narrative

CHRISTIAN EDUCATION AND LEADER DEVELOPMENT

On your behalf in New Mexico, Ghost Ranch and Plaza Resolana together provided hospitality for over 25,000 people. As their mission statement reveals, they are "centers for learning and empowerment, preparing women, men, and children to grow spiritually, strengthen community, and give transforming service." 12,213 people spent one or more nights attending educational seminars, holding their own events that complement their mission, or simply enjoying an overnight stay. Ghost Ranch hosted 1,436 school children, who were visiting the anthropology and paleontology museums where there is a new smart classroom to augment their learning. In addition, 13,880 day visitors came to enjoy, hike, shop in the trading posts, learn, meet old friends, and explore.

The number of visitors was smaller than it might have been because of the Cerro Grande forest fire near neighboring Los Alamos. The evacuation of thousands of people gave Ghost Ranch and Plaza Resolana, on your behalf, an opportunity to serve. Plaza Resolana hosted many Los Alamos members of the Korean American Congregation that worships at Westminster Presbyterian Church, Santa Fe. Their pastor, Rev. Park, and his family, stayed for a month, since their house was on a heavily damaged street. The Ranch was also able to shelter several people and some livestock. This is merely one example of the ways our fine staff of salaried people and volunteers, which grows to well over 100 in the summer, is proud to represent you.

Stony Point Center, a national conference, retreat and training center ministry of the Presbyterian Church (USA), located 30 miles north of New York City in the historic Hudson River Valley, is grateful to God and celebrates a banner year June 2000 - June 2001. For the third consecutive year our budget has been balanced, our group contracts have risen to 591 and user days total 15,116.

During the last year the mission summary of the Center "broadening hospitality and deepening vocation" continued to guide the service and resourcing of the staff to guests from the community and from around the world. Ground has been broken for the first new facility in forty years, a meditation space in memory of John Musser Lloyd, and the Center received an estate gift of property and cash.

Four programs/groups illustrate well the excellence and diversity of the year:

- Reunion of Missionary Orientation Training Center class of 1962
- World training site for Doctors Without Borders (Nobel Peace Prize winners)
- A conference with and for persons challenged by disabilities (see article in "Presbyterians Today" January-February, 2001 on page 33)
- Special support group for New York City Police officers (see upcoming Arts & Entertainment special- part of the Investigative Reports series)

Montreat served over 30,000 people through their own conferences and third-party groups using the facilities. Montreat continues its fine service to the denomination through conferences like the Spirituality conference, Collegiate Conference, Preaching Conference, Christian Education and Peacemaking Conferences, and the Worship and Music Conferences.

All of our national conference centers, faithful to the denomination's call to support and train leadership and to affirm and proclaim God's Good News in Jesus Christ to all people, is thankful for your prayers and the support of the entities and church families of our connectional church.

The focus of the Youth and Young Adult Program Team has been a growing and energetic youth program, the Presbyterian Youth Connection (PYC). In 2000, the second Youth Connectin Assembly was held providing practical and spiritual leadership for our youth, using an educational model of the General Assembly. This team serves as staff to the National Presbyterian Youth Ministry Council (NPYMC) and the Presbyterian Youth Connection (PYC), our denominational youth organization, and as a primary resource to our Montreat Youth Conferences. In 2000, 7,200 total youth and adult advisors attended one of seven week-long Montreat youth conferences held this summer. Six conferences were held at Montreat in North Carolina, and one at Ft. Collins, CO. The emerging Young Adult Network is growing and developing. The new coordinator for this program team will have prime responsibility for providing leadership for this network.

The Church Leader Support Team is a team that together seeks to meet the diverse and changing needs of congregational leaders in the Presbyterian Church (USA). The team provides training materials and events, resource development, continuing education, network assistance and staff support for several areas of ministry, highlighted here:

African American Leadership Training and Resource Development has formed a partnership with The National Black Presbyterian Caucus and the Montreat Conference Center to Develop the Christian Education Urban Institute. Twelve educators will be trained over a three year period to partner with this office to address the critical needs of congregations involved in urban ministry.

Asian American Leader Development has been extremely successful this past year in planning conferences and expanding efforts with ministers, young adults and youth in relation to second-generation Korean-American ministry.

Church Educators continue to receive support from our strong partnership with the Association of Presbyterian Church Educators (APCE).

Church Officers and Lay Leaders have been supported by the training materials for elders, deacons and new members. New video and workbook resources are being developed along with web-based leader support and training.

Children's Ministries is completing a workbook and video resource for congregations entitled Children in the Sanctuary. This resource will help congregations actively involve children in planning, participating and leading worship. Another resource, a children's foundational series, will also be available in 2001.

Family and Single Adult Ministry continues to support and resource congregations, serving the many needs and issues facing families and singles today. The work of the Family

Ministry Team over the past year produced a vision statement that guides family and adult ministry: "Presbyterians modeling a lifestyle where every person knows she or he belongs." A committed effort to achieve this vision has been made through multiple resources listed on the Family Ministry Web Site, workshop leadership, family week resource packets, the establishment of a family ministry network, and the August Presbyterian Panel Survey regarding family ministries.

Men's Ministries has sponsored two highly successful teleconferences on domestic violence: Domestic Violence Against Women and The Effects of Domestic Violence on Children. A men's Bible study series, with over 20 different studies, is among the resources available in men's ministries.

Older Adult Ministry works in three distinct areas: (1) publishing needed resources for congregations, the newest being Older Adult Ministry: A Guide for the Session and Congregation (Revised 2000); (2) leading training events in conferences, congregations and presbyteries; (3) coordinating two covenant groups: The Presbyterian Older Adult Ministry Network which trains leaders to work in congregations, and the Association of Retired Ministers, Their Spouses and Survivors, which sponsors an annual convention, and works with presbytery representatives in meeting the needs of this group. In addition, this year marked the beginning of the funds development program, which will raise \$6 million dollars to endow the Office on Older Adult Ministry.

The Presbyterian Peacemaking Program was created by action of the General Assembly, following the adoption of "Peacemaking: The Believers' Calling" by the General Assembly in 1980, to assist and enable individuals, congregations, and the governing bodies of the Presbyterian Church (U.S.A.) to engage in the ministry of peacemaking. The Peacemaking Program, including the Presbyterian United Nations Office in New York City, organizes and produces a wide array of activities and resources supporting the ministry of peacemaking across the church. Annually, we:

- sponsor and organize events such as at least one intergenerational peacemaking conference offering worship, speakers, workshops, and briefings for children, youth, young adults, and adults, and focused seminars on themes like the work of the United Nations, racism, public policy advocacy training, conflict management, landmines and demining.
- publish resources designed to help congregations study and respond to God's call to be peacemakers. These include Bible studies, worship resources, materials to enable congregations to deal with conflict and challenging domestic and international issues, and special resources for youth and children.
- organize the visits of International Peacemakers to middle governing bodies, congregations, seminaries, and colleges. These persons are Christians from an area of conflict who share with Presbyterians their faith journey and the challenges to peace in their homeland.
- organize and lead travel study seminars for Presbyterians to countries or regions in conflict. These seminars provide participants with first-hand opportunities to gain understanding and build solidarity with persons across the globe.
- nurture the Peacemaking Network of the Presbyterian Church and those congregations who have adopted the "Commitment to Peacemaking" by visits, training, and resources which enable leaders at all levels to engage in the ministry of peacemaking.
- work with theological institutions to equip its student body to engage in leadership in the

public arena.

Some highlights of Presbyterian Peacemaking Program's efforts since the 212th General Assembly (2000):

- Almost persons of all ages participated in the 2000 Peacemaking Conference, July 25-29 at Chapman University, Orange, CA. The theme, "Uncommon Ground: Living Faithfully in a Diverse World" was a multi-generational conference that examined how Christians can live faithfully in a multi-faith world. Alike Galloway was the conference preacher. Plenary speakers included Wesley Ariarajah, an interfaith panel comprised of three women from the Middle East and Dirk Ficca, General Secretary for the Council of the Parliament for World's Religions. Overall, the conference received the best evaluations in recent years.

- The Peacemaking Offering packet was sent to every congregation in May, 2001. The theme for the packet was "My people shall abide in a peaceful habitation, in secure dwellings and in quiet resting places." — Isaiah 32:18. The artwork was created by an artist from Palestine.

- Over 41,000 copies of the 2000 Advent devotional, *Proclaiming the Good News of God's Peace* were ordered by individuals and congregations.

- International Peacemakers, including visitors from the Middle East, Africa, Central America, Burma, South America and Northern Ireland visited presbyteries, seminaries, Presbyterian colleges and many congregations in 2000.

- A consultation for people engaged in state-based public policy advocacy development was held at Columbia Theological Institution in May 2000.

- Twenty-one representatives from theological institutions and attended a consultation convened by Peacemaking Program staff in December 2000 to begin developing models to help seminaries nurture the "capacity for pastoral and public leadership" in theological students.

- Five grants were disbursed to Doctor of Ministry students who incorporated public policy advocacy development into their Doctor of Ministry work.

- The Presbyterian United Nations Office offered several seminars in 2000, hosting over 500 participants and covering an extensive variety of current international topics, including: the Year of the Child Seminar; the Culture of Peace Seminar and Beijing and Beyond: the Struggle for Gender Justice. The UN office developed additional seminars at the request of congregations and presbyteries

- Presbyterian UN Office organized the "for college credit" Geneva, Switzerland Seminar in May/June and the January Term Program 2001 which emphasized concerns for the environment and attracted students from around the world.

- The Presbyterian United Nations office also collaborated with *Church & Society* magazine to produce the January/February 2001 issue on global racism. This issue was developed in conjunction with the Presbyterian UN Office's work on the UN Conference on Global Racism, to be held in Durban, South Africa in August/September 2001.

- In the spring the United Nations held a series of meetings to review progress made since the UN Fourth World Conference on Women in 1995. The Presbyterian UN Office worked with other church offices in a coalition called Ecumenical Women 2000+ that has developed a website (www.EW2000Plus.org) to meet to the demand for information about the work people of faith have done on women's rights.

CONGREGATIONAL MINISTRIES PUBLISHING

Congregational Ministries Division Unification Plan

The 212th General Assembly (2000) approved a new organizational plan to reshape and unify the work of Congregational Ministries. Prior to the General Assembly Action, I was associate director for the Stewardship Program Area and after April, Publisher for Mission Interpretation and Promotion and Curriculum Publishing. After General Assembly, I became publisher for Congregational Ministries Publishing.

Stewardship Program Area

Until July, 2000 the Stewardship Program Area's assigned functions were carried out by the program teams of Mission Interpretation and Promotion and Stewardship Education. A first draft on a Theology of Stewardship paper, revised according to General Assembly action, was ready for review by the division committee in June. A Special Offerings Task Group staffed by Mission Interpretation and Promotion completed its work and presented its recommendations to the 212th General Assembly. The two teams published and distributed Part I of the annual stewardship magazine for congregational leaders, promotional packets for the One Great Hour of Sharing and Peacemaking offerings, and the 2000-2001 Presbyterian Planning Calendar with accompanying Year of the Child program and promotional resources. Mission Interpretation's Year of the Child traveling art display made its debut in Long Beach and continues circulation within the church through June, 2002. Mission Interpretation and Promotion printed resources and packets along with stewardship chat rooms are available on-line through the Presbyterian Church (U.S.A.) web site. They were promoted churchwide through Info-Pak mailings, advertisements in Presbyterian publications, and the annual "Here's Help" catalog, as well as through workshops, displays, and leadership events across the church.

Following approval of the Congregational Ministries Division Unification Plan, the Stewardship Education Team became the Office of Stewardship, a program team of the new Theology, Worship and Discipleship Program Area.

The Mission Interpretation and Promotion Team along with the Curriculum Publishing Program Area became Congregational Ministries Publishing.

Curriculum Publishing Program Area

The staff of Curriculum Publishing began the year under the leadership of the Rev. Donald Campbell, division director also acting as publisher. Don functioned in this capacity until April when oversight of curriculum publishing was added to my role as Mission Interpretation and Promotion publisher. Downsizing at the end of 1999 resulted in fewer people in curriculum's editorial and marketing departments. Only one exempt and two non-exempt staff persons remained on the marketing staff. The remaining staff committed to seeing *Covenant People* become a reality worked around the clock for months to bring about this accomplishment. The Year 1 *Covenant People* products were completed by September 2000. Beginning prior to my joining the program area, three editors and the production manager were granted extended study

leaves so that they could reconsider their calls, while regaining energy to begin their work on the next curriculum cycles.

Congregational Ministries Publishing

By the end of the year 2000 Congregational Ministries Publishing was well on its way to unifying the publishing efforts of the Congregational Ministries Division.

Marketing, Customer Service, and Middle Governing Body Support

Evidence of the unification process appeared first in the marketing team. That team began 2001 led by new coordinator Kathy Copas. Staff Stevie Finn and Dana Walker Butz moved to the new CMP marketing team from promotional positions previously lodged in Mission Interpretation and Stewardship. The Rev. Meg Elliot Rift, from the Mission Interpretation and Promotion staff (and POINT person for Mid-Kentucky), was named to lead the POINT network when Mary Speedy resigned. Michael Purintun, also former Mission Interpretation and Promotion staff, was promoted to the resource center support position after the Rev. Arlene Gordon took a position as interim executive presbyter in Detroit. (The resource center support function was lodged in Mission Interpretation and Promotion prior to approval of the Congregational Ministries Division unification plan.) Darnell Johnson joined the team in a new data management role designed to keep constituency and customer lists current for the entire division.

In fall 2000 the need to bring the functions of customer service and standing orders into closer relationship to the development of the curriculum became apparent. (Those functions were moved to Presbyterian Distribution Service at the end of 1999.) The highly flexible nature of *Covenant People* resources, issues internal to Distribution Service, along with disappointing sales results for fall and winter quarters of both *Covenant People* and *Bible Quest* made it crucial for marketing efforts to provide more services than could reasonably be expected from Presbyterian Distribution Service. The approach to standing orders, for example, needed to become one of pro-active customer contact and direct sales. Sandy Sanders, a curriculum editorial assistant since 1996 and associate for standing orders prior to then, resumed the role of associate for standing orders/customer service.

Tony Schlisser, Connie Ellis, and Nina Bowman faithfully continue to provide a strong foundation for new momentum in customer service.

The Presbyterian Book and Resource Center is also connected to the marketing team. Until recently, however, it was run as a totally separate function with a separate budget and sales tracking system. The Book and Resource Center, managed from its beginning until earlier this month by Karen McDonald Smith, ended the year with a complete reconciliation of accounts and a physical inventory of contents. These two accomplishments moved Congregational Ministries Publishing much closer to a complete financial picture of its operations. The Book and Resource Center will continue in its established role to provide customer service to the constituencies it serves (direct retail sales to visitors and staff at 100 Witherspoon, consignments for special events such as middle governing body and regional meetings, remote bookstores, and special orders, for

example). At the same time Congregational Ministries staff and others are at work to determine next steps for the Book and Resource Center.

Mission Interpretation and Promotion

The Mission Interpretation and Promotion Team lost staff in the unification process when promotion staff moved to marketing. Coordinator Sharon K. Youngs led the staff to meet the challenge of change enthusiastically. They ended the year with distribution of the 2001 Mission Yearbook for Prayer & Study ahead of schedule, introduction of a new series of Yearbook videos and a mission study print resource initiated by Mission Interpretation and Promotion and developed cooperatively by the three ministries division. The team began the year 2001 with a new editor for the Mission Yearbook, Deborah B. Haines, and new senior administrative assistant Janie Burton. While the team lost marketing staff they gained the tasks of development and editorial oversight of Witherspoon Press resources. The content of these resources has shifted to focus on work that usually emerges from General Assembly Council program areas. Bridge resources in progress are being completed by editor Cassandra Williams who previously reported through the curriculum area.

Production Line B

The Congregational Ministries Division unification plan placed production work of the Mission Interpretation and Promotion Team into a separate area, called "Production Line B." Line B includes The Mission Yearbook for Prayer & Study, the Presbyterian Planning Calendar, marketing resources and other "short turn-around" projects. The coordinator for Production Line B resigned in September. Interviews are in process for a new coordinator. In a new partnership approach to problem solving, Congregational Ministries Publishing and the Office of Information Services named Product Line B's specialist for desktop publishing design, Mark Thomson, to a combined position of "specialist for desktop publishing and technical support." Because he works daily with design and software used in publishing and meets regularly with information services technical support team, Mark brings his expertise in both areas to provide Congregational Ministries Publishing with long-needed support for the Macintosh equipment used in the area.

Production Line A

Production Line A continues production of *Covenant People*, *Bible Quest*, and *Present Word* curriculum lines under the leadership of coordinator, Nancy Roseberry, and art director, Jeanne Williams. This team continues to become more and more effective in their work creatively accomplishing their designs under the burdens of heavy workloads, short timelines, and budget limitations. Two long-time designers left the team for other opportunities during the year; however, the team is now fully staffed.

Distance Learning and Electronic Production

Congregational Ministries Publishing's distance learning and electronic production area is beginning to take shape with the Rev. Robert Coleman as manager. A partnership with Theology, Worship, and Discipleship is underway to provide stewardship education on-line, and plans are taking shape to launch the POINT Academy (on-line continuing education for Christian

educators) in 2001. This office cannot be fully operational until sources of funding are identified.

Editorial (Curriculum)

Congregational Ministries Publishing curriculum editors experienced high stress levels in making *Covenant People*, *Bible Quest*, and *Present Word* a reality last year. When staff reductions occurred late in 1999, the scope of the workload did not decrease proportionally. After completing the launch of Year 1 resources, editors were immediately faced with the need to repeat the process for Years 2 and 3. Responses to General Assembly mandates, reviews of existing curriculum, changes expected in the work environment, increased requests for special constituency resources, and disappointment at initial curriculum sales added to fatigue levels. Following senior editor Faye Burdick's retirement, editors, Janice Catron and Vince Patton resigned to take positions with Presbyterian Publishing Corporation's Geneva Press. Work is now underway to rebuild the editorial staff. Interviews are scheduled for two editors, while the search for senior editor/coordinator has been extended. Curriculum production continues on schedule during this time, thanks to advance work by the editors who are leaving and contract editors.

Publisher's Office

Laura Eichenberger previously senior administrative assistant to the associate director for stewardship continues that role as senior administrative assistant in the publisher's office. Alice Gantt previous senior administrative assistant to the curriculum publisher now serves in the director's office with responsibilities for the Human Resource records of the division, reporting half time to the publisher and half time to the coordinator for division administration in the director's office.

In an arrangement similar to that of the shared staff position between Congregational Ministries Publishing and the Office of Information Services, Mission Support Services and CMP agreed to name Tamara Rogers, (previously Mission Support Services staff assigned to work with curriculum), business and finance manager for Congregational Ministries Publishing. A business manager position was described in curriculum's '96 business plan as "essential to the success of the enterprise." Until 2000, however, that position had not been implemented. Tamara now focuses all her attention on the budget and finances of the new program area. She works closely with the marketing and production teams, and participates in the Congregational Ministries Publishing leadership table. Tamara reconciles budget reports with sales figures and inventory reports, monitors cost of goods sold and resolves discrepancies within the reports. The work that she is doing combined with excellent information provided by Mission Support Services is essential to responsible financial management of the Congregational Ministries Publishing Area.

Issues and Tasks - ongoing and coming up next:

(In no particular order)

- Addressing curriculum sales and resulting budget consequences
- Determining focus of curriculum
- Limiting scope of task to an appropriate workload for staff available

- Improving delivery systems and customer service
- Rebuilding editorial team
- Revising role of the Book and Resource Center
- Maintaining production schedules in the wake of work space redesign and move
- Addressing concerns related to ecumenical publishing partnerships, *Bible Quest* in particular
- Developing Procedures Manual
- Addressing production procedures for lines A, B, and electronic production
- Improving staff morale
- Communication internal to the department

II. Referrals in Progress

4. 1998 Referral: 25.0176. III. Reports and Resolutions. A. *Just Peacemaking and the Call for International Intervention for Humanitarian Rescue. Recommendation That GAC Encourage Examination, Discussion and Prayerful Reflection of Just Peacemaking Through Carrying Out Item 4.a. (Minutes, 1998, Part I, pp. 75, 458).*

214th GA 2002

1. 1997 Referral: 19.0015. III.3. *Recommendation That the General Assembly Council, Through the Office of Theology and Worship, Develop a Means to Introduce The French Confession of 1559 Throughout the Church, to Report Annually to the General Assembly Regarding Its Efforts, and That the Office of Theology and Worship Recommend to the General Assembly Council That It Consider Constitutional Procedures for Including The French Confession of 1559 in The Book of Confessions—From the Special Committee to Write a New Presbyterian Catechism (Minutes, 1997, Part I, pp. 41–42, 162).*

Annually; Final 214th GA 2002

4. 1998 Referral: 41.0028–.0030. II. Recommendations. E. *That Both the General Assembly Council, Through Its Office of Theology and Worship, and the Office of the General Assembly Carry Out Items 1.–2.—From the Special Committee to Write a New Presbyterian Catechism (Minutes, 1998, Part I, pp. 85, 599).*

215th GA 2003

5. *Overture 98-33. On Amending W-2.4006 and W-2.4011a to Establish Open Communion—From the Presbytery of the Twin Cities Area (Minutes, 1998, Part I, pp. 86–87, 671–72).*

~~213th GA 2001~~ 214th GA 2002

This overture proposes a change in W-2.4006 to allow non-baptized persons to participate in communion. Because of staff changes over the past year, the Office of Theology and Worship is not prepared to make a final report at this time. In working toward a response, we have already consulted pastors and ecumenical partners in various meetings, published articles on both sides of the question in *Reformed Liturgy & Music* and are planning a larger consultation in the fall of 2001.

6. *Overture 98-56. On Developing Resources Regarding Relationships Between Presbyterians and Roman Catholics—From the Presbytery of West Jersey (Minutes, 1998, Part I, pp. 37, 683-84).*

~~213rd GA 2001~~ 214th GA 2002

The consultation producing the book that will answer this overture had a delay due to the publication of a papal document in the fall of 2000 that changed the nature of the response.

8. *1998 Referral: 20.0326. V. Reports. B. Comprehensive Mission Funding Strategy Task Force. Part V. Recommendations to the General Assembly, D.4. That the General Assembly Council, in Partnership with Synods and Presbyteries, Develop Resources (Video, Print, Computer, Financial, Staff) to Enhance Pastoral Skills and Develop Responsible and Faithful Personal Stewardship—From the General Assembly Council (Minutes, 1998, Part I, pp. 50, 233-34).*

214th GA 2002

11. *1999 Referral: Alternate Resolution to 25.228. G. Policy Statement on Building Community Among Strangers, Social Class Divisions, Recommendation 3.d. Direct General Assembly Council to Prepare a Bibliography of Available Resources on the Themes of Materialism, Money, and Wealth and Commend the Study Document Hope for a Global Future: Toward a Just and Sustainable Human Development to the Use of Our Congregations—From the 211th General Assembly (1999) (Minutes, 1999, Part I, pp. 33, 403).*

~~213rd GA 2001~~ 214th GA 2002

The Bibliography will be published in the fall of 2001.

15. *2000 Referral: 21.164. Recommendation G.2., That the 212th General Assembly (2000) Direct the General Assembly Council, Through Its Office of Theology and Worship, to Constitute a Task Force (2001-2003) to Study the Doctrine of the Trinity in Presbyterian Theology and Worship with Particular Attention to the Need to Recover the Terms and Images That Refer to the Being of the Persons of the Trinity, as Stated in "Definitions and Guidelines on Inclusive Language" and Report to the 213th General Assembly (2001)—From the General Assembly Council (Minutes, 2000, Part I, pp. 34, 176).*

215th GA 2003

16. *2000 Referral: 21.165. Recommendation G.3., That the 212th General Assembly (2000) Direct the General Assembly Council Through Its Office of Theology and Worship to Review and Propose Revisions to "Presbyterians at Worship in Mass Assemblies" (1985) and Report to the 214th General Assembly (2002)—From the General Assembly Council (Minutes, 2000, Part I, pp. 34, 176).*

214th GA 2002

19. *Commissioners' Resolution 00-20. Concerning Dialogue Regarding Contemporary Theologies of Women (Minutes, 2000, Part I, pp. 33, 499).*

~~213th GA 2001~~ 215th GA 2003

The Office of Theology and Worship and the Women's Ministries Program Area have begun conversations that will lead to a publication(s) that will provide an overview of theological work done by, with, and for women, and will be designed to encourage and enable theological dialogue in congregations, presbyteries, and seminaries.

1. *1999 Referral: Alternate Resolution to 27.007. Recommendation 6. To Direct the General Assembly Council to Prepare a Bibliography of Materials on Issues of Prostitution, Make It Available to Presbytery Resource Centers and Others Who Request it, And to Recommend to the General Assembly Council and Curriculum Publishing That the Areas of Incest, Child Abuse, and Rape Be Added to the Human Sexuality Curriculum When It Is Revised—From the Advocacy Committee for Women's Concerns (Minutes, 1999, Part I, pp. 78, 473).*

214th GA 2002

2. *1999 Referral: 27.008. Recommendation 7. To Direct the General Assembly Council Through the Congregational Ministries Division's Curriculum Publishing Program Area, to Develop a Bible Study for Adults That Looks at Prostitution in the Bible and How That Informs Us in Dealing with Prostitution in Society—From the Advocacy Committee for Women's Concerns (Minutes, 1999, Part I, pp. 78, 473).*

214th GA 2002

4. *Alternate Resolution to Overture 99-46. On Ensuring That the Sexuality Curriculum of the Presbyterian Church (U.S.A.) Is Brought Into Compliance with Biblical and Constitutional Standards—From the Presbytery of Donegal (Minutes, 1999, Part I, pp. 24-25, 637-39).*

214th GA 2002

5. *Overture 99-72. On Directing the General Assembly Council to Include in the Mission Budget Sufficient Funds to Provide for the Development and Implementation of Racial Ethnic Needs in the Educational Curriculum—From the Presbytery of Greater Atlanta (Minutes, 1999, Part I, pp. 35, 671-72).*

214th GA 2002

7. *2000 Referral: 25.030. B. Resolution on Police Accountability, Recommendation I.a.(3), That the 212th General Assembly (2000) Urge the Congregational Ministries Division to Develop a Resource That Explores the Theological, Ethical, and Pastoral Dimensions of the "Code of Silence" Practiced in Law-Enforcement Agencies, Especially When Applied to Situations Relating to People of Color—From the Advisory Committee on Social Witness Policy (Minutes, 2000, Part I, pp. 51, 234).*

~~213th GA 2001~~ 214th GA 2002

The National Ministries Division Criminal Justice Office has published a study/action guide on police accountability in which the "code of silence" is explored. Congregational Ministries Publishing will review this resource with the Office Theology and Worship to determine if and what additional resources are needed.

10. *Overture 00-38. On Developing Resources for Ministry with Gay, Lesbian, Bisexual, and Transgendered Persons—From the Presbytery of San Francisco (Minutes, 2000, Part I, pp. 41, 409-12).*

214th GA 2002

11. *Overture 00-70. On the Revision and Review of the "God's Gift of Sexuality Curriculum"—From the Presbytery of John Knox (Minutes, 2000, Part I, pp. 41, 455-56).*

214th GA 2002

18. *2000 Referral: 25.085. D. Monitoring Report on the Implementation of General Assembly Policy on Abortion, Recommendation 4., That the 212th General Assembly (2000) Direct the Congregational Ministries Division to Revise the "Guide for the PC(USA)" to Include the 1992 Policy Statements as Indicated by the "Monitoring Report on the Implementation of General Assembly Policy on Abortion"—From the Advisory Committee on Social Witness Policy (Minutes, 2000, Part I, pp. 34, 265).*

~~213th GA 2001~~ 214th GA 2002

This will be part of the revision and review of the "God's Gift of Sexuality Curriculum."

III. Final Response to Referrals

1. 1998 Referral: 41.0023-.0026. II. Recommendations. C. That the General Assembly Council, Through the Christian Education Program Area Carry Out Items I. -4. —From the Special Committee to Write a New Presbyterian Catechism (Minutes, 1998, Part I, pp. 85, 599).

Response: The Congregational Ministries Division, through the Christian Education and Leader Development Program Area, produced a Spanish translation, and in partnership with the Presbyterian Church of Korea, produced a Korean translation. We are currently working with a Presbyterian Mission Co-Worker in Japan to provide translations of the Study Catechism in Japanese.

3. 1999 Referral: 25.219. G. Policy Statement on Building Community Among Strangers. Recommendations on Racism, h. That the General Assembly Council Develop and Make Available Curriculum and Resources on Multicultural Ministry Training for Clergy and Congregations—From the Advisory Committee on Social Witness Policy (Minutes, 1999, Part I, pp. 33, 403).

Response: The Congregational Ministries Division, through the Presbyterian Peacemaking Program is sponsoring two seminars, *Venturing into Differences*, that will provide training to equip clergy and congregations to engage in cross cultural dialogue, an important component of multi-cultural ministry. These events will be held at Montreat, North Carolina July 4-8, and Estes Park, CO July 21-25, 2001.

5. Commissioners' Resolution 00-3. Concerning Supporting Peace for the Township-Island of Vieques, Puerto Rico (Minutes, 2000, Part I, pp. 52, 488).

Response: The Congregational Ministries Division, through the Presbyterian Peacemaking Program in partnership with the National Ministries Division prepared a study and action resource on the implications of the military presence in Vieques; the impact on personal lives, health, natural resources, and economic progress of this community; and how Presbyterians can be peacemakers in this situation.

6. Commissioners' Resolution 00-17. Concerning a Shared Jerusalem (Minutes, 2000, Part I, pp. 39, 498).

Response: The Congregational Ministries Division, through the Presbyterian Peacemaking Program continued to support the efforts of all who seek peace for Jerusalem by encouraging study, discussion, and prayerful reflection of the dynamics of peacemaking efforts for a shared Jerusalem through articles written and published in *World Updates*, *Peace Notes* and *Leadership Memo* and a web site that was developed in response to the current conflict in the Middle East.

7. *Overture 00-56. On Promoting Study and Action on the Themes of the Decade for a Culture of Peace and Nonviolence for the Children of the World—From the Presbytery of New Covenant (Minutes, 2000, Part I, pp. 37, 434).*

Response: The Congregational Ministries Division, through the Presbyterian Peacemaking Program promoted study and action on the themes of the Decade for a Culture of Peace and Nonviolence for the Children of the World through articles written and published in *World Updates*, *Peace Notes* and *Leadership Memo*; two study resources, *Building a Culture of Peace Begins with Children* and *Living for a Change—Toward a Culture of Peace*. The Peacemaking Advisory Committee began developing a plan of action for implementing the Decade for a Culture of Peace and Nonviolence for the Children of the World at its meeting in Atlanta, GA, January 26-28, 2001.

1. *2000 Referral: 21.107 - 117. Recommendation 11. That the General Assembly Council, Through Its Committee on Theological Education, Express to the Presidents and Trustees of Princeton and the University of Dubuque Theological Seminaries Its Concern That the Balance of Genders on the Two Boards of Trustees Be Improved and to Receive From Them a Report on the Progress Toward Improvement in Gender Balance to Be Brought to the 213th General Assembly (2001) – From the 212th General Assembly (2000) (Minutes, 2000, Part I, pp.22, 169).*

Response: On behalf of the Board of Trustees of Princeton Theological Seminary the President of that institution, Thomas W. Gillespie, reported to the Committee on Theological Education that Princeton's Board is self-perpetuating without a limit to the number of terms a trustee may serve up to age seventy-five, at which point emeritus status is required and given. Occasionally there are resignations, but these are few. Thus, the opportunity for change is limited. Nonetheless, the Board is sensitive to gender issues and is addressing it seriously. During 2000, for example, three new trustees were elected and all are women as the report to the 213th General Assembly (2001) attests. On behalf of the Board of Trustees of the University of Dubuque the President of the University, Jeffrey F. Bullock, reported to the Committee on Theological Education that the University of Dubuque has made significant progress in the last few years in moving to greater racial / ethnic / gender representation among their trustees. Of the last ten appointments made to the Board fifty percent have been women and/or racial ethnic members.

2. *1997 Referral: 24.0009. I.B.2.c. Recommendation That the Office of Theology and Worship and the Office of the General Assembly Develop Close Consultative Relationships on Matters Relating to the Place and Function of Confessions in the Church, Faith and Order Issues in Ecumenical Relations, and Other Appropriate Theological Concerns—From the Joint Report of the Committee on the Office of the General Assembly and the General Assembly Council (Minutes, 1997, Part I, pp. 73, 74, 195).*

Response: The Office of Theology and Worship and the Office of the General Assembly have initiated a consultative relationship on the place and function of confessions in the church. This relationship will serve the whole church by ensuring ongoing, widespread attention to the

church's confessional nature. The Office of Theology and Worship has assigned responsibilities for Faith and Order matters; the Office of the General Assembly has primary responsibility for a broad range of ecumenical relationships. The two offices are developing closer consultative relationships regarding the church's ecumenical engagements at the national and international levels so that the church will be most fully served.

3. *1998 Referral: 41.0018-.0022. II Recommendations. B. That the General Assembly Council, Through Its Office of Theology and Worship, Carry Out Items (1)-(4)—From the Special Committee to Write a New Presbyterian Catechism (Minutes, 1998, Part I, pp. 84, 598-99).*

Response:

1. *Develop ways of using Belonging to God: A First Catechism as a means of involving children in congregational worship.* In response to this referral, the Office of Theology and Worship, in cooperation with the Office of the General Assembly, focused the annual catechism consultation on the use of the first catechism in liturgical settings. On December 4-5, 2000, a group of pastors, Christian educators, professors, and General Assembly staff met in Louisville to discuss the new catechisms, how they are being distributed and used in the churches, and how their wider use might be encouraged. Our discussion focused on the first catechism and its use in worship. As a result of this consultation, the Office of Theology and Worship is in the process of developing a resource which will help worship planners and educators to incorporate the catechism into the liturgical life of congregations. This resource will be completed by the spring of 2002.

2. *Explore linkages between the Study Catechism and services of Reaffirmation of the Baptismal Covenant.* The Office of Theology and Worship is continuing to work on this and will report to the General Assembly.

3. *Explore various possibilities of preaching the catechisms.* The Office of Theology and Worship has just begun to explore these possibilities. The worship resource described in #1 will contain suggestions for preaching the first catechism, including a lectionary index. Theology and Worship plan to continue working on the question of preaching the study catechism and will report our work to the General Assembly.

4. *Explore the possibilities of teaching Belonging to God: A First Catechism in conjunction with sacrament education.* Geneva Press has already published a resource for this purpose: *Children & Sacraments*, by Debbie Hough and Carol Wehrheim. It is designed to help teach children and their parents about baptism and the Lord's Supper. The resource outlines a workshop with children between kindergarten and second grade, although it can be adapted for older children as well. The Office of Theology and Worship judges that this helpful piece answers the intent of this referral.

7. *Alternate Resolution to Overture 98-75. (On Asking the Office of Theology and Worship*

to Consult with Advisory Committee on Hispanic Ministries and/or the National Hispanic Presbyterian Caucus, to Develop Approve Further Hispanic Worship Resources—From the Presbytery of San Juan (Minutes, 1998, Part I, pp. 87, 694). Page 17 of 60

Response: During 2000, the Office of Theology and Worship consulted with elected leaders of recognized Hispanic organizations within the PC(USA) and with PPC to develop an editorial process for a Spanish-language book of worship resources for Presbyterian congregations. This process calls for submission of a manuscript in 2001 and looks toward the book's publication in 2002.

9. 1999 Referral: 21.101-141. Recommendation F. "Trust, Worship, and Serve: A Statement of Stewardship Theology" Referred to Congregational Ministries Division for Refinement—From the 211th General Assembly (1999) (Minutes, 1999, Part I, pp. 38, 260-67).

Response: See IV. Recommendations G. for recommendation and report.

10. 1999 Referral: 25.033. A. Monitoring Report on the Presbyterian Church (U.S.A.)'s Health Care Policies and Activities and the Current Sociopolitical Context for Health Care with Recommendations: Recommendation 2.1. To Encourage the Office of Theology and Worship, in Consultation with the Office of Health Ministries (USA) and International Health Ministries to Prepare Study Resources About the Relationships Between Faith, Health, and Evangelism to Identify Issues and Conflicts That May Occur in Collaborative Work with Other Faiths and Health Professionals—From the Advisory Committee on Social Witness Policy (Minutes, 1999, Part I, pp. 41, 308).

Response: In October, 2000 the Office of Theology and Worship sponsored a conference "What Does It Mean to be Human? A Conference on Genetics and Christian Faith" that featured a number of sessions dealing with healthcare and faith issues.

12. Overture 98-50. Response to Alternative Resolution on Affirming the Principle of Self-Determination for the Terminally Ill (Minutes, 1998, Part I, p. 94).

Response: The Office of Theology and Worship has received responses from seven more churches over the past two years.

13. 2000 Referral: 21.126. Report of the Sabbath Keeping Work Group, Recommendation F.1., That the 212th General Assembly (2000) Approve the Document "An Invitation to Sabbath: Rediscovering a Gift" and Send Copies of It to all Congregations, Middle Governing Bodies, and Seminaries—From the General Assembly Council (Minutes, 2000, Part I, pp. 59-60, 172).

Response: This has been distributed. In addition, a Study Guide will be available by fall 2001.

14. 2000 Referral: 21.163. Recommendation G.1., That the 212th General Assembly (2000)

Reaffirm "Definitions and Guidelines on Inclusive Language" Adopted by the 197th General Assembly (1985), and Request That the Office of Theology and Worship Make It Available Throughout the Church—From the General Assembly Council (Minutes, 2000, Part I, pp. 33, 175).

Response: Work is underway and will be completed by June 1, 2001.

17. *2000 Referral: 25.054-.071. C. Resolution on Disabilities: A Celebration of That All May Enter. Recommendation That a Responsive Reading of Praise and Thanksgiving, Be Referred to the General Assembly Council, Through Its Office of Theology and Worship, for Editing and Final Preparation as a Liturgical Resource—From the Advisory Committee on Social Witness Policy (Minutes, 2000, Part I, pp. 59, 247-48).*

Response: The Office of Theology and Worship was asked to edit and prepare as a liturgical resource the responsive reading for a celebration of *That All May Enter*. The Office is editing this liturgy so that it will be usable in worship services to commemorate the 25th anniversary of *That All May Enter*. The full liturgy will be used at the 214th General Assembly (2002), but pieces of it may be used by individual congregations throughout the anniversary year. These liturgical pieces for congregational use will be available by General Assembly this year (2001).

20. *Overture 00-51. On Appointing a Special Committee to Study Biblical, Confessional, and Theological Statements of Our Denomination Regarding Eschatology, the Millennium, the Second Coming of Christ, and the Judgment—From the Presbytery of the Trinity (Minutes, 2000, Part I, pp. 34, 427-28).*

Response: Work is underway on this overture and a resource will be produced by June 1, 2001.

3. *Alternate Resolution to Commissioners' Resolution 99-11. Direct the General Assembly Council, Through Its Congregational and National Ministries Divisions, to Take Appropriate Action to Develop Resources on Issues Evolving from School Shooting Tragedies (Minutes, 1999, Part I, pp. 24, 686-87).*

Response: This work was completed in 2000 through the work of the Presbyterian Peacemaking Program Web Site, Peace Notes, support of gun buy-back program and One Million Mom's March. Prevention of violence in schools is an ongoing concern and integral part of the Peacemaking Program. Congregational Ministries Publishing, the Presbyterian Peacemaking Program, and the Criminal Justice Office worked in partnership to provide youth with resources on gun violence.

In response to Overture 00-95, the Criminal Justice Office updated, republished, publicized, and distributed "Hope, Respect, Reconciliation: A Christian Response to Gun Violence." Synod and presbytery offices, resource centers, congregations and others requesting it received copies of the study.

The Criminal Justice Office (NMD) continues to resource the church in implementing the many years of G.A. policies related to gun control, including membership in the Coalition to Stop Gun Violence; the poster contest developed after the 1998 Assembly ("Whatever your age, gun control is a winner"); and frequent mention in Justice Jottings.

6. *2000 Referral: 21.204-.206. H. Report of the Special Offering Task Force, Recommendation 7.a.-c., That the 212th General Assembly (2000) Direct the General Assembly Council to Maintain the Office of Environmental Justice and Fund Its Work Through the General Assembly Mission Budget. Affirm and Commend the Work of the Restoring Creation Network, and Urge Staff of the Peacemaking Program to Continue Their Focus on Environmental Justice Issues—From the General Assembly Council (Minutes, 2000, Part I, pp. 67, 183).*

Response: That the following information be reported to the 213th General Assembly (2001): The Peacemaking Program Area is responding to this overture in the following ways: sponsorship of two workshops on environmental justice at the 2000 Peacemaking Conference; sponsorship of two International Peacemakers (from Burma- fall 2000 and Iraq-spring 2001) to share concerns about the environment to Presbyterians across the denomination; publication of World Updates that raised concerns about environmental justice in areas of the world facing major threats to the environment; and sponsorship of the Tenth Annual January Term—Global Studies: The United Nations for a Better World, a three week course with a focus on the environment offered to college students. In addition, the Peacemaking Offering promotional materials routinely include suggestions to congregations for ways to use their portion of the offering to support environmental justice.

8. *2000 Referral: 25.084. D. Monitoring Report on the Implementation of the General Assembly Policy on Abortion, Recommendation 3., That the 212th General Assembly (2000) Direct That All Publications, Brochures, and Other Distributed Informational Material Include the Church Entity and Office, the Year of Production, and a Referral to a Policy Web Site for More Information—From the Advisory Committee on Social Witness Policy (Minutes, 2000, Part I, pp. 34, 265).*

Response: This information has been communicated to all GAC programs that produce printed materials.

9. *Alternate Resolution to Commissioners' Resolution 00-10. Concerning Ministry Resources in Braille (Minutes, 2000, Part I, pp. 41-42, 493)*

Response: The National Braille Association has grant money available to aid individuals who need resources in Braille. Institutions can obtain the Presbyterian Hymnal in Braille for \$603.45. Individuals assisted by the grant can obtain a copy for \$201.15. Further conversations are ongoing with the American Printing House for the Blind in Louisville.

The Braille resources can be obtained from the National Braille Association by calling 212-716-8260.

1. *2000 Referral: 21.208. Report of the Special Offerings Task Force, Recommendation 9. That the 212th General Assembly (2000) Direct the General Assembly Council to Assign to Appropriate Entities Responsibility for Identifying and Promoting Educational Materials for Congregations Wishing to Participate in a Witness Season Mission Education Emphasis—From the General Assembly Council (Minutes, 2000, Part I, pp. 67, 183).*

Response: The initial year for the Witness Season Mission Education Emphasis will be 2002. Packets of materials were available June 2000.

IV. Recommendations

A. The General Assembly Council, upon recommendation of its Congregational Ministries Division on behalf of the Committee on Theological Education recommends that the 213th General Assembly (2001) approve the new trustees elected by Presbyterian Church (U.S.A.) theological institutions in 2000:

1. Austin Presbyterian Theological Seminary: Peggy Clark, La Unah C. Cuffy, Bessie Lou Doelling, Robert T. Herres. John M. McCoy, Sydney E. Reding, Max R. Sherman, Jo E. "Jed" Shaw, Jr., Hugh Williamson III;
2. Columbia Theological Seminary: Charles Heyward, Dennis Love, Lena Pruitt.
3. University of Dubuque Theological Seminary: Colleen Brown, Jacki Margenthaler Guinn;
4. Louisville Presbyterian Theological Seminary: Robert Agnew, Carol Frist, Norma Ross;
5. McCormick Theological Seminary: Byron Brazier, Edward (Ted) Campbell, Paul (Pete) Cruikshank, Ellen Gignilliat, Joseph T. Ledwell, Linda C. Loving, Sarah Sanderson, Ken Sawyer, Vincent Thomas, Jake Young;
6. Pittsburgh Theological Seminary: Keith Darr Briggs, Clinton C. Cottrell, Earnest J. Edwards, John S. Isherwood. Mark G. Miller, Diane Smith Schumacher;
7. Princeton Theological Seminary: Nancy Oliver Gray, Heather Sturt Haaga, Joanne S. Martindale,;
8. San Francisco Theological Seminary: Allen L. Dobbins, Anand K. Dyal-Chand, Carlos A. López, Morrisine F. Mutshi, Philip R. Placier, Cynthia K. Swank, Lynn B. Upshaw;
9. Johnson C. Smith Theological Seminary: Geddes Hanson, Blaine Kelly, III, Jane T. MacColl, Robert Reynolds;
10. Union Theological Seminary and Presbyterian School of Christian Education: Carol C. Sloan, Dean K. Thompson. Alex O. Williams;

Background

A list of the entire board of trustees of each of the ten seminaries as well as biographical information about trustees to be approved will be made available by COTE for review by the appropriate committee during the 213th General Assembly (2001). Similar information will also be made available about those currently serving on the boards of Auburn Theological Seminary and the Evangelical Seminary of Puerto Rico which relate to the General Assembly of the Presbyterian Church (U.S.A.) through covenant agreements.

As required by vote of the 209th General Assembly (1997) the following information is offered in regard to racial ethnic, gender, and clergy / lay representation on the various seminary boards.

Ten PCUSA Seminaries	Total on Board	Cauc.	Hisp.	Black	Asian	Male	Fem.	Clergy	Lay
Austin	30	27	0	3	0	18	12	10	20
Columbia	35	31	0	4	0	24	11	10	25
Dubuque	34	33	0	1	0	26	8	2	32
Louisville	38	34	0	4	0	25	13	9	29
McCormick	52	43	2	5	2	35	17	23	29
Pittsburgh	35	31	0	4	0	25	10	12	23
Princeton	40	36	1	2	1	31	9	20	20
SFTS	42	32	2	5	3	29	13	19	23
J.C. Smith	24	7	0	17	0	15	9	15	9
Union-PSCE	31	26	1	2	2	21	10	11	20
TOTALS	361	300	6	47	8	249	112	131	230
Covenant Partner Schools									
Auburn	21	19	0	2	0	10	11	6	15
ESPR	33	0	33	0	0	20	13	15	18
Overall TOTALS	415	319	39	49	8	279	136	152	263

B. The General Assembly Council, upon recommendation of its Congregational Ministries Division on behalf of the Committee on Theological Education recommends that the 213th General Assembly (2001) grant permission to the following theological institutions to celebrate the Sacrament of the Lord's Supper in 2002: Austin Presbyterian Theological Seminary; Columbia Theological Seminary, University of Dubuque Theological Seminary, Louisville Presbyterian Theological Seminary; McCormick Theological Seminary, Pittsburgh Theological Seminary, Princeton Theological Seminary, San Francisco Theological Seminary, Johnson C. Smith Theological Seminary in cooperation with the

Inter-denominational Theological Center, and Union Theological Seminary & Presbyterian School of Christian Education.

Background

Beginning in 1989 the General Assembly became the governing body that grants permission to celebrate the Sacrament of the Lord's Supper at Presbyterian theological institutions. The 212th General Assembly (2000) granted permission for celebrations in 2001; the 213th General Assembly is asked to grant permission for calendar year 2002.

C. The General Assembly Council, upon recommendation of its Congregational Ministries Division Committee on behalf of the Committee on Theological Education, recommends that the 213th General Assembly (2001) approve the following covenant:

A COVENANT BETWEEN
THE GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH (U.S.A.)
AND
AUBURN THEOLOGICAL SEMINARY

I. Purpose

The purpose of this covenant is to define the nature and scope of the relationship mutually agreed to by Auburn Theological Seminary (hereinafter "Auburn") and the General Assembly of the Presbyterian Church (U.S.A.).

II. Brief History of the Relationship

In 1818, the Synod of Geneva, comprised of the presbyteries of Geneva, Cayuga and Onondaga, presented an overture to the General Assembly of the PCUSA "requesting the advice of the General Assembly relative to the establishment of an academical and theological seminary, which the synod proposes instituting within their bounds..." (*Minutes*, PCUSA, 1818, p. 25; or *The Presbyterian Constitution and Digest*, p. 1865). Andover and Princeton were unable to supply sufficient ministers to the rapidly-developing "northwest," which was experiencing a flood of immigration, and the synod deeply felt the urgency of establishing such an institution.

The General Assembly responded to this overture as follows:

Resolved, That the Assembly are not prepared at present to give an opinion or advice on the subject of the overture from the Synod of Geneva, which contemplates the establishment of an academical and theological seminary, believing the said synods are the best judges of what may be their duty in this important business. (*Minutes*, PCUSA, 1818, pp. 25-26; or *The Presbyterian Constitution and Digest*, p. 1865)

The Assembly's response no doubt reflected its preoccupation with the support and development of the seminary at Princeton, which it had founded in 1812. Having heard this response, the Synod of Geneva, during a special session at Auburn, New York, on August 6, 1818, voted to found a seminary "for the purpose of completing the education of pious young men for the gospel ministry."¹ The Synod then petitioned the Legislature of the State of New York for appropriate action, which it took on April 14, 1820, when it chartered "the Presbyterian Theological Seminary " at Auburn.

In the controversies over doctrine, polity and mission that soon developed in the Presbyterian Church, Auburn stood firmly with the New School camp. The General Assembly of the PCUSA of 1837 passed the Exscinding Act, which declared that congregations and presbyteries formed under the terms of the Plan of Union (1801) had no part of or standing in the Presbyterian Church in the United States of America. The Assembly thus excluded by non-recognition four synods (Genesee, Geneva, Utica and Western Reserve) and twenty-eight presbyteries (*Minutes*, PCUSA, 1837, p. 444).

A convention of New School representatives met at Auburn in mid-August, 1837. Among other documents, it produced the "Auburn Declaration," which Robert Hastings Nichols called "the most important official or semi-official doctrinal formulation of the Presbyterian Church since the Adopting Act {of 1729}."² The convention also agreed to send commissioners from the excinded presbyteries to the General Assembly in 1838; they were not seated.

By 1869, the old and new school churches had reunited, both north and south, although most of the southern churches remained a separate denomination. The Presbyterian Church in the U.S.A. recognized and approved Auburn Seminary's relation to the presbyteries of New York State, and, through them, to the denomination.

In 1870, all the other seminaries in the northern United States that were founded under local auspices agreed to shift their relationship to the General Assembly, giving the Assembly veto power over faculty appointments. Auburn refused to enter into this relationship, maintaining that its presbytery-elected board already gave the church sufficient control, and after about forty years of attempts on the Assembly's part to change the Board's decision, the matter seems to have been dropped.

¹Charter, State of New York, Laws of 1820, chapter 215: "AN ACT to incorporate the Presbyterian Theological Seminary, established by the Synod of Geneva, at Auburn, in the County of Cayuga. Passed April 14, 1820. "Reprinted in" Auburn Theological Seminary: By-Laws adopted May 21, 1940, Original Charter of 1920, with Subsequent Amendments of 1906 - 1917 - 1939, " p. 19.

²Robert Hastings Nichols, *Presbyterianism in New York State: A History of the Synod and Its Predecessors*, edited and completed by James H. Nichols (Philadelphia: Westminster Press, 1958), pp. 135.36.

In 1916, the Auburn Board declared the "unbroken friendship" between the Seminary and the Assembly. The Board further declared Auburn's "organic connection with the presbyteries in Central and Western New York, maintained now as from the first; which through these ninety-eight years of history, the Seminary has sought to serve with all fidelity; and which it intends to serve in coming years with fullest service and devotion."³

In 1924, the Rev. Henry Sloane Coffin, president of Union Theological Seminary in the City of New York (hereinafter "Union"), spearheaded the drafting of the Auburn Affirmation, a plea for theological tolerance in the midst of the fundamentalist-modernist controversies.

Throughout all these years, Auburn's annual report to the General Assembly was regularly received and included in the *Minutes*.

In 1939, Auburn took up residence on the New York City campus of Union Theological Seminary. Auburn retained its endowment and form of governance. The proposed agreement between Auburn and Union was included in the *Minutes* of the 1939 General Assembly of the PCUSA. One of its provisions assured that the agreement

shall not alter or modify Auburn's relationship with the presbyteries which elect members of its Board of Directors, nor with the Presbyterian Church in the United States of America, nor the General Assembly thereof; and Auburn hereby reaffirms its loyalty to, and present relationship with, such presbyteries, Presbyterian Church in the United States of America, and the General Assembly thereof. (*Minutes*, PCUSA, 1939, part I, p.256)

Auburn's removal to New York City caused a temporary chill between the General Assembly and the Seminary. Auburn's annual report did not appear in the *Minutes* beginning in 1940. Reporting resumed in 1947, however, and continued into the early 1980s.

III. The Relationship Between Auburn and Union

Auburn is an independent theological institution chartered in New York State. It operates in partnership with Union, but it has never merged with Union. In this partnership, Union conducts degree programs; Auburn conducts non-degree programs for clergy and laity on behalf of both institutions. Auburn does not currently grant degrees, although it retains its authority to do so. Auburn does, however, provide instructional and other program for Union's Presbyterian students who are matriculated for degrees.

IV. Recent Developments Leading to the Negotiation of a Covenant

³John Quincy Adams, *A History of Auburn Theological Seminary, 1818-1918* (Auburn, N.Y.: Auburn Theological Seminary, 1918), pp. 140-41.

During the last fifteen years, Auburn has been an active participant, as a corresponding member, in the Committee on Theological Education. At the time of reunion in 1983, Auburn asked the Special Committee on Theological Institutions to clarify Auburn's status as a Presbyterian theological institution. That committee, appointed under the Articles of Agreement to propose a governance and funding arrangement for the eleven institutions listed in the Articles (of which Auburn was not one), handed questions about Auburn to the Committee on Theological Education, which included this issue in the mandate of the Special Committee to Study Theological Institutions (SCSTI), appointed in 1988. SCSTI recommended and the General Assembly concurred that COTE should investigate the feasibility and desirability of a covenant relationship between Auburn and the General Assembly.

V. Parties to the Covenant

The parties to this covenant. Auburn Theological Seminary, governed by its Board of Directors, and the General Assembly of the Presbyterian Church, (U.S.A.), operating as a governing body, are distinct entities. They are independent, neither being controlled by the other.

VI. Responsibilities Under the Covenant

A. Auburn affirms its commitment in the following areas:

1. Academic Matters

Auburn's mission is to strengthen religious leadership through non-degree educational programs, through its program for Union's Presbyterian students, and through research conducted at its Center for the Study of Theological Education. In all these arenas, relationships with Presbyterian congregations, presbyteries and other governing bodies will continue to be a priority for Auburn, which also has a strong ecumenical and interfaith commitment.

Auburn will continue to provide resources for Presbyterian students enrolled for degrees at Union Theological Seminary in New York. These provisions will include a qualified lecturer for a Union Seminary course or courses in the polity, worship and confessions of the Presbyterian Church (U.S.A.); financial aid for Presbyterians enrolled at Union; a program of counseling, informal denominational instruction and fellowship for these students; and assistance in matters related to candidacy and placement.

Auburn will continue to administer the Presbyteries' Cooperative Examinations, designating a proctor as appropriate.

Auburn will continue to provide an extensive program of non-degree continuing theological education for clergy and of theological education for laity, both on its campus in New York City and at other sites in New York State and elsewhere. As in the past, Auburn will give priority to local programs planned with presbyteries and Presbyterian congregations in New York State and,

in response to invitations, in other parts of the United States.

Auburn will continue to conduct research on theological education through its Center for the Study of Theological Education. The Center is the only educational research center with a major focus on theological education. It provides research and reports that benefit a wide spectrum of schools and denominations. Auburn will continue to make research findings available to the Committee on Theological Education, other interested Presbyterian Church agencies, and Presbyterian theological institutions, as appropriate.

2. Cooperation

Auburn will continue to participate in cooperative ventures undertaken by the other Presbyterian Church (U.S.A.) institutions. As is the case with the other institutions, this cooperation is voluntary.

The seminary will submit reports to the Committee on Theological Education (or its successor), for informational purposes only. Such reports shall ordinarily include information about finances, enrollment and graduates, changes in the Charter and By-Laws, appointments to the teaching staff, elections to the Board of Directors, and a brief narrative account of activities.

The Presbyterian Church, from time to time, turns to its related theological institutions as an educational and theological resource for various purposes. Auburn will serve as such a resource when feasible, especially in its areas of expertise, such as continuing education, lay education and research on theological education.

3. Financial Support

Auburn will not seek financial support from the Theological Education Fund or its successor.

4. Development Activity

Auburn will focus its efforts to raise current operating funds in the New York State presbyteries that elect members of Auburn's Board of Directors and in other areas to which it has relationships, such as field sites where Auburn has conducted programs, as well as congregations linked to Auburn through those who participate actively in Auburn's campus-based programs, Union graduates, current students and Auburn Board members.

Auburn recognizes the importance of the Theological Education Fund for support of the preparation of ministerial leadership. Therefore, when soliciting congregations of the Presbyterian Church (U.S.A.), Auburn will continue to encourage support for the Theological Education Fund.

B. The General Assembly of the Presbyterian Church (U.S.A.), recognizing

that Auburn has in fact, throughout its history, been a significant partner in the education of the ministers of the Presbyterian Church (U.S.A.), affirms its commitment in the following way:

1. Membership on the Committee on Theological Education (or its successor)

This covenant relationship with Auburn will give to that institution voice but not vote on the Committee on Theological Education or its successor. Travel and lodging expenses associated with attendance of Auburn's representative at meetings of the Committee on Theological Education (or its successor) shall be reimbursed by the Presbyterian Church in accordance with its reimbursement policies.

2. Public Identification of Auburn

Auburn will be publicly identified, in relevant announcements of the Committee on Theological Education and other entities that refer to theological institutions related to the Presbyterian Church, as a "theological institution related by covenant to the Presbyterian Church (U.S.A.)," with a special notation that Auburn does not receive funds from the Theological Education Fund.

3. Representation of Auburn at Presbyterian Church Meetings.

Presbyterian students at Union Seminary (for whom Auburn Seminary has a special responsibility) will be represented at meetings of the General Assembly on an occasional basis as specified in the Standing Rules of the General Assembly. Auburn will be represented at occasional Presbyterian Church gatherings on the same basis as other institutions that are in a covenant relationship with the General Assembly.

4. Auburn's Autonomy

Notwithstanding any other provision of this Covenant, the General Assembly acknowledges and agrees that the Board of Directors of Auburn is elected in accordance with its charter from New York State. Also notwithstanding any other provision of this Covenant, the General Assembly acknowledges and agrees that, in the event of the dissolution or winding up of the affairs of Auburn or any of its successors, or the insolvency or bankruptcy of Auburn or any of its successors, or any merger, consolidation or other change in the legal structure or status of Auburn or any of its successors, none of the rights, privileges, powers, purposes or property, and none of the liabilities, of Auburn or any of its successors shall be distributed to, assigned to or otherwise revert to or be appropriated by the General Assembly or the Presbyterian Church (U.S.A.) or any successor of either or both on the other hand, all such rights, privileges, powers, purposes and property, and all such liabilities, shall be disposed of or transferred as the Board of Directors of Auburn or any of its successors shall determine in its sole discretion, in accordance with the laws of the United States and the State of New York.

VII. Amendment

_____ Changes in the Presbyterian Church (U.S.A.) or in the circumstances of Auburn may affect portions of this covenant. Either party to this covenant—Auburn and the General Assembly of the Presbyterian Church (U.S.A.) as represented by the Committee on Theological Education, or their successor entities—may request revision of parts or all of this covenant during the term of this agreement. Amendment to this covenant may be executed by mutual agreement of the Board of Directors of Auburn and the General Assembly.

VIII. Term

The term of this covenant shall commence when formally approved and signed by the designated parties and shall expire on December 31, 2001. The covenant may be renewed by mutual consent.

IX. Formal Approval

This covenant shall be effective upon formal approval by the Board of Directors of Auburn and by the General Assembly of the Presbyterian Church (U.S.A.) and when signed by the Moderator and the Stated Clerk of the General Assembly for the Presbyterian Church (U.S.A.) and by the President and the Chair of the Board of Directors for the Seminary.

Background

In its report, approved by the General Assembly in 1993, the Special Committee to Study Theological Institutions recommended that Auburn Theological Seminary relate to the Presbyterian Church (U.S.A.) through the Committee on Theological Education (COTE). The special committee judged that existing categories of membership on the Committee on Theological Education did not adequately serve in respect to Auburn Theological Seminary. Accordingly, the special committee recommended the adoption of a unique agreement between the General Assembly and Auburn. The Committee on Theological Education concurred with the recommendation and developed a covenant agreement with the Board of Auburn Theological Seminary which was approved by the General Assembly in 1996. The original covenant between the General Assembly and Auburn expires on December 31, 2001.

D. The General Assembly Council, upon recommendation of its Congregational Ministries Division, recommends that the 213th General Assembly (2001) authorize for one year the celebration of the Lord's Supper at Ghost Ranch and Plaza Resolana en Santa Fe, at Montreat, and at Stony Point in connection with Presbyterian conferences and retreats held at those centers; and at worship celebrations held at the Presbyterian Center in Louisville, Kentucky; and at the following events:

- Presbyterian Mariners Family Conference and Annual Meeting, July 15-19, 2001, Kansas

- State University, Manhattan, KS.
- Presbyterian Older Adult Ministry Network Annual Meeting, October 24-27, 2001, Nashville, TN.
- Association Retired Ministers, Spouses & Survivors National Conference, June 21-24, 2001, St. Petersburg, FL.
- Coalition of Korean American Ministries, August 27-30, 2001, Minneapolis, MN
- Korean Worship & Music, January 28-30, 2002 Chicago, IL
- Association of Presbyterian Church Educators, February 6-9, 2002, Toronto, Canada
- Presbyterian Men's Annual Meeting, April 2002, place to be determined.
- Association Retired Ministers, Spouses & Survivors National Conference, June 2002, Jackson Hole, WY
- Presbyterian Mariners Family Conference and Annual Meeting, July 2002, place to be determined.
- Presbyterian Older Adult Ministry Network Annual Meeting, October 2002, Place to be determined.

E. The General Assembly Council, upon recommendation of its Congregational Ministries Division recommends that the 213th General Assembly (2001) establish the following dates as recommended programmatic emphases for the year 2003, and that they be included in the list of Special Days and Seasons:

Date	Emphasis or Liturgical Designation	Baptism	Eucharist
January 5	2nd Sunday after Christmas Day of Prayer for Those Persecuted for Their Faith		
January 6	Epiphany of the Lord	x	x
January 12	Baptism of the Lord	x	x
January 19	2nd Sunday in Ordinary Time Week of Prayer for Christian Unity		
January 26	3rd Sunday in Ordinary Time		
February 2	4th Sunday in Ordinary Time Race Relations		
February 9	5th Sunday in Ordinary Time The Church and the Criminal Justice System		
February 16	6th Sunday in Ordinary Time		
February 23	7th Sunday in Ordinary Time Camp & Conference Ministries		
March 2	Transfiguration of the Lord	x	x
March 5	Ash Wednesday		
March 7	World Day of Prayer		
March 9	1st Sunday in Lent Celebrate the Gifts of Women		
March 16	2nd Sunday in Lent		

March 23	3rd Sunday in Lent Young People in the Church		
March 30	4th Sunday in Lent Self-Development of People		
April 6	5th Sunday in Lent		
April 13	Passion/Palm Sunday		x
April 14	Monday of Holy Week		
April 15	Tuesday of Holy Week		
April 16	Wednesday of Holy Week		
April 17	Maundy Thursday		x
April 18	Good Friday		
April 19	Great Vigil of Easter	x	x
April 20	Resurrection of the Lord/Easter One Great Hour of Sharing Offering	x	x
April 22	Earth Day		
April 25	World Malaria Day		
April 27	2nd Sunday of Easter Rural Life		
May 1	National Day of Prayer		
May 2	May Friendship Day		
May 4	3rd Sunday of Easter Wills Emphasis Older Adult Week begins		
May 11	4th Sunday of Easter Mother's Day Christian Family Week begins		
May 18	5th Sunday of Easter Presbyterian Heritage Call to Prayer for the General Assembly		
May 25	6th Sunday of Easter Serious Mental Illness Awareness		
May 29	Ascension of the Lord		x
June 1	7th Sunday of Easter Access		
June 8	Day of Pentecost Pentecost Offering	x	x
June 15	Trinity Sunday Father's Day Men of the Church	x	x
June 22	12th Sunday in Ordinary Time Celebration of the Ministry of Volunteers		
June 29	13th Sunday in Ordinary Time		

July 6	14th Sunday in Ordinary Time Social Welfare Ministries (request a change to "Ministries of Justice")		
July 13	15th Sunday in Ordinary Time Celebration of Small Church Ministry		
July 20	16th Sunday in Ordinary Time		
July 27	17th Sunday in Ordinary Time Urban Ministry		
August 3	18th Sunday in Ordinary Time		
August 6	Hiroshima Day		
August 10	19th Sunday in Ordinary Time		
August 17	20th Sunday in Ordinary Time Health Awareness Week begins		
August 24	21st Sunday in Ordinary Time Homelessness/Affordable Housing		
August 31	22nd Sunday in Ordinary Time Christian Vocation		
September 7	23rd Sunday in Ordinary Time Christian Education Week begins		
September 14	24th Sunday in Ordinary Time Higher Education		
September 16	International Peace Day		
September 21	25th Sunday in Ordinary Time Theological Education		
September 23	Native American Day		
September 28	26th Sunday in Ordinary Time Evangelism		
October 5	27th Sunday in Ordinary Time World Communion Peacemaking Offering		x
October 12	28th Sunday in Ordinary Time HIV/AIDS Awareness		
October 16	World Food Day		
October 19	29th Sunday in Ordinary Time Societal Violence/Domestic Violence Awareness		
October 24	United Nations Day		
October 26	30th Sunday in Ordinary Time Reformation		
October 31	Reformation Day		
November 1	All Saints Day	x	x
November 2	31st Sunday in Ordinary Time Christian and Citizen		
November 2-8	Addiction Awareness Week begins		
November 5	Philanthropy Day		

November 7	World Community Day		
November 9	32nd Sunday in Ordinary Time Stewardship Commitment		
November 16	33rd Sunday in Ordinary Time		
November 23	Christ the King/Reign of Christ	x	x
November 30	1st Sunday in Advent		
December 7	2nd Sunday in Advent		
December 10	Human Rights Day		
December 14	3rd Sunday in Advent		
December 21	4th Sunday in Advent Christmas Joy Offering		
December 24	Christmas Eve		x
December 25	Nativity of Jesus Christ/Christmas Day		x
December 28	1st Sunday after Christmas		

The following days are recommended for inclusion in the Special Days and Seasons for 2003. They may be listed for information in PC(USA) published resources.

Holy Days from the Jewish Tradition

- Purim
- Passover
- Shavuot
- Rosh Hashanah
- Yom Kippur
- Sukkot
- Hanukkah

Holy Season from the Islamic Tradition

- Ramadan

Holy Days from the Orthodox Tradition

- Theophany (Epiphany)
- Great Lent
- Palm Sunday
- Good Friday
- Pascha (Easter)
- Ascension
- Pentecost

Advent Fast
Nativity of Our Lord

Secular Holidays and Observances

New Years Day
Martin Luther King Day
President's Day
Daylight Savings (set ahead 1 hour)
Memorial Day (observed)
Independence Day
Labor Day
Columbus Day (observed)
Daylight Savings (set back 1 hour)
Veteran's Day
Thanksgiving Day

F. The General Assembly Council, upon recommendation of its Congregational Ministries Division recommends that the 213th General Assembly (2001) authorize for one year the celebration of the Lord's Supper by clergy members of the Presbyterian Disaster Assistance Team at disaster sites, reporting such observances to the Congregational Ministries Division.

Background

This is a most significant ministry to persons whose lives have been disrupted by disastrous events. Means of communication and time often prevent securing permission for such a celebration at the point of a disaster.

G. The General Assembly Council, upon recommendation of its Congregational Ministries Division recommends that the 213th General Assembly (2001) adopt the paper, *Called to Faithful Living A Stewardship Theology*, and encourage congregations to use it, together with a study guide (which will be available following adoption of the paper) as they explore the theology of stewardship.

Called to Faithful Living

Setting the Stage: Our Context

During the Thanksgiving Holidays, congregations "gather together to ask the Lord's blessing." With hearts filled with gratitude Christians bring forward gifts that are symbolic of what they have received. Churches lift up ministries which feed the hungry and care for the poor. As we sing "now

thank we all our God, with heart and hand and voices," we acknowledge that what we have really does not come from our labor but from the very hand of God. The Thanksgiving hymns of *The Presbyterian Hymnal* reflect very clearly the understanding that what we have comes to us from God and that it is intended to go *through us* into God's world.¹

Many American Presbyterians live in prosperous circumstances which are in stark contrast to the economic conditions that exist in segments of American society, and the deeper poverty and extreme exploitation which exists in two-thirds of the world. In the midst of material abundance, John Calvin's words ring true: "Let those who have great abundance remember that they are surrounded with thorns, and let them take great care not to be pricked by them"² For some the thorn is anxiety - what they have gained they can also lose. For others, it may be a sense of guilt or questioning of the goodness of God - they have, while others have not. And yet others work doubly hard to prove that they deserve what they have. We do well to be wary of wealth for "the love of money is the root of all kinds of evil, and in their eagerness to be rich, some have wandered away from the faith and have pierced themselves with many pains." (I Timothy 6:10)³ And, while Scripture tells us that wealth can be an impediment to right living or a cause for idolatry, it also speaks of wealth as a reward for labor and a resource for meeting human need.⁴

So, how do we take care not to be "pricked" by the thorns of our possessions? We can learn to ask additional questions: Since God invites everyone, not just the wealthy, into a life of stewardship, *in what does our abundance consist?* Since in the Sermon on the Mount Jesus defines "blessing" in terms of our relationship to God and neighbor, then *what does it mean to be blessed?* In posing both material and spiritual questions we need to think further about our material and spiritual abundance as components of God's call in our practice of stewardship.

In a world that knows it has great need, but does not know where to seek satisfaction (Isaiah 55:1-2), the people of God must understand that they have been given gifts in order to fulfill a calling. Because we are blessed and called, we can look at the gifts of God in ways that go beyond anxiety, guilt, or methods of gathering and distributing material goods. As we will see, stewardship is not about financing the local church. It is not even gathering up resources in order to establish programs and projects.⁵ Rather, in the same way that Abraham was "blessed to be a blessing," (Genesis 12:1-2) we have been given many kinds of abundance. Those many blessings include not only our money, but also our time, our talents, our relationships, our opportunities, the earth and life itself. With these blessings, God equips us for mission in a needy world. So, we ask ourselves: How do we recognize what God has given us? How do we live with what God had given us? How do we understand the world around us and our place in it? Addressing these questions will help us understand the stewardship of our lives. And so, we begin where we must always begin - with Scripture.

Biblical Foundations: Sin and Redemption

"... God, who is rich in mercy, out of the great love with which he loved us even when we were dead through our trespasses, made us alive together with Christ - by grace you have

been saved - and raised us up with him and seated us with him in the heavenly places in Christ Jesus, so that in the ages to come God might show the immeasurable riches of God's grace in kindness towards us in Christ Jesus." (Ephesians 2:4-7)

How do Christians understand the world and their place in it? We believe that creation was created and declared "good" by the very word of God and that the creation is continually sustained by God. Yet, the apostle Paul tells us that the "whole creation groans awaiting the revealing of the children of God." (Romans 8:19-22) We don't have to look too far or listen too intently to see or hear why the creation groans. The creation is caught in the crossfire of the battle against "principalities and powers in high places." (Ephesians 6:12) Wars persist around the globe. Violence destroys families and neighborhoods. Environmental degradation threatens life. Confusions in mind and spirit paralyze individuals. God does not intend the world to endure such suffering, but it does. Why? Because we insist on misunderstanding the call given to us in creation: "Be fruitful and multiply, and fill the earth and subdue it; and have dominion over the fish of the sea and the birds of the air and over every living thing that moves upon the earth." (Genesis 1:28) We decide that instead of living in the world for God, we will live in the world as gods. (Genesis 3:5) We choose to live according to our own sinful desires and purposes (Ephesians 2:3), rejecting God's claim on us. We listen to our own voice and not the call of God. Our sin corrupts God's good creation.

The Ephesians text tells us that our distortion of God's design results in our own death. In that state we cannot hear the groanings of the world around us nor can we see its true needs. God, however, persists in calling us back, giving us life in Christ and giving us a vantage point to see the world as Christ does. By the steadfast love of God we are redeemed.

Psalm 107 vividly recounts our redemption and our proper response to that redemption. "Let the redeemed of the Lord say so, those he redeemed from trouble." (Psalm 107:2) As Reformed Christians we believe that "saying so" goes beyond words and encompasses the whole of life.⁶ With the psalmist, we affirm that redemption must precede witness and that witness must inevitably follow redemption. So, given God's gracious acts toward us, how does our unavoidable participation in the material world reflect God's grace?⁷ "The Christian life receives its strongest motive to God's work through the person and redemptive act of Christ." (John Calvin, *The Institutes of the Christian Religion*, 3.6.3) Redemption is the door through which we exit an old way of life and enter into a new way of living. In the past we lived out of the self, for the self and toward the self. Now we are enabled to live in Christ, for Christ and toward Christ. Because of what Christ has done, we can live in ways that honor God *in the world* which God created. We no longer live for ourselves but for the one who redeemed us, for "we are not our own, we were bought with a price." (1 Corinthians 6:20)

Biblical Foundations: Living as Stewards

"From now on, we regard no one from a human point of view, even though we once knew Christ from a human point of view, we know him no longer in that way. So if anyone is in

Christ, there is a new creation; everything old has passed away; see, everything has become new. All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation." (2 Corinthians 5:16-18)

Our redemption is not the end of our story with Christ. It leads us to a new calling to live not for ourselves, but to give ourselves in reconciling ministries. In other words, God calls us *into* redemption (Ephesians 2:4-9) for faithful living, (Ephesians 2:10) as "stewards of God's mysteries," (1 Corinthians 4:1-2) and "stewards of the manifold grace of God." (1 Peter 4:10)

Several parables of Jesus powerfully illustrate aspects of the calling to be stewards. The *Parable of the Prodigal Son* (Luke 15:11ff) is primarily about forgiveness, but it also tells of underlying attitudes so important to a life of stewardship. This parable teaches us that as we turn away from God, we grab what would have been given us and waste it on ourselves. It graphically describes a life of selfishness and self-indulgence. It helps us understand our culture in which rampant individualism fuels the fires of consumerism. But this parable offers a strong word of hope for those trapped in the nets of greed. When we are welcomed back and restored, we begin to understand what we have in terms of whom we are and to whom we belong.

The *Parable of the Tenants* (e.g., Matt. 21:33-44) demonstrates how the sinful distortion of the call of the owner leads to brazen violence and outright opposition to the owner. Even though the text refers to these people as tenants, they have the responsibility of stewards. They have the privilege of living on the land and reaping its produce. But they mistake their tenancy and stewardship for ownership and think they have autonomous-rights to that which has been entrusted to their care. This is a serious miscalculation with short-term benefits but which results in judgment and punishment.

In the *Parable of the Talents* (Matthew 25:14ff), an owner entrusts money to three stewards, two of whom invest it. The third, out of fear, does nothing. The two receive rewards and the third is punished. In these parables, we see that stewardship involves the following: (1) stewards do not take the property or own it; it is given to them and they hold it in trust; (2) stewards are given a fair amount of freedom to care for the property and are expected to take risks; (3) the owner expects improvements to be made; (4) the owner expects that the stewards will remember who the owner is.

A Theology of Stewardship

Theologian Catherine M. LaCugna has said that in redemption, "God moves toward us so that we may move toward each other and thereby toward God. The way God comes to us is also our way to God and to each other: through Jesus Christ by the power of the Holy Spirit. This is our faith, confessed in creed and celebrated in sacrament." However, "confessing faith is incomplete unless it becomes a form of life." Thus, theology is by no means an abstract exercise but a way in which we think seriously about God's self-revelation, ourselves and our circumstances. As we think about the acts of God on our behalf, our hearts respond with gratitude and we put our hands to the

task of bearing a tangible witness to the redemption given in Christ. Then, as we think about living grateful lives, we realize that we are not really developing a theology of stewardship. Instead, we are discovering a theology which draws us directly into a life of stewardship.

The texts that call us to be "stewards" (esp. 1 Corinthians 4: 1-2; 1 Peter 4:10), use a form of the Greek word *oikonomos*. The word refers to the craft or practice of stewardship, the office of the steward and the content of the stewardship. Therefore, how we conduct ourselves, who appoints us, and the purposes toward which we work are all important aspects of our stewardship. In the common Greek usage of the term, stewardship included oversight of both production and consumption.⁹

Given these understandings, and building on the biblical base, stewardship is defined as the *responsive* practice of Christians making proper use of the gifts God has given them for the sake of God's work in the world and is marked by the following elements:

1. Stewards recognize that "the earth is the Lord's and all that is in it." (Psalm 24:1-2) That recognition includes the realization that the steward is the Lord's as well.
2. Stewards understand that, while they are given a great deal of freedom, they are not autonomous. The owner will review their work. Just as the potter molds the clay (Jeremiah 18:1-13), so the Lord of Creation shapes the life of the steward. To realize this is to realize, as well, that stewardship is not a matter of finding rules but recognizing that the whole of life is under the Rule of the Redeemer. Therefore, a life of stewardship will be an "exhibition of the Kingdom of Heaven to the world." (*Book of Order* G-1.0200)
3. Stewards are not just caretakers. They are to hand on their work with improvements. In creation, God instructed humankind to "be fruitful and multiply." Stewards will be creative and productive with the resources they have.
4. Stewards are not beneficiaries - others are. Stewards do not give because they happen to have enough to give. Stewards have received what they have *for the very purpose of giving it away*. "No surer rule and no more valid exhortation to keep it could be devised than when we are taught that all the gifts we possess have been bestowed by God and entrusted to us on condition that they be distributed for our neighbor's benefit." (John Calvin, *The Institutes of the Christian Religion*, 3.6.5) He goes on to say that since there is no way we can increase God's possessions, the way we extend generosity toward God is by practicing it toward the saints on earth.¹⁰
5. Stewards are to use and build on the gifts given in a way that reflects the character and purposes of the owner. Therefore, our stewardship should bear witness to the love, mercy and grace of the triune God creates, redeems and sustains the world.

What will the life of stewardship look like? If, as LaCugna says, "The way God comes to us is also our

way to God and to each other: through Jesus Christ by the power of the Holy Spirit." ^{Page 39 of 60} ~~then we must~~
 be careful to look at what that way is. Philippians 2:3-11 is a useful guide here:

"Do nothing from selfish ambition or conceit, but in humility regard others as better than yourselves. Let each of you look not to your own interests, but to the interest of others. Let the same mind be in you that was in Christ Jesus, who, though he was in the form of God, did not regard equality with God as something to be exploited, but emptied himself, taking the form of a slave, being born in human likeness. And being found in human form, he humbled himself and became obedient to the point of death, even death on a cross. Therefore God has also highly exalted him and given him a name above every name, so that at the name of Jesus every knee should bend in heaven and on earth and under the earth and every tongue should confess that Jesus Christ is Lord to the glory of God the Father."

With that mind of Christ, we live as stewards by moving into the broken, groaning creation as redeemed people who live like Christ. And, while we cannot redeem the earth, we can begin its restoration by giving ourselves to it as Christ gave himself to us. Theological principles at stake in stewardship are (1) the satisfaction of the world's longing to be reconciled to God and restored to God's design; and (2) God's desire that the groaning be transformed into singing:

"For you shall go out in joy, and be led back in peace; the mountains and the hills before you shall burst into song and all the trees of the field will clap their hands. Instead of the thorn shall come up the cypress; instead of the brier shall come up the myrtle; and it shall be for the Lord a memorial, for an everlasting sign that shall not be cut off..." (Isaiah 55:12-13)

We have been, are being and will be restored. In response to that redemptive healing, we are then compelled by the extravagant grace and love of God to demonstrate that God in Christ has transformed our lives. Our ministries of reconciliation will move us into behaviors and actions that will overcome the separations between God and humanity, ourselves and the created order, ourselves and others, and even those divisions within ourselves.

Living as Stewards: Concepts, Images and Practices

In life and death we belong to God.

Through the grace of our Lord Jesus Christ,

The love of God,

And the communion of the Holy Spirit

We trust in the one Triune God, the Holy One of Israel

Whom alone we worship and serve. ¹¹

It is the triune God who creates, redeems and sustains us. That gracious God is the one to whom we belong. If we truly trust in this triune God, in life and in death, then we may be bold to take risks of stewardship in the personal and public realms of life. Those risks will involve our time, our checkbooks, our relationships and our skills. Those risks will extend into the political, economic and environmental decisions we make and the policies we pursue.

Tangible biblical concepts and images abound that teach us the life of the steward. Among those concepts are *tithing* and *jubilee*. References to tithing occur throughout the Old Testament (from Genesis 14:20 to Malachi 3:10). While Scripture affirms that the tithe belongs to God, we diminish the concept of tithing if we confine our discussions only to matters of obligation, calculation, or method. We can fall into the error of thinking that everything is ours. Nothing could be further from the truth. The tithe is not given to us as a formula. Rather, disciplined and proportionate giving is a regular reminder and a very concrete symbol that the whole belongs to God.

In Leviticus 25-27, the jubilee is a joyful picture of redemption and release from burdensome circumstances. The detailed description of the law of jubilee shows how the material circumstances of life can become disordered and oppressive. In a new global economy where capital and culture race through the world at the speed of light over the world wide web, new opportunities for exploitation and injustice abound. Jubilee does not devalue the material, but teaches that our possessions and relations must be restored to their proper places. Walter Brueggemann has said that jubilee reminds us that justice consists in putting things back where they belong.¹² Jubilee frees us from the myth that we are defined by what we own. It tells us that we belong to God—in life and in death.

There is a rich biblical witness of those who trusted their lives to God, responded to God's call in their lives and took risks to be stewards - those who act on God's behalf - in a world that groans, waiting for redeemed people to show up.¹³ As the redeemed, they gave up self-centered ways of living. Freed from the bondage of self, they were able to give money, time, and even their very lives for the sake of others, in response to the God who did the same for them. Theologian Daniel Migliore says "...Christians take up these tasks in confidence and hope in the final fulfillment of God's promise of a new humanity in a new heaven and a new earth. Christian life is much more than the acceptance of the forgiveness of sins and more than personal transformation. It is also the vocation [the call] to participate in the preparation of all creation for the coming of the new community of justice, freedom, and peace in partnership with the triune God."¹⁴

If Migliore is right in saying that Christians confidently take up such tasks of stewardship, then we must learn how to live as stewards. A helpful way of entering this discussion is to talk about stewardship as a spiritual practice. Craig Dykstra has said, "The 'life of faith' is the way of life that is organized by faith and that flows out of faith. In the life of faith, we come more and more to participate in the new reality God is opening to us."¹⁵ Christian practices shape that participation and help us learn to live the Christian life the same way we learn other skills—by practicing it. As we participate in various disciplines, space opens up in our lives for the Holy Spirit to transform our ways of thinking and behaving. Drawing again on the words of the apostle Paul, we see that faithful response to the redemptive work of God in our lives and engagement in the practices of the faith involve a very tangible act of giving ourselves to God:

I beseech you therefore, brothers and sisters, by the mercies of God, to present your bodies as a living sacrifice, holy and acceptable to God, which is your spiritual worship. Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God—what is good and acceptable and perfect. (Romans 12:1-2)

There are many disciplines that are beneficial to the Christian life, but two disciplines emerge from this text in Romans that help us understand stewardship as spiritual practice. The first is *discernment*. One aspect of discernment is discovering how God sees the world. This process of discovery will help us to see the true needs of the world as we consider the gracious activity of God in the world on behalf of the world. A second aspect of discernment is examining our own lives in order to see what we are doing. This is a process which helps us to discover our vocation. The needs of the world are so great that contemplating them can overwhelm and paralyze us. This discipline allows us to reflect on our specific circumstances. With regard to stewardship, we ask ourselves, "What has God given me that is adequate to address the needs before me?" We ask this question personally and corporately, seeking the particular place and way of giving to which we have been called. We will soon discover that it involves more than putting our check in the offering plate. But as we examine what we are doing in light of the gospel, something quite radical happens. Not only do we ask questions, but we find that we ourselves are being questioned: Are we free to hear God's call? Whom do we really trust? How just is our living? What are the marks of our stewardship?¹⁶ As Reformed Christians, we believe that this discernment comes about as we read the Scriptures, participate in worship and the sacraments, all under the guidance of the Holy Spirit. These are the means of grace that God uses to shape us as gracious stewards.

A second helpful discipline is *obedience*, which moves us from reflection on stewardship to actually *doing it*. Knowing is not enough. James reminds us, "...those who look into the perfect law, the law of liberty, and persevere, *being not hearers who forget but doers who act* they will be blessed in their doing." (James 1:25) We need to become living sacrifices in response to and for the sake of the gospel. The discipline of obedience enables us to understand that neither we nor our resources belong to ourselves. We are not just managing surpluses for the good of humanity.¹⁷ We understand that all resources are God's and that they are to be used for God's purposes. And with this discipline, we come full circle for in obedience we gain discernment.

These disciplines require prayer as they equip us for the practice of stewardship. There are many ways in which Christians pray, but the prayer that has shaped all Christians in all times has been that prayer which Jesus taught us - our Lord's Prayer. As we regularly pray that prayer we grow in the understanding that we belong to One who preserves us and protects us and who, out of abundant mercy and grace, allows us to discern the divine purpose for the world and to participate in that purpose. Our prayer and practices are to be shaped by the prayer of Jesus:

"Every Christian practice requires prayer, as Christians doing things together attune themselves to take part, with trust, in the risky activities of God. In prayer, we open ourselves to respond to God's presence and notice the light of God as it shines on the world, exposing fault yet also promising hope. We pay attention in a special way, focusing our yearning to be partners in God's reconciling love. We ask for God's help in saying yes to that which is life giving in the deepest sense and in saying the specific no that will loosen whatever chains bind us and others to destruction. We thank God for life and love, and we beg God for mercy and strength for ourselves and all creation."¹⁸

We began this consideration of stewardship with hymns that express our understanding of lives lived in grateful response. We conclude with a hymn that summarizes our understanding of stewardship, and with the prayer that the church would sing this song with joy and live it out in truth.

We Give Thee But Thine Own

We give thee but thine own,
Whate'er the gift may be;
All that we have is thine alone,
A trust, O Lord from Thee.

May we Thy bounties thus
As stewards true receive,
And gladly, as Thou blessest us,
To Thee our firstfruits give.

To comfort and to bless,
To find a balm for woe,
To tend the lonely in distress,
Is angels' work below.

The captive to release,
To God the lost to bring,
To teach the way of life and peace -
It is a Christ-like thing.

And we believe Thy word,
Though dim our faith may be;
Whate'er for Thine we do, O Lord,
We do it unto Thee.¹⁹

Endnotes

1. The *Presbyterian Hymnal* promotes this understanding throughout, especially in the sections *Life in Christ* and *Mission*.
2. John Calvin, *Commentary of Genesis*, 13:5-7
3. All Scripture quotations are from the *New Revised Standard Version*.
4. Sondra Ely Wheeler, *Wealth as Peril and Obligation: The New Testament or Possessions* (Grand Rapids: Eerdmans) 1995. Wheeler develops these biblical understandings in chapters 8 and 9. She is assistant professor of Christian ethics at Wesley Theological Seminary in Washington, D.C
5. James Hudnut-Beumler, *Generous Saints: Congregations Rethinking Ethics and Money* (Washington, DC: The Alban Institute) 1999 page 54
6. This understanding is reflected in *The Six Great Ends of the Church* as found in the *Book of Order*, G1.0200.

7. This question is a paraphrase of one posed by D. Stephen Long in his essay "Christian Economy" in *Virtues and Practices in the Christian Tradition*, Murphey, Kallenberg, and Nation, editors (Harrisburg, Pennsylvania: Trinity Press) page 358. Long is assistant professor of theology at St. Joseph's University, Philadelphia, PA.
8. Catherine M. LaCugna, *God for Us: The Trinity and the Christian Life* (San Francisco: Harpers) 1993, page 377. Prior to her death, Catherine LaCugna taught systematic theology at the University of Notre Dame.
9. Balz and Schneider, *Exegetical Dictionary of the New Testament*, Volume 2, page 499.
10. John Calvin, *The Institutes*, 3.6.5
11. A Brief Statement of Faith, Lines 1-6.
12. This is a paraphrase of a statement from a Bible study given by Walter Brueggeman at the 204th General Assembly (1992) in Milwaukee, WI. Dr. Brueggeman is McPheeters Professor of Old Testament at Columbia Theological Seminary.
13. Some of those biblical images which demonstrate the life of stewardship are:
- ...Joseph's management of resources (Genesis 37-50)
 - ...Shiphrah and Puah, the mid-wives who saved the Hebrew babies (Exodus 1)
 - ...the prophets' calls for justice
 - ...the feeding of Elijah by the widow of Zarephath (1 Kings 17)
 - ...Mary's witness to God's care for the poor and oppressed (Luke 1: 46f)
 - ...the response of the disciples to the call of Christ as recorded in the Gospels and Acts
 - ...the women who followed Jesus and supported the work (Luke 8:1-3)
 - ...the life of the early church (Acts 2-5)
 - ...Lydia's support of Paul's mission (Acts 16:11-15, 40)
- Additional resources on biblical foundations and images can be found in the report on a Theology of Stewardship, approved in 1982 by the UPCUSA.
14. Daniel Migliore, *Faith Seeking Understanding: An Introduction to Christian Theology* (Grand Rapids: Eerdmans) 1991, page 184. Dr. Migliore is the Charles Hodge Professor of Systematic Theology at Princeton Theological Seminary.
15. Craig Dykstra, *Growing in the Life of Faith*, page 19.
16. A fuller treatment of this is found in chapter 9 of Wheeler's *Wealth as Peril and Obligation*, previously cited.
17. For a discussion of the difference between philanthropy and stewardship, please see: Thomas H. Jeavons and Rebekah Burch Basinger, *Growing Givers' Hearts: Treating Fundraising as Ministry* (San Francisco: Jossey Bass) 2000.
18. Dorothy Bass and Craig Dykstra, editors, *Practicing Our Faith* (San Francisco: Jossey Bass) 1997, page 202
19. *The Presbyterian Hymnal*, hymn 428.

V. Reports

A. THEOLOGICAL EDUCATION

A. Assigned Responsibilities

The Committee on Theological Education (COTE) has responsibility for developing and maintaining a comprehensive plan for theological education from the perspective of the whole church. The Committee seeks to identify, develop, and propose strategies for a systemic approach to theological education within the denomination. COTE serves as an advocate for theological education, seeking to support the schools and to strengthen them for their mission to the whole church. COTE can be seen as a two-way communication link between the denomination and its graduate theological institutions. Voting members of the Committee include thirteen people elected to represent the church at large and a representative from each of the ten seminaries related directly to the Presbyterian Church (U.S.A.). Corresponding members of COTE who serve with voice but no vote include: representatives from Auburn Theological Seminary and from the Evangelical Seminary of Puerto Rico (both institutions related to the General Assembly through covenant agreements negotiated every five years: a representative of the Omaha Presbyterian Seminary Foundation and representatives of two non-Presbyterian seminaries.

B. Accomplishments

1. Interschool and Mission Cooperation

In cooperation with the Interschool and Mission Cooperation Sub-committee of COTE, the PC(USA) schools continue to seek creative ways to work more closely together and in collaboration with other entities of the denomination. Some of the groups of individuals representing the various schools that have come together for mutual planning and information sharing during this academic year include the institutions' presidents, deans of student affairs, financial aid officers, continuing education staff and faculty, development officers, placement officers, communication directors, admission officers, field education directors, ethics and social witness faculty, faculty concerned about developing capacity for ministerial and public leadership, faculty and staff concerned about health ministries, and evangelism professors. Often staff and elected representatives of General Assembly entities met with the various groups to enhance cooperative efforts on behalf of the church.

In 2000 fifty seminarians representing fifteen seminaries participated in a class for entitled Presbyterianism: Principles and Practice which is cosponsored by the Office of General Assembly, San Francisco Theological Seminary, and COTE during General Assembly each year. Letters sent by the office of theological education have encouraged presbytery committees on preparation for ministry to urge candidates under their care to take advantage of this annual opportunity to learn firsthand about the program and polity of our denomination.

Two new videos were produced and distributed free of charge to presbytery resource centers, volunteers who interpret our seminaries in various presbyteries, and the seminaries. The video entitled Got a Call? was also distributed to sixty-five colleges and universities related to the PC(USA). It is designed to help youth and young adults explore the concept of call to ministry.

The second video, Called to Action: Support the Theological Education Fund, encourages congregations to provide support for PC(USA) seminaries by participating in the Theological Education Plan (1 % Plan). Page 45 of 60

Included on the agendas of the two COTE meetings held this year have been opportunities to consult with staff and elected representatives of other General Assembly entities about: increased collaboration between PC(USA) seminaries and church-related colleges and universities; a proposed consultation regarding international students and another with representatives of the PC(USA) Ecumenical Relations Committee; campus activities related to the Year of the Child; a January Term course designed to introduce seminarians to the programs and resources of the General Assembly Council ministry divisions; a debt reduction program for seminary graduates; recruitment and enlistment of students and mission service workers; promotion and progress of the Theological Education Fund (TEF) and the Theological Schools Endowment Fund; stewardship, management and disbursement of funds to the seminaries on behalf of the denomination; and issues related to preparation for entrance into pastoral ministry and the role and status of Christian educators. COTE has been represented at significant middle governing body and national staff gatherings and has served as a coordinating link for theological institution-sponsored functions at: General Assembly; the annual conference of the Association of Presbyterian Church Educators; and the Churchwide Gathering of Presbyterian Women.

2. Funding for Seminaries Related to the PC(USA)

Implementation and interpretation of the Theological Education Fund (1% Plan), which is the sole source of denomination-wide support for the ten PC(USA) seminaries and the Evangelical Theological Seminary of Puerto Rico, continues to be an important task for COTE and the office of theological education. In 2000 COTE was able to allocate more than \$2.7 million to the schools according to a formula developed and monitored by the Institutional Review Sub-committee on which only members-at-large sit.

Participation at two TEF Resource Person Network training conferences was at an all time high in 2000. A grant received from the Lilly Endowment Inc. is making possible improved regional coordination for the TEF Resource Person Network. The work of a TEF Regional Representative led Cascades Presbytery to establish a Church\Seminary Relations Network that will include representation from every congregation. Interpretive materials, produced in cooperation with Congregational Ministries Publishing, were distributed to all congregations.

In cooperation with the Presbyterian Church (U.S.A.) Foundation, active promotion of the Theological Schools Endowment Fund has continued. The Theological Schools Endowment Fund provides opportunity for individuals to contribute monies for benefit of our Presbyterian seminaries and are distributed according to the formula stipulated by COTE. It differs from the Theological Education Fund (1% Plan) which provides a way for congregations to contribute monies to be divided among all Presbyterian seminaries on an equitable basis according to that same formula.

Implementation began on recommendations made to COTE by the task group that conducted the second five-year review of the Theological Education Fund in 1999. Those recommendations include the following: that the present Regional Representative Network Program be extended until the end of 2004 in order to assess the results of present efforts; that an in-depth study of the current staff arrangements and effectiveness of regional and presbytery network systems be implemented as the next (third) TEF five-year review; that a two-part grant be sought to make continuation of the regional network possible and to fund an independent study into the viability of the present system and its possible usefulness for other denominations.

The task group also recommended to COTE that: staff, consultants, and volunteers focus their efforts on the first TEF goal which is "to bring the seminaries closer to the congregations; and that COTE and the seminary presidents focus their efforts on the second TEF goal which is, "to bring the seminaries closer to one another for the benefit of the church" stressing as a priority the TEF as a mechanism for building a stronger system of seminaries. The task group encouraged the seminaries to review their commitment to the Common Understanding Agreement about fund-raising and to raise awareness of that agreement among new development officers and staff. The need for congregations to express their needs to the seminaries as partners in the ministry of the church was expressed by the task group which pointed out that the seminaries cannot fulfill their calling in theological education without the students, feedback, prayers, and financial support of congregations.

4. Charter Changes in Presbyterian Church (U.S.A.) Theological Institutions

Amendments were made to the charter of McCormick Theological Seminary in 2000 to change the Dean's title to Dean of Faculty and Vice President of Academic Affairs and to include the Dean of Faculty and Vice President of Academic Affairs as a member of the Executive Committee of the Board of Trustees.

5. Reports from Individual Institutions

The Committee on Theological Education brings to the assembly a narrative report from each of the ten seminaries related to the PC(USA), Auburn Theological Seminary, the Evangelical Seminary of Puerto Rico and the Omaha Presbyterian Seminary Foundation.

a. Austin Presbyterian Theological Seminary

The 2000-2001 academic year brought new faces and programs to Austin Presbyterian Theological Seminary. In keeping with Austin Seminary's historic commitment to the people and culture of the southwestern United States, the Seminary established an ecumenical Center for Hispanic Theological Education and Ministry with two partner institutions, the Episcopal Theological Seminary of the Southwest and Wartburg Theological Seminary. The Center is funded by a Collaborative Ventures Project Grant from the Teagle Foundation. Additionally, Austin Seminary became home to the offices of the Asociación para la Educación Teológica

Hispana (AETH), an agency dedicated to the support of theological education for Hispanic Americans in the United States, Canada, and Puerto Rico. Timothy A. Kubatzky joined the Austin Seminary administration as vice president for institutional advancement. Page 47 of 60

b. Columbia Theological Seminary

Columbia Theological Seminary's Board of Trustees named Laura S. Mendenhall the seminary's eighth president. A pastor, Dr. Mendenhall assumed the office on August 22, 2000. The inauguration of President Mendenhall on the Columbia campus April 23-25, 2001, included a symposium on "Nurturing Leadership for the Church in the Twenty-First Century."

Columbia's first annual Campbell Scholars Seminar on "The Mission of the Church in the Twenty-First Century" brought together five international scholars, two U.S. pastors, and a Columbia professor for two months. Participants were engaged around this year's theme, "Mission as Hope in Action," and produced a paper for use in the church.

Noted hymnwriter Brian Wren has joined the faculty as the first person to hold the Conant Chair of Worship.

c. University of Dubuque Theological Seminary

The University of Dubuque Theological Seminary (UDTS) celebrated the opening of the Charles C. Myers Library in September 2000. This facility, funded by a gift from Charles and Romona Myers, provides an inviting environment for research and learning. Students and faculty benefit from a state-of-the-art multimedia center, a computer center, small-group study areas, and several classrooms. The Seminary is also building new housing, funded by generous donations from alumni/ae, friends, congregations, and foundations. The housing consists of thirty two three-bedroom, two bath townhouses for residential and commuter students. Finally, UDTS has initiated a new Certificate Program in Ministry and Technology that will equip individuals for specialized ministry in the use of electronic media in all phases of denominational and local church ministry. The program includes substantial theological reflection on the use of new technologies in ministry.

d. Louisville Presbyterian Theological Seminary

In the spring of 2000, Dianne Reistroffer was confirmed by the Board as Vice President for Academic Affairs and Dean of the Seminary. Carol Cook joined our faculty as Assistant Professor of Pastoral Care and Counseling. Faculty grants were received by: Milton J. Coalter from the Lilly Endowment for the creation of a website providing resources on American Christianity; Nancy Ramsay for the development of Anti-Racism Resources and Teaching Strategies Used in Theological Education; and Amy Plantinga Pauw to strengthen the teaching of Christian Practices in Ecclesiology. The Seminary Relations Office, led by Cathy Dawson, received \$9.5 million toward the goal of the 150th anniversary project, nearly doubling their goal. The William and Ellen Laws Lodge opened in October 2000.

e. McCormick Theological Seminary

The Board of Trustees announced an \$18 million comprehensive campaign ("So That the World Might Believe") with \$14 million already committed for faculty chairs, student scholarships and program development. Fruits of early campaign efforts include naming Mark Wendorf as Edward F. and Phyllis K. Campbell Assistant Professor of Urban Ministry, and anticipating the arrival of the new Henry Winters Luce Professor of World Christianity and Mission in July, 2001. Renovated student housing, including new guest facilities, was rededicated on October 25, 2000. Groundbreaking for the new McCormick administration building at the campus of the Lutheran School of Theology at Chicago took place on January 23, 2001.

f. Pittsburgh Theological Seminary

Pittsburgh Theological Seminary experienced an exciting year of growth in the areas of people and programs. Richard Chapple, Jr., an AME Zion pastor, was named Assistant Professor of Homiletics. Jerome Creach, ordained in the PC(USA) was named Associate Professor of Old Testament. Fred Smith, Jr., a United Methodist, was named Associate Professor of Christian Education and Director of the seminary's Summer Youth Institute. Theresa Lockhart Stricklen, also Presbyterian, was named Assistant Professor of Homiletics. Presbyterian John White returned to the seminary to serve as the first Dean of Students in recent history. Thanks to the generous support, the seminary's Summer Youth Institute for high school students, World Mission Initiative, Metro-Urban Institute, and Center for Business, Religion and Public Life all added staff and programs. We are grateful for God's many blessings to us in our 206th year of service.

g. Princeton Theological Seminary

In 2000-2001 Princeton Theological Seminary welcomed to its faculty Richard Fox Young as the Elmer K. and Ethel R. Timby Associate Professor of the History of Religions and Dana R. Wright as Assistant Professor of Christian Education. The renovation of Miller Chapel, the fourth since it was built in 1834, and the construction of Scheide Hall, the adjacent chapel office and music building named to honor the family of emeritus trustee William H. Scheide and his wife Gertrude, were completed in the fall semester and dedicated on October 9, 2000. The dedication of the new Joe R. Engle tracker organ in Miller Chapel in February 2001 was followed by a recital and a three - day colloquium for organists.

h. San Francisco Theological Seminary

San Francisco Theological Seminary completed its \$13 million capital campaign for the restoration of its San Anselmo campus ahead of schedule and under budget. The Esther Dornsife estate endowed the Office of Campus Chaplain; the Shaw family established a Chair for Clinical Pastoral Education. The resignation of Donald McCullough was accepted; James Emerson was installed as Interim President; a search for a new president is underway.

New faculty appointments include Dr. Daniel Hoggatt, Associate Professor of Church Music; Dr. David Cortes-Fuentes, Assistant Professor of New Testament and Director of Academic Service, Southern California. Sizable increases in enrollment were reported on the San Anselmo campus as well as for the Program in Southern California.

i. Johnson C. Smith Theological Seminary

There are several notable events that have taken place during the past academic year in the life of Johnson C. Smith Theological Seminary. The Seminary is participating in a national survey of approximately forty-two religious denominations, which will provide data about what churches are doing in the areas of worship, ministry and service. Also, the data will help churches make comparisons with other faith communities. Mr. David E. York, an elder at First Presbyterian Church of Atlanta, has been called as the Seminary's new development officer. David has experience in fund raising and higher education. Finally, supporters of the Seminary have been asked to contribute to the Millennial Fund Campaign, which is an effort to raise \$50,000 in new gifts for unrestricted needs of the institution.

j. Union Theological Seminary and Presbyterian School of Christian Education

The number of students in Union-PSCE's dual degree program (MA/M. Div) continues to grow. That degree program combines the strengths of Union-PSCE's two former schools, equipping students for pastoral and educational ministry. There are now fifty-three dual degree students at Union-PSCE, more than ever before. Total enrollment is 351.

Union-PSCE was asked by five presbyteries to establish an extension campus in the Charlotte, North Carolina, region. In response, Union-PSCE will address the growing need for congregational leaders by offering full degree programs at Queens College beginning in 2002.

Project Burning Bush, Union-PSCE's new initiative to challenge high school students to consider a call to ministry, was launched last summer. More than sixty students participated in the initial leadership camp offered at Montreat Conference Center.

k. Auburn Theological Seminary

Auburn Theological Seminary has launched a new Center for Church Life that will focus on the needs of the Presbyterian Church (U.S.A.), the denomination that founded Auburn, and of other mainline Protestant churches. Long a leader in continuing education, Auburn will provide educational resources designed to revitalize church life and strengthen religious leadership for congregations and public life. Because the future of mainline Protestantism is tied to that of other Christians, this Center will also seek the counsel and participation of evangelical Protestants, Roman Catholics and Orthodox Christians. The Rev. William Golderer, formerly an associate

minister at Fourth Presbyterian Church in Chicago, has been appointed as the Center's first director. A national advisory board will provide direction and guidance.

l. Evangelical Seminary of Puerto Rico

The Evangelical Seminary of Puerto Rico has finished building new academic and administrative physical facilities that will incorporate the latest technology in theological education. The Seminary has now better space and atmosphere for learning and reflection. These new facilities will also allow for more alternative programs to serve the Church and our communities. We have received full re-accreditation from the Middle States Commission on Higher Education (MSA) for ten more years. This places the Seminary in a place of honor among the institutions of theological education in Latin America and the Caribbean. This accreditation highlights the significant educational contribution that the Seminary has made to churches and the Puerto Rican community.

m. Omaha Presbyterian Seminary Foundation

The Presbyterian Theological Seminary at Omaha (OPSF), which closed at the request of the General Assembly's Committee to Study Theological Institutions in 1943, continues as the Omaha Presbyterian Seminary Foundation in 2001. The purpose is similar to that of the former teaching seminary, through OPSF has no resident faculty, student body or campus. The Foundation today provides scholarships for seminary students, sponsors continuing education programs for ordained ministers, and conducts an annual Pastor's School at Hastings College. In 2000, the Foundation contributed a total of \$200,276.00 to help underwrite leadership development programs for the Presbyterian Church (U.S.A.) in the following ways: \$113,276 for continuing education programs sponsored by Presbyterian entities and the Foundation; \$84,000 for aid to students attending Presbyterian theological institutions; and \$3,000 for grants to theological Institutions and other Church entities. In more than fifty-seven years of service to the Church, the Foundation has funded its program with income derived from its endowment. In 1996 the Board of Directors voted to actively seek funds to strengthen its ministry in addition to relying on endowment income.

6. The 209th General Assembly (1997) voted that "together with reports from each theological institution and a narrative of the prior year's accomplishments, the report of the Committee on Theological Education may identify pressing issues in theological education, preparation for ministry, and the relationship between theological institutions and the whole church." In response to that mandate COTE submits the following essay:

a. Recruitment of Ministers

Is the Presbyterian Church running short of ministers? A few years ago, there seemed to be an oversupply of ministers in a denomination declining in membership, but today there are reports

of an under supply of clergy to fill vacant pastoral positions. Whether or not there are actually too few clergy (several thousand are serving in specialized positions or outside of church employment), it is clear that there are more churches looking for ministers than there are ministers seeking a call to a church. Seminaries can confirm that there has been a change: many more pastoral search committees want to interview graduating seniors than ever before.

Researchers have suggested reasons for this shift. There has been a wave of clergy retirements. Data indicate that more ministers are "dropping out" of ministry during their first five years due to low compensation, contentious congregations, and personal burn-out. The increase in the average age of seminary graduates (now about thirty eight) means that they have fewer years to serve as active ministers. Data also indicates that more seminary graduates plan to begin their vocation in other forms of ministry than as pastors of local congregations.

Recently, some observers have called not only for more ordained ministers today but also for better ministers. The issue of quality is complex, but most agree that depth of faith, academic ability, articulateness, maturity, moral character, commitment, and interpersonal and leadership skills are components of ministerial excellence. Most presbyteries and all the Presbyterian seminaries can point to outstanding candidates and inquirers who have these qualities, but they also acknowledge that overall the quality of students could be higher. Congregations make similar reports: some can find outstanding pastoral leadership, but others find the sermons they hear and the quality of pastors they interview disappointing.

Auburn Seminary's Center for the Study of Theological Education recently surveyed all entering seminary students and concluded that "there is reason to be concerned about (the) quality" of seminary students today. Many have not been nurtured in congregational life or in the Reformed tradition; many have not been educated in the liberal arts; and some enter seminary for the wrong reasons. On average, older students (those over thirty) have lower grade-point averages and fewer college honors than younger students. Younger students, with better academic records, have less interest in ordained and congregational ministry. To find students with all the qualities and commitments required to answer God's call is a major challenge, one that will require close collaboration between seminaries and governing bodies in the future.

Some would say that calling to ministry is God's job, not ours. But the Reformed tradition has always taught that both the inward testimony of the Holy Spirit and the affirmation of God's people are essential to a valid call to ministry. We have often assumed that the personal call must come before the popular one. Calvin saw this differently, placing the emphasis on the public rather than the private, inward call. Many seminary students and active ordained ministers testify that they began to feel the inner call or received greater clarity about it only after someone saw in them gifts for ministry and encouraged them to enroll in a seminary. For some, the call comes even later: they enter seminary to pursue a particular theological interest or ethical concern and discover God's call in the course of their study. If the Presbyterian Church (U.S.A.) is to have more and better ordained ministers, we all, clergy and laity, seminary educators and church leaders, need to be more active and deliberate in identifying those with special gifts for ministry and encouraging

them to go to seminary to help clarify where God is calling them.

How specifically shall we do this? In previous years, Presbyterian colleges served as a "feeder system," encouraging many of their best students to go to seminary. Attempts are currently underway to encourage the ablest students in denominational and other colleges to consider ministry among their vocational options.

Colleges cannot do the job alone, however. The recent Auburn study showed that "students in Presbyterian seminaries are more likely (than students in other seminaries) to say that ministers in their congregations steered them toward seminary. "This places a tremendous responsibility on every pastor to identify young people and others in his/her congregation with special gifts for ministry and encourage them to consider God's call to this important vocation. Pastors need to share with them not only the stresses of ministry, but also its deep satisfactions and rich joys. Some congregations have formed committees to meet annually to review the roll of young people to identify and meet with those who should be challenged to consider God's call to ordained ministry. A word of affirmation and encouragement often makes all the difference.

Securing more and better ministers has a practical dimension too. We in seminaries know that it is critical to provide all students with the financial resources necessary to complete their studies without having to incur inordinate debt. Presbyterian seminaries have kept their tuition costs low and dramatically increased their financial aid and scholarship funds, thanks to the Theological Education Fund ("the 1% Fund") and the extra support of many individuals. Churches can help by supporting TEF and also by giving constant attention to clergy compensation. Though no one will ever be drawn to ministry for mercenary reasons - even high ministerial salaries are low compared with other professions - ministers should be able to educate their children and anticipate a secure retirement. Clergy and laity can signal their recognition that ministry is a high calling by raising levels of clergy pay.

The task of calling more and better persons to ordained ministry is a responsibility of all of us - pastors, congregations, presbyteries, college professors, laypersons, and seminaries. We should join immediately and wholeheartedly in this important work. The future of the church depends on it.

B. OFFICE OF THEOLOGY AND WORSHIP: A REPORT TO THE CHURCH

The Office of Theology and Worship is a ministry to the whole church, conducted within the Congregational Ministries Division of the General Assembly Council. In its service to the church, Theology and Worship strives to shape its work according to its mission statement.

1. Mission Statement

How can the church fulfill its calling to worship God, to think responsibly about its faith, and to be obedient to God in all areas of life? The Office of Theology and Worship works in

partnership with persons throughout the church, providing services and resources to help congregations strive for integrity in theology, worship, and mission.

The Office of Theology and Worship participates in the church's calling to love God and neighbor with heart, soul, and mind. The Office of Theology and Worship encourages the whole church - its congregations, ministers, and members - in faithful thinking, praying, and living.

Under the leading of the Holy Spirit, our work is structured by the needs of the Presbyterian Church (U.S.A.), a particular expression of the one holy catholic and apostolic church, the body of Christ. The Office of Theology and Worship focuses its work in four areas:

- ❖ **Ministers:** The Office of Theology and Worship supports pastors and other church leaders in claiming the church's theological and liturgical tradition. The Office strives to enhance the church's ability to think faithfully about the reign of God in the world.
- ❖ **Congregations:** The Office of Theology and Worship supports congregations in fostering faithful worship and deeper engagement in the Christian faith, assisting them in interpreting the gospel and the Reformed tradition in the North American context.
- ❖ **Governing Bodies:** The Office of Theology and Worship supports the ministry of the General Assembly, synods and presbyteries. The Office fulfills mandates from the General Assembly and assists all governing bodies to engage theological, confessional, ethical, and liturgical issues.
- ❖ **The Church Ecumenical:** The Office of Theology and Worship works to engage Presbyterians in the search for the visible unity of Christ's church, for the sake of the gospel. The Office facilitates participation in national and international conversations concerning common faith, common worship, and common witness.

The Office of Theology and Worship seeks to be captive to the Word of God, relying upon the witness of the Old and New Testament scriptures and the guidance of The Book of Confessions in theological and ethical formation. The Office depends upon the Directory for Worship as it develops resources and programs that enrich the church's worship life.

Our mission is to serve the Presbyterian Church (U.S.A.) by enabling reflection on the resources of the Christian faith to illumine our thinking, enliven our praying, and empower our living for the sake of our Lord and Savior, Jesus Christ, who is worshiped and glorified with the Father and the Holy Spirit, one God, forever. Amen.

2. Ministers

Ministers of the Word and Sacrament in the Presbyterian Church (U.S.A.) are responsible for a broad range of service within the church. Yet central to every ministerial vocation are the

core responsibilities of "studying, teaching, and preaching the Word . . . administering Baptism and the Lord's Supper . . . praying with and for the congregation." Ministers are also called "to encourage the people in the worship and service of God; to equip and enable them for their tasks within the church and their mission in the world" (G-6.0202). The Office of Theology and Worship works to encourage and enhance ministerial vocation. Three of the many programs and resources developed by Theology and Worship are especially noteworthy.

a. Excellence From the Start

Excellence From the Start is a major initiative of the Office of Theology and Worship, made possible by a generous grant from the Lilly Endowment. Inaugurated in 2000, Excellence From the Start offers candidates for Ministry of the Word and Sacrament a web of vocation-nurturing relationships with colleagues and mentors, beginning in the final year of seminary and continuing through the first three years of parish ministry. Thirty-eight participants from five seminaries began the program in Fall, 2000.

During the final year of seminary, participants meet monthly with faculty mentors for prayer and study, focusing on a theological exploration of ministerial vocation. When they receive pastoral calls, participants will meet twice each year in regional pastor-theologian groups led by experienced, theologically equipped pastors. The goal of Excellence From the start is to establish vocational habits of spiritual and intellectual discipline that will nourish pastoral excellence through a lifetime of ministry.

The response of both participants and observers has been broadly enthusiastic. Candidates enrolled in the program are finding the campus gatherings most encouraging, and are grateful for the assurance that they will enjoy the benefits of ongoing mutual nurture with fellow pastors when they move into their first call.

The Office of Theology and Worship is working in direct partnership with candidates' seminaries, home churches, and presbyteries of care. The Office of Research Services is also participating in Excellence From the Start by gathering a stream of significant data concerning program participants, tracking the development of their vocational effectiveness and satisfaction during the duration of the program. A second group of participants will begin the program in Fall, 2001.

b. Pastor-Theologian Program

For the past six years, the Office of Theology and Worship has held consultations for pastors, designed to support them in their calling to be 'students, teachers, and proclaimers of the Word.' Pastor-theologian consultations are not traditional continuing education events in which experts present material for pastoral consumption. Instead, selected participants are invited to craft presentations and lead discussions. In this way, pastors are able to share their own theological work in ways that combine intellectual excellence and pastoral insight.

Pastor-theologian consultations are shaped around the discipline of daily prayer - morning, midday, and evening. In this way, the Office of Theology and Worship acknowledges and encourages pastoral theological work that grows from thanksgiving and praise of God, and that leads to deeper knowledge and love of God.

Pastor-theologian gatherings in 2000 focused on the Holy Spirit, christology, the nature of ordained ministry, ecclesiology, and the nature of biblical authority. Experience with the pastor-theologian program has demonstrated that one consultation is not sufficient for exploration of issues in depth. Thus, participants are now being gathered twice so that dialogue can be enriched and personal relationships deepened.

A specialized, three-year Pastor-Theologian consultation series - "Liturgical Theology Seminars" - brings together pastors and church musicians to explore broad areas of liturgical theology and practice through reading, writing papers, and joining for reflection. The intention of this program is to encourage mutual respect between pastors and musicians, to revitalize liturgical practice in congregations, and to build a network of church leaders who are committed to disciplined reflection on the practice of worship in their own contexts.

The first Liturgical Theology Seminar focused on the relationship between theology and worship, norms for choosing music for worship, and the relationship between Baptism and Eucharist. The second seminar, with the same participants, will focus Baptism in theology, worship, discipleship, and mission.

c. The Company of Pastors

In response to the expressed needs of Presbyterian pastors, the Office of Theology and Worship has established "The Company of Pastors," a voluntary community of personal and corporate disciplines. Ministers and commissioned lay pastors who choose to be part of The Company of Pastors commit themselves to spiritual, intellectual, and vocational disciplines that are shared with other members of the community. Daily Scripture reading and prayer according to a common daily calendar, guided reading of theology, exploring the church's confessions, and reflecting on core elements of pastoral vocation are elements of shared discipline.

Although more than 350 members of The Company of Pastors engage in the disciplines personally, all of the disciplines follow a common calendar so that members are always in community. Furthermore, members of the Company meet periodically in regional gatherings for prayer, discussion of confessional and theological readings, and exploration of aspects of pastoral vocation.

A significant feature of The Company of Pastors is The Register of the Company of Pastors, a theological journal for pastors by pastors. Unlike other journals, The register provides pastors with the opportunity to read significant theological work being done by other pastors, as well as to share their own work.

3. Congregations

At their core, congregations are worshipping communities. Their worship is not an expression of vague religiosity, but worship of God through Jesus Christ in the power of the Holy Spirit. This worship shapes congregations in distinctively Christian patterns of memory, life, and hope. Since these patterns are not mere options, congregations are accountable to the biblical witness and responsible to the theological tradition of the whole church. The Office of Theology and Worship works to provide congregations with resources that are faithful to the gospel and responsive to the needs of members. Within the range of new publications, several are of special significance.

a. Resources for Congregational Worship

The early 1990's marked the appearance of a remarkable collection of liturgical resources for the church. A new Directory for Worship was accompanied by The Presbyterian Hymnal, the Book of Common Worship, and The Psalter: Psalms and Canticles for Singing. These major publications provide rich resources for congregational worship, but they are not monuments to a completed movement of liturgical reform. Rather, they provide a firm base for congregations to shape worship that is pastorally sensitive and evangelically sound. The Office of Theology and Worship continues to provide supplemental resources that will enhance the worship of the people of God.

Theology and Worship produced a new Book of Occasional Services, published by Geneva Press in 2000. Services of ordination and installation as well as services for other significant events in the church's life provide congregations with resources to help in the celebration of the church's life and work. Work is now complete on a new collection of service music, Holy Is the Lord, which will also be published by Geneva Press. Work is proceeding on a volume addressing issues of architecture and the visual arts, including the construction, renovation, and remodeling of sanctuaries.

Reformed Liturgy & Music, a quarterly worship journal that has been published since 1963, is being revised and enlarged by the Office of Theology and Worship. The reconfigured journal will contain extensive worship aids for every Lord's Day and festival in the church year, articles and columns on significant worship issues, a new focus on preaching, and attention to the liturgical arts. The renewed journal, CALL TO WORSHIP: liturgy, music, preaching & the arts, will begin publication in 2001. CALL TO WORSHIP will be the official journal of the Presbyterian Association of Musicians [PAM], and will be published in partnership with the Presbyterian Publishing Corporation [PPC]. Theology and Worship, in consultation with PAM, will have complete editorial direction of the journal, while PPC will manage printing, advertising, and subscription fulfillment.

The Office of Theology and Worship works to provide worship resources that serve the needs of diverse communities within the Presbyterian Church (U.S.A.). In particular, some of the

church's racial ethnic communities need worship resources in their own languages. The Office of Theology and Worship produced *Himnario Presbiteriano*, a collection of more than 400 Spanish language hymns that has been published by Geneva Press. *Libro de Adoración* is now being developed with the cooperation of the Advisory Committee on Hispanic Ministries and the National Hispanic Presbyterian Caucus, and will be published by Geneva Press. The Office of Theology and Worship is also working with representatives of the Korean American and Taiwanese American communities to develop bilingual material that will serve the needs of different generations within each congregation.

b. Resources for Congregational Study

In the 1950's, Westminster Press published a series of books for "the intelligent layman," The Layman's Theological Library. The Office of Theology and Worship has worked for over three years to develop a new series of books designed for persons and groups in the church. *Foundations of Christian Faith* is a series of twelve books dealing with foundational theological issues. Geneva Press is the series publisher. The authors, most of whom are pastor-theologians, are committed to serving the needs of the church. They strive to integrate theology, ethics, and worship in a Trinitarian framework that will enrich the faith and life of individuals and congregations. The first two books - *Christian Worship* by Ron Byars, and *Trinity* by Philip Butin - have been published. The remaining ten volumes will appear in 2001 and 2002.

The 210th General Assembly (1998) approved contemporary catechisms and commended their use in the church. The catechisms invite children, youth, and adults into conversation with the church's teaching. The Office of Theology and Worship continues to discover ways the catechisms are being used in the church, to assess their effectiveness, and to develop resources that support the catechisms. Theology and Worship cooperated with Geneva Press in producing the *Book of Catechisms: Study Edition* that places the church's new catechisms in relation to its historic, confessional catechisms.

4. Governing Bodies

The Presbyterian Church (U.S.A.) has a long history of serious, sustained study of theological issues. The Office of Theology and Worship seeks to assist sessions, presbyteries, synods and the General Assembly to engage in continuing study and conversation that will enrich the church's faith and faithfulness. Extensive publishing and conference programs are designed to assist governing bodies as well as congregations as they seek to develop and maintain patterns of faithfulness to the gospel.

a. Publications

The Office of Theology and Worship has published two major resources that make the wisdom of the whole church available to responsible decision-making bodies. The *Catalog of Theological Statements of the Presbyterian Church (U.S.A.) General Assemblies (1936-1996)*

includes a chronological list of General Assembly theological statements, abstracts and outlines of major statements, and a topical index. A companion volume, *Selected Theological Statements of Presbyterian Church (U.S.A.) General Assemblies (1956-1998)* contains the full or condensed text of theological statements that are of continuing usefulness in guiding the church.

"Theology and Worship Occasional Papers" provide the church with access to brief, thoughtful explorations of a wide range of theological and ethical matters. Two Occasional papers were published in 2000. *Are Children Human?* by Prof. Barbara Pitkin of Stanford University brings together historical, theological, and pastoral issues in order to help the church explore the quality of its relationship with its children. *The Shape of Pastoral Ministry* contains two essays, "Maceration of the Minister" by the late Joseph Sittler and "The Teaching Authority of the Minister in the Reformed Tradition" by Prof. Richard Osmer of Princeton Seminary. Together, these essays provide analysis and encouragement for pastoral vocation.

The Office of Theology and Worship has inaugurated a "Church Issues Series" that provides timely resources for considering pressing issues before the church. The first four publications in the series deal with unity and diversity, biblical authority, and religious pluralism. In *The Church and Its Unity*, Barbara Wheeler and Mark Achtemeier, persons who have different views on some of the issues currently dividing the church, provide significant perspectives on the unity of the church. Both essays go beyond the preservation of institutional or sentimental ties to genuinely theological understandings of the unity of the church. *Committed Conversation* by Joseph D. Small contains three essays – "Church Fears," "Body Language," and "A Grammar of Committed Conversation" – that offer an analysis of current divisions in the church and an ecclesially faithful way to talk about those divisions. *Biblical Authority for the Life of the Church* was produced by the United Reformed Church in the United Kingdom. It is valuable to Presbyterians because it illuminates unity/diversity matters by providing fresh perspectives on the crucial question of the Bible's authority in the church and by providing scriptural insights into contentious sexuality issues. *The Crucified One Is Lord: Confessing the Uniqueness of Christ in a Pluralist Society* is a theological paper developed by the Reformed Church in America. The wisdom of a "full communion" partner of the PCUSA can help our church to deal with a vitally important theological issue that touches the faith and mission of the church.

b. Conferences

Virtually every Presbyterian congregation has members who work in scientific or technological fields. Thus, the Office of Theology and Worship provides opportunities to reflect theologically on contemporary developments in science and theology. In 2000, Theology and Worship conducted a major conference, "What Does It Mean to Be Human? Genetics and Christian Faith," in Pittsburgh. Scientists and theologians, pastors and church members, gathered for three days to explore the relationships between Christian affirmations and the new genetics. The conference has spurred efforts to continue the conversation in congregations and presbyteries. In addition, the Office of Theology and Worship works in covenant relationship with the Presbyterian Association on Science, Technology, and the Christian Faith.

The Office of Theology and Worship has held major theology convocations on the second article of the Nicene Creed ("We Believe in One Lord Jesus Christ," Pittsburgh, 1994) and the third article of the Nicene Creed ("We Believe in the Holy Spirit, the Lord and Giver of Life," Charlotte and San Francisco, 1998). The final convocation - "We Believe in One God" - is being planned for 2002.

Staff of the Office of Theology and Worship have responded to invitations from presbyteries and synods to speak and provide various forms of leadership. Although the capacity of staff to travel throughout the church is limited, Theology and Worship is committed to providing direct service to governing bodies when possible.

5. The Church Ecumenical

The Office of Theology and Worship works to support the ecumenical vision of the Presbyterian Church (U.S.A.). Together with partners on the general assembly Committee on Ecumenical relations and the Ecumenical Staff Team, Theology and Worship is engaged in all aspects of ecumenism. However, the Office bears particular, assigned responsibility for "Faith and Order," the search for shared faith and ecclesial life among the churches.

The Office of Theology and Worship supports the work of Faith and Order Commissions of the World Council of Churches [WCC] and the National Council of the Churches of Christ [NCCC], actively participating in the latter through a five-person delegation of pastors and elders. Faith and Order Commissions place the Presbyterian Church in conversation with Orthodox churches as well as a broad range of Protestant churches. Equally important, Faith and Order Commissions welcome, as full members, churches that are not members of the WCC or NCCC. Thus, the Presbyterian Church finds itself in regular conversation with the Roman Catholic Church, Pentecostal churches, and a large number of evangelical churches.

The Presbyterian Church is a charter member of the World Alliance of Reformed Churches [WARC], a fellowship of over 200 Re-formed churches from every continent and nearly every country on the globe. The Office of Theology and Worship supports the work of WARC's Department of Theology, making possible a continuing relationship among scattered churches.

The Office of Theology and Worship is represented on the international Dialogue between Reformed and Pentecostal Churches, the United States Dialogue between Reformed churches and the Roman Catholic Church, the conversation between the PCUSA and the Pontifical Council to Promote Christian unity, and international Reformed consultations on worship and on gospel and culture. These dialogues and consultations are not concerned with abstract issues, but with matters of ecclesial faith and life that bear on the relationships between Presbyterian congregations and their Pentecostal and Roman Catholic neighbors, as well as the North American culture in which we all live.

Confessional communions, councils of churches, and formal dialogues are indispensable

elements of the search for the visible unity of Christ's church. They are important to all Presbyterians, but they are not sufficient to meet the needs of pastors, congregations, and governing bodies. The Office of Theology and Worship organizes theology consultations between American Presbyterian pastors and Reformed pastors from other parts of the world to explore new possibilities for ecumenical engagement. Consultations have been held in Geneva, and plans are underway for consultations in Edinburgh, Quebec, and Cape Town.

6. The Vocation of the Whole People of God

The contribution of the Office of Theology and Worship is but one part of a larger effort by the General assembly Council and its Ministry Divisions to serve the whole people of God in living out their baptismal vocation. As part of the Congregational Ministries Division, the Office of Theology and Worship works closely with the Offices of Spiritual Formation and Stewardship in the "Theology Worship and Discipleship Program Area." The Office of theology and Worship also develops partnerships with the Christian Education Program Area, Congregational Ministries Publishing, and the Committee on Theological education. Beyond the Congregational Ministries division are cooperative relationships with Evangelism, Racial Ethnic Ministries, The Advisory Committee on Social Witness Policy, Women's Ministries, Ecumenical relations, and the Office of the general assembly. Creative interaction within a broad range of General Assembly Council ministries enhances the capacity of Theology and Worship to serve the whole church.

CMD Report to 213th General Assembly (2001) - as distributed in the original GAC mailing.

ADD:

IV. Recommendation

H. The General Assembly Council, upon recommendation of the Congregational Ministries Division, recommends that the 213th General Assembly (2001) approve the following:

THE COMMITMENT TO PEACEMAKING

The 213th General Assembly (2001), recognizing the usefulness of the “Commitment to Peacemaking” to the peacemaking efforts of congregations:

- 1. Commends those sessions that have adopted the “Commitment to Peacemaking”.**
- 2. Recognizes that the office of the Stated Clerk sends a certificate of commendation to the stated clerk of the presbytery in which the congregation is located for presentation at a stated meeting of presbytery for those sessions that have adopted the “Commitment to Peacemaking”.**
- 3. Requests stated clerks of presbyteries who receive the certificates for sessions which have adopted the “Commitment to Peacemaking” to present them at a stated meeting of presbytery in such a way as to adequately commend the congregation for this achievement.**
- 4. Urges presbyteries to find ways to share and celebrate the experiences of congregations where sessions have adopted and implemented the “Commitment to Peacemaking.”**
- 5. Urges presbyteries and synods also to consider adopting the “Commitment to Peacemaking” in forms appropriate to those governing bodies and commends those governing bodies which have done so.**
- 6. Commends the 71 presbyteries and 6 synods that have 50 percent or more of their congregations whose sessions have adopted the “Commitment to Peacemaking.”**
- 7. Commends presbyteries which have 75 percent or more of their congregations whose sessions have adopted the “Commitment to Peacemaking.”**
- 8. Urges Peacemaking Committees of the presbyteries to contact the sessions in their presbytery that have not adopted the “Commitment to Peacemaking” to express the importance of this Commitment and to urge their adoption of it.**
- 9. Recognizing that the Presbyterian Peacemaking Program maintains a list of those sessions that have adopted the “Commitment to Peacemaking” in order to serve them in their peacemaking efforts, requests that a report be made to the 213th General Assembly in 2001 on the number of sessions that have adopted the “Commitment to Peacemaking”.**
- 10. Requests the 214th General Assembly (2002) to commend publicly those presbyteries**

that have actively incorporated peacemaking into their ministry, including acknowledging and supporting those congregations whose sessions have adopted the “Commitment to Peacemaking.”

11. As requested by the 212th General Assembly (2000), the 213th General Assembly (2001) honors those presbyteries that have reached 50 percent or more of their congregations whose sessions have adopted the “Commitment to Peacemaking” since the 212th General Assembly (2000).

CHANGE:

IV. Recommendation G.

IT WAS VOTED to change the title of the paper ~~*Called To Faithful Living A*~~ Stewardship Theology, to [*Living Grateful Lives, Stewardship Theology in Our Time.*](#)

IV. Recommendation C.

IT WAS VOTED to change VI. A. 1. second paragraph, second sentence:
These provisions will ~~include~~ [assure provision of](#) a qualified...

REMOVE:

IV. Recommendation E.

IT WAS VOTED to remove from the list of Special Days and Seasons, April 25 World Malaria Day, and November 5 Philanthropy Day.

Recommendations Pertaining to Budgetary and Financial Concerns of the Church

OUTLINE OF CONTENTS

- A. *Relating to Per Capita Apportionment*
 - 1. *2000 Report - Per Capita Comparative Statement of Financial Position at December 31, 2000 and 1999, and Per Capita Apportionment Budget and Statement of Activities for the year ended December 31, 2000*
 - 2. *Revised Per Capita Budget for 2001 and Proposed Per Capita Budget for 2002*
 - 3. *Per Capita Apportionment rate for 2002*
- B. *Relating to the Presbyterian Historical Society*
 - 1. *Montreat and Philadelphia Statements of Activities for the year ended December 31, 2000 and Proposed 2001 Budgets*
- C. *Relating to Budgets for General Assembly Mission and Program*
 - 1. *Presbyterian Mission Program - General Assembly Mission Budget and Program for 2000*
 - 2. *Presbyterian Mission Program - General Assembly Mission Budget and Program for 2001*
 - 3. *Presbyterian Mission Program - General Assembly Mission Budget and Program for 2002*
- D. *Relating to Reserved or Committed Funds*
 - 1. *Unrestricted and Committed Funds*
 - 2. *Report of Contingent Liabilities, December 31, 2000*
- E. *Relating to Support for General Assembly Mission*
 - 1. *John C. Lord and Edmund P. Dwight Funds*
 - 2. *Special Offerings 2000*
- F. *Relating to the Bicentennial Fund Campaign Income and Expense*
 - 1. *Bicentennial Fund Campaign Follow-up*

A. Relating to Per Capita Apportionment

1. 2000 Report - Per Capita Comparative Statement of Financial Position at December 31, 2000 and 1999, and Per Capita Apportionment Budget and Statement of Activities for the year ended December 31, 2000

a. Background

The Per Capita Budget of the General Assembly principally provides for the cost of holding the General Assembly meetings, expenses of the permanent and special committees, the Office of the General Assembly (including the historical function), the General Assembly Council, and related expenses of our memberships in ecumenical bodies.

The 212th General Assembly (2000) revised the 2000 per capita budget to a total of \$13,666,437. The Statement of Activities for the year ended December 31, 2000 is presented on the following pages. Actual expenditures totaling \$12,939,870 for 2000 were under budget by \$726,566. The under expenditures were primarily due to savings from unfilled staff positions, meeting costs, and improved methods using new technology. Consequently, it was not necessary to use an amount of \$538,656 budgeted to be utilized from prior year reserve, and instead concluded the year with an excess income over expenditure of \$231,068.

b. Recommendation

That the 213th General Assembly (2001) incorporate into the *Minutes* the 2000 Per Capita Apportionment Budget and Statement of Activities, and the Comparative Statement of Financial Position.

2. Revised Per Capita Apportionment Budget for 2001 and Proposed Per Capita Budget for 2002.

a. Background

Both COGA and GAC have joint responsibility for submitting a budget to be supported by per capita funds to the General Assembly (*Minutes*, 1995, Part I, p.301). The 212th General Assembly (2000) approved the Revised Per Capita Budget for 2000 and a Proposed Per Capita Budget for 2001. A Revised Budget for 2001 is now being submitted, based on budget reallocations, and reflecting current revenue and expenditure projections.

A Proposed Per Capita Budget is also being submitted for 2002, reflecting a total increase of approximately 4%, based on modest increases necessitated by staff compensation costs, General Assembly meeting costs in Columbus, Ohio, and other inflationary increases.

- **Definition of Per Capita:** *“Per Capita is an opportunity for all communicant members of the Presbyterian church through the governing bodies to participate equally, responsibly and interdependently by sharing the cost of coordination and evaluation of mission; of performing ecclesiastical, legislative and judicial functions that identify a Reformed church, while at the same time strengthening the sense of community among all Presbyterians.”* (Minutes, 1995, Part I, p. 301, paragraph 24.003).

b. **Recommendation**

The Committee of the Office of the General Assembly and the General Assembly Council recommends that the 213th General Assembly (2001) approve a Revised 2001 Per Capita Apportionment Budget totaling \$14,010,857; and a Proposed 2002 Per Capita Apportionment Budget totaling \$14,604,634.

3. **Per Capita Apportionment rate for 2002**

a. **Background**

There was no increase to the Per Capita apportionment rate recommended to the 212th General Assembly for 2001. However, an increase of three cents Per Capita was approved to cover financial implications of the GA's actions. Based on the factors affecting the proposed Per Capita apportionment budgets for 2002 and adjustments to revenue, the Per Capita apportionment rate for 2002 is considered to be \$5.20, an increase of \$0.22 cents Per Capita.

b. **Recommendation**

The Committee of the Office of the General Assembly and the General Assembly Council recommends that the 213th General Assembly (2001) approve a Per Capita apportionment rate of \$5.20 per active member for 2002.

Presbyterian Church (U.S.A.)
PER CAPITA
COMPARATIVE STATEMENT OF FINANCIAL POSITION
At December 31
PRELIMINARY—SUBJECT TO AUDIT

	2000	1999
ASSETS		
Cash in checking & savings accounts	\$ 227,009	\$ 23,570
Investments held by Others	3,186,861	2,926,345
Investments held by Foundation	6,631,626	6,456,345
Investment—PILP	20,000	20,000
Apportionments receivable	1,194,000	1,033,526
Allowance for Uncollectible Apportionments	(200,000)	(200,000)
Other receivables	1,299,727	1,564,101
Assets restricted to investment		
Art collection	8,371,632	8,371,632
Land, Buildings and Equipment	5,087,210	4,831,510
Accumulated depreciation	(2,199,264)	(2,064,097)
Long term investments	873,848	903,999
TOTAL ASSETS	\$ 24,492,649	\$ 23,866,931
LIABILITIES AND NET ASSETS		
Liabilities		
Accounts payable and accrued expense	\$ 899,505	\$ 361,904
Total Liabilities	899,505	361,904
Net Assets		
Undesignated	6,348,952	6,205,897
Designated	5,186,830	5,496,478
Temporarily Restricted	511,728	377,551
Permanently Restricted	618,448	618,448
Plant Fund	10,927,186	10,806,653
Total Net Assets	23,593,144	23,505,027
TOTAL LIABILITIES AND NET ASSETS	\$ 24,492,649	\$ 23,866,931

Presbyterian Church (U.S.A.)
PER CAPITA
COMPARATIVE SCHEDULE OF DESIGNATED FUNDS
At December 31
PRELIMINARY—SUBJECT TO AUDIT

	<u>2000</u>	<u>1999</u>
OGA Sales	\$ 560,035	\$ 869,339
Ecumenical Reserve	153,866	153,866
General Assembly Reserve	0	150,000
General Assembly Registration	263,848	203,084
CO-OP Reading Group	19,524	5,882
Stated Clerk Training	119	14,115
Publication of Digest	0	22,288
Replacement Reserve	338,818	324,534
Moderator's Travel	26,293	24,524
Moderator's Annual Gathering	8,500	0
Executive Personnel Training	7,185	0
Fred Jenkins Memorial Library Fund	200	0
Church Property and Legal	14,579	0
Advisory Comm Social Witness Policy	216,711	76,548
Churchwide Staff Meeting	9,442	8,458
Office of History Philadelphia	3,057,524	3,164,426
Office of History Montreat	510,185	480,720
	-	
TOTAL DESIGNATED FUNDS	<u>\$ 5,186,829</u>	<u>\$ 5,497,784</u>

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SOURCES OF FUNDING						
1 Apportionments	\$12,806,081	\$12,782,781	(\$23,300)	\$12,683,781	\$12,749,433	\$13,208,660
2 Income Formula	363,706	320,000	(43,706)	320,000	320,000	320,000
3 F.A. Manley Fund	20,377	20,000	(377)	20,000	20,000	20,000
4 Miscellaneous	2,239	5,000	2,761	5,000	5,000	5,000
5 Unrealized/Realized Gain (Loss)	(21,465)		21,465			
TOTAL SOURCES OF FUNDING	\$13,170,938	\$13,127,781	(\$43,157)	\$13,028,781	\$13,094,433	\$13,553,660

EXPENDITURES						
1 General Assembly Session	\$1,868,746	\$1,861,881	(\$6,865)	\$1,885,970	\$1,821,896	\$2,017,815
2 General Appropriations	252,591	292,000	39,409	281,000	275,125	290,325
3 Committee/Commission Expenses	500,549	507,336	6,787	574,866	527,053	534,061
4 Ecumenical Expenses	1,363,924	1,358,818	(5,106)	1,395,475	1,395,475	1,461,644
5 Office of the General Assembly	4,582,747	5,102,128	\$19,381	5,355,662	5,394,578	5,551,918
6 General Assembly Council	1,739,592	1,917,743	178,151	1,828,683	1,927,172	2,001,860
7 Other GAC Supervised Work	1,585,063	1,738,306	153,243	1,807,872	1,807,800	1,880,000
8 Audit Costs	14,200	16,000	1,800	16,000	16,000	16,500
9 Support Services	567,225	567,225		570,758	570,758	575,511
10 Other Expenses	280,000	105,000	(175,000)	75,000	75,000	75,000
11 Uncollectable Apportionments	185,233	200,000	14,767	200,000	200,000	200,000
TOTAL EXPENDITURES	\$12,939,870	\$13,666,437	\$726,566	\$13,991,286	\$14,010,857	\$14,604,634

Sources over (under) expenditures	\$231,068					
Utilized Prior Year Reserve		(\$538,656)		(\$962,505)	(\$916,424)	(\$1,050,974)
TOTAL		\$13,127,781		\$13,028,781	\$13,094,433	\$13,553,660

Schedule 1 - GENERAL ASSEMBLY SESSION

1 Mileage & Per Diem	\$898,940	\$826,246	(\$72,694)	\$828,000	\$755,950	\$884,125
2 Place of Meeting	297,317	350,500	53,183	349,000	394,000	393,550
3 Official Personnel	311,349	273,000	(38,349)	287,000	256,000	313,500
4 Printing	75,603	140,600	64,997	136,600	92,400	94,000
5 Local Committee	101,844	91,965	(9,879)	96,570	106,446	113,640
6 Newsroom Costs	39,100	39,100		31,100	43,100	49,000
7 Accident Ins - Commissioners	2,541	4,000	1,459	4,000	4,000	4,000
8 Worship	75,929	54,950	(20,979)	78,700	41,500	37,500
9 GA Minutes	66,123	81,520	15,397	75,000	80,000	80,000
10 GA Programs					48,500	48,500
TOTAL	\$1,868,746	\$1,861,881	(\$6,865)	\$1,885,970	\$1,821,896	\$2,017,815

Schedule 2 - GENERAL APPROPRIATIONS

1 Moderator's Expense, Jan-June	\$18,826	\$50,000	\$31,174	\$50,000	\$50,000	\$50,000
1a Moderator's Expense, July-Dec	53,447	50,000	(3,447)	50,000	50,000	50,000
2 Presbyterian Service Committee	4,000	4,000		4,000	4,000	4,000
3 Church Property & Legal	46,000	46,000		46,000	46,000	50,000
4 Technology-Equipment/Maint	103,413	105,000	1,587	111,000	111,000	126,700
5 Unity/Diversity Related Expenses	23,177	27,000	3,823	10,000	5,000	
6 Governing Body Consultations	3,728	10,000	6,272	10,000	9,125	9,625
TOTAL	\$252,591	\$292,000	\$39,409	\$281,000	\$275,125	\$290,325

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	Year to Date 12/31/00 Actual	Revised 2000 Budget	2000 Under(Over)	Approved 2001 Budget	Revised 2001 Budget	Proposed 2002 Budget
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Schedule 3 - COMMITTEE AND COMMISSION EXPENSES

1 Permanent Judicial Commission	\$57,977	\$70,590	\$12,613	\$78,592	\$78,592	\$67,450
2 Permanent Nominating Comm	95,843	97,997	2,154	87,180	92,627	105,290
3 Stated Clerk's Training	120,981	71,000	(49,981)	83,500	83,500	95,617
4 Stated Clerk's Functions	8,624	9,000	376			
5 GA Comm on Representation	60,786	60,799	13	89,209	89,209	69,900
6 Adv Comm on Constitution	34,754	32,818	(1,936)	34,733	34,733	38,600
7 Adv Comm on Litigation	10,536	8,640	(1,896)	10,560	10,560	15,000
8 Committee on Ofc of GA	80,531	88,460	7,929	93,300	79,500	82,400
9 Stated Clerk Review/Nomination	24,123	38,000	13,877			
10 Comm for Review of GA	46	14,940	14,894	82,700	43,240	45,150
11 Compensation Review Represent	6,348	9,338	2,990	9,338	9,338	8,900
12 Catechism effectiveness		5,754	5,754	5,754	5,754	5,754
TOTAL	\$500,549	\$507,336	\$6,787	\$574,866	\$527,053	\$534,061

Schedule 4 - ECUMENICAL EXPENSES

1 Natl Council of Churches	\$421,178	\$421,178		\$429,602	\$429,602	\$438,194
2 World Council of Churches	427,686	427,686		431,963	431,963	440,602
3 Ecumenical Expenses	128,263	117,226	(11,037)	117,226	117,226	123,100
4 Church Union Efforts	62,086	55,340	(6,746)	72,540	72,540	106,580
5 World Alliance Ref Chs	220,188	220,188		224,144	224,144	228,168
6 Ecum Assemb Rep Costs	100,000	100,000		120,000	120,000	125,000
7 Presbyterian/Korean Co-op	4,523	17,200	12,677			
TOTAL	\$1,363,924	\$1,358,818	(\$5,106)	\$1,395,475	\$1,395,475	\$1,461,644

Schedule 5 - OFFICE OF GENERAL ASSEMBLY

5A OFFICE EXPENSES						
1 Salaries-Temporaries	\$16,698	\$42,000	\$25,302	\$42,000	\$42,000	\$20,000
2 Supplies	39,022	36,000	(3,022)	36,500	36,500	21,000
3 Office Equip & Accessories	2,405	8,000	5,595	9,500	9,500	8,300
4 Telephone	50,965	50,000	(965)	52,000	52,000	35,000
5 Professional Fees	6,293	10,000	3,707	10,000	10,000	10,000
6 Insurance	59,283	61,600	2,317	67,000	67,000	44,500
7 Equip Maintenance & Repair	22,813	29,200	6,387	31,200	31,200	8,250
8 Utilities	110,901	122,480	11,579	124,768	119,768	
9 Emerging Developments	27,611	18,000	(9,611)	50,000	35,000	35,000
10 Miscellaneous	4,322	5,500	1,178	5,500	6,000	6,000
11 Replacement Reserve				10,000	10,000	10,000
Sub-Total, 5A	\$340,313	\$382,780	\$42,467	\$438,468	\$418,968	\$198,050

5B-i-DEPARTMENT OF THE STATED CLERK

1 Salaries & Benefits	\$535,591	\$614,214	\$78,623	\$638,927	\$606,214	\$632,204
2 Administrative	13,531	47,200	33,669	60,500	67,000	55,200
3 Travel & Meetings	44,028	66,300	22,272	70,300	68,000	70,300
Sub-Total, 5B-i	\$593,150	\$727,714	\$134,564	\$769,727	\$741,214	\$757,704

5B-ii-GOVERNING BODY RELATIONS

1 Salaries & Benefits	\$66,593	\$70,128	\$3,535	\$72,877	\$75,070	\$79,053
2 Administrative	2,300	3,000	700	3,000	3,000	2,000
3 Travel & Meetings	12,214	10,000	(2,214)	10,000	19,000	20,000
Sub-Total, 5B-ii	\$81,107	\$83,128	\$2,021	\$85,877	\$97,070	\$101,053

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5C-ORDINATION EXAMS						
1 Salaries & Benefits	\$115,913	\$111,630	(\$4,283)	\$116,100	\$124,900	\$129,877
2 Administrative	15,203	21,000	5,797	21,000	21,000	19,000
3 Travel & Meetings	11,500	15,000	3,500	15,000	15,000	16,000
4 Program	120,040	120,200	160	123,775	123,775	127,300
Sub-Total, 5C	\$262,656	\$267,830	\$5,174	\$275,875	\$284,675	\$292,177
5D-ECUMENICAL & AGENCY RELATIONS						
1 Salaries & Benefits	\$432,297	\$504,822	\$72,525	\$524,325	\$498,880	\$483,373
2 Administrative	7,243	9,100	1,857	9,400	9,400	8,400
3 Travel & Meetings	41,784	45,000	3,216	46,000	46,000	45,000
Sub-Total, 5D	\$481,324	\$558,922	\$77,598	\$579,725	\$554,280	\$536,773
5E-CONSTITUTIONAL SERVICES						
1 Salaries & Benefits	\$364,315	\$378,960	\$14,645	\$374,752	\$397,000	\$398,053
2 Administrative	6,593	8,800	2,207	9,100	9,100	8,300
3 Travel & Meetings	31,624	31,000	(624)	32,000	32,000	32,500
Sub-Total, 5E	\$402,532	\$418,760	\$16,228	\$415,852	\$438,100	\$438,853
5F-ASSEMBLY ARRANGEMENTS						
1 Salaries & Benefits	\$320,318	\$362,163	\$41,845	\$376,650	\$362,523	\$420,587
2 Administrative	7,362	18,500	11,138	19,300	19,300	10,000
3 Travel & Meetings	25,524	26,000	476	28,000	28,000	28,000
Sub-Total, 5F	\$353,204	\$406,663	\$53,459	\$423,950	\$409,823	\$458,587
5G-COMMUNICATION & TECHNOLOGY						
1 Salaries & Benefits	\$574,985	\$591,186	\$16,201	\$613,451	\$631,325	\$656,998
2 Administrative	38,560	50,045	11,485	24,320	24,320	25,300
3 Travel & Meetings	23,534	20,000	(3,534)	21,000	21,000	20,000
Sub-Total, 5G	\$637,079	\$661,231	\$24,152	\$658,771	\$676,645	\$702,298
5H-HISTORICAL SERVICES						
1 Salaries and Benefits	\$915,649	\$1,063,688	\$148,039	\$1,104,233	\$1,080,122	\$1,068,355
2 Salaries: Montreat	414,648	429,956	15,308	443,053	498,550	518,977
3 Salaries-Temporaries						16,875
4 Salaries-Temporaries/Montreat						7,800
5 Postage				12,200	12,200	12,200
6 Insurance						20,000
7 Insurance/Montreat						7,200
8 Telephone						22,000
9 Administrative	46,144	46,300	156	34,775	34,775	37,800
10 Travel & Meetings	54,941	55,156	215	63,156	63,156	57,350
11 Supplies						17,270
12 Utilities						80,800
13 Utilities/Montreat						59,696
14 Repairs and Services						22,800
15 Repairs and Services/Montreat						6,800
16 Consultant/Professional Fees					35,000	
17 Support-Development Office						50,000
18 Miscellaneous						500
19 Replacement Reserve-Equip				50,000	50,000	60,000
Sub-Total, 5H	\$1,431,382	\$1,595,100	\$163,718	\$1,707,417	\$1,773,803	\$2,066,423
TOTAL	\$4,582,747	\$5,102,128	\$519,381	\$5,355,662	\$5,394,578	\$5,551,918

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Schedule 6 - GENERAL ASSEMBLY COUNCIL

	Year to Date 12/31/00 Actual	Revised 2000 Budget	2000 Under(Over)	Approved 2001 Budget	Revised 2001 Budget	Proposed 2002 Budget
6A - MEETING COSTS						
1 Council Meetings	\$334,879	\$415,028	\$80,149	\$415,028	\$427,420	\$446,000
2 GA Presentation		10,000	10,000	10,000	10,000	8,000
3 Special Communications	8,279	10,000	1,721	10,000	10,000	10,000
4 Member Related Expenses	173	3,000	2,827	3,000	3,000	3,000
5 Staff Leadership Team	64	3,000	2,936	3,000	3,000	3,000
6 GA Orientation	1,269	5,000	3,731	5,000	5,000	5,000
Sub-Total, Lines 1-6	\$344,664	\$446,028	\$101,364	\$446,028	\$458,420	\$475,000
- COMMITTEE MEETINGS						
7 Executive Committee	\$48,105	\$32,016	(\$16,089)	\$32,016	\$55,000	\$49,600
8 Nominating Committee	2,151	5,100	2,949	5,100	5,100	5,250
9 MSS Committee	7,124	12,600	5,476	12,600	12,400	13,000
10 Racial Ethnic	46,804	40,225	(6,579)	40,225	55,200	57,500
11 Women's Concerns	41,011	45,125	4,114	40,225	55,200	57,500
12 Comm of Social Witness Policy	40,996	41,000	4	41,000	52,200	54,900
Sub-Total, Lines 7-12	\$186,191	\$176,066	(\$10,125)	\$171,166	\$235,100	\$237,750
- OTHER MEETINGS						
13 GAC Task Forces	\$65,825	\$125,000	\$59,175	\$122,151	\$125,000	\$100,000
14 Mission Part Fund Consult	28,871	31,350	2,479	31,350	31,350	32,900
15 GA Task Forces	210,725	153,560	(\$57,165)	23,659	66,402	97,110
Sub-Total, Lines 13-16	\$305,421	\$309,910	\$4,489	\$177,160	\$222,752	\$230,010
6B - OFFICE EXPENSES						
1 Supplies	\$5,215	\$5,500	\$285	\$5,500	\$5,500	\$5,500
2 Printing & Duplicating	26,041	25,000	(1,041)	25,000	25,000	25,000
3 Postage	6,355	12,000	5,645	12,000	10,000	10,000
4 Telephone	7,932	12,100	4,168	12,000	12,000	12,000
5 Equip Maintenance	1,358	4,000	2,642	4,000	3,000	3,000
6 Equip & Software	11,993	9,060	(2,933)	9,060	9,000	10,000
7 Insurance	7,717	8,500	783	8,500	8,500	8,500
8 Resource Materials	1,628	2,000	372	2,000	2,500	2,500
9 Outside Legal Costs	5,370	15,000	9,630	15,000	15,000	15,000
10 Executive Director Expenses	1,634	3,000	1,366	3,000	3,000	3,500
11 Miscellaneous	3,358	3,000	(358)	3,000	3,500	3,500
Sub-Total, 6B	\$78,601	\$99,160	\$20,559	\$99,060	\$97,000	\$98,500
6C - PERSONNEL COSTS						
1 Exempt Staff	\$394,016	\$432,194	\$38,178	\$456,044	\$423,600	\$440,600
2 Non-Exempt Staff	129,121	143,148	14,027	148,574	161,000	167,000
3 Benefits	175,362	204,337	28,975	218,751	210,300	219,000
4 Temp/Contractors		2,000	2,000	2,000	2,000	2,000
5 Travel - Exempt Staff	87,898	75,000	(12,898)	80,000	85,000	95,000
6 Travel - Non-Exempt Staff	11,707	12,900	1,193	12,900	10,000	15,000
7 Consultant Fees	22,376	10,000	(12,376)	10,000	15,000	15,000
8 Staff Development	4,235	7,000	2,765	7,000	7,000	7,000
Sub-Total, 6C	\$824,715	\$886,579	\$61,864	\$935,269	\$913,900	\$960,600
TOTAL	\$1,739,592	\$1,917,743	\$178,151	\$1,828,683	\$1,927,172	\$2,001,860

PER CAPITA
Statement of Activities
Preliminary Subject to Audit

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	Year to Date 12/31/00 Actual	Revised 2000 Budget	2000 Under(Over)	Approved 2001 Budget	Revised 2001 Budget	Proposed 2002 Budget
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Schedule 7 - OTHER GAC SUPERVISED WORK

1 Office of Communications	\$1,020,697	\$1,151,926	\$131,229	\$1,198,003	\$1,198,000	\$1,245,900
2 Office of Legal Services	381,680	393,480	11,800	409,219	409,200	425,500
3 Internal Auditor	182,686	192,900	10,214	200,650	200,600	208,600
TOTAL	\$1,585,063	\$1,738,306	\$153,244	\$1,807,872	\$1,807,800	\$1,880,000

Schedule 8 - AUDIT COSTS

1 Audit Committee	\$7,200	\$9,000	\$1,800	\$9,000	\$9,000	\$9,500
2 Audit Expenses	7,000	7,000		7,000	7,000	7,000
TOTAL	\$14,200	\$16,000	\$1,800	\$16,000	\$16,000	\$16,500

Schedule 9 - SUPPORT SERVICES

1 Building Operation	\$237,916	\$237,916		\$237,916	\$237,916	\$237,916
2 Finance & Accounting Services	214,000	214,000		214,000	214,000	214,000
3 Office of Information Services	39,182	39,182		40,749	40,749	42,379
4 Human Resources	49,155	49,155		\$1,121	\$1,121	\$3,166
5 Budget and Forecasting	26,972	26,972		26,972	26,972	28,050
TOTAL	\$567,225	\$567,225		\$570,758	\$570,758	\$575,511

Schedule 10 - OTHER EXPENSES

1 Contingency		\$75,000	\$75,000	\$75,000	\$75,000	\$75,000
2 Replacement Reserve for Equipment	280,000	30,000	(250,000)			
TOTAL	\$280,000	\$105,000	(\$175,000)	\$75,000	\$75,000	\$75,000

Schedule 11 - UNCOLLECTABLE APPORTIONMENTS

1 Reserve for Uncollectable PCA	\$185,233	\$200,000	\$14,767	\$200,000	\$200,000	\$200,000
TOTAL	\$185,233	\$200,000	\$14,767	\$200,000	\$200,000	\$200,000

Presbyterian Church (U.S.A.)
Mission Support Services
STATEMENT OF PER CAPITA BUDGET
Actual and Projected Sources of funding and Expenditures 2000-2002

USING THE FOLLOWING ASSUMPTIONS

- Actual expenditures for 2000 and projected for 2001 and 2002.
- Actual apportionments for 2001 are reflected in the apportionment revenue.
- Projected apportionments for 2002 are based on a reduction of the 2001 membership by 20,000 members.

OPPORTUNITIES:

- Higher return on Investments.
- Expenditures less than budgeted.

RISKS

- Actual membership declines more than projected.
- Actual expenditures exceed budgeted expenses.
- Impact of church and economic related issues

	2000 Actual	2001 Budget	2002 Budget
Unrestricted net assets, January 1	\$ 6,117,884	\$ 6,348,952	\$ 5,432,528
Less: Reserve (30% annual budget)	3,881,961	4,203,257	4,381,390
Income from prior years available	2,235,923	2,145,695	1,051,138
Sources of funding			
<u>Apportionments</u>			
\$4.95 for 2000	12,806,081		
\$4.98 for 2001		12,749,433	
\$5.20 for 2002			13,208,660
Income Formula and Other Income	364,857	345,000	345,000
Realized and unrealized gain on Investments			
Total	13,170,938	13,094,433	13,553,660
Expenditures	12,939,870	14,010,857	14,604,634
Sources of funding over(under) expenditures	231,068	(916,424)	(1,050,974)
Income from Prior Years		916,424	1,050,974
Unrestricted net assets, December 31	\$ 6,348,952	\$ 5,432,528	\$ 4,381,554

B. Relating to the Presbyterian Historical Society

1. Montreat and Philadelphia Statements of Activities for the year ended December 31, 2000 and Proposed 2001 Budgets.

a. Background

Part of the annual budget for the Department of History operations in Montreat and Philadelphia are funded from the General Assembly per Capita Budget as described in schedule 5H, under the Office of the General Assembly.

The other part consists of the Presbyterian Historical Society budget, supported by independently generated funds, including designated and restricted funds. The following pages display the budgets for the Presbyterian Historical Society operations in Montreat and Philadelphia.

b. Recommendation

The Committee of the Office of the General Assembly and the General Assembly Council recommends that the 2001 proposed budget of the Presbyterian Historical Society be approved in the amount of \$64,735 for the Montreat operation and \$399,200 for the Philadelphia operation, and it be understood that the income to support this budget is generated through the efforts of the Presbyterian Historical Society operations.

PRESBYTERIAN HISTORICAL SOCIETY
Montreat Operation
STATEMENT OF ACTIVITIES
for the year ended December 31, 2000
PRELIMINARY--SUBJECT TO AUDIT

	Unrestricted	Temporarily Restricted	Total	2001 Budget
Revenues:				
Membership	\$ 865	\$ -	\$ 865	\$ 300
Contributions	17,150	2,090	19,240	13,000
Operations:				
Seminars	4,712		4,712	4,950
Acid Free Paper	1,078		1,078	2,150
Sales	2,799		2,799	2,500
Services	2,634		2,634	2,200
Miscellaneous	9,498		9,498	7,600
Interest income	29,400		29,400	8,130
Income from investments	24,571		24,571	23,905
Realized and unrealized gains on investments	(36,932)		(36,932)	
Total revenues	55,775	2,090	57,865	64,735
Net assets released from restrictions	28,070	(28,070)	-	
Total revenues, gains, and other support	83,845	(25,980)	57,865	64,735
Expenses:				
Travel	13,074		13,074	14,500
Furniture and equipment	3,543		3,543	4,000
Administrative	5,919		5,919	5,600
Building services	7,706		7,706	8,000
Books and microfilm	439		439	2,275
Repairs	8,367		8,367	8,530
Conservation	2,448		2,448	4,930
Local Church & Historic Program	5,441		5,441	7,100
Postage	2,799		2,799	3,100
Promotion	1,089		1,089	2,000
Computer network	3,274		3,274	3,500
Museum exhibits	281		281	500
Miscellaneous	-		-	700
Total expenses	54,380		54,380	64,735
Increase(Decrease) in net assets	\$ 29,465	\$ (25,980)	\$ 3,485	\$ -

PRESBYTERIAN HISTORICAL SOCIETY
Philadelphia Operation
STATEMENT OF ACTIVITIES
for the year ended December 31, 2000
PRELIMINARY--SUBJECT TO AUDIT

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	Unrestricted	Temporarily Restricted	Total	2001 Budget
Revenues:				
Membership	\$ 29,683		\$ 29,683	\$ 22,000
Donations	3,550		3,550	23,000
Gifts and grants	675	258,045	258,720	153,600
Operations:				
Publications	1,800		1,800	4,000
Sale of Journal	537		537	300
Microfilming	26,012		26,012	30,000
Historical Markers	70		70	300
Reproduction	3,163		3,163	3,000
Photocopy	4,674		4,674	5,000
Miscellaneous	4,592		4,592	5,000
Income from investments:				
Interest	952		952	
Undesignated Fund	52,170		52,170	55,000
Building Fund	2,454		2,454	2,500
Designated Funds	9,445		9,445	-
Ballister Fund	237		237	500
Klett Smylie Fund	3,966		3,966	8,000
Miller Fund	450		450	4,000
Otto Fund	3,018		3,018	27,000
Dunlap Fund	26,362		26,362	56,000
Development Office Fund	-	9,528	9,528	
Realized and unrealized gains on investments	(68,014)	(14,574)	(82,588)	
Total revenues	105,796	252,999	358,795	399,200
Net assets released from restrictions	87,798	(87,798)		
Total revenues, gains, and other support	193,594	165,201	358,795	399,200
Expenses				
Personnel	105,316		105,316	118,000
Promotion	25,552		25,552	20,000
Photo Reproduction	3,956		3,956	3,500
Publications	284		284	3,000
Subscriptions and Dues	-		-	2,000
Historical Markers	82		82	600
Collections Purchase	6,367		6,367	8,000
Microfilm	11,672		11,672	10,000
Printing	24,656		24,656	30,000
Portrait Restorations	6,719		6,719	7,000
Office supplies	4,193		4,193	3,500
Development Office	87,798		87,798	153,600
Building & equipment repairs	3,066		3,066	20,000
Furniture & fixtures	20,835		20,835	20,000
Total expenses	300,496	-	300,496	399,200
Increase(Decrease) in net assets	\$ (106,902)	\$ 165,201	\$ 58,299	\$ -

C. Relating to Budgets for General Assembly Mission Program

1. Presbyterian Mission Program – General Assembly Mission Budget and Program 2000

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:
 - I. 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 year 2000.

b. Recommendation

That the 213th General Assembly (2001) incorporate into the *Minutes* the report of the 2000 General Assembly Mission Budget and Program.

General Assembly Mission Program Receipts
Actual Compared to Budget as of December 31, 2000
Preliminary and Subject to Audit

Receipts	MISSION BUDGET					
	Unrestricted		Restricted		Grand Total	
	Ann. Bgt.	YTD Actual	Ann. Bgt.	YTD Actual	Ann. Bgt.	YTD Actual
I. Support from Congregations & Presbyteries						
Basic Mission Support						
Shared Mission Support	18,000,000	18,730,573	-	-	18,000,000	18,730,573
Directed Mission Support	-	-	6,000,000	5,791,313	6,000,000	5,791,313
	18,000,000	18,730,573	6,000,000	5,791,313	24,000,000	24,521,886
Ch.wide Spec. Offerings						
Christmas Joy	-	-	5,200,000	5,683,054	5,200,000	5,683,054
One Great Hour of Sharing	-	-	9,200,000	10,755,457	9,200,000	10,755,457
Peacemaking	-	-	837,250	1,082,325	837,250	1,082,325
Pentecost	-	-	1,000,000	608,000	1,000,000	608,000
Witness	-	-	-	60,812	-	60,812
	-	-	16,237,250	18,189,648	16,237,250	18,189,648
II. Supplementary Support (Beyond Budget)						
From Congregations & Presbyteries & Individuals						
Other Specific Appeals						
Emergency and Disaster Relief	-	-	1,500,000	1,960,573	1,500,000	1,960,573
Add'l Giving Offering, ECO	-	-	5,300,000	9,327,585	5,300,000	9,327,585
Hunger	-	-	600,000	633,408	600,000	633,408
Theological Education Fund	-	-	3,000,000	2,788,359	3,000,000	2,788,359
	-	-	10,400,000	15,209,925	10,400,000	15,209,925
Add'l Forms of Giving						
Presbyterian Women	3,000,000	2,537,581	408,000	402,500	3,408,000	2,940,081
Bequests and Annuities	2,000,000	3,025,014	-	62,356	2,000,000	3,087,370
Other Gifts	-	976	50,000	-	50,000	976
Validated Mission Support	-	-	1,000,000	1,327,081	1,000,000	1,327,081
Grants from Outside Fdns.	-	-	70,000	145,956	70,000	145,956
	5,000,000	5,563,571	1,528,000	1,937,893	6,528,000	7,501,464
III. Interest and Dividends						
PC (USA) Restr. Endow. Fds.	-	-	9,944,170	10,103,189	9,944,170	10,103,189
PC (USA) Unres. Endow. Fds.	12,003,643	10,607,226	-	-	12,003,643	10,607,226
Pby. Mission Program Fund	360,000	509,996	-	-	360,000	509,996
Outside Trusts	1,000,000	1,482,559	150,000	160,000	1,150,000	1,642,559
Jarvie Commonweal Fund	500,000	1,494,611	7,337,060	7,281,923	7,837,060	8,776,534
Jinishian Fund	-	-	2,688,510	2,662,227	2,688,510	2,662,227
Short Term Investment	700,000	886,835	400,000	765,626	1,100,000	1,652,461
GAC & FDN Shared Funds	292,594	316,656	-	-	292,594	316,656
	14,856,237	15,297,883	20,519,740	20,972,965	35,375,977	36,270,848
IV. Other						
Conference Ctr. Oper. Rcpts.	-	-	3,600,000	5,519,555	3,600,000	5,519,555
Partner Churches and Other	-	-	1,450,000	528,183	1,450,000	528,183
Major Mission Fund	-	-	-	-	-	-
Hubbard Press	-	42,846	-	-	-	42,846
Bicentennial Fund Recovery	-	-	-	1,548,566	-	1,548,566
Sales: Curriculum	-	-	6,000,000	5,696,347	6,000,000	5,696,347
Sales: Program Services	-	-	7,565,200	7,465,296	7,565,200	7,465,296
Sales: Resources	-	138,554	2,739,800	2,764,339	2,739,800	2,902,893
Per Capita Funds	-	-	2,100,000	2,193,239	2,100,000	2,193,239
Board Designations	-	-	-	-	-	-
	-	181,400	23,455,000	25,715,525	23,455,000	25,896,925
TOTAL RECEIPTS	37,856,237	39,773,427	78,139,990	87,817,269	115,996,227	127,590,696
V. Prior Year Accumulations						
	1,028,561	-	11,219,060	8,711,980	12,247,621	8,711,980
TOTAL RECEIPTS & PY ACCUM	38,884,798	39,773,427	89,359,050	96,529,249	128,243,848	136,302,676

General Assembly Mission Program Expenditures
Actual Compared to Budget as of December 31, 2000
Preliminary and Subject to Audit

BUDGETED ENTITY	MISSION BUDGET					
	Unrestricted		Restricted		Grand Total	
	Ann. Bgt.	YTD Exp.	Ann. Bgt.	YTD Exp.	Ann. Bgt.	YTD Exp.
I. Prgms. of the Executive Director						
Research Service	542,241	506,903	131,887	621,211	674,128	1,128,114
MGB Program Office	69,000	-	-	-	69,000	-
Legal Services and Risk Mgmt	-	-	550,862	588,241	550,862	588,241
Audit Management	-	-	180,213	182,686	180,213	182,686
AA/EEO	85,182	70,708	-	-	85,182	70,708
	696,423	577,611	862,962	1,392,138	1,559,385	1,969,749
II. Prgms. of the Deputy Exec Dir						
Communications	1,570,081	1,630,888	2,324,149	2,228,947	3,894,230	3,859,835
Human Resources	401,224	393,710	98,941	62,505	500,165	456,215
Office of Information Services	1,447,533	1,972,053	658,994	644,126	2,106,527	2,616,179
Social Witness Policy	322,713	312,359	123,787	46,899	446,500	359,258
Mission Funding Program Area	735,634	612,540	754,676	688,204	1,490,310	1,300,744
Mission Partnership Funding	4,088,251	4,157,122	120,000	660,963	4,208,251	4,818,085
	8,565,436	9,078,672	4,080,547	4,331,644	12,645,983	13,410,316
III. Congregational Ministries						
Christian Education	1,519,139	1,540,559	6,803,948	7,686,105	8,323,087	9,226,664
Curriculum Publishing	-	340,084	5,365,495	5,696,347	5,365,495	6,036,431
Stewardship	1,215,538	1,063,372	1,876,842	2,018,610	3,092,380	3,081,982
Christian Faith and Life	1,251,119	1,231,538	3,898,693	3,378,534	5,149,812	4,610,072
CMD Division Administration	274,977	295,668	725,897	-	1,000,874	295,668
	4,260,773	4,471,221	18,670,875	18,779,596	22,931,648	23,250,817
IV. National Ministries						
Evangelism & Church Development	2,244,496	2,333,783	4,196,482	3,706,029	6,440,978	6,039,812
Racial Ethnic Ministries	1,356,802	1,336,834	282,139	234,835	1,638,941	1,571,669
Churchwide Personnel Srv Pgr Area	1,435,005	1,114,922	155,940	371,826	1,590,945	1,486,748
Higher Education Program Area	633,253	603,382	5,979,804	6,743,487	6,613,057	7,346,869
Social Justice	893,849	745,696	7,442,057	8,334,077	8,335,906	9,079,773
Women's Ministries	1,177,383	1,114,724	165,449	279,127	1,342,832	1,393,851
NMD Division Administration	1,589,195	1,622,267	580,690	396,113	2,169,885	2,018,380
	9,329,983	8,871,608	18,802,561	20,065,494	28,132,544	28,937,102
V. Worldwide Ministries						
Ecumenical Partnership	2,409,199	2,257,948	2,679,340	2,862,017	5,088,539	5,119,965
Global Service and Witness	60,000	739	23,890,283	27,626,925	23,950,283	27,627,664
People in Mutual Mission	4,688,843	4,822,070	12,015,130	10,477,965	16,703,973	15,300,035
WMD Division Administration	328,818	376,375	199,280	303,036	528,098	679,411
	7,486,860	7,457,132	38,784,033	41,269,943	46,270,893	48,727,075
VI. Mission Support Services						
Finance & Accounting	1,621,687	1,544,757	1,345,072	1,248,298	2,966,759	2,793,055
Property Management	489,036	526,321	683,396	844,680	1,172,432	1,371,001
Presbyterian Distribution Services	732,884	813,537	696,898	794,464	1,429,782	1,608,001
MSS Division Administration	195,837	168,965	51,558	51,327	247,395	220,292
	3,039,444	3,053,580	2,776,924	2,938,769	5,816,368	5,992,349
VII. Shared Expenditures						
Insurance	740,174	613,115	602,004	693,762	1,342,178	1,306,877
Building Operations	1,037,871	1,186,407	580,295	461,568	1,618,166	1,647,975
Audit Costs	124,240	78,735	10,760	10,765	135,000	89,500
Contingency	58,110	39,347	-	118,952	58,110	158,299
Replacement Reserve Furniture & Equip	591,855	591,859	48,145	48,141	640,000	640,000
Replacement Reserve Systems & Bldg	435,136	435,137	34,864	34,863	470,000	470,000
Salary Administration	250,826	-	-	-	250,826	-
	3,238,212	2,944,600	1,276,068	1,368,051	4,514,280	4,312,651
VIII. Other Expenditures						
Board of Pensions	-	-	2,218,747	2,772,998	2,218,747	2,772,998
Mission Partnership Development	400,000	-	-	-	400,000	-
Agency ECO	-	-	-	3,566,228	-	3,566,228
Ovt 98-47	100,000	-	-	-	100,000	-
Presbyterian Foundation and Z Funds	292,594	316,656	-	-	292,594	316,656
Restr. Fd. Allocated to Oth. Gov. Bodies	-	-	-	44,388	-	44,388
Foundation Administrative Fees	1,475,073	-	1,886,333	-	3,361,406	-
Other Investment Management Fees	-	-	-	-	-	-
	2,267,667	316,656	4,105,080	6,383,614	6,372,747	6,700,270
Total MSS, Shared and Other	8,545,323	6,314,836	8,158,072	10,690,434	16,703,395	17,005,270
Total Expenditures	38,884,798	36,771,080	89,359,050	96,529,249	128,243,848	133,300,329

2. Presbyterian Mission Program – Revised General Assembly Mission Budget and Program 2001

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:
 - 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 213th General Assembly (2001) receive the report of the 2001 General Assembly Mission Budget and Program in the total amount of \$144,199,353.

GENERAL ASSEMBLY MISSION PROGRAM
2001 APPROVED BUDGET
SOURCES OF FUNDING SUMMARY (PROJECTED RECEIPTS)

SOURCE OF FUNDING	MISSION BUDGET		Grand Total
	UNRESTRICTED	RESTRICTED	
I Support from Congregations & Presbyteries			
Shared Mission Support	18,000,000	0	18,000,000
Directed Mission Support		5,800,000	5,800,000
II Churchwide Special Offerings			
Christmas Joy		5,200,000	5,200,000
One Great Hour of Sharing		9,800,000	9,800,000
Peacemaking		1,000,000	1,000,000
Pentecost		800,000	800,000
III OTHER SPECIFIC APPEALS			
Emergency and Disaster Relief		3,500,000	3,500,000
Extra Commitment		6,200,000	6,200,000
Hunger		600,000	600,000
Theological Education Fund		3,000,000	3,000,000
IV ADDITIONAL FORMS OF GIVING			
Presbyterian Women	3,000,000	408,000	3,408,000
Bequests & Annuities (Unrestricted)	2,500,000	0	2,500,000
Other Gifts		50,000	50,000
Validated Mission Support		900,000	900,000
Grants from Outside Foundations		200,000	200,000
V INTEREST & DIVIDENDS			
PC(USA) Restricted Endowment Funds		11,396,780	11,396,780
PC(USA) Unrestricted Endowment Funds	12,322,391	0	12,322,391
Presbyterian Mission Program Fund	450,000	0	450,000
Outside Trusts	1,000,000	150,000	1,150,000
Jarvie Commonweal Fund	1,000,000	7,583,831	8,583,831
Jinishian		2,685,716	2,685,716
Short Term Investments	700,000	400,000	1,100,000
GAC & Foundation Shared Funds	305,662	0	305,662
VI OTHER			
Conference Center Operating Receipts		4,800,000	4,800,000
Partner Churches and Other		1,150,000	1,150,000
Bicentennial Fund Recovery		1,343,222	1,343,222
Sales: Curriculum		5,326,000	5,326,000
Sales: Program Services		8,200,000	8,200,000
Sale: Resources		2,400,000	2,400,000
Per Capita Funds		2,440,000	2,440,000
TOTAL FROM CURRENT RECEIPTS	39,278,053	85,333,549	124,611,602
Utilization of Prior Year Accumulation	1,439,463	18,148,288	19,587,751
TOTAL	40,717,516	103,481,837	144,199,353

GENERAL ASSEMBLY MISSION PROGRAM
2001 APPROVED BUDGET
EXPENDITURE SUMMARY

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	MISSION BUDGET		GRAND TOTAL
	UNRESTRICTED	RESTRICTED	
I. PROGRAMS OF THE EXECUTIVE DIRECTOR'S OFFICE			
Research Services	572,414	131,887	704,301
MGB Program Office	69,000	0	69,000
Legal Services	0	591,311	591,311
Internal Audit	0	200,650	200,650
AA/EEO	87,694	0	87,694
TOTAL FOR EDO	729,108	923,848	1,652,956
II. PROGRAMS OF THE DEPUTY EXECUTIVE DIRECTOR'S OFFICE			
Communications	1,619,342	2,546,261	4,165,603
Human Resources	417,439	98,941	516,380
Office of Information Services	1,857,285	667,910	2,525,195
Committee on Social Witness Policy	333,149	41,000	374,149
Mission Funding	753,690	782,684	1,536,374
Mission Partnership Funding	4,247,664	120,000	4,367,664
TOTAL FOR DEDO	9,228,569	4,256,796	13,485,365
III. CONGREGATIONAL MINISTRIES DIVISION			
Christian Education and Leader Development	1,580,561	10,167,689	11,748,250
Congregational Ministries Publishing	745,689	7,534,488	8,280,177
Theology Worship and Discipleship	1,535,212	551,791	2,087,003
Office of Theological Education	273,343	3,064,156	3,337,499
Division Administration	274,017	5,350	279,367
TOTAL FOR CMD	4,408,822	21,323,474	25,732,296
IV. NATIONAL MINISTRIES DIVISION			
Churchwide Personnel Services	1,446,245	171,291	1,617,536
Evangelism and Church Development	3,387,744	3,958,918	7,346,662
Racial Ethnic Ministries	1,379,662	284,624	1,664,286
Higher Education Ministries	628,369	6,460,592	7,088,961
Social Justice Ministries	912,501	1,566,893	2,479,394
Jarvie Commonweal Services	0	7,583,831	7,583,831
Women's Ministries	1,183,164	214,842	1,398,006
Division Administration	1,684,463	765,315	2,449,778
TOTAL FOR NMD	10,622,148	21,006,306	31,628,454
V. WORLDWIDE MINISTRIES DIVISION			
Ecumenical Partnership	2,494,750	2,748,410	5,243,160
Global Service and Witness	0	28,056,911	28,056,911
People in Mutual Mission	4,742,217	13,739,623	18,481,840
Division Administration	409,770	200,000	609,770
TOTAL FOR WMD	7,646,737	44,744,944	52,391,681
VI. MISSION SUPPORT SERVICES			
Finance, Accounting, & Treasury	1,745,315	1,208,737	2,954,052
Property Management	606,488	797,945	1,404,433
Presbyterian Distribution Service	772,179	696,898	1,469,077
Division Administration	183,214	41,741	224,955
TOTAL FOR MSS	3,307,196	2,745,321	6,052,517
VII. SHARED EXPENSES			
Insurance	740,174	602,004	1,342,178
Building Operations	803,886	580,295	1,384,181
Audit Costs	80,000	10,760	90,760
Replacement Reserve: Furniture & Equip	591,855	48,145	640,000
Replacement Reserve: Systems & Bldg	435,136	34,864	470,000
Salary Administration	85,040	0	85,040
Contingency	58,110	0	58,110
TOTAL FOR SE	2,794,201	1,276,068	4,070,269
VIII. RELATED MISSION FUNDING			
GAC & Foundation Shared Funds	305,662	0	305,662
Board of Pensions	0	2,218,747	2,218,747
ECO Agency	0	2,600,000	2,600,000
Short Term Investments Management Fees	200,000	0	200,000
Restricted Funds Alloc to Other Govern'g Bodies	0	400,000	400,000
Ovt 98-47	0	100,000	100,000
Presbyterian Foundation Management Fee	1,475,073	1,886,333	3,361,406
TOTAL FOR RMF	1,980,735	7,205,080	9,185,815
TOTAL	40,717,516	103,481,837	144,199,353

3. Presbyterian Mission Program – General Assembly Mission Budget and Program 2002.

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).

Four year's ago, the organizational structure adopted by the General Assembly came to life with three new ministry divisions and Corporate and Administrative Services. Included in the General Assembly's actions was the adoption of four priority goals for our mission and life together: Spiritual Formation, Evangelism, Justice and Partnership.

b. Recommendation

That the 213th General Assembly (2001) adopt the 2002 General Assembly Mission Budget and Program in the total amount of \$136,201,624.

GENERAL ASSEMBLY MISSION PROGRAM
2002 PROPOSED BUDGET
SOURCES OF FUNDING SUMMARY (PROJECTED RECEIPTS)

SOURCE OF FUNDING	MISSION BUDGET		GRAND TOTAL
	UNRESTRICTED	RESTRICTED	
I BASIC MISSION SUPPORT			
Shared Mission Support	18,250,000		18,250,000
Directed Mission Support		5,700,000	5,700,000
II CHURCHWIDE SPECIAL OFFERINGS			
Christmas Joy		5,300,000	5,300,000
One Great Hour of Sharing		10,000,000	10,000,000
Peacemaking		1,000,000	1,000,000
Pentecost		700,000	700,000
III OTHER SPECIFIC APPEALS			
Emergency and Disaster Relief		5,000,000	5,000,000
Extra Commitment		7,000,000	7,000,000
Hunger		670,000	670,000
Theological Education Fund		2,600,000	2,600,000
IV ADDITIONAL FORMS OF GIVING			
Presbyterian Women	3,000,000	500,000	3,500,000
Bequests & Annuities (Unrestricted)	2,500,000		2,500,000
Other Gifts		70,000	70,000
Validated Mission Support		1,000,000	1,000,000
Grants from Outside Foundations		350,000	350,000
V INTEREST & DIVIDENDS			
PC(USA) Restricted Endowment Funds		10,287,409	10,287,409
PC(USA) Unrestricted Endowment Funds	11,300,167		11,300,167
Presbyterian Mission Program Fund	450,000		450,000
Outside Trusts	1,000,000	150,000	1,150,000
Jarvie Commonweal Fund	1,000,000	7,583,831	8,583,831
Jinshian		2,625,450	2,625,450
Short Term Investments	700,000	400,000	1,100,000
VI OTHER			
Conference Center Operating Receipts		4,800,000	4,800,000
Partner Churches and Other		800,000	800,000
Enterprise Fund Income			
Sales: Curriculum		4,214,461	4,214,461
Sales: Program Services		6,800,000	6,800,000
Sale: Resources		2,700,000	2,700,000
Per Capita Funds		2,420,000	2,420,000
TOTAL FROM CURRENT RECEIPTS	38,200,167	82,671,151	120,871,318
Utilization of Prior Year Accumulation	3,208,197	12,122,109	15,330,306
TOTAL AFTER PRIOR YEAR ACCUMULATIONS	41,408,364	94,793,260	136,201,624

**GENERAL ASSEMBLY MISSION PROGRAM
2002 PROPOSED BUDGET
EXPENDITURE SUMMARY**

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	MISSION BUDGET		GRAND TOTAL
	UNRESTRICTED	RESTRICTED	
I. PROGRAMS OF THE EXECUTIVE DIRECTOR'S OFFICE			
Research Services	584,281	325,000	909,281
MGB Program Office	0	69,000	69,000
Legal Services	0	643,912	643,912
Internal Audit	0	208,600	208,600
AA/EEO	89,358	0	89,358
TOTAL FOR EDO	673,639	1,246,512	1,920,151
II. PROGRAMS OF THE DEPUTY EXECUTIVE DIRECTOR'S OFFICE			
Communications	1,669,563	2,392,566	4,062,129
Human Resources	703,901	104,843	808,744
Office of Information Services	2,337,185	443,273	2,780,458
Committee on Social Witness Policy	338,595		338,595
Mission Funding	926,751	845,846	1,772,597
Integrated Stewardship	550,000		550,000
Data Warehouse	150,000		150,000
Mission Partnership Funding	4,247,664	120,000	4,367,664
TOTAL FOR DEDO	10,923,639	3,906,528	14,830,187
III. CONGREGATIONAL MINISTRIES DIVISION			
Christian Education and Leader Development	1,638,545	7,388,525	9,027,070
Congregational Ministries Publishing	774,217	7,275,244	8,049,461
Theology Worship and Discipleship	1,559,499	3,037,530	4,597,029
Office of Theological Education	280,954	372,150	653,104
Division Administration	297,680	12,782	310,462
To be Allocated	55,107		55,107
TOTAL FOR CMD	4,606,002	18,086,231	22,692,233
IV. NATIONAL MINISTRIES DIVISION			
Churchwide Personnel Services	1,424,512	272,299	1,696,811
Evangelism and Church Development	3,299,756	4,004,741	7,304,497
Racial Ethnic Ministries	1,407,152	376,379	1,783,531
Higher Education Ministries	650,954	5,384,185	6,035,139
Social Justice Ministries	938,585	1,319,582	2,258,167
Jarvie Commonweal Services	0	7,583,831	7,583,831
Women's Ministries	1,210,546	329,044	1,539,590
Programs of the Director	1,293,175	531,954	1,825,129
Division Administration	431,644	150,002	581,646
To be Allocated	129,502		129,502
TOTAL FOR NMD	10,785,826	19,952,017	30,737,843
V. WORLDWIDE MINISTRIES DIVISION			
Ecumenical Partnership	2,521,118	2,879,239	5,400,357
Global Service and Witness	0	26,825,938	26,875,938
People in Mutual Mission	4,848,152	12,004,278	16,852,430
Division Administration	424,712	200,000	624,712
To be Allocated	90,927		90,927
TOTAL FOR WMD	7,884,909	41,959,455	49,844,364
VI. MISSION SUPPORT SERVICES			
Finance, Accounting, & Treasury	1,827,666	1,182,462	3,010,128
Property Management	634,349	891,145	1,525,494
Presbyterian Distribution Service	806,591	796,760	1,603,351
Division Administration	187,687	41,741	229,428
TOTAL FOR MSS	3,456,293	2,912,108	6,368,401
VII. SHARED EXPENSES			
Insurance	740,174	803,599	1,543,773
Building Operations	799,867	514,294	1,314,161
Audit Costs	80,000	10,760	90,760
Replacement Reserve: Furniture & Equip	591,855	48,145	640,000
Replacement Reserve: Systems & Blag	435,136	34,864	470,000
Salary Administration	85,040	0	85,040
Contingency	58,110	0	58,110
TOTAL FOR SE	2,790,182	1,411,662	4,201,844
VIII. RELATED MISSION FUNDING			
Board of Pensions	0	2,218,747	2,218,747
ECO Agency		2,600,000	2,600,000
Short Term Investments Management Fees	200,000	0	200,000
Restricted Funds Alloc to Other Govern'g Bodies	0	400,000	400,000
Ovt 98-47	0	100,000	100,000
Presbyterian Foundation	87,854	0	87,854
TOTAL FOR RMF	287,854	5,318,747	5,606,601
TOTAL	41,408,364	94,793,260	136,201,624

D. 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, 2000. The 202nd 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 213th General Assembly (2001) receive the report of the Presbyterian Church (U.S.A.), A Corporation regarding unrestricted and committed funds as of December 31, 2000.

PRESBYTERIAN CHURCH (U.S.A.)
 PRESBYTERIAN MISSION PROGRAM FUND
 UNRESTRICTED (UNCOMMITTED AND COMMITTED FUNDS)
 AS OF DECEMBER 31, 2000
 Preliminary and Subject to Audit

	UNRESTRICTED			
	UNCOMMITTED FUNDS	COMMITTED FUNDS		COMBINED Total
		Funds Committed for Sp. Projects	Programmatic Loan Fund	
1 Balance as of 1/1/00	23,706,425	14,427,214	1,947,473	40,081,112
2 Market value adjustment in investments	(775,446)			(775,446)
3 Net additional loans/receivables	507,015		(507,015)	0
4 Use of Board Designation - Congregational Ministries Division		(65,288)		(65,288)
5 Use of Board Designation - National Ministries Division		(72,066)		(72,066)
6 Use of Board Designation - Worldwide Ministries Division		(1,912,708)		(1,912,708)
7 Use of allocation for staffing adjustments for CPPA in the year 2000 budget (9/99)		(145,753)		(145,753)
8 Reversal of June, 1997 alloc. to pay off outstanding Bicentennial Fund loans	600,000	(600,000)		0
9 Use of allocation of \$490,000 for Sheldon Jackson College loan		(490,000)	490,000	0
10 Reserve for Sheldon Jackson College loan (2/00)			(490,000)	(490,000)
11 Alloc. to support General Assembly Mission Budget for 2001 (2/00) (\$1,439,463 - \$1 M from Reserve for Evangelism line)	(439,463)	439,463		0
12 Bequests subject to clarification (GAC 2/00)	(2,400,000)	2,400,000		0
13 Reserve for Evangelism and Mission \$3M, (Mustard Seed Fund \$1M) (2/00)	(3,000,000)	3,000,000		0
14 Use of allocation for Mustard Seed Fund		(1,000,000)		(1,000,000)
15 Additional 1999 GA commitments - Evangelism (2/00)	(500,000)	500,000		0
16 Restore additional 1999 GA commitments - Evangelism (2/00)	500,000	(500,000)		0
17 Alloc. of \$400,000 to NCC (2/00)	(400,000)	400,000		0
18 Use of allocation of \$400,000 to NCC		(400,000)		(400,000)
19 Use of allocation of \$40,000 for the pilot project, "Come & See Guarantee Program" (9/99)		(32,547)		(32,547)
20 Use of allocation of \$555,000 for Military Chaplains		(173,000)		(173,000)
21 Alloc. of \$460,000 for loan to Mary Holmes College (6/00)	(460,000)	460,000		0
22 Use of allocation for Mary Holmes College loan		(456,064)	456,064	0
23 Reserve for Mary Holmes College loan			(456,064)	(456,064)
24 Restore unused balance for loan to Mary Holmes College (6/00)	3,936	(3,936)		0
25 Use of allocation of \$50,000 for Knoxville College loan		(50,000)	50,000	0
26 Use of Board Designation - NMD - Knoxville College loan		(50,000)	50,000	0
27 Use of allocation for African American Male Initiative, (GAC 11/90)		(35,000)		(35,000)
28 Use of allocation to provide a line of credit to CPPA (9/99)		(1,200,000)	1,200,000	0
29 Utilization of unrestricted funds for CPPA cash flow (12/00)	(1,486,422)		1,486,422	0
30 Transfer from accrual, remainder of 1999 Mission Partnership Funding (Dorcas Gift)		154,426		154,426
31 Use of allocation for Mission Partnership Funding (Dorcas Gift)		(554,426)		(554,426)
32 Forgiveness of debt CPPA	(2,273,826)			(2,273,826)
33 Restore allocation to support General Assembly Mission Budget for 2000 (1/99)	1,028,561	(1,028,561)		0
34 Restore allocation for Towards Mission Funding (2/99)	300,000	(300,000)		0
35 Restore allocation of \$30,000 for the Comm. of Theological Education (6/98)	30,000	(30,000)		0
36 Restore allocation of \$20,000 for the Comm. on Social Witness Policy (6/98)	20,000	(20,000)		0
37 Increase (Decrease) YTD	(8,745,645)	(1,765,460)	2,279,407	(8,231,698)
38 Subtotal	14,960,780	12,661,754	4,226,880	31,849,414
39 Excess unified revenue/(expenditure) from General Assembly Mission Budget	3,002,347			3,002,347
40 Balance as of 12/31/00	17,963,127	12,661,754	4,226,880	34,851,761

PRESBYTERIAN CHURCH (U.S.A.)
 PRESBYTERIAN MISSION PROGRAM FUND
 FUNDS COMMITTED FOR SPECIAL PROJECTS
 AS OF DECEMBER 31, 2000
 Preliminary and Subject to Audit

	Original Designation	Balance 1/1/00	Designated	(Payments)	Balance 12/31/00
GRANTS					
1	Alloc. for African American Male Initiative, (GAC 11/90)	100,000		(35,000)	65,000
2	Alloc. of \$2 million to pay off outstanding Bicentennial Fund loans (6/97)	2,000,000	(600,000)		1,400,000
3	Alloc. of \$30,000 for the Comm. of Theological Education (6/98)	30,000	(30,000)		0
4	Alloc. of \$20,000 for the Comm. on Social Witness Policy (6/98)	20,000	(20,000)		0
5	Alloc. Of \$50,000 for loan to Knoxville College	50,000		(50,000)	0
6	Board Designation - Congregational Ministries Division	424,479		(65,288)	0
7	Board Designation - National Ministries Division	3,347,954		(72,066)	2,123,747
8	Board Designation - NMD - Knoxville College loan	50,000		(50,000)	0
9	Board Designation - Worldwide Ministries Division	9,703,549		(1,912,708)	2,288,368
10	Alloc. to support General Assembly Mission Budget for 2000 (1/99)	1,028,561	(1,028,561)		0
11	Alloc. to support General Assembly Mission Budget for 2001 (2/00) (\$1,439,463 - \$1 M from Reserve for Evangelism line)	439,463	439,463		439,463
12	Alloc. of \$3,000,000 Dorcas Davis bequest (2/99) as follows:				
13	a. Alloc. for Military Chaplains	555,000		(173,000)	382,000
14	b. Alloc. for Overture 98-47	1,000,000			1,000,000
15	c. Alloc. for MGB Program Office	345,000			345,000
16	d. Alloc. for Partnership Funding Development	800,000	154,426	(554,426)	0
17	c. Alloc. for Towards Mission Funding	300,000	(300,000)		0
18	Alloc. of \$40,000 for the pilot project, "Come and See Guarantee Program" (9/99)	40,000		(32,547)	7,453
19	Alloc. of \$1,200,000 to provide a line of credit to CPPA (9/99)	1,200,000		(1,200,000)	0
20	Alloc. of \$400,000 for staffing adjustments for CPPA in the year 2000 budget (9/99)	400,000		(145,753)	210,723
21	Alloc. of \$490,000 for Sheldon Jackson College loan (12/99)	490,000		(490,000)	0
22	Bequests subject to clarification, (GAC 2/00)	2,400,000	2,400,000		2,400,000
23	Reserve for Evangelism and Mission \$3M, (Mustard Seed Fund \$1M) (2/00)	3,000,000	3,000,000	(1,000,000)	2,000,000
24	Additional 1999 GA commitments - Evangelism (2/00)	500,000	500,000		500,000
25	Restore additional 1999 GA commitments - Evangelism (2/00)		(500,000)		(500,000)
26	Alloc. of \$400,000 for NCC (2/00)	400,000	400,000	(400,000)	0
27	Alloc. of \$460,000 for loan to Mary Holmes College (6/00)	460,000	460,000	(456,064)	3,936
28	Restore unused balance for loan to Mary Holmes College (6/00)		(3,936)		(3,936)
29	TOTAL	14,427,214	4,871,392	(6,636,852)	12,661,754

PRESBYTERIAN CHURCH (U.S.A.)
 PRESBYTERIAN MISSION PROGRAM FUND
 PROGRAMMATIC LOAN FUND
 AS OF DECEMBER 31, 2000
 Preliminary and Subject to Audit

	<u>Balance</u> 1/01/00	<u>Increase</u> <u>(Decrease)</u>	<u>Balance</u> 12/31/00
RECEIVABLE 1 Employees	7,890	(1,354)	6,536
2 Knoxville College	251,887		251,887
3 Montreal Loan (12/97)	1,388,878	(539,761)	849,117
4 Interchurch Center	255,000	(16,000)	239,000
5 Knoxville College 1999 Christmas Joy Offering	150,000		150,000
6 Receivable from PILP	145,705	50,100	195,805
7 Knoxville College	0	100,000	100,000
8 Sheldon Jackson College	0	490,000	490,000
9 Mary Holmes College	0	456,064	456,064
10 Receivable from CPPA		2,686,422	2,686,422
11 Provision for Uncollectible Loans	<u>(251,887)</u>	<u>(946,064)</u>	<u>(1,197,951)</u>
12 TOTALS	<u>1,947,473</u>	<u>2,279,407</u>	<u>4,226,880</u>

PRESBYTERIAN CHURCH (U.S.A.)
 SELF INSURANCE FUND
 AS OF DECEMBER 31, 2000
 Preliminary and Subject to Audit

1	Balance as of 1/01/00		6,305,617
2	Revenues:		
3	Income from investments	175,818	
4	Unrealized gain (loss)	(219,209)	
5	Contribution to SIF from Foundation	50,000	
6	Contribution to SIF from PPC	5,000	
7	Total revenues	<u>5,000</u>	11,609
8	Expenditures:		
9	Foundation investment fees	(2,036)	
10	Administrative fees from MSS	(7,193)	
11	Risk Management Recovery	(32,366)	
12	Insurance claims paid	(268,470)	
13	Total expenditures	<u>(310,065)</u>	
14	Funds available as of 12/31/00		<u><u>6,007,161</u></u>

2. Report of Contingent Liabilities, December 31, 2000.

a. Background

The 190th (UPCUSA) General Assembly (1978) received from the General Assembly Mission Council a financial plan for supporting minority education during 1977-1979 and a status report of minority education institutions (Minutes, UPCUSA, 1978, Part I, pp. 189-190).

b. Recommendation

That the 213th General Assembly (2001) incorporate into its *Minutes* the following list of contingent liabilities:

(1) Contingent liabilities which have been guaranteed by the Presbyterian Church (U.S.A.) for educational institutions as of December 31, 2000; \$913,930.66 mortgage for Barber Scotia College, and \$182,000.00 letter of credit for Mary Holmes College.

(2) Reserve funds are required to cover self-insurance for General Assembly owned property. A separate Self Insurance Fund has been established, the balance of which was \$ 6,007,161 as of December 31, 2000.

E. 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.

It is projected that the income from these funds in 2001 may be \$44,002.

b. Recommendation

That the 213th General Assembly (2001) allocate the annual income realized in 2000 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 2000

a. Background

Special offerings enable an important part of the General Assembly Mission Program. In 2000, income from these offerings totaled approximately 14.3% of total income for the mission program of the Church and 27.8% of the mission gifts from Congregations. All special offerings showed an increase in 2000 over 1999 except the Witness Offering which was discontinued in 1998 but continues to receive some donations.

b. Recommendation

That the 213th General Assembly (2001) incorporate into its *Minutes* the following summary of receipts from Special Offerings for the year 2000.

Presbyterian Church (U.S.A.)
SPECIAL OFFERINGS
Years Ending December 31, 1998, 1999 & 2000
Preliminary-Subject to Audit

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	1998	1999	%	2000	%
One Great Hour of Sharing					
Presbyterian World Service	3,259,174	3,534,278	8.44%	3,729,613	5.53%
Self Development of People	2,899,624	3,136,027	8.15%	3,219,382	2.66%
Presbyterian Hunger Program	2,929,723	3,158,812	7.82%	3,226,295	2.14%
Promotion	365,648	411,173	12.45%	361,459	-12.09%
Administrative Cost	206,489	211,179	2.27%	218,708	3.57%
Total	<u>9,660,658</u>	<u>10,451,469</u>	<u>8.19%</u>	<u>10,755,457</u>	<u>2.91%</u>
Christmas/Joy Offering					
Board of Pensions	2,696,356	2,638,316	-2.15%	2,772,998	5.10%
Minority Education	2,586,900	2,494,980	-3.55%	2,675,377	7.23%
Promotion Cost	147,727	210,636	42.58%	210,763	0.06%
Administrative Cost	23,916	23,916	0.00%	23,916	0.00%
Total	<u>5,454,899</u>	<u>5,367,848</u>	<u>-1.60%</u>	<u>5,683,054</u>	<u>5.87%</u>
Peacemaking Offering					
Peacemaking	893,519	886,302	-0.81%	939,520	6.00%
Promotion Cost	112,622	97,019	-13.85%	119,102	22.76%
Administrative Cost	23,703	23,703	0.00%	23,703	0.00%
Total	<u>1,029,844</u>	<u>1,007,024</u>	<u>-2.22%</u>	<u>1,082,325</u>	<u>7.48%</u>
Witness Offering					
Global Mission Unit	64,080	48,741	-23.94%	30,406	-37.62%
Education & Congregational Nurture	25,060	19,497	-22.20%	12,162	-37.62%
Evangelism & Church Development	37,590	29,245	-22.20%	18,244	-37.62%
Promotion Cost	0	0	0.00%	0	0.00%
Administrative Cost	16,235	0	-100.00%	0	0.00%
Total	<u>142,965</u>	<u>97,483</u>	<u>-31.81%</u>	<u>60,812</u>	<u>-37.62%</u>
Pentecost Offering					
Receipts	341,108	387,289	13.54%	461,717	19.22%
Promotion Costs	123,068	127,020	3.21%	130,047	2.38%
Administrative Cost	0	16,038	0.00%	16,235	1.23%
Total	<u>464,176</u>	<u>530,347</u>	<u>14.26%</u>	<u>607,999</u>	<u>14.64%</u>
TOTALS	<u>16,752,542</u>	<u>17,454,171</u>	<u>4.19%</u>	<u>18,189,647</u>	<u>4.21%</u>
Designations					
Hunger	739,155	619,753	-16.15%	633,408	2.20%
Emergency Relief	5,489,152	7,813,543	42.35%	1,960,573	-74.91%

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

Endowments and Gift Compliance
 Additions and New Funds Received July through December 2000

	Established Fund Ref.	Fund Name	Amount	Class	Type	Assigned Division	Restriction	New Fund/ Addition
1.	52038	Bible, Frank & Della - Chinese Christian Students	29,426.79	C		Worldwide	Income for aid to Chinese Christian students in Chinese Christian Colleges	A
2.	58409	Hawkins-Buchanan - Racial Justice	100.00	C		National	Reinvest until principal equals \$1 million; then 90% income to Racial Justice; 10% reinvest	A
3.	57400	Ishaku Fund: Kinshasa	2.65	C(P)	A	Worldwide	Income for development of pastoral leadership via Faculte' de Theologie Protestante au Zaire	A
4.	57401	Ishaku Fund: Ndesha	1.76	C(P)	A	Worldwide	Income for development of pastoral leadership via Faculte' de Theologie Reformee au Kasai	A
5.	57274	Jarvie Commonweal Gift Fund - Board Designated	6,768.93	C		Jarvie	Income to the Jarvie Commonweal Service	A
6.	58345	Older Adult Ministry	5,034.80	C		Congregational	Income for Older Adult Ministry PC(USA)	A
7.	57196	Theological Schools Endowment - Seminaries	460.00	C		Congregational	Income for support of PC(USA) Theological Schools	A
8.	58984	Thomas, Mary K. - Overseas Mission	76,159.31	C		Worldwide	Income for overseas mission work of the PC(USA)	N
9.	58981	Widening the Circle - Presbyterian Women Expendable	500.00	D		Presbyterian Women	For Presbyterian Women at the national level for programs, projects, conferences	N
10.	58979	Widening the Circle - Presbyterian Women Permanent	22,193.07	C		Presbyterian Women	Reinvest until corpus equals \$500,000, then income to Widening the Circle Restricted Expendable Fund	N
11.	58978	Hafer, Daniel - Foreign Missions	34,170.70	F		GA Unrestricted	To the Board of Foreign Missions of the United Presbyterian Church in North America	N
12.	58986	Hall, Kenneth R. - Program Agency	1,865.61	F		GA Unrestricted	To the Program Agency, PC(USA)	N
13.	58973	Martin, Edith M. - National Missions	6,755.50	D		Unassigned	For Missions in the United States	N
14.	58974	Martin, Edith M. - Overseas Missions	6,755.50	D		Worldwide	For Missions overseas	N

Endowments and Compliance
 Additions and New Funds Received July through December 2000

Established Fund Ref.	Fund Name	Amount	Class	Type	Assigned Division	Restriction	New Fund/ Addition
15. 58982	Woodward, Fannie M. - Foreign Missions	5,000.00	D		Worldwide	To the Board of Foreign Missions, PCUS	N
16. 3	Cellar, Florence	52,208.21	F		GA Unrestricted	Unrestricted per GAC policy	N
17. 1	Anonymous	52,880.72	F		GA Unrestricted	Unrestricted per GAC policy	N
18. 2	Various Donors	63.68	F		GA Unrestricted	Unrestricted per GAC policy	N
19. 54611	Foundation Endowment Fund	397.50	C		Foundation	To PC(USA) Foundation	A
20. A0AE7	Gray, Douglas W. & Pattie M. - Mary Holmes College	5,881.34	D(P)	B	Foundation	To Mary Holmes College; West Point, MS	A
21. 58995	Gray, Susan E. - Wilson College	1,849.72	D(P)	B	Foundation	To Wilson College, for use as directed by its Board of Trustees	N
22. A1084	Guardian Fund - 98 "A"	3,100.00	C		Foundation	Income to PC(USA) Foundation	A
23. A4814	Knauss, Ralph C. & Alice H. - Jamestown College	22,014.94	D(P)	B	Foundation	To Jamestown College; Jamestown, ND, for its endowment fund	N
24. 57763	Knudsen, Edna M. - McCormick Theological Seminary	50.00	C(P)	B	Foundation	Income to McCormick Theological Seminary for student aid at Christmas	A
25. A2A29	Trustee RPO Expenses PCF Fund	109.05	D		Foundation	To PC(USA) Foundation	A
26. 58091	Vasquez, Dora & Eusebio - Wasatch Academy	50.00	C(P)	B	Foundation	Income to Wasatch Academy, Utah for its scholarship fund	A
27. 58820	Colgate, S. Bayard	87,941.02	A		GA Unrestricted	Income unrestricted	A
28. 57237	Washburn, Nettie C.	31,367.82	A		GA Unrestricted	Income unrestricted	A

Endowments and Gift Compliance
Additions and New Funds Received July through December 2000

	Established Fund Ref.	Fund Name	Amount	Class	Type	Assigned Division	Restriction	New Fund/ Addition
29.	59007	Carhartt, Andy & Jinny - Evangelical Theological Seminary	2,000.00	C(P)	A	Worldwide	Income to Worldwide Ministries Division for Evangelical Theological Seminary, Cuba	N
30.	59007	Carhartt, Andy & Jinny - Evangelical Theological Seminary	1,000.00	C(P)	A	Worldwide	Income to Worldwide Ministries Division for Evangelical Theological Seminary, Cuba	A
31.	58965	Disaster Response Fund - Presbyterian Disaster Assistance	500.00	C		Worldwide	Income to Presbyterian Disaster Assistance	N
32.	58881	International Mission Personnel	1,000.00	C		Worldwide	Income to International Mission Personnel according to priorities of WMD	A
33.	57274	Jarvie Commonweal Gift Fund - Board Designated	315.00	C		Jarvie	Income to Jarvie Commonweal Service	A
34.	52305	Kennedy House	18,059.96	C		Worldwide	Loan repayment (quarterly) housing for missionary families in the NYC area	A
35.	59013	National Presbyterian Seminary of Guatemala - Salaries	2,200.00	C(P)	A	Worldwide	Income for salary support of professors at the National Presby. Seminary of Guatemala	N
36.	58345	Older Adult Ministry	5,796.06	C		Congregational	Income for Older Adult Ministry PC(USA)	A
37.	57724	Presbyterian Women Leadership Endowment	110.00	C		Presbyterian Women	Income for leadership development for women	A
38.	58808	Robertson, Chester E. & Grace G. - Theological Education	1,000.00	C		Congregational	Income for COTE or successor program	A
39.	58405	Spaulding, John H. & Patricia A. - PHS	900.00	C		Historical Society	Income to PHS for "Spaulding Award;" excess for conference scholarships	A
40.	57196	Theological Schools Endowment - Seminaries	615.00	C		Congregational	Income for support of PC(USA) Theological Schools	A
41.	58992	Walstad-Clark - Cameroun Christian College	8,795.70	C(P)	A	Worldwide	Income to Cameroun Christian College	N
42.	58993	Walstad-Clark - International Leadership Scholarships	8,795.70	C		Worldwide	Income for International Leadership Development Scholarships	N

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Established Fund Ref.	Fund Name	Amount	Class	Type	Assigned Division	Restriction	New Fund/ Addition
43. 58994	Walstad-Clark - Mission Projects	8,795.70	C		Worldwide	Income for undesignated General Assembly mission projects	N
44. 58981	Widening the Circle - Presbyterian Women Expendable	100.00	D		Presbyterian Women	For Presbyterian Women at the national level for programs, projects, conferences	A
45. 58507	Lyon, Marion B. - Missionaries	587,050.00	D		Worldwide	For the use of evangelical, medical, and agricultural missions via WMD	A
46. 57982	Schroeder, Elsa - Foreign Missions	133.09	D		Worldwide	For missionary activities outside the United States	A
47. 7	Davis, James	975.00	F		GA Unrestricted	Unrestricted Undesignated	N
48. 3	Haubold, Chris & Anna	3,347.95	F		GA Unrestricted	Unrestricted Undesignated	N
49. 2	McCullagh, Georgia S.	5,275.93	F		GA Unrestricted	Unrestricted Undesignated	N
50. 5	Moore, Ruth M.	4,567.69	F		GA Unrestricted	Unrestricted Undesignated	N
51. 1	Phillips, C. Alan	49,671.45	F		GA Unrestricted	Unrestricted Undesignated	N
52. 6	Ross, Alexander	9,950.00	F		GA Unrestricted	Unrestricted Undesignated	N
53. 8	Smith, Josephine	24,875.00	F		GA Unrestricted	Unrestricted Undesignated	N
54. 4	Various Donors	37.59	F		GA Unrestricted	Unrestricted Undesignated	N
55. 59009	Beavers, Ida E. - Cook Christian Training School	3,916.73	C(P)	B	Foundation	Income to Cook Training School	N
56. 59008	Beavers, Ida E. - Cook Theological School	7,113.67	C(P)	B	Foundation	Income to Cook Theological School	N

Endowments and Gift Compliance
 Additions and New Funds Received July through December 2000

Established Fund Ref.	Fund Name	Amount	Class	Type	Assigned Division	Restriction	New Fund/ Addition
57. 58997	Dollenmayer, Ruth B. - Jamestown College	2,058.64	D(P)	B	Foundation	To Jamestown College, Jamestown, ND for use by its Board of Directors	N
58. 58998	Dollenmayer, Ruth B. - Maryville College	2,058.65	D(P)	B	Foundation	To Maryville College, Maryville, TN; for use as est. by its Board of Directors	N
59. 58999	Dollenmayer, Ruth B. - McCormick Theological Seminary	2,058.64	D(P)	B	Foundation	To McCormick Theological Seminary for use as est. by its Board of Directors	N
60. 58624	Edlund, Ernest R. & Etha M. - SFTS	90,116.63	C(P)	B	Foundation	Income to San Francisco Theological Seminary; San Anselmo, CA	N
61. A376E	Egr. Donald J. - Lewis and Clark College	5,313.86	D(P)	B	Foundation	To Lewis and Clark College for the Northwestern Law School	N
62. 54611	Foundation Endowment Fund	175.00	D		Foundation	For the PC(USA) Foundation	A
63. 57763	Knudsen, Edna M. - McCormick Theological Seminary	50.00	C(P)	B	Foundation	Income to McCormick Theological Seminary for student aid at Christmas	A
64. A12A2	McCoy, Wayne L. & Cassandra T. - PC(USA) Foundation	50.00	C		Foundation	Income to PC(USA) Foundation for development work	A
65. 58227	McCoy, Wayne L. & Cassandra T. - Pittsburgh Theological Seminary	50.00	C(P)	B	Foundation	Income to Pittsburgh Theological Seminary	A
66. 58320	Salmon, Darla B. - Muskingum College	40.00	C(P)	B	Foundation	Income to Muskingum College	A
67. A2A29	Trustee RPO Expenses PCF Fund	452.28	D		Foundation	To PC(USA) Foundation	A
68. 58991	Walstad-Clark - Hasting College Scholarship	8,795.71	C(P)	B	Foundation	Income to Hastings College Foundation for scholarships at Hastings College	N
69. 58990	Walstad-Clark - Sheldon Jackson	8,795.71	C(P)	B	Foundation	Income to Sheldon Jackson; Sitka, Alaska	N
70. 59012	Carrigan, Wade P. & Phyllis T. - Clean Water	500.00	C		Worldwide	Income for the provision/distribution of clean water at Presbyterian Partnership sites	N

**Endowments and Compliance
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Established Fund Ref.	Fund Name	Amount	Class	Type	Assigned Division	Restriction	New Fund/ Addition
71. 59021	Copeland, William J. - Missions	500.00	C		Unassigned/ Worldwide	Income for the mission in the United States and/or other parts of the world	N
72. 58390	Gujranwala Seminary Fund - Gujranwala Theo. Sem.	36,649.85	C(P)	A	Worldwide	Income to Gujranwala Theological Seminary, India	A
73. 58409	Hawkins-Buchanan - Racial Justice	80.00	C		National	Reinvest until principal equals \$1 million; then 90% income to Racial Justice; 10% reinvest	A
74. 57714	Historical Foundation - Operations Endowment	160.00	C		Historical Foundation	Income to Presbyterian Historical Foundation	A
75. 52305	Kennedy House	9,029.98	C		Worldwide	Income to establish a home in or near NY for missionary families on furlough	A
76. 58345	Older Adult Ministry	1,300.00	C		Congregational	Income to older adult ministry, PC(USA)	A
77. 58929	Presbyterian Seminary of Guatemala - Scholarships	490.00	C(P)	A	Worldwide	Income to Presby. Sem. of Guatemala; scholarships for Guatemalan Presbyterian students	A
78. 57724	Presbyterian Women Leadership Endowment	100.00	C		Presbyterian Women	Income for leadership development for women	A
79. 59016	Smith, Ivan G. - Scholarships	5,000.00	C		National	Income for scholarships for the education of the children of Presbyterian pastors	N
80. 58886	Spiritual Formation Fund - Spiritual Renewal	200.00	C		Congregational	Income to foster spiritual vitality in the PC(USA)	A
81. 59019	Theological Education - Evangelical Theological Seminary	500.00	C(P)	A	Worldwide	Income to support the operation of the Evangelical Theological Seminary	N
82. 57196	Theological Schools Endowment - Seminaries	243.30	C		Congregational	Income for support of PC(USA) Theological Schools	A
83. 58979	Widening the Circle - Presbyterian Women Permanent	1,000.00	C		Presbyterian Women	Reinvest until corpus equals \$500,000, then income to Widening the Circle Restricted Expendable Fund	A
84. 59017	Civill, Marion S. - Disaster Relief	1,582.84	D		Worldwide	To benefit and provide assistance to refugees and disaster relief	N

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 Additions and New Funds Received July through December 2000

Established Fund Ref.	Fund Name	Amount	Class	Type	Assigned Division	Restriction	New Fund/ Addition
85. 59001	Corrie, Mildred - Foreign Missions	221,330.14	D		Worldwide	To the Program Agency of the UPC in the USA for foreign missions work	N
86. 59003	Corrie, Mildred - Ministerial Education	221,330.14	D		Congregational	To the Council of Theo. Sem. (UPCUSA) for continuing ed. For ministers	N
87. 59002	Corrie, Mildred - One Hour of Sharing	1,106,650.72	D		Worldwide	To the support agency (UPCUSA) for the weekly hour of sharing offering for disaster relief	N
88. 58896	Pohle, Edwin C. - Mission Work in Alaska	1,303.97	D		Unassigned	Mission work among Eskimos and Native Indians of Alaska	A
89. 4	Cellar, Florence	1,705.74	F		GA Unrestricted	Unrestricted Undesignated	N
90. 2	Conrad, Bernice	188,225.26	F		GA Unrestricted	Unrestricted Undesignated	N
91. 1	Glenn, Mildred E.	8,195.20	F		GA Unrestricted	Unrestricted Undesignated	N
92. 6	Hickman, Mary M.	2,357.91	F		GA Unrestricted	Unrestricted Undesignated	N
93. 5	Hosack, Marion	4,089.32	F		GA Unrestricted	Unrestricted Undesignated	N
94. 3	Lawrence, Dr. & Mrs. J. H.	35,879.70	F		GA Unrestricted	Unrestricted Undesignated	N
95. 7	Various Donors	46.90	F		GA Unrestricted	Unrestricted Undesignated	N
96. 05620	Howell, Mary D. A. - Post '87 Z Fund	7,330.00	Z		FDN/GAC	Income equally to PC(USA) and PC(USA) Foundation per post '87 agreement	A
97. 58883	Davis, C. Edward - Columbia Theological Seminary	5,000.00	C(P)	B	Foundation	Income to prepare pastors from Central and South America at Columbia Seminary	A
98. 57904	Development Staff Endowment	1,604.31	C		Foundation	Income to PC(USA) for development work	A

Endowments and Compliance
Additions and New Funds Received July through December 2000

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Established Fund Ref.	Fund Name	Amount	Class	Type	Assigned Division	Restriction	New Fund/ Addition
99. 54611	Foundation Endowment Fund	672.50	D		Foundation	To the PC(USA) Foundation	A
100. A1084	Guardian Fund - 98 "A"	6,600.00	C		Foundation	Income to the PC(USA) Foundation	A
101. 57763	Knudsen, Edna M. - McCormick Theological Seminary	50.00	C(P)	B	Foundation	Income to McCormick Theological Seminary for student aid at Christmas	A
102. A4680	Maisch, Elizabeth C. - PSCE	93,241.22	D(P)	B	Foundation	To the Presbyterian School of Christian Education	N
103. A12A2	McCoy, Wayne L. & Cassandra T. - PC(USA) Foundation	50.00	C		Foundation	Income to PC(USA) for development work	N
104. 58227	McCoy, Wayne L. & Cassandra T. - Pittsburgh Theological Seminary	50.00	C(P)	B	Foundation	Income to Pittsburgh Theological Seminary	N
105. 58320	Salmon, Darla B. - Muskingum College	40.00	C(P)	B	Foundation	Income to Muskingum College; New Concord, OH	N
106. A2A29	Trustee RPO Expenses PCF Fund	563.84	D		Foundation	To the PC(USA) Foundation	N
107. 59012	Carrigan, Wade P. & Phyllis T. - Clean Water	1,755.00	C		Worldwide	Income for the provision/distribution of clean water at Presbyterian Partnership sites	A
108. 59030	Cassat, David B. & Ruth L. - Global Mission Unit	70,000.00	C		Worldwide	Income to be used in the work of the Global Mission Unit of the PC(USA)	N
109. 58734	Chavis, Edward E. - Presbyterian Men	37.50	C		Presbyterian Men	Reinvest until 1/1/04; income to promote worldwide mission	A
110. 59013	National Presbyterian Seminary of Guatemala - Salaries	200.00	C(P)	A	Worldwide	Income for salary support of professors at the National Presby. Seminary of Guatemala	A
111. 58345	Older Adult Ministry	2,971.00	C		Congregational	Income for Older Adult Ministry PC(USA)	A
112. 57724	Presbyterian Women Leadership Endowment	225.00	C(P)	B	Foundation	Income for leadership development for women	A

Endowments and Gift Compliance
Additions and New Funds Received July through December 2000

Established Fund Ref.	Fund Name	Amount	Class	Type	Assigned Division	Restriction	New Fund/ Addition
113. 58947	Stewart, Mary F. B. - Education of Minorities in the U.S.	60,000.00	C		National	Income to assist in education of minorities in United States	A
114. 58946	Stewart, Mary F. B. - Overseas Missions	60,000.00	C		Worldwide	Income for the support of overseas mission	A
115. 58979	Widening the Circle - Presbyterian Women Permanent	1,395.00	C		Presbyterian Women	Reinvest until corpus equals \$500,000, then income to Widening the Circle Restricted Expendable Fund (#58981)	A
116. 1	Barr, Ross M.	700.00	F		GA Unrestricted	Unrestricted Undesignated	N
117. 2	Downing, Saneya	4,098.46	F		GA Unrestricted	Unrestricted Undesignated	N
118. 6	Grace, Robert O.	1,360.60	F		GA Unrestricted	Unrestricted Undesignated	N
119. 7	Hoffman, Martha	242.40	F		GA Unrestricted	Unrestricted Undesignated	N
120. 5	Roedger, Virginia	58.37	F		GA Unrestricted	Unrestricted Undesignated	N
121. 4	Thudium, Thora	49,750.00	F		GA Unrestricted	Unrestricted Undesignated	N
122. 3	West, Joseph W.	4,455.97	F		GA Unrestricted	Unrestricted Undesignated	N
123. 58397	Barnett, Ike C. & Janie W. - Pbyn. Council for Chaplains FDN	1,000.00	C(P)	B	Foundation	Income to the Presby. Council for Chaplains and Military Personnel	A
124. A1084	Guardian Fund - 98 "A"	2,000.00	C		Foundation	Income to the PC(USA) Foundation	A
125. 57941	Hauer, Chris & Liz - Westminster College	100.00	C(P)	B	Foundation	Income to Westminster College, MO; for upkeep Christopher Wren Church	A
126. 57763	Knudsen, Edna M. - McCormick Theological Seminary	50.00	C(P)	B	Foundation	Income to McCormick Theological Seminary for student aid at Christmas	A

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Established Fund Ref.	Fund Name	Amount	Class	Type	Assigned Division	Restriction	New Fund/ Addition
127. 59032	Lewis, Kathryn H. - Presbyterian Frontier Fellowship	5,101.82	D(P)	B	Foundation	To the Presbyterian Frontier Fellowship	N
128. A12A2	McCoy, Wayne L. & Cassandra T. - PC(USA) Foundation	50.00	C		Foundation	Income to the PC(USA) Foundation for development work	A
129. 58227	McCoy, Wayne L. & Cassandra T. - Pittsburgh Theological Seminary	50.00	C(P)	B	Foundation	Income to the Pittsburgh Theological Seminary	A
130. 58528	McMillan, Charles E. & Mary A. - Chaplains	100.00	C(P)	B	Foundation	Income to the Presby. Council for Chaplains and Military Personnel	A
131. 58155	Scholarship Fund for Advanced Christian Education	68.00	C(P)	B	Foundation	Income to Belhaven College for advanced work in Christian Education	A
132. A2A29	Trustee RPO Expenses PCF Fund	277.00	D		Foundation	To the PC(USA) Foundation	A
133. 57237	Fenton, Charity F.	1,450.96	A		GA Unrestricted	Inc. unrestricted per GAC policy	A
134. 54258	Witherspoon, J. Houston	2,300.00	A		GA Unrestricted	Inc. unrestricted per GAC policy	A
135. 57237	Wood, Martha B.	50.00	A		GA Unrestricted	Inc. unrestricted per GAC policy	N
136. 58409	Hawkins-Buchanan - Racial Justice	250.00	C		National	Reinvest until principal equals \$1 million; then 90% income to Racial Justice; 10% reinvest	A
137. 58345	Older Adult Ministry	11,130.00	C		Congregational	Income to older adult ministry, PC(USA)	A
138. 59048	Petersen, Evan S. & Pearl - Latin American Mission	3,150.00	C		Worldwide	Income to WMD for the support of missionaries in Central and Latin America	N
139. 58886	Spiritual Formation Fund - Spiritual Renewal	50.00	C		Congregational	Income to foster spiritual vitality in the PC(USA)	A
140. 58981	Widening the Circle - Presbyterian Women Permanent	50.00	C		Presbyterian Women	For Presbyterian Women at the national level for programs, projects, conferences, etc.	A

**Endowments and Gift Compliance
 Additions and New Funds Received July through December 2000**

Established Fund Ref.	Fund Name	Amount	Class	Type	Assigned Division	Restriction	New Fund/ Addition
141.	Escheated Assets	3,787.33	F		GA Unrestricted	Unrestricted Undesignated	N
142.	Evans, Ralph D. & Ruthanna E.	3,677.90	F		GA Unrestricted	Unrestricted Undesignated	N
143.	McLean, Anna	74,625.00	F		GA Unrestricted	Unrestricted Undesignated	N
144.	Thomas, Mary K.	42,161.95	F		GA Unrestricted	Unrestricted Undesignated	N
145.	Various Donors	15.41	F		GA Unrestricted	Unrestricted per Foundation Policy	N
146.	A4DFE Barnett, James - Development Projector	2,964.99	D		Foundation	Projector, remote and receiver for the use of the PC(USA) FDN development staff	N
147.	A4DCE Davis, Ethyl C. & Haven N. - PC(USA) Foundation	25,000.00	C		Foundation	Income to the PC(USA) Foundation for its uses and purposes	N
148.	54611 Foundation Endowment Fund	200.00	D		Foundation	To the PC(USA) Foundation	A
149.	58622 Gates Family - Emergency Needs International Students	250.00	C(P)	B	Foundation	Income to Westminster College; for emergency needs of international students	A
150.	A1084 Guardian Fund - 98 "A"	2,173.50	C		Foundation	Income to PC(USA) Foundation	A
151.	57763 Knudsen, Edna M. - McCormick Theological Seminary	50.00	C(P)	B	Foundation	Income to McCormick Theological Seminary for student aid at Christmas	A
152.	A3A8E McConnell, Dorothy H. - Cook Christian Training School	122.98	D(P)	B	Foundation	To Cook Christian Training School	A
153.	58227 McCoy, Wayne L. & Cassandra T. - Pittsburgh Theological Seminary	50.00	C(P)	B	Foundation	Income to the Pittsburgh Theological Seminary	A
154.	59036 Rogers, Mildred G. - Wilson College	61,024.34	D(P)	B	Foundation	To Wilson College; Chambersburg, PA for its endowment fund	N

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Established Fund Ref.	Fund Name	Amount	Class	Type	Assigned Division	Restriction	New Fund/ Addition
155. 58320	Salmon, Darla B. - Muskingum College	40.00	C(P)	B	Foundation	Income to Muskingum College; New Concord, OH	A
156. A2A29	Trustee RPO Expenses	819.65	D		Foundation	To the PC(USA) Foundation	A
157. 54264	Cronkhite, J. T. & Kittie M.	195,928.23	A		GA Unrestricted	Income unrestricted per GAC policy	A
158. 57355	Sturdivant, Mark D.	10,000.00	A		GA Unrestricted	Income for charitable, educational, & scientific purposes	A
159. 57626	Anonymous "H" (1990) - Environmental Justice	8,000.00	C		National	Income to promote environmental justice and stewardship of natural resources	A
160. 59074	Duche, Jean M. - Avalon Girls School	162,674.48	C(P)	A	Worldwide	Income to Avalon Girls School	N
161. 59072	Duche, Jean M. - India	162,674.50	C		Worldwide	Income to PC(USA) for its work in India as administered by the Program Agency	N
162. 59012	Carrigan, Wade P. & Phyllis T. - Clean Water	100.00	C		Worldwide	Income for the provision/distribution of clean water at Presbyterian Partnership sites	A
163. 58965	Disaster Response Fund - Presbyterian Disaster Assistance	1,000.00	C		Worldwide	Income to Presbyterian Disaster Assistance	A
164. 58709	Fisher Scholarship - N.E.S.T. Scholarship	4,900.50	C		Worldwide	Income for Arab student scholarships at N.E.S.T.	A
165. 57729	Freeman, Frances O. (Patton) - Global Mission	50.00	C		Worldwide	Income for the Global Mission Ministry Unit for its general use	A
166. 58594	Freeman, Frances O. (Patton) - Women's Ministry	50.00	C		National	Income for the Women's Ministries Unit for its general use and purpose	A
167. 62066	Grady, Loida B. - Christian Leadership in Brazil	50.00	C		Worldwide	Income for Christian leadership training in Brazil	A
168. 58396	Groote, Susan K. Bartel - COTE	500.00	C		Congregational	Reinvest to \$10,000; income for COTE or its successors for pastoral care	A

Endowments and Gift Compliance
 Additions and New Funds Received July through December 2000

Established Fund Ref.	Fund Name	Amount	Class	Type	Assigned Division	Restriction	New Fund/ Addition
169. 58409	Hawkins-Duchanan - Racial Justice	1,475.00	C		National	Reinvest until principal equals \$1 million; then 90% income to Racial Justice; 10% reinvest	A
170. 58889	Mam Center	500.00	C(P)	A	Worldwide	Income for immediate support of Mam Christian Center, Guatemala	A
171. 57994	Moore Memorial Scholarship - India Medical Training	200.00	C		Worldwide	Income to medical students, financial assistance, disadvantaged of N. India	A
172. 58345	Older Adult Ministry	10,080.00	C		Congregational	Income to older adult ministry, PC(USA)	A
173. 59063	PC Newlonsburg - Presbyterian Hunger Program	7,500.00	C		Worldwide	Income Presbyterian Hunger program to alleviate hunger, with emphasis on child hunger	N
174. 59069	Patton, Clyde P. - Foreign Missions	750,000.00	C		Worldwide	Income for financial support of the foreign missions program of the PC(USA)	N
175. 58647	Scott, Ethel A. & William K. Anderson - Medical Mission	2,000.00	C		Worldwide	Income for foreign medical missions	A
176. 58886	Spiritual Formation Fund - Spiritual Renewal	1,530.00	C		Congregational	Income used to foster renewed spiritual vitality in the PC(USA)	A
177. 59070	Taiwan Seminaries - Aboriginal Christian Scholarships	2,175.00	C		Worldwide	Income for scholarships for needy aboriginal Christians in Taiwan studying for Christian service	N
178. 57196	Theological Schools Endowment - Seminaries	5,011.03	C		Congregational	Income for support of PC(USA) theological schools	A
179. 57528	Turner, William H. & Edna W. - Medical/Education	200.00	C		Worldwide	Income for the training of people for medical or education work in foreign missions	A
180. 57969	Van Deusen, Courtland & Mary - Scholarships	500.00	C		National	Reinvest until principal equals \$6,000; income for scholarship grants, loans . . .	A
181. 58576	Verley, Roger W. & Beverley J. - Theological Schools	650.00	C		Congregational	Income to all PC(USA)-related theological schools; reinvest until principal equals \$5,000	A
182. 59065	Weir, Carol S. & Benjamin M. - N.E.S.T.	500.00	C(P)	A	Worldwide	Income to the Near East School of Theology for fulfilling Board Action B 2000-6	N

Endowments & Gift Compliance
Additions and New Funds Received July through December 2000

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Established Fund Ref.	Fund Name	Amount	Class	Type	Assigned Division	Restriction	New Fund/ Addition
183. 58950	Wells, Kenneth E. & Margaretta B. - Prince Royal's College	500.00	C(P)	A	Worldwide	Income to provide annual Wells scholarship to needy students - Prince Royal College	A
184. 58979	Widening the Circle - Presbyterian Women Permanent	1,625.00	C	C	Presbyterian Women	Reinvest until corpus equals \$500,000, then income to Widening the Circle Restricted Expendable Fund (#58981)	A
185. 59068	Graybill, Cecil R. - Foreign Missions	1,670.77	D		Worldwide	To the Global Mission Unit or its successor (Worldwide Ministries)	N
186. 59071	Koenitzer, Lester & Florence - Missionary work in Brazil	10,547.00	D		Worldwide	For the missionary activity of the Rev. Albert Reasoner, Brazil	N
187.	Bryon, Adolmer	5,772.91	F		GA Unrestricted	Unrestricted Undesignated	N
188.	Cellar, Florence	1,676.05	F		GA Unrestricted	Unrestricted Undesignated	N
189.	Dickason, Marjorie	634,376.87	F		GA Unrestricted	Unrestricted Undesignated	N
190.	Reinheimer, Milton	74,625.00	F		GA Unrestricted	Unrestricted Undesignated	N
191.	Various Donors	9.89	F		GA Unrestricted	Unrestricted per Foundation Policy	N
192. 58169	Jenkins, Geneva - Female Education Loans	96,364.38	L		National	To Presbyterian BIIM (now BNM) for a scholarship fund for deserving girls to borrow	A
193. 58830	Atkins, Walter J. - Menaul School	1,750.00	C(P)	B	Foundation	Income to the Menaul School	A
194. 58366	Atkins, Zella P. - Presbyterian Women Leadership	3,000.00	C(P)	B	Foundation	Income for Presbyterian Women's Leadership Development (account #57724)	A
195. 58883	Davis, C. Edward - Columbia Theological Seminary	5,000.00	C(P)	B	Foundation	Income to provide assistance in support of studies at Columbia Seminary	A
196. 57904	Development Staff Endowment	1,417.98	C		Foundation	Income to PC(USA) Foundation for development work	A

**Endowments and Gift Compliance
 Additions and New Funds Received July through December 2000**

Established Fund Ref.	Fund Name	Amount	Class	Type	Assigned Division	Restriction	New Fund/ Addition
197. 57390	Downie, Helen H. - Austin Theological Seminary	50.00	C(P)	B	Foundation	Income to Austin Theological Seminary, TX for student expenses	A
198. 54611	Foundation Endowment Fund	405.00	D		Foundation	For the PC(USA) Foundation	A
199. 58622	Gates Family - Emergency Needs International Students	15.00	C(P)	B	Foundation	Income to Westminster College; for emergency needs of international students	A
200. A1084	Guardian Fund - 98 "A"	5,563.75	C		Foundation	Income to the PC(USA) Foundation	A
201. 58823	Kerr, Nancy D. - Montreat Conference Center	200.00	C(P)	B	Foundation	Reinvest until principal equals \$10,000, then to Montreat Conference Center for club program	A
202. 57763	Knudsen, Edna M. - McCormick Theological Seminary	50.00	C(P)	B	Foundation	Income to McCormick Theological Seminary for student aid at Christmas	A
203. A12A2	McCoy, Wayne L. & Cassandra T. - PC(USA) Foundation	500.00	C		Foundation	Income to PC(USA) Foundation for development work	A
204. 58227	McCoy, Wayne L. & Cassandra T. - Pittsburgh Theological Seminary	500.00	C(P)	B	Foundation	Income to Pittsburgh Theological Seminary for the permanent endowment fund	A
205. 57866	Menaul Veterans Student Support	200.00	C(P)	B	Foundation	Income to Menaul School, NM, for student assistance	A
206. 58054	National Presbyterian Mariners - SFTS	1,949.62	C(P)	B	Foundation	Income to San Francisco Theological Seminary for scholarship assistance	A
207. 05466	PC(USA) Foundation Trustee Endowment Fund	100.00	C		Foundation	Income for the work of the PC(USA) Foundation	A
208. 58320	Salmon, Darla B. - Muskingum College	60.00	C(P)	B	Foundation	Income to Muskingum College for use within the sole discretion of its governing body	A
209. 57668	Scott, Jamie J. - Mary Holmes College	1,000.00	C(P)	B	Foundation	Income to Mary Holmes College for scholarships for sophomore nursing or child development major	A
210. 58400	Sloan, Martha T. - Fujian Hwa Nan Coll. Scholarship	1,000.00	C(P)	B	Foundation	Income to provide a scholarship for a Chinese woman specializing in study of English	A

**Endowments and Gift Compliance
Additions and New Funds Received July through December 2000**

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Established Fund Ref.	Fund Name	Amount	Class	Type	Assigned Division	Restriction	New Fund/ Addition
211. A2A29	Trustee RPO Expenses	700.75	D		Foundation	To the PC(USA) Foundation	A
212. 58577	Verley, Roger W. & Family - McCormick Theological Seminary	<u>350.00</u>	C(P)	B	Foundation	Reinvest until principal equals \$5,000, or death of donor; then income to McCormick Theological Seminary	A
		5,974,342.64					

**Endowments and Gift Compliance
 Additions and New Funds Received July through December 2000**

Class

- A General Endowment - Permanent fund. Income available for general use. Income is part of the Unified budget.
- C Specific Endowment - Permanent fund. Income is part of the budget. Donor restrictions limit 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 the 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 - Expen
- F Unrestricted Undesignated - No donor restrictions limiting use of fund. Gifts are placed in Unified 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.
- DMF Designated Memorial Fund - A permanent fund which benefits an entity or governing body other than the 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

Class	General Assembly Mission	Overseas Entities	Other Entities	Total Amounts
A	329,038.03	0.00	0.00	329,038.03
C	1,397,299.60	0.00	26,510.57	1,423,810.17
C(P)	4.41	216,010.03	141,226.07	357,240.51
D	2,177,549.73	0.00	500.00	2,178,049.73
D(P)	0.00	0.00	200,726.15	200,726.15
F	1,381,783.67	0.00	0.00	1,381,783.67
L	96,364.38	0.00	0.00	96,364.38
Z	7,330.00	0.00	0.00	7,330.00
	<u>5,389,369.82</u>	<u>216,010.03</u>	<u>368,962.79</u>	<u>5,974,342.64</u>

Endowments and Gift Compliance
Fund Changes through December 2000

Fund #	Fund Name	From		To		Value 9/30/00	Other Actions or Notes
		Class	Assignment	Class	Assignment		
1. 61337	CONCERN Magazine	C		C(P)	Foundation	I P 61,236	Donor indicated direct payment to beneficiary (Presbyterian Women).
2. 58908	Puder, Glenn & Dorothy - Vision 2000	D	National	C	NMD	I P 445,562 -	Donor intended a permanent endowment.
3. 52311	Kirkpatrick, Jeanne	C	Worldwide	A	GA Unrestricted	I P 3,439 37,823	Donor did not indicate restrictions on use.
4. 57249	Anonymous 178	C	Worldwide	A	GA Unrestricted	I P 175 17,271	Donor did not indicate restrictions on use.
5. 05620	Howell, Mary B. A.	Z	GAC/FDN	A	GA Unrestricted	I P - 105,473	No restrictions on use. Does not fit within Z-fund definition.
6. 59018	Benjamin, Simeon - Bible Distribution	A	GA Unrestricted	C	CMD/NMD/WMD	I P - 47,679	Created from fund 00983. The two funds were mistakenly combined in the 1950's.
7. 58613	Patterson Fund	C(P)	Foundation	C	WMD	I P - 26,758	Donor indicated that payments to beneficiary (Heifer Project) are to be made through GAC.
8. 57060	Anonymous 778	D	WMD	C	WMD	I P 605 127,275	Donor indicated permanent endowment DRC 97-14(a).
9. 54137	Eric Presbyterial - BNM Pensions	A	GA Unrestricted	C	NMD	I P - 28,695	Donor indicated use for pension premiums of workers supported by presbyterial contemporary. Application is Women's Ministries staff in the synods. DRC 97-07.
10. 59056	Thompson, William B. Bibles & Sabbath Schools	A	GA Unrestricted	C	NMD	I P - 3,957	Donor indicated use for Sabbath school work and Bible distribution in US. DRC 98-22(b).
11. 53073	Goda, Peter	C	NMD	I		I P 1,794 19,674	Donor indicated use for student loans.

Endowments and Compliance
Fund Changes through December 2000

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Fund #	Fund Name	From		To		Value 9/30/00	Other Actions or Notes
		Class	Assignment	Class	Assignment		
12. 53128	McManis, Zora W.	C	NMD	L	-	I 511 P 4,228	Donor indicated use for student loans.
13. 63226	Bowen, James	C	NMD	L	-	I 75 P 631	Donor indicated use for student loans.
14. 63098	Woodbury, D. T.	C	CMD	C	CMD	I - P 74,280	Rename (was BCE). Transfer portions to three new funds listed below. Gifts from four donors for distinct purposes combined in 1930 (18.39%).
15. TBA	Starkweather, Charles R.	-	-	C	CMD	I N/A P	Created from fund 63098, above (68.05%).
16. TBA	Seamen's Fund	-	-	-	-	I N/A P	Created from fund 63098, above (4.37%).
17. TBA	Kellogg, James H.	-	-	C	CMD	I N/A P	Created from fund 63098, above (9.19%).
18. 57091	Young, Calvin T. - Korean Lepers	C	WMD	C	WMD	I 14,352 P 368,726	Rename. Transfer 50% to new fund 59057. Donor specified equal amounts for two distinct uses.
19. 59057	Young, Calvin T. - Korean Evangelism	-	-	C	WMD	I N/A P	Created from fund 57091, above.
20. 04693	Women's Opportunities for Global Experience	DMF	Foundation	C(P)	Foundation	I - P 66,984	Beneficiary is GA-related.

Endowments and Gift Compliance
Fund Changes through December 2000

Class

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- C Specific Endowment - Permanent fund. Income is part of the budget. Donor restrictions limit 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 the 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 - Expen
- F Unrestricted Undesignated - No donor restrictions limiting use of fund. Gifts are placed in Unified 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 - "Z" fund per GAC/FDN agreement.
- DMF Designated Memorial Fund - Non-General Assembly Endowment
- TBA To Be Assigned

Pass-Through Type

- A Determination required and/or overseas; to be paid by ministry division
- B No determination required; to be paid by Foundation

DRC

Designations Review Committee - A joint General Assembly Council/Foundation staff group formed to review restricted funds.

BACKGROUND:

The General Assembly Council Executive Committee in its meeting January 9, 2001, approved an allocation of \$3,317,082.00 for space revitalization. The following represents additional capital requests.

1. These are the Capital requests as outlined in the 3-year OIS Technology plan which was approved at the September 2000 council meeting.

Network file servers to replace SS1, SS2, SS3	\$ 200,000.00
Internet application servers	\$ 150,000.00
Upgrade Bethel server (memory & processors)	\$ 10,000.00
Contivity box for GA network connection	\$ 8,000.00
Central backup system	\$ 75,000.00
Intrusion detection server, software	\$ 25,000.00
Internet server for Church, Presbytery, Synod web pages	\$ 30,000.00
TOTAL OIS CAPITAL REQUEST	\$ 498,000.00

2. The following Capital Request were submitted by Property Services.

Exterior Restorations (Limestone & Concrete)	\$ 60,000.00
Replacement Cabinetry (first & second floor)	\$ 12,000.00
Ergonomic Chairs (50 additional positions approved)	\$ 22,000.00
Fastback Book Binding Equipment (Mail/Print Center)	\$ 7,000.00
Enlarge Meeting Room 5601 into an HR Training Room	\$ 55,000.00
Spectrum Series 5 Inserter Machine	\$ 23,000.00
Mezzanine Print Center Renovation	\$ 23,000.00
TOTAL PROPERTY SERVICES CAPITAL REQUEST	\$ 202,000.00

3. The following Capital Request was submitted by Presbyterian Distributions Services.

Presbyterian Distribution Center Renovation	\$ 20,000.00
TOTAL PDS CAPITAL REQUEST	\$ 20,000.00

2000 CAPITAL RESERVE ACTIVITY (SUMMARY AS OF 12/31/00)

	Balance 1/1/00	Adjust	Earnings	Additions	Cancellations/ Adjustments	Additional Requests	Exp 12/31/00	Balance 12/31/00
Investment Acct	7,748,960		337,505	1,404,565			2,269,028	7,222,002
Commitments	765,935			232,014	-95,298	3,500,683	2,251,743	2,151,591
Available After commitments	6,983,025		337,505	1,172,551	95,298	3,500,683	17,285	5,070,411

CAPITAL RESERVE PROJECTION ANALYSIS 2001-2003

	2001	2002	2003
Beginning Balance (1/1)	5,070,411	2,393,329	3,365,329
Additions:			
- Mission Budget	1,110,000	1,110,000	1,110,000
- Earnings	350,000	350,000	350,000
Total Available :	6,530,411	3,853,329	4,825,329
Allocations:			
- Approved	3,317,082		
- Requested	720,000		
- Anticipated	100,000	488,000	
Total Allocations :	4,137,082	488,000	0
Ending Balance (12/31)	2,393,329	3,365,329	4,825,329

CHURCHES RECOMMENDED FOR PARTICIPATION
 IN THE "COME AND SEE GUARANTEE" PROGRAM
 PILOT PERIOD TWO

CHURCH	CITY	MEMBERS	SYNOD
FIRST	NEENAH, WI	964	LAKES AND PRAIRIES
FIRST	BISMARCK, ND	800	LAKES AND PRAIRIES
FIRST	FERGUSON, MO	417	MID AMERICA
UNIVERSITY	FRESNO, CA	452	PACIFIC
SHADLE PARK	SPOKANE, WA	312	ALASKA/NORTHWEST
FIRST	KANKAKEE, IL	140	LINCOLN TRAILS
BETHANY	ROCHESTER, NY	1055	NORTHEAST
WESTMINSTER	AKRON, OH	723	COVENANT
BUNKER HILL	BUNKER HILL WV	146	MID ATLANTIC
FIRST	HICKORY, NC	935	MID ATLANTIC
HIGHLAND PARK	DALLAS, TX	5200	SUN
SECOND	LEXINGTON, KY	1050	LIVING WATERS

CHURCHES RECOMMENDED FOR PARTICIPATION IF NEEDED

UNITED	LARAMIE, WY	278	ROCKY MOUNTAINS
FAITH	CAPE CORAL, FL	1,200	SOUTH ATLANTIC

Final Report on Integrated Stewardship Initiative

Leaders of the General Assembly Council, Presbyterian Foundation, Investment & Loan Program, theological institutions and middle governing bodies propose a renewed vision for financial stewardship programming in the Presbyterian Church (U.S.A.). If approved, the plan calls for the testing of a new staff position, the Stewardship Officer, in a representative group of presbyteries, in partnership with the synods. The plan envisions an integrated pattern of donor and investor support by the General Assembly's agencies in partnership with sessions and middle governing bodies.

I. Introduction

Presbyterians are called to be a redeemed and faithful people. In response to that call, we are asked to order our lives as a grateful response to God's abundant gifts of life, especially the gift of grace in Jesus Christ.

God's gifts are everywhere. The faith we prize, the time we mark, the abilities and aptitudes that we use, the treasures we build are all gifted by God for our enjoyment and use in a needy world. When put to use for the redemption of creation, God's gifts become the means for the completion of mission – God's mission.

The use of God's abundant gifts of life in mission is the practice of stewardship. Although our individual patterns of stewardship are shaped by time, place and circumstance, the employment of God's gifts in mission defines Christians in every time and place. Stewardship is a core spiritual discipline that, when practiced, enhances the individual and community's relationship with God.

Support of an individual's stewardship practice and the strengthening of congregational stewardship emphases are key mission responsibilities for the church's governing bodies. The Bible and our church's tradition say that an effective stewardship program for a Reformed denomination builds on the unity of Christ's body and the connectional nature of the Presbyterian Church (U.S.A.).

So convinced, a group of people drawn from the presbyteries, synods, theological seminaries, General Assembly Council, the Presbyterian Foundation and the Investment & Loan Program studied the services provided by the General Assembly in support of congregation and presbytery stewardship programming. The outcome of that study and discussion is outlined in this document. The vision and proposal offered here, once tested and perfected, should improve the stewardship practices of the Presbyterian Church (U.S.A.).

II. Vision

We believe the General Assembly's support of financial stewardship must focus on:

- education – so that the biblical, theological and mission foundations of stewardship become second nature to all Presbyterians.
- interpretation – so that the full range of the church's mission work is known and understood, and that donors and investors are able to give and invest knowledgeably in Christ's mission.
- relationships – so that in asking, receiving and thanking donors and investors, personal bonds are established and nurtured for the present and future.
- resources – so that stewardship efforts are biblically grounded, Reformed in practice, relevant and creative for church members and leaders, and respectful of the Presbyterian Church (U.S.A.)'s rich diversity in faithfulness.

III. The Recommendation

The General Assembly shall test the integration of financial stewardship services it provides to individuals congregations, sessions and middle governing bodies. It shall do so in consultation and partnership with synods and presbyteries.

The integration, in its first phase, shall test:

- deployment of new field staff, called a Stewardship Officer, in support of financial stewardship in a manner similar to the current development officer staff of the Presbyterian Foundation; and
- coordination of the work of the stewardship officer with the development officers of the Foundation, Development Specialists of the Investment & Loan Program and appropriate middle governing body staff.
- development of selected print and electronic resources generated by General Assembly agencies for the purpose of financial stewardship support.

If phase one is successful, the partners may choose to improve and perfect the design, and introduce it for general use.

Funding for the recommendation shall come from the General Assembly Council, the Presbyterian Foundation, and the Presbyterian Investment and Loan Program. Additional support for phase one shall be sought from foundations and other sources of support for creative non-profit organizations.

IV. The Stewardship Officer *

** Several suggestions were offered as an alternative title to "Stewardship Officer." Because the Integrated Stewardship Initiative Task Force has not met to discuss a possible different title, "stewardship officer" will be used on a temporary basis.*

The position description of a stewardship officer draws upon a successful model used by the Presbyterian Foundation. Like a Foundation development officer, the stewardship officer would be located in a designated territory with a defined set of congregations and presbyteries. In similar fashion, the importance of building relationships with congregation, presbytery and synod leaders must not be understated.

The stewardship officer shall promote awareness of financial stewardship within his or her territory, and support congregation and presbytery initiatives in financial stewardship.

Specifically a stewardship officer shall:

- Create and enhance the atmosphere in congregations that identifies and motivates individual members to make gifts and purchase investments in support of the church's mission
- Create and enhance the financial stewardship activities of sessions and presbyteries, encouraging leadership teams to forward gifts and make investments in support of the church's mission
- Establish linkages to specialty service and product providers within the Presbyterian Church (U.S.A.), as described below.

A stewardship officer, among other items, shall be evaluated for:

- Per member growth in giving and investing within his/her territory
- Per member growth in support of Presbyterian-related mission
- Number and quality of contacts initiated and completed with Presbyterians within the territory on behalf of the financial stewardship emphasis
- Number and quality of educational events initiated and provided at the invitation of church leaders within his/her territory

V. Linked Stewardship Providers

Support of financial stewardship by the Presbyterian Church (U.S.A.) comes from multiple sources. The multiplicity of sources, however necessary, ought not to detract from the unity of Christ's mission. Therefore, this proposal emphasizes developing a seamless network of stewardship providers and integrating the products of those providers into a coherent pattern of service.

In order to create a seamless pattern of service, the stewardship officer is to rely upon and support the following network of primarily Presbyterian providers. He/she is not expected to be a specialist in all areas of financial stewardship.

- Presbytery and synod staff and elected leaders who provide educational, consulting and governance support to the church's financial stewardship emphasis;
- Presbyterian Foundation for support of a wills and bequest emphasis, offering of spiritually responsible mutual funds, annuity products and whole life financial stewardship planning;
- Church Financial Campaign Services for assistance in congregation annual operating budget campaigns, and congregation and governing body capital campaigns and campaign feasibility studies;
- The Investment & Loan Program and middle governing body programs for the sale of qualified investments that build, expand and renovate churches and their mission facilities;
- The Church Loan Program, Investment & Loan Program and middle governing body programs for loans that support a congregation or presbytery's church development strategy;
- The Congregation Ministries Division, a ministry of the General Assembly Council, for the development of stewardship and mission interpretation materials, and the offering of educational events; and
- Other stewardship resources outside the mission program of the Presbyterian Church (U.S.A.).

VI. The Financial Stewardship Team

If this proposal is endorsed by the Presbyterian Foundation and the Investment & Loan Program, and approved by the General Assembly Council, a test of an integrated financial stewardship pattern will start when funding is identified and last for 30 months. An evaluation of the effectiveness of the program will be made at 18 months and at the conclusion of the 30 month trial.

During this testing period, the General Assembly Council will appoint a small group to oversee the project and work with partners in presbyteries and synods. To ensure that the test reflects the denomination's diversity, a variety of governing bodies – some urban, others rural, some with limited membership and others with lots of members – will be invited to work on the project.

In the areas selected for the test, a Financial Stewardship Team will be created to function in partnership with the General Assembly, the stewardship officer, local governing body staff and

Integrated Stewardship Initiative

Page 5

any regional staff of the General Assembly's stewardship emphasis. The search for and call of a stewardship officer will include participation by members of this team. Selection and supervision of stewardship officers will be provided by the "x" with evaluative input from the team. Costs for the Financial Stewardship Team will be shared by local governing bodies and the General Assembly. Costs for the proposed stewardship officers will be borne by the General Assembly, specifically the GAC, the Investment and Loan Program, and the Foundation.

Each team will:

- Create its own mission statement for financial stewardship
- Participate actively in financial stewardship education
- Understand, work with and support session and presbytery stewardship initiatives
- Understand linked stewardship programming, and refer session and presbytery leadership to appropriate Presbyterian providers
- Encourage congregations, sessions and presbyteries to become more comfortable talking about money and its use in Christ's mission
- Assist primary mission providers and governing body leaders as they ASK for mission funding

A typical team will have expertise in the following:

- General financial stewardship and mission funding
- Planned and deferred giving, and wills and bequests
- Investments in the support of mission
- Lending/borrowing
- Theology of stewardship
- Mission involvement
- Techniques of annual and special giving
- Available denominational financial stewardship and mission resources
- Team approaches to church leadership

VI. Estimated Costs

Estimated Costs for Integrated Stewardship Initiative

Cost Categories (annual costs)

Stewardship Officers (4 @ \$110,000)	\$ 440,000
Project Manager	\$ 150,000
Support/Admin	\$ 80,000
Miscellaneous	<u>\$ 50,000</u>
Total	\$ 720,000

Cost Breakdown by Entity

Except for the cost of the Stewardship Officer positions (GAC cost), the costs will be divided on a percentage basis between the GAC, the Foundation, and the Investment and Loan Program. Respectively, the percentage split is 40-40-20. The GAC will bear the full cost of the Stewardship Officers.

	<u>GAC</u>	<u>FDN</u>	<u>ILP</u>
Stewardship Officers	\$ 440,000	\$ -0-	\$ -0-
Project Manager	\$ 60,000	\$ 60,000	\$ 30,000
Support/Admin	\$ 32,000	\$ 32,000	\$ 16,000
Miscellaneous	<u>\$ 20,000</u>	<u>\$ 20,000</u>	<u>\$ 10,000</u>
Total	\$ 552,000	\$112,000	\$56,000

VII. Conclusion

The undersigned offer the above recommendation as a strong word of encouragement to those engaged in the support of financial stewardship in congregations, sessions and middle governing bodies. We pray that our insights and work will enhance the church's ministry, and result in explosive growth in financial stewardship throughout our community of faith. We ask for the

adoption of this proposal and the testing of its concepts in partnership with congregations, presbyteries and synods so that a renewed vision for stewardship might guide the Presbyterian Church (U.S.A.) in the coming years.

Sincerely,

John Detterick

Kathy Lueckert

Don Campbell

Bob Leech

Nancy Strapp

Pierce Buford

Diana Barber

David Dawson

Ken Grant

John Mulder

Background

The following three notes emerged from the group's discussions.

Note 1: The Integrated Stewardship Initiative Team

In our early meetings, we were convened jointly by John Detterick and Larry Carr, leadership of the General Assembly Council and the Presbyterian Foundation. Our meetings were focused from the outset on a single question: "How can the Presbyterian Church (U.S.A.) better support development of financial resources to fulfill the Great Commission?"

Over the months, the following people participated in our conversations:

The General Assembly Council sent Claude Godwin, Sandra Sorem, Don Campbell, Kathy Lueckert and John Detterick

The Presbyterian Foundation offered Jim Henderson, Bob Leech, Nancy Strapp and Pierce Buford

From Presbyteries and Synods came Diana Barber (Synod of Lakes and Prairies) and David Dawson (Presbytery of Shenango)

The Presbyterian Investment & Loan Program sent Ken Grant

John Mulder (Louisville Seminary) came from the denomination's theological institutions

As the final proposal was drafted, the group heard from and was indebted to many people for critiques, questions and suggestions. The voices of those working in seminaries, presbyteries and mission settings were especially helpful.

The Integrated Stewardship Team is thankful for the input and is confident that, in the next phase, other voices will be heard.

Note 2: Our Point of Departure

Knowing that the starting point of a conversation is helpful to an evaluation of its outcome, the Integrated Stewardship Initiative team identified three starting points for its conversation.

1. The Presbyterian Church (U.S.A.) needs to recognize and respond to changing patterns of mission funding that result from changes in:
 - demographics
 - cultural/generational patterns of philanthropic support
 - the real growth in charitable gifts in the United States
 - the role of the church in the lives of prospective donors and investors
 - linkages that reflect the connectional nature of the Presbyterian Church (U.S.A.)
2. Congregations and others have articulated a need for services in support of financial stewardship programs that is not met by the current Presbyterian Church (U.S.A.) service delivery system. In

some cases, support services are available, but not known to or utilized by prospective service users.

3. Gaps in the scope of services in support of financial stewardship available within the Presbyterian Church (U.S.A.), are exacerbated by a lack of coordination between existing resources. Congregations would be better served through an accessible, seamless and comprehensive referral network.

Many of the changes that led to these discussion have been identified and analyzed in the "Comprehensive Mission Funding Strategy Report" approved by the 210th General Assembly (1998). We recommend that the Report be read and studied by those who would like further background on this topic. Our intention in this paper is not to address each subject or recommendation in that report, given our agreement that the prior team did a good job.

Note #3: The "ASK"

Financial stewardship succeeds when the church is in mission and the people know it. Someone has to take responsibility for telling the mission story and then ASKING the faithful to give and/or invest in that story. Nothing in the above proposal takes away the responsibility of ASKING for a gift. That responsibility is still lodged with those engaged in mission and with each person along the trail from the mission site to the pew. In like manner, the above does not take away the responsibility for agents of the Presbyterian Foundation and Investment & Loan Program to offer securities that provide funds for mission.

It is the church's experience that those filled with the Spirit and engaged in mission tell the story and ASK for support with the most urgency. The further removed an individual is from the raw power of the Spirit at work in mission, the less urgent the story can become. That is why the above proposal promotes the development of primary relationships and first-person experience in mission whenever possible.

The above proposal is also designed to provide a fertile environment in which the ASK can be made by people afire with mission. Stewardship officers and territory teams (working with development officers and specialists) support, enhance and serve the primary actors in mission, and each person/leader on the trail from the mission site to the pew.

Responsibility for the ASK, therefore, remains with those in mission, leaders assigned oversight of mission in our governing bodies and the agents of the Presbyterian Foundation and Investment & Loan Program.

PCUSA
Mission Budget Overview

1. The Budget Development Process is the responsibility of the General Assembly Council which it assigns to the Mission Support Services Committee for development and implementation in consultation with the Divisions and Committees of the General Assembly Council.
2. Much of the budget is driven by source of receipts from sources that direct the use of the funds.
3. The budget is to reflect the Mission of the Church as set by GA and the GAC from time to time.
4. Staff should do the basic work to develop the budget.
5. Division Committees should monitor adherence to their budgets and provide input for priority impacts.
6. Final approval rests with GAC and GA.
7. MSS Committee should monitor the development of each year's budget to insure compliance with the budget process and any needed revisions.
8. Budget should include line items for all events and activities which are planned for the year of the budget.

2002 Mission Budget Process												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Time Line	June 2000	June 2000 - Sept. 2000	Sept. 2000	Sept. 2000- Jan. 2001	Oct. 2000- Jan. 2001	Oct. 2000- Jan. 2001	Jan. 2001	Feb. 2001	Feb. 2001- Mar. 2001	June 2001	Jan. 2001 - Dec. 2001	June 2002
Proposes	GAC	SLT, Div. Cmtes., GACx	SLT, Div. Cmtes., GACx	MSS Staff	MSS Staff	MSS Staff	MSS Staff	SLT, Div. Cmtes.	MSS, GACx	GAC	SLT, MSS, Div. Cmtes.	SLT
Ap-proves	GA	GAC	GAC	SLT, Div. Cmtes.	SLT, Div. Cmtes.	SLT	SLT	GAC	GAC	GA		MSS
Action	2001 Approved Budget Adopted	Consider Major Initiatives	Consider Priority Impacts	Cost/ Revenue Analysis for 2002 Adj. Base	2002 Preliminary Budget Approved	MSS Review & Recommendations for 2002 Budget	Review of Actual 2000 Financial Results	2002 Approved Budget	2002 Budget Approved for Recommendation to 2001 G.A.	2002 Approved Budget Adopted	Ongoing Review of Performance against Budget	Review of the Process to insure compliance with and/or revision of Budget Process
Comments		i.e. Integrated Stewardship, Curriculum With price tags w/SLT approval	i.e. Partnerships, Shifts	i.e. + comp +cola +income +Estates				Review 2000 Actual Financial Results	Final Adjustments as needed			

FOR ACTION BY THE GENERAL ASSEMBLY COUNCIL

TITLE:

REPORT OF THE PRESBYTERIAN CHURCH (U.S.A.)
INVESTMENT AND LOAN PROGRAM, INC.

Ben F. McAnally, Chair of the Board

Kenneth G.Y. Grant, President

I. SPECIAL PURPOSE CORPORATION: DELIVERANCE & ORGANIZATIONAL DOCUMENTS

A. RECOMMENDATION

That the General Assembly Council concur with an action of the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc., and approve the adoption of the following Deliverance and Articles of Incorporation; and

Further, that legal counsel and the officers of the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc., in consultation with the Presbyterian Church (U.S.A.), A Corporation, may make changes as may be desired or necessary to meet any additional requirements to effect the contemplated transaction; and

Further, that the General Assembly Council hereby recommends approval of the Deliverance and Articles of Incorporation to the 213th General Assembly (2001).

INFORMATION ONLY _____

ACTION REQUIRED BY:

MSS Committee

Corporate

National Ministries Division Committee

General Assembly Council

General Assembly

B. DELIVERANCE and ORGANIZATIONAL DOCUMENTS

Draft 01/19/01 Approved by the Board of Directors of the
Presbyterian Church (U.S.A.) Investment and Loan Program, Inc.
(NOTE: BOLDED WORDING IS REQUIRED FOR SPECIAL PURPOSE CORPORATION)

Deliverance
for consideration by the 213th General Assembly (2001)
to authorize the formation
of a Special Purpose Corporation

WHEREAS, upon recommendation of the General Assembly Council the General Assembly approved the creation of the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. ("PILP") to raise funds for church development and make those funds available for mission; and

WHEREAS, from time to time the demand for church loan funds exceeds the availability of funds; and

WHEREAS, from time to time, to increase the availability of church loan funds it may be necessary to raise funds through a loan securitization; and

WHEREAS, a necessary step in such a loan securitization process is the creation of a new corporation for the sole purposes of purchasing and accepting the transfer of any such loans from PILP and/or Presbyterian Church (U.S.A.) middle governing body corporations and servicing the transferred loans while simultaneously selling to a financial institution the right to receive the revenues from such purchased loans; and

WHEREAS, the General Assembly Council, to fulfill its responsibility to lead and coordinate the total mission program of the Presbyterian Church (U.S.A.), has received a recommendation from PILP and now recommends the creation of a new corporation to enable PILP and Presbyterian Church (U.S.A.) middle governing body corporations through PILP to increase funds available for church loans, therefore be it

Resolved, That the 213th General Assembly (2001) of the Presbyterian Church (U.S.A.) enact the following:

Establishment of a Corporation and Related Matters

Section 1. (a) *Corporation established*.-There shall be established at the close of business on June 18, 2001 or as soon thereafter as practicable as a separate corporate agency of the General Assembly, a corporation which shall be incorporated under the laws of the Commonwealth of Pennsylvania and shall be known as _____ (the "Corporation"). The Corporation shall be a not for profit, membership corporation and the Presbyterian Church (U.S.A.), A Corporation shall hold the sole membership (which shall be nonvoting) in the Corporation.

(b) *Forms of Articles*.-The articles of incorporation of the Corporation shall be in substantially the form submitted to and approved by the 213th General Assembly (2001), with such changes therein as may be approved by PILP and the General Assembly Council or by an authorized committee of the General Assembly Council. The initial board of directors shall consist of three directors, who shall serve as the board of directors of the Corporation

until another board is chosen under the provisions of Section 2(b) herein below. One director shall be an "Independent Director" as defined in the Articles of Incorporation at Article IX (B).

Section 2. (a) *Corporate charter.* - The articles of incorporation of the Corporation shall provide for its governance and subordination to the General Assembly through the General Assembly Council to substantially the following effect:

The management and disposition of the affairs and property of the Corporation shall be vested in directors, who shall be selected from time to time in such number and manner and for such terms as the General Assembly of the Presbyterian Church (U.S.A.) (the "General Assembly") may determine. All the business and affairs of the said corporation shall be conducted by the directors under and subject to the direction of the General Assembly or the General Assembly Council through PILP so far as such direction shall be lawful and in accordance with the *Constitution of the Presbyterian Church (U.S.A.)* and the laws of the Commonwealth of Pennsylvania and of the United States of America. No material change shall be made in these articles of incorporation without the prior approval of the General Assembly Council.

(b) *Governing board.*-(1) Until further action of the General Assembly or of any officer or agency thereof thereunto duly authorized, the board of directors of the Corporation shall consist of three (3) voting members. The board shall be selected as follows:

(i) Two members shall be nominated by the Personnel/Nominating Committee of the PILP board of directors from the board's membership and elected by the General Assembly Council, for three-year terms. Each person so elected shall be eligible to serve two additional terms, but in no event beyond their term on the PILP board of directors. A person elected to an unexpired term shall be eligible to serve two additional terms, but in no event beyond their unexpired term on the PILP board of directors.

(ii) One member shall be nominated by the General Assembly Council Nominating Committee and elected by the General Assembly Council for a three-year term, and eligible to serve two additional terms. A person elected to an unexpired term shall be eligible to serve two additional terms. This member must meet the requirements of being an Independent Director as defined in the Articles of Incorporation.

(c) *Bylaws.* The by-laws of the Corporation shall state that in making selections and nominations, consideration shall be given to the need for individuals having experience and skill relevant to the purposes and activities of the Corporation. The by-laws will contain a mechanism for coordination of the review and selection of members of the board of directors consistent with this Deliverance and the Articles of Incorporation.

(d) *Executives.* -As provided by G-9.0703 of the *Book of Order*, the board of directors of the Corporation, with the concurrence of the General Assembly Council, shall elect vice-presidents, a treasurer, and a secretary for terms of one year. The office of the president shall be held by the President of PILP. The board of directors may elect other assistant executives. All such appointed and elected executives shall be eligible for reappointment and reelection. The board of directors of the Corporation shall cause the president, who shall be the chief executive officer of the corporation, to be accountable to the board of directors for carrying out its policies and directives. The board of directors shall ensure that the president maintains an appropriate relationship with the PILP board of directors and the General Assembly Council.

(e) *Functions.* - Subject to any inconsistent provision of the Articles of Agreement or the Form of Government of the Presbyterian Church (U.S.A.) and subject to the lawful directions from time to time of the General Assembly, the General Assembly Council, or any agency thereof thereunto duly authorized, the Corporation shall:

- (1) purchase and accept assignment of loans from PILP;
- (2) sell and assign to financial institutions revenue received from the payment of these purchased loans;
- (3) contract with PILP or outside parties for various services, such as, but not limited to, record keeping and servicing of loans, and in so doing, a collaborative relationship shall be maintained with PILP;
- (4) provide accounting and reporting with respect to the foregoing;
- (5) provide to PILP monthly loan delinquency reports and any other financial reports requested by PILP; and
- (6) comply with requirements set forth in the Articles of Incorporation and bylaws.

(f) *Personnel policies.*-The board of directors shall develop position descriptions and personnel procedures for all positions. In so doing, the General Assembly Churchwide Compensation Guidelines and the Personnel Policies for General Assembly Entities and guidelines for Governing Bodies of the Presbyterian Church (U.S.A.), or successors to such documents, shall apply.

(g) *Reporting responsibility.*- The Corporation shall report to the General Assembly Council through PILP.

Recession of Prior
Inconsistent Action

Section 3. All prior enactments inconsistent herewith are hereby rescinded to the extent of such inconsistency.

Other Action

Section 4. The Corporation may take such other or further action as the board of directors of the Corporation (with the approval of the General Assembly Council or any authorized committee thereof) may find to be necessary or desirable to carry into effect the purpose and intent of this Deliverance and related enactments of the General Assembly.

ARTICLES OF INCORPORATION-DOMESTIC NONPROFIT CORPORATION
DSCB:15-5306 (Rev 91)

In compliance with the requirements of 15 Pa.C.S. § 5306 (relating to articles of incorporation), the undersigned, desiring to incorporate a nonprofit corporation, hereby state(s) that:

1. The name of the corporation is: _____

2. The (a) address of this corporation's initial registered office in this Commonwealth or (b) name of its commercial registered office provider and the county of venue is:

(a) 425 Lombard Street	Philadelphia	Pennsylvania	19147
Number and Street	City	State	Zip

(b) c/o: Not Applicable

Name of Commercial Registered Office Provider

County

For a corporation represented by a commercial registered office provider, the county in (b) shall be deemed the county in which the corporation is located for venue and official publication purposes.

3. The corporation is incorporated under the Nonprofit Corporation Law of 1988 for the following purpose or purposes:

A) to be an integrated auxiliary and a part of the Presbyterian Church (U.S.A.) and to facilitate church development, as declared by 213rd General Assembly (2001) of the Presbyterian Church (U.S.A.); (see attached page for additional purposes.)

4. The corporation is one which does not contemplate pecuniary gain or profit, incidental or otherwise.

5. The corporation is organized upon a nonstock basis.

6. (Strike out if inapplicable): ~~The corporation shall have no members.~~

7. (Strike out if inapplicable): ~~The incorporators constitute a majority of the members of the committee authorized to incorporate by the requisite vote required by the organic law of the association for the amendment of such organic law.~~

8. The name and address, including street and number, if any, of each incorporator is:

Name

Address

Lawrence H. Berger

1701 Market Street, Philadelphia, PA 19103-2921

9. The specified effective date, if any, is: _____
month day year hour, if any

10. Additional provisions of the articles, if any, attach an 8 1/2 x 11 sheet.

DSCB-15-5306 (Rev 91)-2

IN TESTIMONY WHEREOF, the incorporator(s) has-(have) signed these Articles of Incorporation this _____ day of _____, 2001.

(Signature)

(Signature)

(Signature)

Attachment 1 to Articles of Incorporation
of

10. Additional provisions of the articles:

A. Add to Item 3: (b) acquire and receive moneys, funds, income, and commercial paper to be held and administered; and (c) contract with Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. ("PILP") or other third parties for the servicing of loans purchased from PILP or other Presbyterian Church (U.S.A.) middle governing body corporations.

B. The Corporation shall exist perpetually.

C. The sole member of the Corporation shall be Presbyterian Church (U.S.A.), A Corporation.

D.(1).The management and disposition of the affairs and property of the Corporation shall be vested in the directors, who shall be selected from time to time in such number and manner and for such terms as the Presbyterian Church (U.S.A.) General Assembly may determine. All the business and affairs of the Corporation shall be conducted by the directors under and subject to the direction of the General Assembly or the General Assembly Council through PILP, so far as such direction shall be lawful and in accordance with the *Constitution of the Presbyterian Church (U.S.A.)* and the laws of the Commonwealth of Pennsylvania and of the United States of America. No material change shall be made in these articles of incorporation without the prior approval of the General Assembly Council.

(2). At all times that the Corporation has outstanding obligations relating to the loans purchased from PILP, the Board of Directors shall include at least one individual who is an Independent Director. As used herein, an "Independent Director" shall be an individual who: (i) is not and has not been employed by PILP or any of its affiliates, as a director, officer, employee, partner, attorney or counsel within the five years immediately prior to such individual's appointment as an Independent Director; (ii) is not affiliated with a significant customer or supplier of PILP or any of its affiliates; (iii) is not affiliated with a company of which PILP or any of its affiliates is a significant customer or supplier; (iv) does not have significant personal services contract(s) with PILP or any of its affiliates; (v) is not affiliated with a tax-exempt entity that receives significant contributions from PILP or any of its affiliates;(vi) does not at any time hold any beneficial or economic interest in the Corporation; and (vii) is not a spouse, parent, sibling or child of any person described in clauses (i) through (vi).

(3). As used in paragraph (2) of this Item 10.D., the following terms shall have the following meanings:

(i) an "affiliate" of a person, or a person "affiliated with," a specified person, shall mean a person that directly, or indirectly through one or more intermediaries, controls, or is controlled by, or is under common control with, the specified person.

(ii) The term "control" (including the terms "controlling," "controlled by" and "under common control with") shall mean the possession, direct or indirect, of the power to

direct or cause the direction of the management and policies of a person, whether through the ownership of voting securities, by contract, or otherwise; provided, however, that a person shall not be deemed to control another person solely because he or she is a director of such other person.

(iii) The term "person" shall mean any individual, partnership, firm, corporation, association, trust, unincorporated organization or other entity, as well as any syndicate or group deemed to be a person pursuant to Section 13 (d)(3) of the Securities Exchange Act of 1934, as amended, as in effect on the date of incorporation of the Corporation.

(iv) A "significant customer of PILP or any of its affiliates" shall mean a customer from which PILP and any of its affiliates collectively in the last fiscal year of PILP received payments in consideration for the products and services of PILP and its affiliates which are in excess of 3% of the consolidated gross revenues of PILP and its affiliates during such fiscal year.

(v) A "significant supplier of PILP or any of its affiliates" shall mean a supplier to which PILP and any of its affiliates collectively in the last fiscal year of PILP made payments in consideration for the supplier's products and services in excess of 3% of the consolidated gross revenues of PILP and its affiliates during such fiscal year.

(vi) PILP or any of its affiliates shall be deemed a "significant customer" of a company if PILP and any of its affiliates collectively were the direct source during such company's last fiscal year of in excess of 5% of the gross revenues which such company received for the sale of its products services during such fiscal year.

(vii) PILP or any of its affiliates shall be deemed a "significant supplier" of a company if PILP and any of its affiliates collectively received in such company's last fiscal year payments from such company in excess of 5% of the gross revenues which such company received such fiscal year for the sale of its products and services.

(viii) A person shall be deemed to have "significant personal services contract(s) with PILP or any of its affiliates: if the fees and other compensation received by the person pursuant to personal services contract(s) with PILP and any of its affiliates exceed or would exceed 5% of his or her gross revenues during the last calendar year.

(ix) A tax-exempt entity shall be deemed to receive significant contributions from PILP or any of its affiliates if such tax-exempt entity received during its last fiscal year contributions from PILP or its affiliates in excess of the lesser of (A) 3% of the consolidated gross revenues of PILP and its affiliates during such fiscal year and (B) 5% of the contributions received by the tax-exempt entity during such fiscal year.

(4). Notwithstanding any other provision of these Articles of Incorporation or any provision of law that otherwise so empowers the Corporation, the Corporation shall not, without the affirmative vote of 100% of the members of the Board of Directors of the Corporation do any of the following:

(i) engage in any business or activity other than those set forth in Item 3;

(ii) incur any indebtedness for borrowed money, or assume or guaranty any indebtedness of any other entity, other than (a) indebtedness evidenced by, or incurred in connection with, any issue of securities, (b) indebtedness not exceeding 1% of the Corporation's total assets at such time on account of incidentals or services supplied or furnished to the Corporation in the ordinary course of its business, and (c) indebtedness to PILP or any affiliate thereof incurred in connection with the acquisition of assets, which indebtedness shall be subordinated to all obligations under the financing agreements.

(iii) dissolve or liquidate, in whole or in part; or consolidate or merge with or into any other entity or convey, transfer or lease its properties and assets substantially as an entirety to any entity, or permit any entity to merge into it or convey, transfer or lease its properties and assets substantially as an entirety to it, unless:

(a) the entity (if other than the Corporation) formed or surviving the consolidation or merger of which acquires the properties and assets of the Corporation is organized and existing under the laws of any State of the United States or the District of Columbia; expressly assumes that due and punctual payment of, and all obligations of the corporation, including those obligations of the Corporation under any financing agreement; and has a Certificate of Incorporation containing provisions substantially identical to the provisions of Item 3, Item 10.D and Item 10.E; and

(b) immediately after giving effect to the transaction, no default or event of default has occurred and is continuing under any indebtedness of the Corporation or any agreement relating to such indebtedness.

(5) Notwithstanding any other provisions of the Certificate of Incorporation or any provision of law that otherwise so empowers the Corporation, the Corporation shall not, for so long as the Corporation is able to pay its debts generally as they become due, and without the affirmative vote of 100% of the members of the Board of Directors of the Corporation, (i) institute proceedings to be adjudicated bankrupt or insolvent, (ii) consent to the institution fo bankruptcy or insolvency proceedings against it, (iii) file a petition seeking or consent to reorganization or relief under any applicable federal or state law relating to bankruptcy, (iv) seek or consent to the appointment of a receiver, liquidator, assignee, trustee, or sequestrator (or other similar official) of the Corporation or a substantial part of its property, (v) make any assignment for the benefit of creditors or admit its inability to pay its debts generally as they become due, or (vi) authorize or take corporate action in furtherance of any such action. If there shall not be, as and to the extent required by this Item 10, an Independent Director then in office and acting as required by this Item 10, a vote on any matter set forth in this paragraph 10.D.(5) shall not be taken unless and until an Independent Director meeting the requirements of this Item 10 shall have been appointed and qualified.

(6) The initial board of directors shall consist of three directors, who shall serve as the board of directors of the Corporation until another board is elected. One director shall be an "Independent Director" as defined in Item 10.D.(2) of these articles of incorporation.

E.(1). All the properties, moneys, and assets of the Corporation are irrevocably dedicated to charitable and religious purposes and shall not inure to the benefit of any private individual.

In the event that the Corporation shall be dissolved or wound up at any time, then all the properties, moneys, and assets of the Corporation shall be transferred exclusively to and become the property of its sole member or such nonprofit funds, foundations or corporations, all the assets of which are irrevocably dedicated to religious and charitable purposes, as are selected and designated by the General Assembly.

(2) The Corporation's assets will not be commingled with those of any direct or ultimate parent of the Corporation or any other person or entity and will hold all of its assets in its own name.

(3) The Corporation will maintain separate corporate records and books of account from those of any subsidiaries, affiliates, or the direct or ultimate parent of the Corporation or any other person or entity.

(4) The Corporation will not transfer any direct or indirect ownership interest of more than 49% interest therein, unless such transfer is conditioned upon the delivery of a non-consolidation opinion acceptable to the parties financing the purchase of loans from PILP.

(5) The Corporation will maintain bank accounts separate from any other person or entity.

(6) The Corporation will maintain separate financial statements, showing its assets and liabilities separate and apart from those of any other person or entity and not to have its assets listed on the financial statement of any other entity.

(7) The Corporation will pay its own liabilities and expenses solely out of its own funds.

(8) The Corporation will observe all corporate and other organizational formalities.

(9) The Corporation will maintain an arm's length relationship with its affiliates and to enter into transactions with affiliates only on a commercially reasonable basis.

(10) The Corporation will pay the salaries of its own employees from its own funds.

(11) The Corporation will maintain a sufficient number of employees or contracted providers in light of its contemplated business operations.

(12) The Corporation will not guarantee or become obligated for the debts of any other entity or person.

(13) The Corporation will not hold out its credit as being available to satisfy the obligations of any person or entity.

(14) The Corporation will not acquire the obligations or securities of its affiliates or members.

(15) The Corporation will not make loans to any other person or entity or buy or hold evidence of indebtedness issued by any other person or entity (other than cash

investment grade securities) or from the parties financing the purchase of loans from PILP.

(16) The Corporation will allocate fairly and reasonably any overhead expenses that are shared with an affiliate, including paying for office space and services performed by an employee of an affiliate.

(17) The Corporation will hold itself out as a separate entity.

(18) The Corporation will correct any known misunderstanding regarding its separate identity.

(19) The Corporation will not identify itself as a division of any other person or entity.

(20) The Corporation will maintain adequate capital in light of its contemplated business purposes.

F. In addition to the fiduciary duties owed to the Corporation by its directors and officers, the directors and officers of the Corporation owe the same fiduciary duties, including the duty of loyalty to the General Assembly of the Presbyterian Church (U.S.A.) and its mission.

C. BACKGROUND

Creation of the new corporation described above will generate new funds from the Investment & Loan Program's financial partners. The process is simple. The Investment & Loan Program originates and assigns a loan to the new corporation. The right to future revenue generated by the loan – but not the loan itself – is sold by the new corporation to a financial partner in return for funds equal to the amount of the loan. These new funds are then used by the Investment & Loan Program to originate new loans for growing congregations.

Why should the Investment & Loan Program pursue additional funds to lend to churches?

Market research indicates that total borrowing needs reported by governing bodies, including sessions, of the Presbyterian Church (U.S.A.) exceeded \$330 million in 2000. Of this total, approximately \$30 million or 9% was met or committed to be met by the General Assembly. Much of the remainder, \$300 million, was met by secular financial institutions, often with terms that were less advantageous to the borrower than terms offered by General Assembly's programs.

The typical denominational loan program meets up to 25% of its member churches' needs. If the Presbyterian Church (U.S.A.) is to reach this target, additional funds must be generated.

Today, the Coordinated Loan Program meets this need by generating funds from three sources:

- endowments given to the General Assembly
- investments in the Investment & Loan Program
- funds provided by financial partners

In the short term, fund provided by financial partners can grow the fastest.

In November of 1997, the Board of Directors of the Investment & Loan Program authorized its officers to enter into business relationships to secure funds from financial partners. Partners, such as the Synods of Mid-America and Lincoln Trails, and commercial banks, were identified and alliances formed. Over the months, millions of dollars have been generated for support of church growth.

The key benefits of November 1997 action were:

- creation of new funds to support church growth
- generation of new income to the bottom line
- reduction in need to generate or request additional capital from the General Assembly Council to meet the Investment & Loan Program's regulatory requirements

Unlike a home mortgage that may be sold outright and all servicing transferred to another lender, these benefits were realized without the sale of loans or the loss of control over the relationship with a borrowing congregation. Presbyterian borrowers continue to be served by the Investment & Loan Program.

Now, PNC Bank is ready to join the partnership. PNC is prepared to participate in a transaction with the Investment & Loan Program that will enable the Program to raise a significant amount of new money while complying with regulatory requirements. A necessary step in this transaction is the creation of a new company, a subsidiary of the Presbyterian Church (U.S.A.), A Corporation. This resolution authorizes just that.

Here are several reasons to do so:

- increase the Investment & Loan Program's ability to meet borrowing demand, a demand that is growing
- generate new revenue and increase future retained earnings
- further reduce the need to seek capital contributions from the General Assembly Council.

As noted above, these benefits will be realized without the sale of loans or the loss of control over the relationship with borrowing congregations. The Investment & Loan Program will continue to serve each borrower! And, the management team of the Investment & Loan Program, working with the General Assembly Council's leadership team, will provide day-by-day oversight of the new corporation.

The Directors and Officers of the Investment & Loan Program urge you to adopt the above recommendation and are ready to work with you to welcome this new, vital source of funding for the growth of the Presbyterian Church (U.S.A.).

IV. APPROVAL OF AMENDMENTS TO THE BY-LAWS

A. RECOMMENDATION

That the General Assembly Council approve the following changes to the bylaws of Presbyterian Church (U.S.A.) Investment and Loan Program, Inc.:

1. **RESOLVED**, that a Section 4.08 of the bylaws be amended to provide for election of committee members and committee chairs by adding the bolded language to read as follows:

“Section 4.08 Executive and Other Committees. The board of directors shall, by resolution adopted by a majority of the directors in office, establish an Executive Committee of not less than five members, one of whom shall be the chair of the board of directors. By like action, the board may establish one or more other committees or "other bodies" as such term is defined in 15 Pa.C.S. §5103(2), each such other committee or body to consist of two or more directors of the corporation. The chair of the board may be, ex officio, a voting member of each such other committee or body except the nominating committee, *and shall nominate the chair of each particular committee or body. The Personnel/Nominating Committee shall nominate the members of the particular committees or bodies for election by the board. Members and chairs shall be elected by the board.* The board may designate one or more directors as alternate members of any committee or body, who may replace any absent or disqualified member at any meeting of the committee or body. In the absence or disqualification of a member, and the alternate or alternates, if any, designated for such member, of any committee or body, the member or members thereof present at any meeting and not disqualified from voting, whether or not the member or members constitute a quorum, may unanimously appoint another director to act at the meeting in the place of any such absent or disqualified member. Each committee or body of the board shall serve at the pleasure of the board. The terms of the chairs of each committee or body of the board shall be limited to not more than three consecutive one-year terms.

The Executive Committee shall have and exercise all of the powers and authority of the board of directors in the management of the business and affairs of the corporation, except that the Executive Committee shall not have any power or authority as to the following:

(1) The submission to members of any action requiring approval of members under the Nonprofit Corporation Law of 1988.

(2) The adoption, amendment or repeal of the bylaws, or the adoption of any amendment of articles or plan of merger, division or consolidation or the approving of the sale, lease or exchange of all or substantially all of the assets of the corporation or of the dissolution of the corporation.

(3) The amendment or repeal of any resolutions of the board.

No committee of the board of directors, other than the Executive Committee, shall pursuant to resolution of the board of directors or otherwise exercise any of the powers or authority vested by these bylaws or the Nonprofit Corporation Law of 1988 in the board of directors as such, but any other committee of the board of directors may make recommendations to the board of directors or Executive Committee concerning the exercise of such powers and authority.

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

Each committee shall keep regular minutes of its proceedings and report such proceedings periodically to the board of directors.

Sections 4.05, 4.06 and 4.07 shall be applicable to committees of the board of directors."

2. **RESOLVED**, that a new Section 4.09 be added to the bylaws of the Corporation to provide for adjunct committee members and read as follows:

"Section 4.09. Adjunct Members of Committees. To ensure that each committee will have individuals with specific skills and expertise in areas crucial to the committee's work, each committee may recommend adjunct committee members ("Adjunct Committee Member"). Only the Audit Committee of the Board should be encouraged to add an Adjunct Committee Member, and then only in the event there is not at least one member of the Audit Committee that is a Certified Public Accountant or has suitable qualifications. The Adjunct Committee Member of the Audit Committee should be a Certified Public Accountant or have suitable qualifications, audit expertise preferred. Nominations for individuals to serve as Adjunct Committee Members shall be received by the Personnel Nominating Committee of the Board and shall be subject to such requirements and procedures as the Board may establish from time to time. The Personnel/Nominating Committee, in turn, shall nominate these individuals for election by the Board. Adjunct Committee Members shall have the power of voice at committee meetings, but shall not have the power to vote and shall not count toward a quorum at committee meetings. Adjunct Committee Members may attend meetings of the Board by invitation, but shall not have vote and will not count toward a quorum at a Board meeting.

Adjunct Committee Members shall be elected for a one-year term, with two additional one-year terms permissible. Terms shall begin at the close of the annual meeting of the Corporation each year."

FURTHER RESOLVED, that the previous Section 4.09 of the bylaws be renumbered to Section 4.10.

Advocacy Committee for Racial Ethnic Concerns

Recommendations to the 213th General Assembly (2001) from the Advocacy Committee for Racial Ethnic Concerns.

1. That the 213th General Assembly (2001) directs the Advocacy Committee for Racial Ethnic Concerns to create a task force to:
 - a) examine the Board of Pensions, the Presbyterian Foundation, the Presbyterian Investment Loans Program, and the Presbyterian Publishing Corporation current racial justice policies and programs in relation to the racial ethnic members of the Presbyterian Church (U.S.A.) and;
 - b) report its findings and recommendations to the 216th General Assembly (2004).

Rationale: In accordance with the General Assembly Council Manual of Operations which directs the Advocacy Committee for Racial Ethnic Concerns "to monitor the implementation of racial justice policies and programs relative to racial ethnic concerns;" and "Through advocacy maintain a strong prophetic witness to the church and for the church on existing and emerging issues of racial ethnic concern," the Churchwide Plan for Equal Employment Opportunity and Affirmative Action (1985), and the Church's long-standing history of commitment to racial and ethnic justice, the Advocacy Committee for Racial Ethnic Concerns seeks to examine the named entities regarding their racial justice programs and to determine compliance with regards to existing church policies.

The scope of the task force shall include, but not be limited to examining the following:

- Affirmative Action Plans
- Recruitment Programs for employees
- Retention/Training Programs
- Recruitment of Board Members
- Purchasing
- Investments (including involvement with Mission Responsibility Through Investment (MRTI)).

2. That the 213th General Assembly (2001) direct the General Assembly Council to create a task force to study (in consultation with the Advocacy Committee for Racial Ethnic Concerns) the disenfranchisement of people of color in the United States electoral system and report its findings and recommendations to the 216th General Assembly (2004).

Rational: The Presbyterian Church has a long history of support for inclusion and justice for all persons. Voting is the foundation of the democratic process of the nation. As the participation in the electoral process is at foundation of our nation, enfranchisement for

all is crucial for all to insure fair and impartial representation. People of color have been disenfranchised through a variety of situations including voting apparatus, voter suppression, and other discriminatory practices, including exclusion of previously incarcerated persons who are not felons, and those who have completed serving their sentences and probationary periods.

3. A Resolution:

Whereas, reparation has been a response to past injustices;

Whereas, it is not possible to right the wrong, but one can deepen the healing;

Whereas, Jewish people have received reparations recently from Swiss banks for the unlawful abduction of property during the Holocaust;

Whereas, Japanese Americans have also been recipients of reparations for being unjustly interned in concentration camps;

Whereas, German corporations have provided reparations for forced labor during World War II,

Whereas, a class action lawsuit is pending for African-Americans seeking reparation for being subjected to chattel slavery;

Whereas, reparation will increasingly become more of an issue for all persons, and will become increasingly divisive, the Church needs to position itself to aid governing bodies and individuals in dialogue and discovery which will result in genuine reconciliation.

THEREFORE, the 213th General Assembly (2001) directs the General Assembly Council to create a task force to study (in consultation with the Advocacy Committee for Racial Ethnic Concerns) reparations for African-Americans, Native Americans and Alaskan Natives, Asian-Americans, Mexicans, Puerto Ricans and others who have experienced significantly disparate treatment and report its findings and recommendations to the 216th General Assembly (2004).

Rational: "People of goodwill have long recognized that eradicating the sin of racism from church and society is a high priority. It cannot be done without sacrifice. Experience has taught us that people cannot leap from centuries of racial polarization into a new vision. It is a long journey that will require discernment, prayer, and worship based action." *Facing Racism: A vision of the beloved community*, 211th General Assembly (1999) Presbyterian Church (U.S.A.).

Enslaved Africans and Native American peoples have never been compensated for the brutal and inhumane treatment received during slavery and are now seeking financial compensation and return of lands through court action. Although we acknowledge that

financial compensation is one approach, we submit that taken alone, it has the potential to seriously divide this Nation. Therefore, we suggest that reparations be more broadly conceived; and that the Church serve as an agent of reconciliation as we seek a reconciliation much deeper than financial compensation..

4. The Advocacy Committee for Racial Ethnic Concerns requests a report by Research Services, working with the Congregational Enhancement staff, on the status of the implementation of the Racial Ethnic and Immigrant Church Growth Strategy. The report should include a presbytery by presbytery analysis.

5. **LODGEMENT**

We request that the General Assembly Council amend its Manual of Operations of The Presbyterian Church (U.S.A.) to reflect the location of the Advocacy Committee for Racial Ethnic Concerns in the office of the Executive Director of the General Assembly Council, and amend all other language relating to the Advocacy Committee for Racial Ethnic Concerns with respect to staffing, accountability and budget.

General Assembly Council
Report to the 213th GA (2001)

I. *Final Responses to Referrals*

A. *Alternate Resolution to Overture 99-39. On Presbytery, Synod, and General Assembly Consultation for Planning Mission Activities and the Use of Restricted Mission Funds—From the 211th General Assembly (1999) (Minutes, 1999, Part I, pp. 34–35, 626–27).*

Response: (Will be available for the Executive Committee meeting)

B. *2000 Referral: 25.086. D. Monitoring Report on the Implementation of General Assembly Policy on Abortion, Recommendation 5. Direct the General Assembly Council to Allocate Funds to Develop a Policy Web Site That is Regularly Updated—From the Advisory Committee on Social Witness Policy (Minutes, 2000, Part I, pp. 34, 265).*

Response: A policy section of the PC(USA) website will be developed as part of the site renovation that is currently under way.

C. *Overture 000-84. On Directing That the Church Financial Campaign Service Make Available to Each New Development Site One Campaign Without Cost—From the Presbytery of Blackhawk (Minutes, 2000, Part I, pp. 26, 470).*

Response: The General Assembly Council appreciates the confidence expressed in the work of Church Financial Campaign Service which lies behind this overture. After consultation with a number of representatives from Middle Governing Bodies, we agreed that a campaign without cost should not be made available to new development sites.

The total cost of a typical campaign directed by a Church Financial Campaign Service consultant averages less than two percent of the total funds raised. Most of our partners among middle governing body staff recognize the importance of the congregation making a significant financial contribution as a positive factor leading to the success of their capital campaign.

Several middle governing body staff persons expressed concern for their congregations who found the “up front” cost of a campaign a deterrent. Those staff also expressed the willingness of their governing body to work with those congregations to make the dollars available and hoped that CFCS would be willing to be work with them toward that end. CFCS has always worked with individual congregations and their presbyteries when the cost of a capital campaign creates an impediment and is more than willing to continue that partnership.

D. *Overture 99-25. On Establishing a Special Committee to Consider the Disorders in Our Church—From the Presbytery of Baltimore (Minutes, 1999, Part I, pp. 60, 607–9).*

Response: The Unity in Diversity conversations that have occurred throughout the church during the past two years have provided an opportunity for Presbyterians to discuss many of the issues raised by this overture. Ninety seven presbyteries have reported activity on the Unity in the Midst of Diversity effort. The Unity in the Midst of Diversity web page has had over 10,000 “hits.” The Unity in Diversity booklet is in its second printing. The theme of the April 2001 Moderator’s Conference will be Unity in the Midst of Diversity. Because of the broad discussion and activity on this topic in the last two years, a special task force or committee is not needed at this time.

E. *Overture 00-88. On Support for New Church Development and Redevelopment—From the Presbytery of San Jose (Minutes, 2000, Part I, pp. 27–28, 474–75).*

Response: Overture 00-88 commended the General Assembly Council for responding to the call of the 211th General Assembly (1999) to support new church development and redevelopment. The overture, further, challenged the General Assembly Council to continue to value both evangelism and social justice and seek means to increase financial support for both. The Commitment to Evangelism has as one of its points the integral relationship between evangelism and social justice. At this time, about 30% of our churches have adopted the Commitment.

Overture 00-88 challenges the GAC to find increased financial support for both evangelism and social justice ministries. This is difficult because all General Assembly programs have experienced a decline in funding over the last few years. The only exceptions to this trend are special programs funded by General Assembly to respond to urgent needs. For example, in the evangelism area the only new funds are earmarked for a special program in racial ethnic and immigrant groups church growth. Other examples of programs receiving new money are Presbyterian Council for Chaplains and Military Personnel, Office of Information Services/Communications, and Curriculum Publishing. When both restricted and unified funds are considered, evangelism and social justice both experienced a decrease in funding in recent years.

Meanwhile the General Assembly Council continues to inform the churches of the importance of funding all the ministries of the Presbyterian Church (U.S.A.). Stewardship materials (such as the Mission Yearbook of Prayer and the bi-annual stewardship magazine) promote the connectional church and urge funding for mission at every level. Mission funding consultations, stewardship training, and other interpretation events carry this same message. The General Assembly Council promotes the work of all six entities in its communications with churches.

II. Referrals in Progress

A. *2000 Referral: 21.184. H. Report of the Special Offerings Task Group, Recommendation 3. Direct the General Assembly Council to Explore and Pursue Technological Tools to Encourage Nontraditional Giving to Broaden the Church's Donor Base for Special Offerings and to Initiate Conversations With Middle Governing Body Partners and Congregations Concerning Development of Direct Marketing and Mailing Protocols—From the Special Offerings Task Group (Minutes, 2000, Part I, pp. 66, 181).*

Response: Projected final response: 214th General Assembly (2002). An appropriate response to this referral requires extensive consultation with representatives of congregations, presbyteries and synods.

B. *Commissioners' Resolution 00-11. Concerning General Assembly Policies and Actions Related to Women (Minutes, 2000, Part I, pp. 65, 493-94).*

Response: Projected final response: 214th GA (2002). Comment: Research has begun concerning policies and actions related to women. A summary will be prepared and posted on the PC(USA) website. An evaluation will be presented to the 214th GA (2002).

C. *Overture 00-68. On Conducting a Study Regarding Responsibilities and Projected Funding Levels for the Presbyterian Council for Chaplains and Military Personnel—From the Presbytery of Southeastern Illinois (Minutes, 2000, Part I, pp. 64, 452-54).*

Response: Projected final response: 214th General Assembly (2001). A task force of representatives from the Presbyterian Council for Chaplains and Military Personnel (PCCMP), the Office of the General Assembly, and the General Assembly Council (GAC) have drafted a covenant agreement between the PCCMP and the GAC. The GAC will consider this covenant agreement in June 2001. The PCCMP will consider the covenant in November 2001 at its annual meeting. The covenant agreement addresses responsibilities, funding levels, and the source of funding for the PCCMP.

D. *Overture 00-78. On Funding the Presbyterian Council for Chaplains and Military Personnel from the Per Capita Budget—From the Presbytery of Northumberland (Minutes, 2000, Part I, pp. 64, 463-64)*

Response: See comment on referral in progress for Overture 00-68.

E. *Overture 99-64. On the Negative Effects of Stereotyping and Hate Crime Based on Sexual Orientation—From the Presbytery of the Western Reserve (Minutes, 1999, Part I, pp. 79, 661-63).*

Response: Projected final response: 214th General Assembly (2002). The General Assembly Council is considering the best approach to answer the concerns raised by this overture.

F. *1999 Referral: Alternate Resolution to 20.139-142.a. Recommendation to Refer to the Executive Director of the General Assembly Council the Responsibility for Developing a Case Statement, Conducting a Feasibility Study, and Implementing a Funding Plan for Mission Personnel, New Church Development and Redevelopment, and Racial Ethnic and Immigrant Church Development Based Upon the Results of the Feasibility Study and to Present a Progress Report to the 212th General Assembly (2000) and All Succeeding General Assemblies Until the Plan's Implementation Is Completed—From the 211th General Assembly (1999) (Minutes, 1999, Part I, pp. 34, 192-93).*

Response: Projected final response: Implementation plan will be presented to the 214th Assembly (2002). General Assembly Council has retained professional assistance to develop the case statements and conduct the feasibility studies for the possible funds development campaigns. Substantial progress on the feasibility study will be completed by September 2001.

III. Recommendations

A. The General Assembly Council recommends that the 213th General Assembly (2001) confirm the following individuals as members of the Board of Directors of the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc.

Nominated by the General Assembly Council Nominating Committee:

Katherine (Kaye) Hirt Eggleston

Class of 2003 (GAC)

(More names to be added following action of the GAC at its February meeting)

Background

The above listed individuals were elected to the Board of Directors of the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. by the General Assembly Council during its meetings of September, 2000 and February, 2001.

IV. Reports

A. *Report of the General Assembly Council on Current Task Forces, Work Groups, and Ad*

Hoc Committees

As instructed by the 204th General Assembly (1992), the General Assembly Council presents to the General Assembly annually, the work of all task forces, work groups, ad hoc committees, and similar bodies established by the General Assembly Council, its divisions, or other assembly entities. (*Minutes*, 1992, Part I, pp. 144, 147, 277-278.)

All Ministries Divisions and the Executive Director's Office were requested to disclose information on how many task forces, work groups, ad hoc committees, and similar bodies were currently at work in their entity. Of the entities responding, 62 such groups are currently operating. 44 of the groups were reported as having ongoing responsibilities. The other 18 groups have set completion dates with a written report expected by the entity, the General Assembly Council, or the General Assembly itself. Whenever it is possible, the General Assembly Council assigns tasks to an existing part of its structure. All persons serving on a board, committee, task force, or work group with an expected life of more than two years are selected through the General Assembly Nominating Committee process.

1. *Congregational Ministries Division*

a. *Christian Education and Leader Development Program Area*

Ongoing responsibilities: Ghost Ranch /Plaza Resolana Governing Board, Stony Point Center Governing Board

b. *Theology Worship and Discipleship Program Area*

Ongoing responsibilities: Reformed Liturgy and Music Editorial Board, Spiritual Formation Initiative Project Team.

c. *Congregational Ministries Publishing Program Area*

On going responsibility: Curriculum Publishing Advisory Group

d. *Director's Office*

Ongoing responsibility: Committee on Theological Education

2. *National Ministries Division*

a. *Churchwide Personnel Services Program Area*

(1) Educator Certification Council Report to NMD and GAC and workgroup dismissed - February, 2001

(2) Workgroup on Entrance into Pastoral Ministry: GA (2001)

(3) Workgroup to Explore Ordination of Certified Educators - GA (2002)

(4) Ongoing responsibilities: Presbyterian Interim Ministry Certification Board, Educator Certification Council.

b. *Evangelism and Church Development Program Area*

- (1) Middle Eastern Ministries in the U.S.A. Advisory Committee:
Completion Date – year end 2003
- (2) Church Growth Strategy Implementation Team: Completion Date –
Summer, 2002
- (3) Design Team -Gathering of Presbytery Small Church Leaders:
Completion Date -- February, 2001
- (4) Small Church Celebration Design Team - Summer, 2002
- (5) Study Group Re: OV 99-8 Farm Crisis - GA (2002)
- (6) On-going responsibilities: Mission Development Resources Committee,
Small Church Network Team, National Middle Eastern Presbyterian Caucus, Rural Ministry
Advisory Committee, Cooperative Media Campaign Advisory Group, Redevelopment Network
Steering Committee, Redevelopment Conference Planning Team, Portuguese Language
Coordinating Committee, South Asian/Pakistani Advisory Committee, African Immigrant
Pastor/Spouse Association, Design Team - Multicultural Conference, Advisory Committee for
Evangelism, Advisory Committee for Church Growth Centers

c. *Higher Education Program Area*

- (1) Overture 98-63 Response Team - June, 2001
- (2) Overture 00-71 Implementation Committee - June, 2002
- (3) Ongoing responsibilities: Ghost Ranch Higher Education Conference
Planning Team, Financial Aid for Studies Reading Teams, Bible Grant/Higher Education Awards

d. *Racial Ethnic Ministries Program Area*

- (1) Native American Ministries Task Force: 2002
- (2) Coordinating Committee for Korean American Presbyteries: to be
evaluated in 2002
- (3) Taiwanese Hymnbook - 2001
- (4) Taiwanese Book of Common Worship - 2001
- (5) Taiwanese Book of Order Translation - 2001 (updates are ongoing)

e. *Women's Ministries Program Area*

Ongoing Responsibilities: Presbyterian Women Churchwide Coordinating
Committee, Coordinating Committee of the National Network of Presbyterian College Women

3. *Worldwide Ministries Division*

a. *Global Service and Witness Program Area*

Ongoing responsibilities: Presbyterian Hunger Program Advisory
Committee, Committee on International Evangelism, US Jinishian Advisory Committee,

Presbyterian Disaster Assistance Advisory Committee, Self Development of People Committee, Creative Investment Task Force.

b. *Ecumenical Partnerships Program Area*

Ongoing responsibilities: Advisory Committee on Ecumenical and Interfaith Relations, Committee on Ecumenical Relations, Presbytery and Synod International Partnership Advisory Committee, Iranian Ministry Planning Group, Northern Ireland Working Committee, Czech Working Group, Border Ministries Council, Joint Mission Commission.

c. *People in Mutual Mission Program Area*

Volunteers in Shared Ministry Compensation Review Task Force – Final version of Mission Personnel Manual to be submitted in February 2001.

4. *General Assembly Council*

Ongoing responsibilities: Executive Committee, Audit Committee, Cooperative Committee on Partnership Funds

5. *Executive Director's Office*

a. *Advisory Committee on Social Witness Policy*

- (1) Task Force on Domestic Violence: Report to 213th GA (2001)
- (2) Task Force on Changing Families: Completion Date - September 2001

b. *Communications*

Ongoing responsibility: Advisory Committee on the News

B. *Affirmative Action and Equal Employment Opportunity Annual Report of Progress*
(See Attached Appendix)

C. *Report of the Bicentennial Fund Accountability Committee*
(To be inserted following the February GAC meeting)

V. *Recommendations Pertaining to Budgetary and*

Financial Concerns of the Church

(This section will be available at the 45-day deadline granted by OGA due to year-end closing and figure gathering)

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT OF PROGRESS

Introduction

Out of the various "calls" to mission, justice, equality, affirmation, love, hope, and charity, the partnership of congregations and governing bodies works to achieve the goals of equal employment opportunity and affirmative action.

Our Goals

As outlined in the Churchwide Plan for Affirmative Action and Equal Employment Opportunity, approved by the General Assembly in 1985, the church has "accepted the EEO goals of 40% women and 20% racial ethnic as established by the General Assembly Council and the intent to apply them in both exempt and non-exempt staff for each unit (divisions) and for all units (divisions) together."

How the Information is Reported

Entities of the General Assembly are reported separately as well as jointly. There are ten reporting categories:

- General Assembly Council (PCUSA);
- Office of the General Assembly (OGA);
- Presbyterian Church (USA) Board of Pensions (BOP);
- Presbyterian Church (USA) Foundation (Foundation);
- Presbyterian Publishing Corporation (PPC);
- Presbyterian Investment & Loan Program (PILP);
- synods;
- presbyteries;
- theological institutions; and
- Conference Centers including Ghost Ranch, Plaza Resalano, and Stony Point

Our Results

All reporting entities met the 40% goal for women. The Presbyterian Center, Office of the General Assembly, The Board of Pensions, Conference Centers, and Synods met the 20% goal for racial ethnic persons.

2000 Workforce Analysis

EEO / AA

		Exempt						Non-Exempt						Grand Total	Grand %
		Male		Female		Total Exempt		Male		Female		Total Non-Exempt			
		Total	Total %	Total	Total %	Total	Total %	Total	Total %	Total	Total %	Total	Total %		
GAC	Caucasian	107	20%	135	25%	242	44%	20	4%	137	25%	157	29%	399	73%
	African American	13	2%	27	5%	40	7%	6	1%	59	11%	65	12%	105	19%
	Hispanic	2	0%	6	1%	8	1%	2	0%	10	2%	12	2%	20	4%
	Asian	6	1%	5	1%	11	2%	1	0%	8	1%	9	2%	20	4%
	Native American	0	0%	3	1%	3	1%	0	0%	0	0%	0	0%	3	1%
	Totals		128	23%	176	32%	304	56%	29	5%	214	39%	243	44%	547
Total Racial Ethnic		21	4%	41	7%	62	11%	9	2%	77	14%	86	16%	148	27%
OGA	Caucasian	19	28%	15	22%	34	50%	4	6%	16	24%	20	29%	54	79%
	African American	1	1%	2	3%	3	4%	0	0%	8	12%	8	12%	11	16%
	Hispanic	0	0%	1	1%	1	1%	0	0%	0	0%	0	0%	1	1%
	Asian	1	1%	1	1%	2	3%	0	0%	0	0%	0	0%	2	3%
	Native American	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Totals		21	31%	19	28%	40	59%	4	6%	24	35%	28	41%	68
Total Racial Ethnic		2	3%	4	6%	6	9%	0	0%	8	12%	8	12%	14	21%
PPC	Caucasian	17	31%	22	40%	39	71%	0	0%	6	11%	6	11%	45	82%
	African American	2	4%	4	7%	6	11%	0	0%	3	5%	3	5%	9	16%
	Hispanic	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Asian	0	0%	1	2%	1	2%	0	0%	0	0%	0	0%	1	2%
	Native American	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Totals		19	35%	27	49%	46	84%	0	0%	9	16%	9	16%	55
Total Racial Ethnic		2	4%	5	9%	7	13%	0	0%	3	5%	3	5%	10	18%
PILP	Caucasian	4	31%	3	23%	7	54%	0	0%	5	38%	5	38%	12	92%
	African American	0	0%	0	0%	0	0%	0	0%	1	8%	1	8%	1	8%
	Hispanic	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Asian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Native American	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Totals		4	31%	3	23%	7	54%	0	0%	6	46%	6	46%	13
Total Racial Ethnic		0	0%	0	0%	0	0%	0	0%	1	8%	1	8%	1	8%
CONFERENCE CENTERS	Caucasian	9	8%	9	8%	18	16%	12	11%	25	22%	37	33%	55	49%
	African American	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Hispanic	2	2%	8	7%	10	9%	11	10%	32	28%	43	38%	53	47%
	Asian	0	0%	0	0%	0	0%	2	2%	3	3%	5	4%	5	4%
	Native American	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Totals		11	10%	17	15%	28	25%	25	22%	60	53%	85	75%	113
Total Racial Ethnic		2	2%	8	7%	10	9%	13	12%	35	31%	48	42%	58	51%
SYNODS	Caucasian	32	13%	31	18%	63	36%	14	3%	56	32%	70	40%	133	76%
	African American	7	3%	7	4%	14	8%	3	2%	6	3%	9	5%	23	13%
	Hispanic	2	1%	3	2%	5	3%	0	0%	6	3%	6	3%	11	6%
	Asian	1	1%	1	1%	2	1%	0	0%	2	1%	2	1%	4	2%
	Native American	1	1%	1	1%	2	1%	0	0%	2	1%	2	1%	4	2%
	Totals		43	25%	43	25%	86	49%	17	10%	72	41%	89	51%	175
Total Racial Ethnic		11	6%	12	7%	23	13%	3	2%	16	9%	19	11%	42	24%

Note: Figures representative of data received as of 12/31/00.

2000 Workforce Analysis

EEO / AA

		Exempt					Non-Exempt					Total Non-Exempt	Grand Total	Grand %	
		Male		Female		Total Exempt		Male		Female					
		Total	Total %	Total	Total %	Total	Total %	Total	Total %	Total	Total %	Total	Total %		
PRESBYTERIES	Caucasian	273	27%	255	26%	528	53%	43	4%	263	26%	306	31%	334	33%
	African American	21	2%	13	1%	34	3%	11	1%	53	5%	64	6%	98	10%
	Hispanic	10	1%	6	1%	16	2%	9	1%	10	1%	19	2%	35	4%
	Asian	9	1%	2	0%	11	1%	4	0%	3	0%	7	1%	18	2%
	Native American	4	0%	2	0%	6	1%	2	0%	6	1%	8	1%	14	1%
	Totals		317	32%	278	28%	595	60%	69	7%	335	34%	404	40%	999
Total Racial Ethnic		44	4%	23	2%	67	7%	26	3%	72	7%	98	10%	165	17%
THEOLOGICAL INSTITUTIONS	Caucasian	197	23%	144	20%	341	48%	73	10%	168	24%	241	34%	382	32%
	African American	13	2%	6	1%	19	3%	27	4%	29	4%	56	8%	75	11%
	Hispanic	9	1%	3	0%	12	2%	18	3%	7	1%	25	4%	37	5%
	Asian	5	1%	4	1%	10	1%	1	0%	5	1%	6	1%	15	2%
	Native American	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%	1	0%
	Totals		226	32%	157	22%	383	54%	119	17%	209	29%	328	46%	711
Total Racial Ethnic		29	4%	13	2%	42	6%	46	6%	41	6%	87	12%	129	18%
FOUNDATION	Caucasian	32	22%	40	23%	72	50%	3	2%	42	29%	45	31%	117	81%
	African American	4	3%	4	3%	8	6%	2	1%	10	7%	12	8%	20	14%
	Hispanic	0	0%	1	1%	1	1%	0	0%	3	2%	3	2%	4	3%
	Asian	1	1%	0	0%	1	1%	0	0%	2	1%	2	1%	3	2%
	Native American	0	0%	1	1%	1	1%	0	0%	0	0%	0	0%	1	1%
	Totals		37	26%	46	32%	83	57%	5	3%	57	39%	62	43%	145
Total Racial Ethnic		5	3%	6	4%	11	8%	2	1%	15	10%	17	12%	28	19%
BOARD OF PENSIONS	Caucasian	45	19%	33	14%	78	34%	9	4%	49	21%	58	25%	136	59%
	African American	3	1%	16	7%	19	8%	6	3%	56	24%	62	27%	81	35%
	Hispanic	2	1%	1	0%	3	1%	0	0%	3	1%	3	1%	6	3%
	Asian	3	1%	1	0%	4	2%	2	1%	1	0%	3	1%	7	3%
	Native American	0	0%	1	0%	1	0%	0	0%	0	0%	0	0%	1	0%
	Totals		53	23%	52	23%	105	45%	17	7%	109	47%	126	55%	231
Total Racial Ethnic		8	3%	19	8%	27	12%	8	3%	60	26%	68	29%	95	41%