MINUTES
COMMITTEE ON THE OFFICE OF THE GENERAL ASSEMBLY
JOINT MEETING WITH
PRESBYTERIAN MISSION AGENCY EXECUTIVE COMMITTEE
February 3, 2016
The Brown Hotel
Louisville, KY

Wednesday February 3, 2016
The joint meeting of the Committee on the Office of the General Assembly (COGA) and Presbyterian Mission Agency (PMA) Board Executive Committee was convened by Marilyn Gamm at 1:00 p.m. on Wednesday February 3, 2016 in the Gallery Ballroom at the Brown Hotel in Louisville, KY.

WELCOME & CALL TO ORDER

Roll Call
The following persons present for all or part of the meeting were:

COGA Members:
Margaret Elliott, Moderator
Jim Wilson, Vice Moderator
Leah Johnson
Wilson Kennedy
Eileen Lindner
Carol McDonald
Gradye Parsons, Ex-Officio
Virginia Rainey
Vincent Thomas
Heath Rada
Alejandra Spir-Haddad
Marcia Mount Shoop
Larissa Kwong Abazia

PMA Board Executive Committee Members:
Marsha Zell Anson
James Ephraim, Jr.
Marilyn Gamm
Chad Herring
Melinda Lawrence Sanders
Nancy Ramsay
Josephene Stewart
Tony De La Rosa
David Shinn

Excused:

OGA Staff:
Tom Hay
Joyce Lieberman
Toya Richards
Angie Stevens
Sue Krummel
Cora Brown
The opening worship was led by Marilynn Gamm.

Gradye Parsons brought greetings to the joint session on behalf of the Office of the General Assembly.

Tony De La Rosa brought greetings to the joint session on behalf of the Presbyterian Mission Agency.

The joint session of COGA and the PMA Board Executive Committee heard from John Wood, who provided an overview of the Per Capita Budget, including financial performance from 2015, changes in budget planning for 2016, and projected budget for 2017-18.

He identified that Per Capita cannot fulfill the financial needs of the organization. The proposed Per Capita Budget reflects this forecasting, which includes an emphasis on additional fundraising and an increase in the Per Capita rate for 2017-18.

Beginning in 2016, the use of reserved funds will be included in the management of operational expenses.

John presented the following recommendations for approval by COGA and PMA Board Executive Committee to be referred to the 222nd General Assembly (2016).

- Revised 2016 Per Capita Expense Budget totaling $12,434,777.
- 2017 Per Capita expense budget totaling $12,647,185 and the 2018 Per Capita budget totaling $12,738,784.
- Approval of an amount of $1,365,540 be designated from the 2017 Per Capita Budget for the 223rd General Assembly in 2018
- Approval of the designated budget expenditures of $1,830,588 for 2017 and $2,071,838 for 2018.

The joint meeting of the Committee on the Office of the General Assembly and the Presbyterian Mission Agency Board Executive Committee -

**VOTED** to approve the proposed recommendations to be referred to the 222nd General Assembly (2016).

The joint session of COGA and the PMA Board Executive Committee heard from Gradye Parsons, who shared a suggestion to the joint session for COGA and the PMA Board create a comment in response to the items of business being presented to the 222nd General Assembly (2016) that call for a merger of the Office of the General Assembly (OGA) and PMA. Two of those items of business suggest that a committee be formed to explore the possibility of a merger between the two agencies.

**REVIEW PROPOSED BUSINESS TO THE 222ND GENERAL ASSEMBLY (2016)**
Gradye is concerned that the recommended number of participants is too small, laying a significant burden on one individual who is representing COGA and the PMA Board. He suggested that COGA and the PMA Board comment committees create a joint comment requesting that the General Assembly consider increasing the number of representatives from each board.

Tom Hay reviewed the response to a referral from the 221st General Assembly (2016). Staff from OGA and PMA developed a policy on how the PC(USA) works with hotels, being sensitive to the rights of hotel workers when planning events. The intention of the policy is to trust the judgment of meeting planners in their efforts to determine the feasibility of honoring the policy in some circumstances. For example, the state of Kentucky does not have any hotels that have established hotel worker organizations. This would not preclude Louisville from hosting meeting and events. The meeting planner will have some flexibility to do what is best for the church in those scenarios.

A motion was heard and seconded.

The joint meeting of the Committee on the Office of the General Assembly and the Presbyterian Mission Agency Board Executive Committee -

VOTED to approve the proposed policy regarding hotel workers’ rights, as presented.

The joint meeting of COGA and the PMA Board Executive Committee heard from David Gambrell, who provided an overview of the purpose and history of the Directories for Worship. Certain challenges and opportunities have emerged, which prompted revisions beginning in 2004. The Office of Theology and Worship submitted a first draft of the proposed Directory for Worship to the 221st General Assembly (2014), requesting further study and revision. Upon approval by the 221st General Assembly (2014), studies and revisions were conducted to prepare a new draft of the Directory for Worship for referral to the 222nd General Assembly (2016).

The study included an invitation to comment and provide feedback on the draft in several forms, including social media. Comments were received requesting that the size of the Directory for Worship be reduced by 1/3, making it much easier to follow and utilize according to current needs by congregations, mid councils and other bodies.

David Gambrell and those who have been part of this project were commended for the dedication and hard work it has taken to complete the new version of the proposed Directory for Worship.

Margaret Elliot shared an overview of the discussions that will take place at the upcoming COGA meeting. Most of the meeting will involve planning for the 222nd General Assembly (2016), including a conversation with the Committee on Local Arrangements (COLA) to get an update on their preparations for the General Assembly.

Marilyn Gamm reviewed the planned discussions at the upcoming PMA Board meeting, with will include a presentation of the proposed Interim
Mission Work Plan for 2017-2018 and an update from the PMA Executive Director search committee. Grace Presbytery will provide a presentation to the PMA Board. The presbytery has recently committed to donate $2.8 million to the Presbyterian Mission Agency. A new fundraising initiative within the PMA, “Pillars of the Church,” will also be presented.

Begin looking at the PMA Board’s responsibility

Margaret Elliott moved for the joint session of COGA and the PMA Board Executive Committee to convene in joint session to discuss personnel and legal matters.

Having no further business, the joint meeting of the COGA and PMA Board Executive Committee adjourned at 1:30 p.m.

Respectfully submitted,

Angela Stevens
Recorder
Wednesday February 3, 2016
The Committee on the Office of the General Assembly (COGA) meeting was convened at 2:45 p.m. on Wednesday, February 3, 2016 in Broadway A conference at The Brown Hotel in Louisville, Kentucky.

Roll Call
The following persons present for all or part of the meeting were:

COGA Members:
Margaret Elliott, Moderator
Jim Wilson, Vice Moderator
Barbara Gaddis
Lemuel Garcia-Arroyo
Leah Johnson
Wilson Kennedy
Eileen Lindner
Carol McDonald
Gradye Parsons, Ex-Officio
Virginia Rainey
Vincent Thomas
Heath Rada
Alejandra Spir-Haddad
Marcia Mount Shoop
Larissa Kwong Abazia
Leon Lovell-Martin

Excused:

OGA Staff:
Joyce Lieberman
Kerry Rice
Thomas Hay
Sue Krummel
Toya Richards Jackson
Angie Stevens
Robina Winbush
Deb Davies
Andrew Yeager-Buckley

The Committee on the Office of the General Assembly participated in opening worship, led by COGA vice-moderator, Jim Wilson. Meeting participants also shared joys and concerns.
The Committee on the Office of the General Assembly reviewed the proposed meeting agenda. Minor adjustments were made to the schedule to accommodate timing of other presentations to the PMA Board.

The Committee on the Office of the General Assembly -

VOTED to approve the proposed agenda with changes.

The Committee on the Office of the General Assembly heard from COGA Moderator, Margaret Elliot, who provided a summary of her work since the committee last met in October 2015. She met with the Office of the General Assembly (OGA) Review Committee in October, 2015, to discuss OGA’s work over the course of the past six years. She recalled that the committee was impressed by the dedication of OGA staff. In January 2016, Margaret participated in the meeting of PC(USA) agency chairs and executives. She was grateful for the rich conversation and opportunity to connect with other agency chairs.

On behalf of the COGA Nominating Committee, Virginia Rainey announced the nominees for COGA moderator and vice-moderator for the 2016-2018 term: Barbara Gaddis for moderator and Wilson Kennedy for vice-moderator. Election of the nominees will take place on Friday February 5, 2016.

The Committee on the Office of the General Assembly convened in closed session to discuss personnel matters. The following OGA staff members were invited to stay for the closed session: Tom Hay, Sue Krummel, Beth Hessel, Joyce Lieberman, Kerry Rice, Robina Winbush, Toya Richards and Angela Stevens.

The Committee on the Office of the General Assembly heard from Moderator of the 221st General Assembly (2014), Heath Rada, who provided an overview of his work and travel. The NEXT church and Covenant fellowship have been very responsive to the current conversations taking place in the wider church. He has scheduled listening sessions in New York, Atlanta, Iowa, San Diego, and Princeton, NJ. Each listening conversation will have a different focus including, African-American leaders, theological institutions, and rural congregations. He will develop a Moderator’s report to the denomination, which will be presented at the 222nd General Assembly (2014).

Another focus of his work has been on the denomination’s relationship with our Jewish interfaith partners. A webinar will be held to continue the conversation to determine ways to work on our relationship.

The Moderator has traveled to many congregations and presbyteries and has been humbled by the high regard that is held for the role of the Moderator of the General Assembly. He also traveled to Taiwan and China in November 2015.

Heath has been invited to travel to Hungary with a delegation to visit and determine how to what the denomination can do to support the efforts for Syrian refugees.

The Moderator made the following recommendations to COGA as he
approaches the end of his term.

- Encourage people to stand for Moderator of the General Assembly
- COGA consider the possibility of organizing a former Moderator’s board.
- Think of ways of communicating that we are a reforming body.
- Feel free to make mistakes and take risks.
- Find ways to reach out to help raise funds.
- Communicate who we are to the world, not just the church.
- Strategic church wide plan for spiritual guidance and growth.
- Theological foundations and polity of the church needs to be communicated in a way to connect with the laity.

The Committee on the Office of the General Assembly adjourned at 6:15 p.m. and gathered for dinner and fellowship at Marketplace restaurant. Virginia Rainey led the evening prayer and blessing of the meal.

The Committee on the Office of the General Assembly recessed for the night at 9:00 p.m.

**Thursday February 4, 2016**

The Committee on the Office of the General Assembly was reconvened by Margaret Elliott at 8:35 a.m. in Conference Room A/B at the Presbyterian Center in Louisville, Kentucky. Leah Johnson led the morning prayer.

Vice-Moderator of the General Assembly, Larissa Kwong Abazia, provided a report on her work since her last visit with COGA in March 2015. She reflected on her journey since her breast cancer diagnosis and treatment in early 2015, noting how touched she has been by the prayers that have been lifted up, as well as the conversations she has had with other cancer survivors. She has been deemed cancer-free and is completing the final steps in her treatment.

Larissa was part of the planning team for the Church Wide Conversation on Race, Ethnicity, Racism and Ethnocentrism, which took place in November 2015. The conference included 50 participants. The key speakers included the Rev. Dr. Eric Barreto and Dr. Jennifer Harvey.

The time she has spent visiting congregations and other events has shown her the overwhelming hope that resonates throughout the denomination. She hopes that, as a church, we can find more ways to show who we are. There is more than one way to be the church.

The Committee on the Office of the General Assembly heard from COGA Moderator, Margaret Elliott, who called the committee in to closed session. Once moved and seconded, the COGA meeting proceeded in closed session to include the follow staff members: Gradye Parsons, Cora Brown, Robina Winbush, Toya Richards, Tom Hay, Beth Hessel, Kerry Rice, Joyce Lieberman, Deborah Coe, Angie Andriot, Perry Chang.
The Committee on the Office of the General Assembly heard from Tom Hay, who provided an overview of the 222nd General Assembly (2016).

There will be 594 commissioners and 194 Advisory Delegates

Tom Hay provided an updated list of the committees for the 222nd General Assembly (2016). There will 13 committees, including Bills and Overtures:

1. Business Referral
2. Bills and Overtures
3. GA Procedures
4. The Way Forward
5. Mid Councils
6. Church Polity/Ordered Ministry
7. Ecumenical and Interfaith Relations
8. Middle East Issues
9. Immigration and Environmental Issues
10. Mission Coordination
11. Social Justice Issues
12. Peacemaking and International Issues
13. Board of Pensions, Presbyterian Investment & Loan Program, Presbyterian Publishing Corporation, and the Presbyterian Foundation
14. Theological and Church Growth Issues and Institutions

Tom reviewed the proposed agenda for the 222nd General Assembly (2016), which will include Riverside Conversations and a vote to add the Belhar Confession to Book of Confessions. Events to acknowledge and celebrate Gradye Parsons’ service to the church as he retires as Stated Clerk of the General Assembly have also been planned.

COGA Members should plan to arrive in time to participate in the Stated Clerk’s reception on Friday June 17, 2016. COGA members will stay at the Doubletree Hotel, which is 2 blocks from the convention center. It is an easy walk/ride to the convention center.

Tom Hay requests the Committee on the Office of the General Assembly approve the following Standing Rule change for referral to the 222nd General Assembly (2016):

Recommendation - Add new item to Standing Rule B.5. with B.5.b. to be titled “Assembly Committee Moderators” with the following text:

“When the moderator of an assembly committee is not a commissioner to the current assembly (Standing Rule C.1.c.), they shall have voice and vote in committee and voice in plenary on business from their committee.”

The subsequent items shall be renumbered in sequence after item B.5.b., beginning with B.5.c. “Ecumenical Representatives.”

After further discussion, a motion was presented to strike “and vote” from the
recommended new text. The text for this recommendation will be as follows:

“When the moderator of an assembly committee is not a commissioner to the current assembly, they shall have voice and vote in committee and voice in plenary on business from their committee.”

The Committee on the Office of the General Assembly -

**VOTED** to approve the proposed Standing Rule change to be referred to the 222nd General Assembly (2016), as amended.

The Committee on the Office of the General Assembly recessed for lunch and fellowship with OGA staff. Jim Wilson led the blessing of the meal.

The meeting of the Committee on the Office of the General Assembly reconvened at 1:30 p.m. The Committee on Local Arrangements (COLA) joined the meeting via conference call and gave an update on the work they are doing in preparation for the 222nd General Assembly (2016).

COLA’s subcommittees have worked diligently to make the upcoming General Assembly a great experience. Local tours have been organized and over 1,500 seats have been made available at local congregations for Sunday worship. COLA is exploring ways to make the transition between the airport and hotels as easy as possible using Portland’s public transportation system.

COLA acknowledged the support they have received from Tom Hay and Deb Davies during this process. COGA members extended their gratitude for COLA’s leadership and look forward to seeing them this summer.

The Committee on the Office of the General Assembly heard from Tom Hay, who presented the key overtures for the 222nd General Assembly (2016) that would be of interest to COGA.

It is customary for COGA to comment on overtures related to General Assembly issues and procedures. Writing teams will be created based on the overall themes of the overtures. COGA members interested in participating in the writing teams are to notify Margaret Elliott.

The Committee on the Office of the General Assembly heard Tom Hay, who reviewed the recommendation for the 225th General Assembly (2022) to be held in Columbus, Ohio from June 25 - July 2, 2022.

A motion was heard and seconded.

The Committee on the Office of the General Assembly -

**VOTED** to approve the recommendation for the 225th General Assembly (2016) to take place in Columbus, Ohio from June 25 - July 2, 2022.

The Committee on the Office of the General Assembly heard from Deb Davies and Teresa Waggener, who provided an overview of the proposed policy encouraging PC(USA) staff to choose businesses that are Code of...
Conduct participants for the Protection of Children from Sexual Exploitation in Travel and Tourism, which was adopted by the End Child Prostitution Act (ECPAT).

A motion was heard and seconded.

The Committee on the Office of the General Assembly –

**VOTED** to approve the proposed policy encouraging staff to choose businesses that Code of Conduct participants for the Protection for Children from Sexual Exploitation in Travel and Tourism, as presented.

Molly Casteel provided an overview of the proposed recommendations created by the General Assembly Committee on Representation (GACOR). These recommendations are presented to COGA for information and advice and counsel. The definition of supplier diversity has been presented to COGA for advice and council prior to its final draft submission for consideration by the 222nd General Assembly (2016).

The GACOR recommendation on the Affirmative Action & Equal Employment Opportunity (AAEEO) benchmarks for employment and supplier diversity. The benchmarks have not been updated in forty years. GACOR has created a two-tiered benchmark based on exempt and non-exempt employees with separate goals for those categories. GACOR is recommending that the benchmarks be reviewed and adjusted, if needed in six years.

The Committee on the Office of the General Assembly heard from Carol McDonald, who provided an update on the work of the Stated Clerk Nominating Committee. The demographics of the 13 applications were posted on the OGA website.

The committee engaged in conversation with the applicants and 6 of them have been selected to move forward in the application process. Face to face interviews will be held in Kansas City in March 2016. If second interviews are needed, they will take place April 7-8 at the Louisville Presbyterian Theological Seminary in Louisville, Kentucky.

The Committee on the Office of the General Assembly heard from Gradye Parsons, who provided a review of the proposed recommendation to elect Beth Hessel as Associate Stated Clerk of the General Assembly. Beth conveyed that she is honored for being recommended for this service.

A motion was heard and seconded.

The Committee on the Office of the General Assembly -

**VOTED** to approve the recommendation for the 222nd General Assembly (2016) to elect Beth Hessel as Associate Stated Clerk. The Committee on the Office of the General Assembly (2016) heard from Eileen Lindner, who provided an update of the work of the COGA statistics working group. She summarized the rationale of the need to change or modify the statistics form. Work continues and will be presented to COGA once the draft is finalized.
Gradye Parsons presented a summary of the recommended Standing Rule amendment to add Presbyterian Women (PW) to be added to the list of corresponding members at General Assemblies. PW Moderator will be the corresponding member.

It was clarified that this action will not be put into place until approval by the 222nd General Assembly (2016).

With no further discussion, a motion was heard and seconded.

The Committee on the Office of the General Assembly –

**VOTED** to approve the proposed Standing Rule amendment to add Presbyterian Women to the list of corresponding members at General Assemblies, as presented.

The Committee on the Office of the General Assembly heard from Kerry Rice, who provided an update on the process for National Certifying Bodies. In October 2015, COGA approved the proposed process.

Three applications were received for certification from the following organizations: Administrative Personnel Association, Educator Certification Committee, and the Presbyterian Association of Musicians. If approved by COGA, the recommendation will be referred to the 222nd General Assembly (2016) to approve the three organizations as National Certifying Bodies. National Certifying Bodies will need to re-apply every two years.

A motion was heard and seconded.

The Committee on the Office of the General Assembly -

**VOTED** to approve (with latitude) the recommendation for the Administrative Personnel Association, Educator Certification Committee and the Presbyterian Association of Musicians to be recognized as Approved National Certifying Bodies. This item will be referred to the 222nd General Assembly (2016) for final approval.

Joyce Lieberman presented a recommendation to amend Item G-2.1101 of the Book of Order as follows:

*Persons may be certified and called to service within congregations, councils, and church-related entities, serving in staff positions. These individuals endeavor to reflect their faith through their work and to strengthen the church through their dedication. They should be encouraged by their session and presbytery to meet, or be prepared to meet, the certification requirements in a handbook provided by of a national certifying body approved by the General Assembly. Names of those who have earned certification through a national certifying body shall be transmitted to the appropriate body of the General Assembly, which will forward them to the stated clerk of the presbyteries in which those persons labor.*
This amendment will allow organizations to have more flexibility in the way their certification requirements are maintained.

A motion was heard and seconded.

The Committee on the Office of the General Assembly –

**VOTED** to approve that the recommended Standing Rule change be referred to the 222nd General Assembly (2016).

The Committee on the Office of the General Assembly heard from Kerry Rice, who reviewed the names of the people who were granted educator certifications.

This year, only two certifications were submitted, which is a significant decline from prior years.

Jim Wilson provided an update on the work conducted by the Korean Task Force.

The task force last convened in late 2015. Discussions at the meeting focused on concerns about the inclusiveness of Korean congregations, especially from women who are concerned about their inability to serve their congregations in a higher level.

The Korean Task Force has identified two primary concerns:

- The ability of Korean churches to be comfortable to remain with the PC(USA). The task force will seek acknowledgement of their freedom of conscience to disagree with some church polity.
- Call for Korean churches and presbyteries to explore how they can be more welcoming, especially to Korean women pastor.

The task force will meet again in Long Beach, California to continue their work and create a report to the 222nd General Assembly (2016) in response to the referral from the 221st General Assembly (2014).

The Committee on the Office of the General Assembly heard from Tim Cargal, who provided an overview of a recommendation for the 222nd General Assembly (2016) to approve the formation of a special task group to explore the following questions:

- How is formal theological education and training vital to pastoral ministry in the PC(USA)?
- Should there be constitutional provisions permitting presbyteries to formally authorize individuals other than ruling elders to perform limited pastoral functions?
- How should presbyteries authorize historically pastoral ministry functions by non-teaching elders in forms of corporate witness other than congregations?

The commissioning of ruling elders to congregational ministries have leveled off, but there has been an increase in the request for ruling elders to serve as
chaplains in healthcare, hospice, stated clerks of presbyteries, as well as the chair to Presbyterian Women.

The financial implications to carry out this work would be approximately $25,000.

Jim Wilson recommended that, in the event that the 222nd General Assembly (2016) approves the creation of the task force, that the Advisory Committee on the Constitution (ACC) would be an excellent partner in the task force’s work.

A motion was heard and seconded.

After further discussion, Jim Wilson suggested to delay a vote in order for a group of COGA members to review the recommendation and either add or edit the recommendation to make it less restrictive.

A motion was heard and seconded to table the action to allow time for selected COGA members to amend the recommendation.

The Committee on the Office of the General Assembly –

VOTED to delay this action to allow for amendments to be made.

Jim Wilson, Virginia Rainey, Barbara Gaddis, Larissa Kwong Abazia, and Heath Rada will work on the amendment.

The Committee on the Office of the General Assembly took a brief break until 3:15 p.m.

Eileen Lindner offered prayer to the Committee on the Office of the General Assembly, lifting up the 4 precepts in preparation for the 222nd General Assembly (2016).

Deb Davies updated COGA on the status of registration for the 222nd General Assembly (2016). Registration will begin in late February, 2016. COGA members should receive an email inviting them to register for the General Assembly online. She noted that a second communication will be received, requesting COGA members to book their travel.

Deb advised those COGA members who plan to arrive early or stay late to spend personal time in Portland to register as soon as possible to guarantee accommodations for the requested extra days. It is expected that the extra days will sell out quickly.

The Committee on the Office of the General Assembly heard an overview of the OGA Review process from Gradye Parsons. OGA recently received a draft of the review. OGA and COGA are now given the opportunity to respond and offer clarification to the report.

Margaret Elliott acknowledged that this was an overall good review, though there were portions of the document the needed clarification around some misconceptions.

Recommendation 1
The biggest concern is that we should recommend to the General Assembly to approach the matter in broader terms of structure as opposed to merger. It is also important that a conversation on identity take place before a discussion on structure.

Gradye recommended that a comment on the review should be drafted in conjunction with the joint response on the recommended merger of PMA and OGA.

Eileen Lindner recommended that COGA provide a consistent response across the board to the OGA Review, as well as the overtures that are being submitted to the GA recommended merger.

**Recommendations 4&5**

Ginny Rainey recommended that OGA staff job descriptions are reviewed to make sure that all areas of OGA have sufficient staffing.

Unidentified tension - folks working way too hard. Need for mid council support. The deeper level that hasn’t been peeled away is that the church needs the resources of the OGA to maintain.

Gradye recommended that COGA include in its response to request what should be the correct framing questions when considering any structural change.

The Committee on the Office of the General Assembly received a report from Presbyterian Historical Society (PHS) Executive Director, Beth Hessel.

The PHS Strategic Plan was created with a vision of becoming a historical resource without walls. The 2016 action plan for PHS includes fundraising as a priority, communication, collaboration, building relationships inside and outside of the PC(USA).

A motion was heard and seconded.

**REPORT FROM THE PRESBYTERIAN HISTORICAL SOCIETY AND PROPOSED STRATEGIC PLAN**

Beth Hessel reviewed the nominating process for candidates for election to the PHS Board. The Presbyterian Historical Society requests COGA’s approval for the following candidates to the PHS Board:

- Gerald E. “Jay” Darling Moorestown, NJ - Class of 2020
- Cathy Criss Adams Birmingham, AL - Class of 2020
- Ben Chandler Woodford County, KY - Class of 2021
- The Reverend Dr. Peter Whitelock Lafayette, CA (suburb of San Francisco) - Class of 2020

Beth requested COGA members to contact her if they have recommendations for possible candidates for the PHS Board.

A motion was heard and seconded.
The Committee on the Office of the General Assembly

**VOTED** to approve the candidates for the Presbyterian Historical Society Board, as presented.

Beth Hessel presented a request for COGA’s approval to create a PHS Advisory Council who would provide advice and support to PHS Board of Directors and PHS staff.

Nominations and selections for the Advisory Council would be based on the following skills and accomplishments: a leadership profile in their congregations and communities, major donors to their church and nonprofit organizations; access to and a relationship with potential major donors to PHS; and persons with good judgment, needed areas of expertise, and a willingness to devote their time and energy on behalf of PHS. Included among those possessing those qualities may be ruling and teaching elders of congregations in strategic locations, and persons who have served in other leadership and governing roles in their churches. In addition, consideration should be given to gender and racial ethnic diversity in selecting persons for the Advisory Council.

Concerns were shared that the advisory council criteria may be perceived to be exclusionary, not only as a consolation prize, but also diverse simply for the purpose of being diverse. In addition, having means or access to means could exclude racial ethnic nominees. Beth clarified that the nominees may not have to have the means or know someone who does, but could also have a well-established connection with their community in conjunction with a love of history.

The Committee on the Office of the General Assembly convened in executive session at 5:15 p.m.

The Committee on the Office of the General Assembly adjourned at 6:15 p.m. and gathered for dinner and fellowship.

The Committee on the Office of the General Assembly recessed for the day at 8:30 p.m.

**Friday February 5, 2016**

The meeting of the Committee on the Office of the General Assembly was reconvened at 9:00 a.m.

The Committee on the Office of the General Assembly

The Committee on the Office of the General Assembly heard from
Margaret Elliott reviewed the nominees announced for COGA the moderator and vice-moderator on February 3: Barbara Gaddis (moderator) and Wilson Kennedy (vice moderator).

A motion was heard and seconded.

The Committee on the Office of the General Assembly -

**VOTED** to approve the election of Barbara Gaddis as moderator and Wilson Kennedy as vice moderator of COGA for the 2016-2018 term.

The Committee on the Office of the General Assembly reviewed the accomplishments of Stated Clerk of the General Assembly, Gradye Parsons.

Gradye reflected on the accomplishments he has seen in the Office of the General Assembly:

- PHS has come a long way over the years. Vince Thomas and Jim Wilson were a big part of the process. Please give time to that. We don’t want to lose momentum.
- Information Technology - We are in a much better place. We are working with people who are highly confident. Not only is the cost going to be more effective, the quality is better.
- The OGA leadership table is dedicated and confident.
- The reorganization in 2013 helped pave the way to long-term viability for OGA. OGA staff continues to grow into this change.
- OGA Staff is younger - 25% is under 45. A new energy is brought to the table.
- Collaboration with PMA’s Office of Public Witness focused on immigration issues.
- OGA staff member, Randy Hobson, produced two short documentaries that have been entered and recognized at film festivals.
- Ecumenical and interfaith relationships are fragile as institutions change and evolve. It is important to nurture the relationships we have and recoup the ones that have fallen away.
- The 221st General Assembly in Detroit ended under budget, which is no small feat.

COGA expressed their appreciation for Gradye’s leadership, noting his ability to observe and support, as well as take initiative as a leader of OGA staff. It has been a privilege to be able to say that these are people of strong faith and integrity. There is no way to call their faith into question. Gradye’s model within OGA is that family is a priority.

COGA members have been impressed by the way Gradye handles the negative communications he has received with such grace and show such strength in a lonely position.

Challenges – Work to be Done
Finding ways to work with our interagency partners - sometimes the simplest changes take place without notice. There are some fundamental business decisions that have been made that negatively impacted OGA.

What to pass on to the next clerk
- Look at the reorganization and see what needs to be adjusted.
- When Gradye is out of the country, there is no one here to step in.

Hope for himself and OGA
- Convinced that we are entering into a laity era of the church - thinking about the church being built on a professional church is coming to end. The church is going to be led by the people who are in it.
- We have undersold the people in the church for way too long. They are more capable of being much bigger Christians.
- Wish we had gotten beyond the concept of engaging in conversation with the United Church of Christ and the Disciples of Christ.
- We do not have the resources to do everything we want to do. It will be important to remove the borders between us and the world. White privilege is a hard thing to get cured of, but it is something the we need to wrestle with as a church.
- People need our voice to get to where they need to go.

COGA reviewed the proposed position description for Records Manager, which will report to PHS and will be located in Louisville, Kentucky.

With no further discussion, the Committee on the Office of the General Assembly –

**VOTED** to approve the proposed description for the Records Manager position, as presented.

The Committee on the Office of the General Assembly heard from Jim Wilson, who reviewed the status of the recommendation, for which there is currently a motion to vote. Jim has drafted a new response to the referral from the 221st General Assembly (2014) (Item 2-10).

The Committee on the Office of the General Assembly -

**VOTED** to **DISAPPROVE** the recommendation - the motion does not pass.

Jim Wilson drafted the following response to the referral of Item 06-12.10 from the 221st General Assembly (2014) as follows:

Having reviewed the findings in the response to referral 2014 06-12.10, the Committee on the Office of the General Assembly commends the work of the Office of the General Assembly and the Presbyterian Mission Agency in response to the referral of the 221st General Assembly (2014) and commends it to the whole church for further study. COGA believes that the current provisions of the form of government are flexible enough to allow presbyteries to explore...
avenues for individuals other than teaching elders to form limited pastoral functions and to authorize historically pastoral ministry functions by non-teaching elders in forms of corporate witness other than congregations. COGA urges presbyteries to share their learnings in addressing these issues with the Office of the General Assembly and the Presbyterian Mission Agency, and mid council ministries of the Office of the General Assembly and the Theology, Formation, and Evangelism ministry area of the Presbyterian Mission Agency to make those learnings available to other presbyteries.

The Committee on the Office of the General Assembly

VOTED to APPROVE the recommended response to the referral from the 221st General Assembly regarding pastoral ministry for non-teaching elders, as presented by Jim Wilson.

The Committee on the Office of the General Assembly reviewed minutes from the October 2015 meeting and conference calls that took place on December 10, 2015 and February 1, 2016.

Some edits were made to correct minor spelling and grammatical errors.

The Committee on the Office of the General Assembly -

**Voted** to approve the meeting minutes, with minor changes.

Sue Krummel provided an update on the work of the Reconciliation Task Force. The work of the task force has been challenging, given that no resources were allocated. The task force resolved to create a website and engage mid council leaders to discuss ways to help improve mid councils’ relationship with national staff. A concierge service was established to give people a single contact when in need of recommendations on who to invite to events and who to talk to when certain issues arise.

Reconciliation was also the theme of the 2014 Polity and Moderators’ Conferences. The PMA established a mid council engagement project, calling on senior leadership to create stronger relationships with presbyteries and synods. The format that was originally created was not effective. The project now calls for PMA leadership to reach out to presbyteries and synods prior to stated meetings to see if support from the national office is needed. A call will then be made to the presbytery or synod to see how the meeting went.

Sue Krummel reported that synod leadership gathered in Dallas, Texas to discuss the referral from the 221st General Assembly (2014) to reduce the number of synods; to study and determine how to best reorganize. The synod leaders determined that there are no plans to reorganize the synods at this time.

Gradye Parsons met with staff from the Presbyterian Council for Chaplains and Military Personnel (PCCMP) in fall 2015. The PCCMP has requested that their ministry be moved back to OGA. Gradye would like to submit this to 222nd General Assembly (2016). However, the PCCMP has requested a second meeting for spring 2016, which will include a representative from the PMA Board and COGA to discuss the future of the PCCMP.

Margaret Elliott
will follow up with COGA once the meeting date has been established.

Sue Krummel reported on a recent action made by the PMA Board regarding the Presbyterian Mission Program Fund (PMPF). This reserve fund has been in place since 1997. The PMA Board voted to recommend to the 222nd General Assembly (2016) to rescind the reserve agreement. A large amount of the reserve is being used for administrative costs at the PMA. The PMA Board recommendation would establish reserve funds for each ministry area. The ministry areas with restricted funds will have reserves and those ministry areas that do not will have time to build reserves. The Executive Director and Chief Financial Officer of the PMA will set the reserves for each ministry area.

The recommendation to rescind the 1997 PMPF includes OGA, as part of the Presbyterian Church (USA), A Corp. However, OGA was not consulted.

GACEIR
The Committee on the Office of the General Assembly heard from Leah Johnson, who represents COGA at the General Assembly Committee on Ecumenical and Interreligious Relations (GACEIR). She recommended that the next COGA member to participate with GACEIR as a corresponding member should be willing to commit significant time in order to be fully engaged in the committee’s work.

The focus of the last two years in the committee has been on how to put the Interreligious Stance into practice. The work of the Ecumenical councils were an important part of the discussions among the committee.

Rick Ufford-Chase was at the meeting and is the new part-time associate for Interfaith Formation. The work will primarily be congregational support. Laurie Anderson has recently been hired to maintain relationships with Interfaith Partners.

Leah acknowledged Robina Winbush’s leadership and engagement with the committee. Her experience in this work has played a big role in guiding GACEIR in a way that helps them understand the possible impacts of decisions made. Robina Winbush expressed her appreciation of Leah Johnson’s commitment to the GACEIR this term.

The Committee on the Office of the General Assembly joined in closing worship, led by Vince Thomas.

Having no further items of business, the meeting of the Committee on the Office of the General Assembly was adjourned at 11:49 a.m. The committee joined together for casual lunch in the meeting room prior to departing for flights home.

Respectfully submitted,

Angela Stevens
Recorder
Wednesday, May 4, 2016
The meeting of the Committee on the Office of the General Assembly (COGA) was convened via conference call at 2:30 p.m. by COGA Moderator, Margaret Elliott. Lemuel Garcia-Arroyo opened the meeting with prayer.

Roll Call
The following persons present for all or part of the conference call were:

COGA Members:
Margaret Elliott, Moderator
Jim Wilson, Vice Moderator
Gradye Parsons, Ex-Officio
Leah Johnson
Lemuel Garcia-Arroyo
Carol McDonald
Virginia Rainey
Jo Stewart
Larissa Kwong-Abazia
Kathy Matsushima
Eileen Lindner
Vince Thomas
Barbara Gaddis
Marcia Mount Shoop
Leon Lovell-Martin

Excused:
Wilson Kennedy
Alejandra Spir-Haddad
Heath Rada

OGA Staff:
Bobbie Montgomery
Tom Hay
Toya Richards
Lauri Griffith
Joyce Lieberman
Robina Winbush
The Committee on the Office of the General Assembly heard from Laurie Griffith from the Office of the General Assembly (OGA), who provided an overview of the proposed youth protection policy (Attachment 1). A task force was created in 2015 comprised of OGA and Presbyterian Mission Agency (PMA) staff members, as well as a representative Advocacy Committee on Women’s Concerns (ACWC). The policy is a draft that is expected to be revised over the coming years when new laws are established. The task force is requesting COGA’s approval for referral to the 222nd General Assembly (2016) (Attachment 2).

A motion was heard and seconded.

The Committee on the Office of the General Assembly -

**VOTED** to approve the referral of the proposed Youth Protection Policy to the 222nd General Assembly (2016).

The Committee on the Office of the General Assembly heard from Margaret Elliott, who presented the recommended responses to business being presented to the 222nd General Assembly (2016) (Attachment 3). The writing team was comprised of Wilson Kennedy, Jim Wilson, Barbara Gaddis and Margaret Elliott.

A motion to vote was heard and seconded.

The Committee on the Office of the General Assembly -

**VOTED** to approve the proposed responses to business items for the 222nd General Assembly, as presented.

The Committee on the Office of the General Assembly heard from Eileen Lindner, who presented the snapshot document from the COGA survey (Attachment 4). Larissa Kwong Abazia, Wilson Kennedy and Eileen Lindner were tasked with formatting the information received on the survey to a more reader-friendly document.

The Committee on the Office of the General Assembly heard from Jim Wilson, who provided an update on the plans for discussions on the COGA survey report to take place at the 222nd General Assembly (2016). There will be 5 opportunities for commissioners to intentionally consider the report in a variety of communities.

- Prior to General Assembly, commissioners will receive a communication inviting them to consider 4 questions around the report, which can be done in conference with others or on their own.
- The Riverside Conversations on Saturday morning will include a World Café-style dialog with COGA members facilitating the dialog with members of the Way Forward
Committee.

- Each of the committees have been asked to include time in their dockets to open time to discuss the COGA report. A recommended model will be offered to help generate the discussion.
- Two opportunities have been created during plenary sessions, unless the docket runs behind schedule. Questions will be presented for reflection and discussion. Mantras will also be flashed on the screens in plenary hall.

More details will be provided for those involved in leading conversations prior to the General Assembly.

The Committee on the Office of the General Assembly heard from Gradye Parsons, who announced that the Stated Clerk Nominating Committee was notified of a challenger to the committee’s nominee. Information will be provided on both candidates in the near future.

Gradye reminded COGA that it is important for committee members to remain neutral now that two candidates for the Stated Clerk of the General Assembly will be presented to the General Assembly.

COGA is grateful for the Stated Clerk of the General Assembly’s commitment to maintaining the integrity of the election process.

The Committee on the Office of the General Assembly heard from Tom Hay, who reviewed the schedule for COGA members during the 222nd General Assembly (2016) (Attachment 5).

Eileen Lindner provided an update on her work as the corresponding member representing COGA at the PMA Board. She expressed concern of the limited opportunity of involvement of the COGA representative at PMA Board meetings. She has requested to create a memo to communicate these concerns and seek some form of parity for corresponding members from both COGA and the PMA Board as they participate in the respective committees. Margaret Elliott agrees that a memo would be an excellent means to generate a conversation on this matter.

Having no further business, the Committee on the Office of the General Assembly conference call adjourned at 3:30 p.m. Eileen Lindner led the closing prayer.

Respectfully submitted,

Angela Stevens
Recorder
Friday, June 3, 2016
The meeting of the Committee on the Office of the General Assembly (COGA) Coordinating Committee was convened via conference call at 9:00 a.m. by COGA Moderator, Margaret Elliott. Margaret opened the meeting with prayer.

Roll Call
The following persons present for all or part of the conference call were:

COGA Members:
Margaret Elliott, Moderator
Jim Wilson, Vice Moderator
Gradye Parsons, Ex-Officio
Barbara Gaddis
Lemuel Garcia-Arroyo
Leah Johnson

Excused:

OGA Staff:
Angie Stevens
Tom Hay

The COGA Coordinating Committee reviewed the proposed travel reimbursement policy for staff and elected officials serving the Office of the General Assembly (OGA) (Attachment 1).

A motion was heard and seconded to vote to approve the proposed policy.

The COGA Coordinating Committee –

VOTED to approve the OGA Travel and Reimbursement Policy, as presented.

Gradye Parsons presented the recommendation for OGA staff medical coverage for 2017. The goal of the recommended plan is to continue to offer family medical coverage to staff members; and that no one would have less coverage than they do as of 2016.
OGA staff includes 11 teaching elders, which requires the OGA leadership team to consider how to best approach coverage for teaching elder and non-teaching elder staff members. A blended plan would treat teaching elders differently; and a “premium for all” plan would treat everyone the same.

The OGA leadership team has suggested that the “premium for all” approach would be the best option, which would ultimately save OGA over $166,000 in 2017.

With no further discussion, the COGA Coordinating Committee –

VOTED to approve the recommended OGA staff medical coverage. The new medical plan model will go into effect as of January 1, 2017.

Having no further business, the Committee on the Office of the General Assembly conference call adjourned at 9:25 a.m. Margaret Elliott led the closing prayer.

Respectfully submitted,

Angela Stevens
Recorder

MEETING ADJOURNED
MINUTES
COMMITTEE ON THE OFFICE OF THE GENERAL ASSEMBLY
October 24-26, 2016
Presbyterian Center – Louisville, KY

Monday, October 24, 2016
The meeting of the Committee on the Office of the General Assembly (COGA) was convened in Conference Room A/B at the Presbyterian Center, at 2:10 p.m. by COGA Moderator, Barbara Gaddis. Carol McDonald led the opening worship.

WELCOME & CALL TO ORDER

ROLL CALL

The following persons present for all or part of the conference call were:

COGA Members:
Gaddis, Barbara – COGA Moderator
Kennedy, Wilson – COGA Vice Moderator
Lemuel Garcia-Arroyo
Kathy Matsushima
Carol McDonald
Marcia Mount Shoop
Alejandra Spir-Haddad
Denise Anderson
Marsha Zell Anson
Stephanie Anthony
Mark Boyd
Margaret Elliott
Lynn Hargrove
Andy James
Eliana Maxim
J. Herbert Nelson – Ex-Officio
Tony De La Rosa – Ex-Officio

Excused:
Leon Lovell-Martin
Jan Edmiston

OGA Staff:
Tom Hay
Toya Richards
Cora Brown
Joyce Lieberman
Robina Winbush
Angela Stevens
Kerry Rice
Beth Hessel
John Wood
Takiyah Cuyler
Tom Hay introduced Office of the General Assembly staff who are part of the COGA meeting planning team: Deb Davies, Kay Moore, Norma Thieman, and Andrew Yeager-Buckley.

The Committee on the Office of the General Assembly reviewed the proposed meeting agenda, and –

**VOTED** to approve the proposed agenda, as presented at today’s meeting.

COGA moderator, Barbara Gaddis opened the discussion of the debrief of the 222nd General Assembly (2016).

OGA director of Church Wide Ministries, Tom Hay, presented an overview of the results of the General Assembly survey distributed to participants of the 222nd General Assembly (2016). The survey brought in a high response rate.

In 2014, 66% of the respondents were somewhat satisfied with performance of the General Assembly website, [www.pc-biz.org](http://www.pc-biz.org). In 2016, 62% were very satisfied with 33% satisfied. Office of the General Assembly’s (OGA) manager of technology, Vicente Guña, made a significant difference in the way the OGA planned for the technology needs of the 222nd General Assembly, which led to much greater success in how the meeting functioned.

Worship at General Assembly was well attended and a high percentage of the respondents preferred to attend worship in plenary hall. 60% enjoyed communion at each worship service.

86% of respondents believed that the Co-Moderators of the General Assembly were effective at managing the meetings. 63% of respondents stated that it was great to have Co-Moderators, with 37% stating that it doesn’t make a difference.

52% of the respondents felt that including bible study during committee sessions helped the committee bond. 32% agreed that it helped them to prepare for the work before them. 16% did felt that it was a distraction.

**General Assembly Observations of GA Experienced by COGA**

Where it shined

- Impressed with Middle East Issues committee. They addressed the work with care and listened to each other. They stayed on topic and people were well informed.
- Young people in committee; and the great reception of the young people in committees.
- Young Adult Advisory Delegate (YAAD) leadership should be commended for their work in orienting the YAAD’s.
- Local transportation was excellent.
Opportunities for Improvement

- During plenary, it took too long to get to committee business.
- There was only one way for the commissioners to leave plenary hall, which was crowded and it took a long time to leave.
- Restaurants at hotels closed early, which made debriefing difficult.

Experience as COGA Members

- Not much direction as to their responsibilities at GA. What were they supposed to do during time with committees?
- Didn’t know they could attend training for resource people.
- Who decides who does what?
- Torn between booth set-up and break-down.
- Need more information about GA assignments.
- Didn’t know about COGA table in GA office in the back
- COGA gathered as a committee more than in previous assemblies.
- Suggest COGA arrive one day earlier to gather before activities begin. This will give COGA members a chance to get acclimated to the GA site and meeting locations.
- Co-Moderator - Grateful for support of Stated Clerk and OGA staff.
- Co-Moderator Booth – It was a good experience since the candidates had surrogates. But there was not much time to prepare.
- Riverside Conversations were tiring for Moderator candidates in previous general assemblies.
- Didn’t feel that those manning the exhibit booth knew about events. It was suggested that a training session be scheduled to help those working the booth will know where events would be taking place.
- Concern about deadline for concurrences & overtures – could a reminder be sent to presbyteries for deadlines in order to avoid missing deadlines and business not going to the GA?

Wilson Kennedy reviewed the working groups that will be addressing General Assembly items that have been referred to COGA, as well as other items requiring COGA’s action/counsel:

WORKING GROUP

1) GA Meeting; Items 03-01 and 03-03 – Concerning YAADS
   a. Carol McDonald
   b. Mark Boyd
   c. Denise Anderson
   d. Kathy Matsushima
   e. Staff: Tom Hay
2) Statistics Report 03-02
   a. Barbara Gaddis
   b. Andy James
   c. Leon Lovell-Martin
   d. Marcia Mount Shoop
   e. Staff: Kris Valerius
3) OGA Review Compliance; Puerto Rico; Joint OGA/PMA Collaboration
   a. Wilson Kennedy
   b. Marsha Zell Anson
   c. Stephanie Anthony
   d. Eliana Maxim
   e. Staff: J. Herbert & Angie Stevens; Cora Brown
4) 06-09 Ruling Elder
   a. Margaret Elliott
   b. Lynn Hargrove
   c. Lemuel Garcia-Arroyo
   d. Alejandra Spir-Haddad

COGA gathered for dinner and fellowship at Ward 426 in Louisville, Kentucky. Margaret Elliott led the blessing of the meal.

COGA recessed for the evening at 8:00 p.m.

Tuesday October 25, 2016

The Committee on the Office of the General Assembly reconvened at 9:00 a.m. in the Cafeteria at the Presbyterian Center. Kathy Matsushima led opening worship.

Tom Hay shared statistics on how time was spent during the 222nd General Assembly (2016).

COGA Vice-Moderator, Wilson Kennedy, provided an overview of the Presbyterian Mission Agency (PMA) Board Meeting, which took place in September, 2016.

The PMA Board has changed the way their meetings have been conducted. The board has been divided into ministerial teams to address immediate issues to better support the work of the PMA.

Wilson Kennedy is vice-chair of the group to address OGA/PMA collaboration. He learned more about the administrative relationship between OGA and PMA, which will also be address by the COGA working group convened by Wilson Kennedy. This is an exciting opportunity for the church to see that there is collaboration and cooperation happening.

DINNER AND FELLOWSHIP

EVENING RECESS

RECONVENE AND PRAYER

222ND GENERAL ASSEMBLY (2016) DEBRIEF (Continued)

PMA BOARD MEETING HIGHLIGHTS
There is a recommendation for COGA to meet concurrently with the PMA Board in March, 2017, to share joint time with our colleagues in the PMA Board, and to celebrate working together and identify more ways to work together.

This history of the relationship between OGA and PMA is more than just the past few years. Some people may have that history, but many people don’t. It would be helpful to have more context for COGA members to get a better understanding of that history.

Stated Clerk of the General Assembly, J. Herbert Nelson, shared that there is a deep-seeded history. One of the great challenges is to try and figure out a way forward, giving up the past feelings and hurt in order to move forward. At the end of the day, people in congregations do not differentiate PMA and OGA.

Some of this work has begun. The reality is that we have a serious crisis in Louisville that needs to be repaired. And the only way that can be done is together. The Stated Clerk is committed to making that happen.

The Committee on the Office of the General Assembly reviewed the GA Actions that have been referred to COGA:

- Item 03-01 #2 – COGA to change how oral presentations at committees during General Assembly
- Item 03-02 – Statistics
- Item 03-03 – How we use time leading up to GA to get commissioners ready. Our models may need to be updated – what would it mean for committees to engage in business prior to General Assembly?
- Item 04-12 – OGA Review Report
- Item 06-09 – Ruling Elders
- Item 10 - New Business – Committee reviewing agency minutes. Standing rules say they are to be in written form and to present original copy of minutes. In this day and age, is that the best way to review minutes? COGA to consider if that needs to be changed.
- 11-03 #5 – How do we engage in something other than meetings during General Assembly?
- 11/24 – Churchwide conversation on race – OGA to study different models of discernment to make sure all voices are heard.

COGA convened in working groups at 11:00 a.m. in assigned meeting spaces.

The Committee on the Office of the General Assembly gathered for lunch with OGA staff in the open area of the OGA office at the Presbyterian Center. ?? led the blessing of the meal.
COGA reconvened in plenary at 1:30 p.m.

**GA Meeting Working Group**

Tom Hay reviewed General Assembly (GA) Item 03-01, Recommendation 2, which was referred to COGA by the 222nd General Assembly (2016). Item 03-01 seeks to amend Standing Rule E.2.f., to give the opportunity for other experts to speak during committee sessions.

The working group has proposed that COGA approve the following amendment to Standing Rule E.2.f.3 to be referred to the 223rd General Assembly (2018) for action (added text is in *italics*).

(3) Persons with special expertise, including elected members or staff members of General Assembly entities; *When such experts advocating a particular point of view have spoken to the committee, the committee moderator shall offer to the committee the opportunity to hear from experts advocating a different point of view.*

A motion was heard to vote on the recommended amendment to Standing Rule E.2.f.3 for referral to the 223rd General Assembly (2018).

**VOTED to approve – 5 to 4**

Kathy Matsushima reviewed GA Item 03-03, which was referred to COGA to identify ways to empower GA commissioners to prepare as a committee prior to the General Assembly.

The working group will work with GA Meeting Services to create a questionnaire seeking input from commissioners regarding preparation for committee work at the General Assembly.

**Statistics Working Group**

Marcia Mount Shoop reported that the working group reviewed the work that COGA has done in the past regarding the statistical instrument. The working group will focus on the content of the statistical instrument, how it is administered, and how to effectively connect with people tasked to complete the statistical instrument.

The working group will provide an update at the spring 2017 COGA meeting.

**Working Group 06-09**

The working group presented COGA with a recommendation to be considered for referral to the 223rd General Assembly (2018) (APPENDIX).

1) **Urge that all congregational nominating committees give full consideration to the gifts of all members consistent with the principles that “the Presbyterian Church**
(U.S.A) seeks … a new openness in its own membership, becoming in fact as well as in faith a community of women and men of all ages, races, ethnicities, and worldly conditions, made one in Christ by the power of the Spirit, as a visible sign of the new humanity” (F-1.0404) and that “active members participate in the governance of the church and may be elected to ordered ministry.” (G-1.0402)

2) When nominating committees are considering individuals for service to higher councils, special consideration should be given to youth and young adults, new immigrants and those who are racial ethnic, consistent with the principles named in F-1.0404.

3) Direct the Stated Clerk, through electronic means, to communicate paragraphs 1 and 2 of this action to the whole church.

The use of the phrase, “those who are racial ethnic,” was concerning to many COGA members. Molly Casteel, OGA’s manager for equity and representation, recommended that the words be replaced by, “persons from minoritized racial groups.”

A motion to vote was heard and seconded.

Further discussion brought a recommendation to change the language in item 2 to “historically underrepresented” in place of “racial ethnic.” COGA members collectively agreed to the proposed change.

Therefore, the item is recommended to be amended as follows:

2) When nominating committees are considering individuals for service to higher councils, special consideration should be given to youth and young adults, new immigrants and those who are racial ethnic, those from historically underrepresented groups, consistent with the principles named in F-1.0404.

The Committee on the Office of the General Assembly –

VOTED to approve the response to item 06-09 from the 222nd General Assembly (2016) for referral to the 223rd General Assembly (2018), as amended.

Working Group – OGA Review
Wilson Kennedy presented an overview of the recommendations made by the OGA Review committee that require COGA’s action. The working group identified ways that OGA and PMA
are currently working collaboratively, including finance, human resources and administrative services.

COGA has been invited to meet concurrently with PMA in March 2017, in San Juan, Puerto Rico. This could offer an opportunity to celebrate shared relationships in ministry, engage in conversations on what it means to be part of a national body, and learn more about the Presbyterian History of Puerto Rico. COGA will discuss and vote on this invitation in a later plenary session.

This working group plans to meet with PMA Board’s PMA/OGA Ministerial Team to identify ways that PMA and OGA work collaboratively and future opportunities for joint work and ministry.

The working group will provide an update at the spring 2017 meeting.

The Committee on the Office of the General Assembly welcomed Moderator of the Church of Scotland, Right Reverend Russell Barr.

Right Rev. Barr offered greetings to COGA, and introduced his delegation to the committee. They are looking forward to spending time with the Presbyterian Church (U.S.A.).

Co-Moderator Denise Anderson presented a gift to Right Rev. Barr on behalf of the Office of the General Assembly.

Right Rev. Barr shared concerns within the church, which included the age profiles of congregations, as well as the conditions and locations of buildings. The Church of Scotland is also exploring ways to attract people to ministry in the church, and to address sexuality and its role in the Church of Scotland.

Outside of the church, the environment, issues of poverty, food scarcity, and Israel and Palestine at the forefront of their concerns.

Co-Moderator of the 222nd General Assembly (2016), Denise Anderson, expressed her gratitude to serve in this role. Many contentions seem to have quieted with the past general assembly. When the PCUSA adopted to the Belhar Confession, we are called to see each other as equals.

She is honored to have been elected Co-Moderator as the first Moderatorial team that are women at a time when the PC(USA) celebrates the 60th anniversary of the ordination of women.

Denise expressed the support of OGA staff. Denise and Jan have both
already traveled to many events, meetings and congregations within the denomination.

The Co-Moderators worked with former Moderator Heath Rada and Vice-Moderator Larissa Kwong Abazia to select members of the Way Forward Commission; and the Co-Moderators worked together to select the Vision 20/20 Committee.

Denise and Jan have been encouraging people to read books to begin conversations on race. The meeting attendees have offered a copy of Debby Irving’s “Waking Up White.”

The Committee on the Office of the General Assembly heard from John Wood, who presented the OGA Budget report (Appendix). The report estimates that OGA should finish 2016 on or under budget. OGA has a strong cash position at 200% of the required reserve. However, there will be a decline in the reserve balance due to projected reductions in membership.

The finances are forecasted to be beyond the required reserved through 2020 without any necessary actions. In order to make up the difference, the following will be needed: Stabilizing Membership, the approved increase in the Per Capita rate, and further budget reductions.

As of August 2016, 2015 Per Capita $1,366,000 remains uncollected. The current provision is $1,132,000. An additional write-off in the amount of $234,000 will be needed.

COGA has been asked to approve the write-off the uncollected Per Capita for 2015 in the amount of $1,366,000 and –

VOTED to approve the write-off of uncollected funds, as presented.

The Board of Pensions has been working on how to revise budget and pension benefits. The Office of the General Assembly has decided to change the benefit packages for OGA staff, which will see the following financial changes:

- 403B Plan – The lay equivalency benefit will now include non-exempt OGA staff. The benefit is 4% of employee’s salary.
- Vacation – The vacation plan for non-exempt staff has been improved.
COGA heard from vice-chair of the Presbyterian Historical Society (PHS) board, Sherry Jones. Sherry travels to congregations and events to inform members and participants about the importance of PHS. COGA members and meeting participants were given an issue of the *Presbyterian Heritage*.

PHS executive director, Beth Hessel, provided an update of PHS’s progress in relation to its strategic plan (Appendix). Actions plans for 2017 have been created, which will be presented to the PHS Board for review.

The goals for PHS include engaging in robust fundraising, communicate the PHS mission to internal and external audiences, resource development, relationship building, and maintaining the highly-skilled staff and state-of-the-art facilities.

Tom Hay reviewed an action item for COGA’s consideration (Appendix) for the election of Assistant Stated Clerk.

The following OGA staff members are up for re-election to a four-year term:
- SanDawna Ashley
- Tim Cargal
- Melissa G. Davis
- John Wood
- Nancy Taylor

A motion was heard and seconded.

The Committee on the Office of the General Assembly –

**VOTED** to approve the re-election of the above Assistant Stated Clerks, as presented.

Big Tent is scheduled to take place July 6-8, 2017 at Washington University in St. Louis, Mo. The Stated Clerk of the General Assembly will partner with the visioning committee that they will partner with him to engage with the community in St. Louis.

COGA members are encouraged to attend, but will not have any specific duties during the event.

The Committee on the Office of the General Assembly heard from Interim Executive Director of the Presbyterian Mission Agency (PMA), Tony De La Rosa. He highlighted the PMA Board’s efforts to explore new ways that OGA and PMA could work together in the future.

The PMA Board plans to visit congregations and points of mission to better inform the work of the PMA Board’s strategic teams.
Tony expressed his gratitude for the opportunity to work closely with the Stated Clerk of the General Assembly.

Tony was asked about plans to arrange for worship during the PMA Board’s meeting in San Juan, Puerto Rico. A search is being conducted to identify potential locations for open worship.

Tom Hay reviewed the proposed future meeting dates (Appendix). In consideration of the proposed March 2017 meeting in Puerto Rico, Deb Davies traveled to Puerto Rico to determine the feasibility and cost of holding the meeting at that time. A location in Old San Juan has been identified for lodging, as well as a nearby church for COGA meetings within walking distance of the hotel.

The purpose of holding the meetings in Puerto Rico is to better serve a part of the denomination that continues to experience an economic crisis, and has historically been underserved and obligated to travel for denominational events and meetings.

The spring 2017 COGA meeting is currently scheduled to take place March 6-8, 2017. The PMA Board meeting has been schedule for March 22-24, 2017. If COGA approves to change the venue of the meeting, the dates would need to be changed to coincide with the PMA Board meeting.

OGA directors and COGA support staff would travel for the meeting, as well as other staff members who work with COGA on working groups. However, there would be an option for those staff members to participate remotely.

A recommendation was heard to plan for the COGA meeting to take place March 21-23, 2017, in Old San Juan; making sure that part of the meeting will be planned outside of meeting room walls, as well as planning joint time with the PMA Board. Travel days would be Monday, March 20 and Friday, March 24.

A motion was heard and seconded.

To save costs, it has been proposed that people could share hotel rooms, if they wish to do so.

The Committee on the Office of the General Assembly – 5

**VOTED** to approve (with 1 NO VOTE) the spring 2017 COGA meeting to take place March 21-23, 2017, in Old San Juan, Puerto Rico.

The October 2017 COGA meeting was discussed to determine the best date for COGA members and staff. This meeting will include joint sessions with the PHS Board. Beth Hessel advised that several PHS staff members will not be available in early-mid October.
It was suggested that the COGA Coordinating Committee meet to identify the best date for the fall 2017 meeting.

A motion was heard and seconded.

The Committee on the Office of the General Assembly -

**VOTED** to approve the COGA Coordinating Committee to explore meeting dates for fall 2017, as well as the location. An announcement will be sent to COGA and OGA staff once the meeting date has been determined.

**PHS Board**
Margaret Elliott has not yet attended a PHS Board meeting. She will report to COGA at the next meeting.

**PMA Audit Committee**
Stephanie Anthony reported that the committee PMA Audit committee did meet, however the committee did not have access to the resources they needed due to a scheduling change in relation to the PMA Board meeting. She will have more information at the next COGA meeting.

**General Assembly Committee on Ecumenical and Interreligious Relations (GACEIR)**
Kathy Matsushima met with the GACEIR October 17-19, 2017. The committee welcomed 7 new members, but quickly engaged in dialog on how to support ecumenical and interreligious work in our congregations, as well as the 500th anniversary of the Reformation.

The Committee on the Office of the General Assembly convened in Executive Session at 5:10 p.m.

**EXECUTIVE SESSION**

The Committee on the Office of the General Assembly gathered for morning worship at the Presbyterian Center’s chapel at 9:00 a.m., led Rt. Rev. Russell Barr of the Church of Scotland.

**MORNING WORSHIP**

The COGA meeting was reconvened at 9:45 a.m. by committee moderator, Barbara Gaddis.

**RECONVENE**

The Committee on the Office of the General Assembly gathered at 6:10 p.m. for dinner and fellowship at Hillbilly Tea. Lemuel Garcia-Arroyo led the prayer and blessing of the meal.

**DINNER AND FELLOWSHIP**

The Committee on the Office of the General Assembly recessed for the evening at 8:45 p.m.

**EVENING RECESS**

**Wednesday, October 26, 2016**

The Committee on the Office of the General Assembly gathered for morning worship at the Presbyterian Center’s chapel at 9:00 a.m., led Rt. Rev. Russell Barr of the Church of Scotland.

The COGA meeting was reconvened at 9:45 a.m. by committee moderator, Barbara Gaddis.

**RECONVENE**

The Way Forward Commission has been directed to focus its work on the structure and function of the PC(USA) agencies. The 222nd General Assembly (2016) has empowered the commission to take administrative actions in OGA and PMA as they move staff in the direction of its vision. There is uncertainty as to the extent of the actions that the commission will be make between general assemblies. The Stated Clerk believes that the intent is not to create a new council of the church. The intent is to align the agencies in order implement and fulfill that vision. Though the establishment of this and the other two committees could cause an element of tension, this may be the very conditions under which God’s work can take place.

Tom Hay has consulted with the leaders the Way Forward Commission, All Agency Review Committee and Vision 2020 Committee. He will met with all of the leaders in November, 2016, to discuss ways to create a connection between the work of the committees.

On November 2, 2016, the Stated Clerk of the General Assembly will lead worship at the Presbyterian Center, which will be live-streamed online. Tom encourages COGA to help spread the news of this event within their communities.

Tim Cargal introduced Kathy Riley, who is a member of the Presbyteries’ Cooperative Committee on Examinations for Candidates (PCC) to discuss the Bible Content Examination (BCE).

There has been a recent request for the Committee on Theological Education (COTE) to do a review immediately after the exam in February 2017. The review will study all four exams and provide recommended changes to the PCC in due time to prepare for the next examination date.

Tim Cargal offered clarification on how the clarified how the BCE is distinguished from other exams. The intention of the BCE is to serve as a diagnostic tool to determine one’s Bible content knowledge.

Purpose of the review with COTE is for others to review the exam and determine if there are other ways to communicate what is needed to prepare for the BCE as part of a candidate’s preparation for ministry.

The PCC committee has reached out to the presbyteries and has offered to meet via conference call and to travel to the presbyteries to assist with any questions or concerns they may have about the exam.
The following suggestions were made that may assist mid council committees on preparation as they help people prepare for their examinations:

- Study the New Revised Standard version of the Bible. All quotations in the exam are based on this version.
- Focus on stories, themes and key passages of the Bible.
- Get a Bible dictionary that outline the books and stories.
- Questions are developed based on introductions, which may reference key passages that represent the theme of a book. It would be important to study those key passages.
- Passages in the and Book of Confessions and the Book of Order would be helpful to study.

Barbara Gaddis provided an overview of the topics of discussion that took place during Executive Session on October 25, 2016.

- OGA Realtion w/ PMA
- Clerk Vision & personnel
- “Gracious Separations”
- Ecumenical Matters

No actions were taken during the Executive Session.

The Committee on the Office of the General Assembly heard from OGA Volunteer and long-time staff member, Vernon Broyles, who provided a historical view of the struggles with unity within the PC(USA).

Vernon provided COGA with a comprehensive account of the evolution of the councils that ultimately became the Office of the General Assembly, the Presbyterian Mission Agency, and the other four agencies.

Intentional separation has caused tension when it comes to communications and other shared services between the agencies. Though the relationship has become more difficult in recent years, there are no irreparable problems.

The Committee on the Office of the General Assembly heard from Stated Clerk of the General Assembly, J. Herbert Nelson. He shared his concerns about the current relationship between OGA and PMA, understanding that the disconnect of the ethos between the agencies, as well as the cultures present challenges.

We are working to build and shape a better relationship with PMA. There are some working challenges, which comes out of a disconnect of the ethos between the two agencies, which creates a challenge. Some issues have mattered significantly and others have not. But those issues come from a relationship that has not been healed.
It is important to remember that we are going to figure out a way to work together. And this is a commitment we need to walk through for the sake of our faith. Ultimately, it is not about PMA or OGA; it is about the national church.

There are hopes that our meeting in Puerto Rico will begin the journey to commit to working with one another.

The Stated Clerk shared his plans to explore ways that the Presbyterian Center could become a religious center in Louisville. He sees many Louisville events as an opportunity for us to do the work we are called to do, to live within the model of the Church within the Presbyterian Center.

**Hands & Feet**
The Stated Clerk shared his vision on how the church can become more engaged in the communities that host biennial General Assemblies. As we look at the next two assemblies, the Stated Clerk is planning to connect with community programs and engage in the groundwork to help those communities. Hands & Feet takes the General Assembly beyond the walls of a convention center and act of commerce with the intention of making a measurable difference within our host cities.

The Stated Clerk is working with GA Meeting Services and the Committees on Local Arrangements (CÔLA) for future assemblies to seek possible ways for General Assemblies to connect with the needs of those communities.

**Leadership Development**
Staffing within presbyteries has changed. Some presbyteries share staff with another presbytery while others only have a stated clerk on staff. These people are closest to the members of the Church. It is important that we create a way to better connect to our offices to the mid councils.

The Presbyterian Center currently has space available to develop training programs to support a new culture of ministry. The church is reforming and we must move forward to work on that reform.

Barbara Gaddis reported that the following COGA members have been selected to serve on the COGA Coordinating Committee for 2016-2018:

- Mark Boyd
- Lemuel Garcia-Arroyo
- Carol McDonald
- Barbara Gaddis
- Wilson Kennedy
- J. Herbert Nelson

ANNOUNCEMENT OF THE COGA COORDINATING COMMITTEE
Having no further business, the Committee on the Office of the General Assembly adjourned at 11:35 a.m. Wilson Kennedy led the closing prayer.

Respectfully submitted,

Angela Stevens
Recorder
For Action

MINUTES
COMMITTEE ON THE OFFICE OF THE GENERAL ASSEMBLY
COORDINATING COMMITTEE
CONFERENCE CALL
NOVEMBER 11, 2016

The meeting of the Committee on the Office of the General Assembly (COGA) Coordinating Committee was convened via conference call 11:00 a.m. Barbara Gaddis opened the meeting in prayer.

Roll Call
The following persons present for all or part of the conference call were:

COGA Members:
Barbara Gaddis, Moderator
Wilson Kennedy, Vice Moderator
Lemuel Garcia-Arroyo
Carol McDonald
Mark Boyd
J. Herbert Nelson, II (Ex-Officio)

Excused:
OGA Staff:
Tom Hay
Angela Stevens

The Committee on the Office of the General Assembly (COGA) Coordinating Committee discussed possible meeting dates for fall 2017. Staff and board members from the Presbyterian Historical Society (PHS) will be unavailable for most of October. Therefore, the meeting will need to take place in September, 2017.

The Presbyterian Mission Agency (PMA) Board will be meeting September 21-23, 2017. It was recommended that COGA meet concurrently for a portion of the time to allow for an opportunity for COGA and PMA Board members to meet, if the need arises.

Barbara Gaddis proposed that COGA meeting September 19-21, 2017 in Louisville, Kentucky. The meeting will commence in the morning on September 19, ending on September 21 at approximately noon.

COGA Coordinating Committee –

VOTED to approve the fall 2017 COGA meeting to take place September 19 at 9:00 a.m. through September 21 at noon in
Tom Hay inquired on how the planning process will take place for the concurrent meetings with the PMA Board in Puerto Rico in March 2017. Wilson Kennedy will connect with Conrad Rocha, of the PMA Board, to discuss continued collaboration and planning leading up to the meeting. Wilson will keep the COGA Coordinating Committee informed as the discussions continue.

Lemuel Garcia-Arroyo suggested holding a combined worship with the PMA Board at a local seminary or congregation.

Wilson Kennedy will draft a statement to offer details on the purpose of holding the meeting in Puerto Rico and the decision for the two committees to meet in different locations. This statement will be posted on the “plenaries” section of the COGA webpage.

Having no further business, the Committee on the Office of the General Assembly Coordinating Committee conference call adjourned at 11:40 a.m. Carol McDonald led the closing prayer.

Respectfully submitted,

Angela Stevens
Recorder
For Action

MINUTES
COMMITTEE ON THE OFFICE OF THE GENERAL ASSEMBLY
COORDINATING COMMITTEE
CONFERENCE CALL
December 16, 2016

Friday, December 16, 2016
The meeting of the Committee on the Office of the General Assembly (COGA) Coordinating Committee was convened by COGA moderator, Barbara Gaddis, via conference call 11:00 a.m.(EST). Wilson Kennedy opened the meeting in prayer.

Welcome & Call to Order

Roll Call
The following persons present for all or part of the conference call were:

COGA Members:
Barbara Gaddis, Moderator
Wilson Kennedy, Vice Moderator
J. Herbert Nelson, II (Ex-Officio)
Mark Boyd
Lemuel Garcia-Arroyo

Excused:
Carol McDonald

OGA Staff:
Tom Hay
Cora Brown
Joyce Lieberman
Angela Stevens

Joyce Lieberman reviewed the position description for the Manager of Korean-Speaking Councils Support. As directed by the General Assembly, the creation of the position is intended to support and nurture relationships with Korean-speaking mid councils within the Presbyterian Church (USA). This position will work collaboratively with Presbyterian Mission Agency (PMA) staff whose work support Korean-speaking congregations.

The position description will be updated to reflect that it could be a deployed position. At this point in time, this position does not have a direct supervisor.

A motion to vote on the proposed job description was heard and seconded.

The COGA Coordinating Committee –
VOTED to approve the position description for the Manager of Korean-Speaking Councils Support, as amended.

Having no further business, the Committee on the Office of the General Assembly Coordinating Committee conference call adjourned at 11:20 a.m. Lemuel Garcia-Arroyo led the closing prayer.

Respectfully submitted,

Angela Stevens
Recorder
Thursday, February 2, 2017
The meeting of the Committee on the Office of the General Assembly (COGA) Coordinating Committee was convened by COGA moderator, Barbara Gaddis, via conference call 4:30 p.m. (EST). Barbara Gaddis opened the meeting in prayer.

Roll Call
The following persons present for all or part of the conference call were:

**COGA Members:**
- Barbara Gaddis, Moderator
- Wilson Kennedy, Vice Moderator
- J. Herbert Nelson, II (Ex-Officio)
- Mark Boyd

**Excused:**
- Lemuel Garcia-Arroyo
- Carol McDonald

**OGA Staff:**
- Tom Hay
- Angela Stevens
- Cora Brown
- Toya Richards

Tom Hay reviewed the latest draft of the proposed agenda for the COGA meeting scheduled for March 21-23, 2017. Wilson Kennedy provided additional details on the joint sessions with the Presbyterian Mission Agency (PMA) Board.

The working group assigned to address the referral from the 222nd General Assembly (2016) regarding Ruling Elders has been completed. The members of that working group will be assigned to one of the other three working groups. Barbara Gaddis will reach out to those working group members that need to be reassigned.

Marcia Mount Shoop will not be available to attend the meeting. However, she will be able to participate in the working group session scheduled for Thursday, March 23, 2017.

Barbara Gaddis and Wilson Kennedy will determine who will lead prayer and worship during the meeting.
A motion was heard and seconded to vote on the proposed agenda for the COGA meeting scheduled for March 21-23, 2017.

The COGA Coordinating Committee –

**VOTED** to approve the proposed agenda, as presented. The proposed agenda will be distributed to COGA members and Office of the General Assembly (OGA) staff.

Toya Richards reviewed the position description for an addition to the OGA Communications team. The Communications Specialist would manage the OGA Internet platform and emerging social media platforms. The position is designed to maintain and develop web and social media content for OGA’s web pages, as well as optimizing social media engagement. The Communications Specialist will also participate in larger scale projects that involve visioning and strategizing to accommodate long-term goals for OGA.

The COGA Coordinating Committee –

**VOTED** to approve the proposed position description, as presented.

J. Herbert Nelson announced to the COGA Coordinating Committee that Toya Richards, OGA’s Communications Director, has submitted her resignation. She has made a significant contribution to OGA and we are grateful for her dedication. Tom Hay will communicate Toya’s resignation to COGA, as well as Lemuel Garcia-Arroyo’s departure from COGA due to his new role with the Presbyterian Mission Agency (PMA).

J. Herbert Nelson and a delegation from OGA, as well as former Stated Clerk, Rev. Gradye Parsons, will be traveling to Barrow, Alaska, to begin work in offering an apology to Native Americans on behalf of the Presbyterian Church (USA), as directed by the 222nd General Assembly (2016). The COGA Coordinating Committee will keep the delegation in their prayers during their travels next week.

Having no further business, the Committee on the Office of the General Assembly Coordinating Committee conference call adjourned at 5:05 p.m. Mark Boyd led the closing prayer.

Respectfully submitted,

Angela Stevens
Recorder
COGA Meeting – Co-Moderator’s Report

March 2017

We remain grateful to serve as Co-moderators of the 222nd General Assembly. We have found the work extensive, but energizing, and are encouraged at how our congregations are engaging their communities and adapting in the midst of great social change. With that, we share with you our work over the recent months:

**One Church, One Book** – We have launched our church-wide book study of Debby Irving’s Waking Up White: And Finding Myself in the Story of Race. Thanks to the diligent work of (and immense gratitude to) Michelle Bartel and Mark Koenig, we have also been able to offer an accompanying study guide for churches and small groups to use in their studies. Everywhere we go, we hear from Presbyterians who are using the book in their ministerial contexts with excitement, resistance, trepidation, and/or enlightenment. We are proud of how our denomination has undertaken this study and entered into some difficult and often discomfiting conversations. In our current social climate, it is more important than ever that we stay engaged to fight the forces of enmity and division and live into the “visible unity” called for by the Confession of Belhar.

**New Poor People’s Campaign** – In response to Item 11-03, “On Choosing to Be a Church Committed to the Gospel of Matthew 25” from the 222nd General Assembly, and ahead of the 50th Anniversary of Dr. King’s Poor People’s Campaign, we called upon PC(USA) members to commit ourselves to poverty alleviation over the MLK holiday weekend. We will be travelling to Auburn Theological Seminary June 12-13 for the purposes of envisioning an 18-month project for the denomination that would include a curriculum with Bible study and possibilities for organizing and action. Auburn is excited about this project, as it coincides with their 200th anniversary. Furthermore, we have discussed the possibility that our next church wide book study would focus on poverty.

**Appointments** – As reported in the fall, the Way Forward Commission and the 2020 Vision Team have been appointed and both groups have since begun their work. We have three remaining committees and commissions to appoint: Racism Truth Reconciliation Commission, The Reformed Perspective of Christian Education, and the Rules of Discipline Task Force. Due to a lack of applicants for each of these groups, we are unfortunately behind in our appointments. We continue to work closely with Valerie Small, Manager of General Assembly Nominations, to fill empty slots and expect to have appointments finalized by early April.

**Moderator Visits** – Our plate has been full with invitations to share and work alongside our members and partners in service to the ideals set forth by the assembly.

- October 31-November 10 – Thailand. Denise led a delegation with staff to examine issues of human trafficking and migration
- November 9-13 – Peace River Presbytery. Jan participated in the celebration of the 60th anniversary of Margaret Towner’s ordination.
- December 2-5 – San Joaquin Presbytery. (Jan)
- December 6 – Carlisle Presbytery (Denise)
- January 2-5 – College Conference at Montreat (Jan)
- January 14-15 – First PC, Santa Fe, 150th Anniversary (Jan)
• January 25-28 – APCE, Denver (Denise)
• January 28-30 – Westminster PC, Knoxville (Jan)
• February 4-8 – Greater Atlanta (Jan)
• February 9 – Chairs and Execs Meeting, Philadelphia (Jan)
• February 10-11 – National Capital, “The Origins of Race” (Denise)
• February 11 – Miami Valley Presbytery (Jan)
• February 16 – Missouri Union Presbytery (Jan)
• February 18 – Riverside Presbytery (Jan)
• February 21 – Salem Presbytery (Jan)
• March 4 – Chicago Presbytery (Denise)
• March 10 – Progressive Youth Ministry Conference, Montreat (Denise)
• March 12 – Fellowship PC, Hunstville, AL (Denise)
• March 13-15 – NEXT Church, Kansas City (Jan and Denise)
BIG TENT SCHEDULE OF EVENTS

In addition to Big Tent worship, Bible study, workshops, meals, and other activities, the schedule includes pre- and post-Big Tent opportunities. Please review this entire schedule before you begin to register and make travel plans!

All activities (except for the Friday evening visits to area churches) are in various locations on the campus of Washington University in St. Louis.

PRE-CONFERENCE EVENTS

There are several opportunities for education and networking before Big Tent begins, starting as early as Tuesday evening. Washington University residence hall accommodations are available from Tuesday for those who will participate in one of these pre-Big Tent events. Additional charges for Tuesday and/or Wednesday night are included in the fees for most of these events.

TUESDAY, JULY 4

Middle Eastern Pastor's Leadership Development Conference
Begins Tuesday at 6:00 p.m., ends at 12:00 noon on Thursday.
Fee: $100 (includes Tuesday and Wednesday lodging). Includes Tuesday dinner, Wednesday breakfast, lunch, dinner, and Thursday breakfast and lunch.
This conference provides a lifelong learning experience in the areas of evangelism, church revitalization, and pastoral leadership to Middle Eastern pastors and lay leaders. This training event is also an opportunity for Middle Eastern pastors and leaders to meet for fellowship, reflection, mutual encouragement, spiritual nourishment, and sharing best ministry practices. By invitation only - For more information contact Magdy Girgis (Magdy.Girgis@pcusa.org)

WEDNESDAY, JULY 5

Middle Eastern Pastor's Leadership Development Conference continues

Presbyterian Intercultural Pre-Conference
Sponsored by the Office of Racial Ethnic and Women’s Ministries (PMA) and the Presbyterian Intercultural Network
Begins at noon on Wednesday, July 5, and ends with lunch on Thursday, July 6.
Fee: $125, (includes Wednesday lodging), $175 (includes Tuesday and Wednesday lodging) or $60 (no lodging). Each fee includes Wednesday lunch and dinner and Thursday breakfast and lunch.
To be the church, always reforming, the church God is calling us to be in this time and place, requires safe “sacred space” for honest, open, and often difficult conversations about the power of race in our lives, white privilege, “black lives matter,” institutional racism, power imbalances and power sharing. Enter this “sacred space” during this pre-conference. Learn to recognize the power of racism. Learn to speak truth to power. Learn to build genuine, mutual, and just intercultural relationships and communities. Experience the holy, transforming power that enters our lives through truth telling, genuine listening that seeks to
understand deeply, confession and repentance. **Come**, join us! **Explore** with us! **Discover** with us! Be **Transformed**!

*For more information, contact Lemuel Garcia ([Lemuel.Garcia@pcusa.org](mailto:Lemuel.Garcia@pcusa.org)).*

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**THURSDAY, JULY 6**

**Middle Eastern Pastor's Leadership Development Conference** continues, concluding with lunch.

**Presbyterian Intercultural Pre-conference** continues, concluding with lunch.

**Face to Face**
Open 8:30 a.m. – 6:00 p.m., with an orientation from 9:15 – 10:00 a.m., and PNC Training from 2:00 – 3:30 p.m. Continues Friday and Saturday morning.

Sponsored by Church Leadership Connection (CLC) ([www.pcusa.org/clc](http://www.pcusa.org/clc)), a ministry of the OGA.

An opportunity for search committees, mid council staff, teaching elders and other church professionals to move beyond the written words of Personal Information Forms (PIF) and Ministry Information Forms (MIF) to meet and talk directly with one another about the possibility of ministry together.

*For more information, call 888-728-7228, ext. 5225, or register on-line ([pcusa.org/clc](http://www.pcusa.org/clc)) to attend.*

**Young(ish) Mid Council Leaders Gathering**
10:00 a.m. – 2:00 p.m.
Fee: $20, includes lunch.

All mid-council staff and elected leaders age 40ish and younger are invited to gather for a time of conversation, fellowship, and consultation. Join us to learn more about our different roles and discuss how we can support one another in this important ministry!

*For more information, contact Andy James ([cajames@nhpresbytery.org](mailto:cajames@nhpresbytery.org)).*

**Egypt - Christians in Tumultuous Times**
12:30 - 1:30 p.m.
No fee, but advanced registration is encouraged. Attendees may bring their own lunch.

Sponsored by the Egypt Partnership Network (EPN)

In this most recent history of revolution(s), the Synod of the Nile, the Evangelical Theological Seminary of Cairo (ETSC) and the over 375 Presbyterian Churches of Egypt have forged a powerful witness for Christ. Join our presenters as we share and answer questions concerning the vision, challenges and reality of the Evangelical (Protestant) Presbyterian Church's growth and needs. Learn, too, of the new PCUSA Egypt Partnership Network's efforts to inform and strengthen the partnership of congregations in the USA and Egypt. Led by Rev. Alfred Graise, Egyptian – American, co-pastor, Calvary Presbyterian Church, Riverside, CA and coordinator of the Egypt Partnership Network (EPN) and EPN Leadership Team Members Rev. Dr. Steve Gorman, recent PCUSA Regional Liaison, Synod of the Nile, Cairo, Egypt (2013- 2016) and Dr. Stan Skreslet, Professor of Church History. Union Presbyterian Seminary.

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**BIG TENT OPENS!**

2:00 – 3:30 p.m. **Big Tent Gathering and Community Building**
Welcome to the 2017 Big Tent! Join us as you arrive for community building. Yes, there will be cheesy activities, space set aside for introverts, and a chance to meet each other in an informal setting.

2:00–5:30 p.m. **Children's and Youth Programs**
4:00–5:15 p.m.  **Big Tent Plenary I** – Graham Memorial Chapel

**Grounding Big Tent in the St. Louis Context**
People of faith in the St. Louis area have faced profound challenges and opportunities over the last several years as national attention has focused on racial, civil, economic strife in Ferguson and elsewhere. What does it mean to this community for Big Tent to be gathering here and what does it mean to the Presbyterian Church? We begin this conference with an opportunity to set our work in the context of their experiences by inviting local leaders to share their stories and lessons of engagement in St. Louis.

5:15–7:00 p.m.  **Dinner** – South 40 Dining Hall

7:00–8:30 p.m.  **Gathering Worship and Communion**—Graham Memorial Chapel

*Preacher*—J. Herbert Nelson II, Stated Clerk of the General Assembly

8:30–10:00 p.m.  **Thursday Evening Fellowship and Relaxation** – South 40 Dining Hall

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**FRIDAY, JULY 7**

6:30–8:30 a.m.  **Breakfast** – South 40 Dining Hall

8:30–noon  **Children’s and Youth Programs**

8:30–9:45 a.m.  **Big Tent Bible Study**—Graham Memorial Chapel

*Leader*—Eric Barreto, Associate Professor of New Testament, Princeton Theological Seminary.

8:30 a.m. – 6:00 p.m.  **Face to Face in operation**

10:00 – 11:00 a.m.  **Face to Face Call Seekers’ Training**

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10:15 a.m.–12:00 noon  **BIG TENT WORKSHOPS—SESSION AB**

*Note that these workshops continue through both morning workshop sessions; if you select one of these you will not select another workshop for Session A (10:15 a.m.) or B (11:15 a.m.)*

**Advocacy and Organizing 101**
Learn basic skills in how to organize a group to take collective action and advocate to the government. In this introductory training, we will explore how groups of people build power to act for justice, and teach and practice the building block skills of facilitation and organizing one to ones. Participants will walk away with a understanding of power relationships between the private sector, the public sector and the civic sector, and organizing strategies to influence public policy. *Led by Nora Leccese, associate for Domestic Policy and Environmental Issues, PMA’s Presbyterian Office of Public Witness.*

**Black Presbyterian Churches: A Call to Effective Stewardship in the Wilderness**
Reflect on the historic relationship between African American churches/leaders and the PC(USA) since reunion in 1983, and how to be faithful and effective stewards on the changing landscape of mission. *Led by Rev. Sterling Morse, coordinator for African American Intercultural Congregational Support, PMA, and Rev. James Reese, minister for Specialized Interpretation, Presbyterian Foundation.*

**Changing Face of Ministry**
Two trends foreshadow significant change for the PC(USA) in the coming years. Demographic information about inquirers and candidates in the preparation for ministry process suggests they are more diverse than
the PC(USA) as a whole. As they prepare to move into ministry, we will also be seeing increasing numbers of current teaching elders entering retirement. Considering the changing needs of congregations, what can we do to support the future of ministry in the PC(USA)? How can congregations and judicatories assure we are welcoming to all who are called into ministry? Join a guided conversation that will include recent research and key conversation partners. We welcome the wisdom, experience, and questions of all God’s people. Led by Tim Cargal, assistant stated clerk and manager for Preparation for Ministry, OGA and Lee Hinson-Hasty, senior director for the Theological Education Fund, Presbyterian Foundation.

The Christian Identity Formation and the Second Great End of the Church
The second great end of the church call us to the “shelter, nurture, and spiritual fellowship of the children of God.” Embedded in this end, we find profound connections to the themes of this year’s Big Tent—Race, Reconciliation, and Reformation—and our baptismal vow to guide and nurture those within our faith communities. This end beckons us to dig more deeply into what it means to “shelter,” not only those within, but also those outside our congregations. It calls us to reconsider how we “nurture” and cultivate Christian identity as a part of life-long faith formation. It challenges us to understand “spiritual fellowship” as a radical act of reconciliation. And, perhaps most relevant for our current context, it opens our eyes to what it means to be called the “children of God” and how that adoption changes the manner in which we must live in this world. Led by Jason Brian Santos, coordinator for Christian Formation, PMA.

Environmental Racism and Justice
We will explore past and current examples of environmental racism in the U.S. and around the world, talk about movements fighting for change, and how Presbyterians can get involved. Led by Rebecca Barnes, coordinator for the Presbyterian Hunger Program, PMA, and other Compassion, Peace and Justice colleagues.

Exploring Our Past, Present, and Future: Presbyterian History, Racial Reconciliation, and the Most Segregated Day of the Week
Join two church historians providing relevant primary source materials and sharing insightful lessons from the past that explain who we are as a Church in the present and help guide our future steps. The nuanced presentation aims to identify faithful moments of Presbyterian ministry and witness as well as address historical realities and challenges in order to invite everyone to collaboratively reflect on past reforms, refine present initiatives, and reimagine future ministries. Setting the context for the contemporary conversation of a predominantly-white (91%) PC(USA) seeking to become diverse, this workshop explores how our congregations and denominations understood and interpreted different waves of new immigrants and refugees, the civil rights movement, and ministries on racial-ethnic representation throughout the nineteenth and twentieth centuries. Led by William Yoo, assistant professor of American Religious and Cultural History, Columbia Theological Seminary and Rev. Beth Shalom Hessel, executive director of the Presbyterian Historical Society and associate stated clerk, OGA.

Human Caused Disaster Ministry
Violence changes everything, and it necessarily requires different skills and focus from responding to natural disasters. After violence, survivors suddenly and severely become engrossed in emotional, psychological, and spiritual chaos. Learn definitions and guidelines for human-caused disasters, trauma, trauma treatment, clergy care, congregational care, worship and liturgy, media relations, and long-term emotional and spiritual care. This presentation is the result of the best practices and lessons learned to-date by members of the Presbyterian Disaster Assistance (PDA) National Response Team who have been responding to human caused disasters since 1999. Led by Rev. Laurie Kraus, coordinator of PDA; Rev. David Holyan, Kirkwood Presbyterian Church, St. Louis and member of the PDA National Response Team; and Rev. James Kirk, associate for Disaster Recovery (U.S.) for PDA.

Israel-Palestine: For Human Values in the Absence of a Just Peace
In response to the mandate from the 2014 General Assembly, the Advisory Committee on Social Witness Policy conducted a study of Israeli occupation of Palestine, asking what progress if any had occurred toward a two-state solution and whether the church should focus its concern on other dimensions of the situation.
The report concludes that the PC(USA) should advance those efforts that best accord with its values, especially:

- The dignity of all persons
- Self-determination of peoples through democratic means
- Building up community and pursuing reconciliation
- Equality under the law and reduction in the separation that fosters inequality
- Recognition of our complicity and the need for confession and repentance
- Solidarity with those who suffer.

These values have relevance in any political arrangement, including but not limited to that of two sovereign states—Israel and Palestine. *Led by Steven Webb, ruling elder, co-chair of ACSWP and a retired economist from the World Bank.*

**Loving our LGBT Neighbors: Making Peace in Your Church Through Dialogue with the LGBT Community**

Perhaps the most polarized conversation in the church is around LGBT persons and their roles within the church. As society has seen avenues of reconciliation and dialogue break down in favor of warfare and division, it is easy to believe that healing and restoration are no longer possible. There is a rising tide of aggression, one that says the only victory can come from defeating your enemies. Sanctuary and Level Ground are two different non-profit and 1001 worshipping communities that work to foster reconciliation between LGBT people and communities of faith. Level Ground works through the arts, music, and film to create space for dialogue and relationship. Sanctuary creates safe worship space by hosting online and in-person community groups, teaching theology classes, and hosting LGBT-friendly worship services. Both provide resources to leaders, individuals and communities looking to have conversations marked by peace, unity, and reconciliation. In this workshop we will share more of our own stories and learn from the stories of LGBT Christians. We will also provide resources, guidance, and next steps for pastors and leadership teams who want to create healthy and restorative conversations about faith, gender, and sexuality within their local contexts. *Led by Samantha Curley, executive director of Level Ground, Pasadena, CA, and James Farlow, executive director of Sanctuary, Glendale, CA. Both are 1001 New Worshipping Communities.*

**Racial Identity Formation of Refugees/Immigrants and the Challenges of Immigrant Churches**

Changes in racial identity for refugees/immigrants as they enculturate, and forms of cultural adaptation will be discussed. Impacts of racial prejudice and internalized racism will be explored. This workshop will also address how these factors present challenges to immigrant churches and their ministries. *Presented in Mandarin. It will be presented in English in the Friday afternoon session. Led by Hsin-hsin Huang, associate professor of Pastoral Theology at Aquinas Institute of Theology.*

**Reformed but Always Reforming? Practical Workshop on Salvation, Christ, and Reformed Theology**

This workshop will mix lecture, small-group discussion, and whole-group discussion and help participants reflect on what it means for all Presbyterians to be practical Reformed theologians. Leaders will describe a debate about salvation and the centrality of Jesus Christ to Reformed Christianity that a series of Presbyterian Panel questions and results helped trigger. Participants will then grapple individually, in small groups, and eventually in the whole group with how they would respond to a limited number of questions from the August 2016 Theological Reflection Presbyterian Panel about salvation, Christ, and Reformed theology. Finally, workshop leaders will help summarize the discussion and brainstorm with participants about how to continue churchwide reflection about Reformed theology and identity. This workshop will give participants ideas, resources, and practice that will them engage others in their congregations—both old and new Presbyterians—about how Jesus Christ is Lord and what it means to be a Reformed Christian. *Led by Perry Chang, research associate, PMA, and Charles Wiley, coordinator, Office of Theology and Worship, PMA.*

**Shelter, Nurture, and Spiritual Fellowship of the Children of God**

Effective adult education in the church prepares us to claim the core values of hospitality and reconciliation. This workshop will offer practices to create an environment of learning and transformation. We will consider practical ways to widen the welcome of adult education: how to structure classes, equip facilitators,
include supplementary activities, and choose curriculum. Curriculum samples will be available.  
*Led by Malinda Spencer, associate for Curricula Training and Promotion, PMA.*

**Short-term Mission Trips from A to Z**
Join with others to learn and share best practices to plan, lead and follow-up on mission trips. Gain practical and insightful resources to bring back to your congregation or presbytery, and explore new ways of understanding mission trips.  
*Led by Ellen Sherby, coordinator of Equipping for Mission Involvement, PMA.*

**What if the Women Left? Shattering and Reframing the Stained-Glass Ceiling**
Women comprise 58% of our denomination, yet they are under-represented and under-appreciated in leadership roles. Shattering the stained-glass ceiling by ordaining women was a start in the right direction, but recent research shows that we have a long way to go. How can we reassemble the pieces into inspirational highways that are wide enough for everyone to walk side by side? Expect lively discussion!  
*Led by Angie Andriot, research associate, and Deborah Coe, coordinator, both with Research Services, PMA.*

**Writing Parables That Address Racism**
Learn about the 25 years of the Presbyterian Inter-Racial Dialogue (PIRD) in Winston-Salem, NC. Participants will also experience speaking about racism from the perspective of the five senses and be guided in how to develop their own parables as a vehicle to expand the dialogue and prepare to use a similar technique when they return home.  

**2020 Vision Team Listening Session**
Come and meet your 2020 Vision Team, tasked by the 222nd General Assembly to develop a guiding statement for the PC(USA). This statement will "help us name and claim our denominational identity as we seek to follow the Spirit into the future." We want to engage each other in listening and questions of God's movement in the PC(USA) for the future. Repeated Friday afternoon and Saturday morning.  
*Led by members of the 2020 Vision Team.*

10:15–11:00 a.m.  
**BIG TENT WORKSHOPS—SESSION A**

**Church Trends Website Replacement for Ten Year Trends and Comparative Statistics**
Church Trends replaces both the Ten-Year Trends and Comparative Statistics websites. Eight new report formats with greater detail are provided. Participants will be able to review their church's information and provide comments for continued site improvement.  
*Led by Susan Barnett, research associate, PMA, and director of the US Congregational Life Survey.*

**E-giving: A New Tool for Increasing Offering**
Fewer people today are using cash and checks for their financial transactions. As a result, churches have an opportunity to expand their giving opportunities. Churches need to support a variety of ways to encourage their members from giving faithfully and regularly. Online giving is here to stay. Why not embrace technology when it can aid members in their financial planning and provide an easy way to give and meet their stewardship commitment? Now more than ever we need to offer people more options to be extravagant givers. This workshop will discuss a variety of electronic giving solutions available to congregations today.  
*Led by Olanda Carr, ministry relations officer for the east region, Presbyterian Foundation.*

**Good Book Studies on Racism Discussion**
A number of new and old books are being discussed in book studies on racism. Let's share books we're using, models of leading discussion, and actions that arise from the studies.  
11:15 – noon  BIG TENT WORKSHOPS – SESSION B

**Interpreting the Peace and Global Witness Offering**
For generations in the Reformed faith, benevolence has flowed directly from the Communion table. Learn how the Peace and Global Witness Offering expands upon the historical understanding of our sacramental calling and commemorates World Communion Sunday with the promotion of reconciliation and peace in cultures of violence – including our own. Led by Bryce Wiebe, director of Special Offerings, PMA.

**Making Sausage: A Think-Tank on the Process Observation App Being Modified for Mid Councils**
New Tool for Mid Councils: The OGA is modifying the Process Observation Web Application (POWA) from GA to be useful for mid councils. Process Observation looks at what happens in a meeting and can show patterns of participation when present. This can be useful for leaders as they plan for full participation in their council, for deeper understanding of the community, and for designing means for under-represented groups access the council. It has been a tool to show the impact of implicit bias in meetings of the GA. Come with your questions, curiosity and expertise to give feedback on what we have so far. Led by Molly Casteel, assistant stated clerk and manager for Equity and Representation, OGA and Vicente Guna, manager of Technologies, OGA.

**Reconciling Differences: A Collaborative Approach to Climate Change**
In the heightened climate crisis, come and join a conversation on what actions on environmental issues we Presbyterians can propose/collaborate on--across differences of opinion--as we seek to care for God's good creation. Led by Rob Fohr, mission coordinator, PMA, and Rev. Deborah Meinke, Interim Associate Pastor, First Pres, Stillwater, OK and Stated Clerk, Cimarron Presbytery

12:00 – 2:00 p.m.  Lunch – South 40 Dining Hall

1:00–2:00 p.m.  Face to Face Call Seekers’ Training

2:00–5:15 p.m.  BIG TENT WORKSHOPS — SESSION C

12:00 – 2:00 p.m.  Lunch – South 40 Dining Hall

1:00–2:00 p.m.  Face to Face Call Seekers’ Training

2:00–5:15 p.m.  Children’s and Youth Programs

2:00–3:30 p.m.  **75 Years On: Presbyterian Engagement with the WWII Incarceration of Japanese Americans**
Introducing the history of the mass incarceration of Japanese American residents and citizens during World War II, this workshop explores the ways that congregations, presbyteries, individuals, and the denomination responded or failed to stand up for justice. Ultimately, this experience was the engine for many Presbyterians to engage in what is called the "long Civil Rights Movement" and for Japanese Americans to help develop an Asian American liberation theology. Led by Rev. Beth Shalom Hessel, executive director of the Presbyterian Historical Society and associate stated clerk, OGA.

**Actualizing the DREAAM: Addressing Issues Facing African American Boys in Early Education**
Based out of Champaign, IL, the DREAAM (Driven to Reach Excellence and Academic Achievement for Males) program is a community-school collaborative partnership designed to reach, teach and support African American boys at risk in early education. In this reality based, interactive workshop, DREAAM project presenters will present best practices, provide analysis and results of program intervention, and discuss tools for partnership building and family responsive methods in addressing issues facing young, at-risk African American boys. Addressing issues such as school-to-prison pipeline, low academic achievement, poverty, racism and violence, interactive methods will be used to teach and engage workshop participants in ways to utilize culturally responsive methods used to create a more culturally appropriate and effective learning environment. The workshop will also address important components of working with kindergarten readiness, social emotional learning and meeting school expectations. Participants will interact
with the DREAAM families and have dialogue with DREAAM parents through a parent panel. *Led by Director Tracy Dace, creator/director of the DREAAM program, along with youths and parents of the program.*

**Best Practices and Stories for Mission that Works: Lessons from Ministries with Women Around the World**

Be inspired and equipped for service through stories about women working around the world to create change in their communities. Grow your vision of God’s mission in our global church and gain best practices and practical tools for faithful, effective ministries at home and across the globe. *Led by mission leaders from the US and PC(USA) mission co-workers from around the world.*

**Communications Justice: Anti-Racist Writing and Photography**

Language and images are some of the easiest and most powerful ways to bring about social change and dismantle racism. Yet the language and photos that we continue to use for communicating about people often perpetuates divisions rather than fostering respect and justice for all. Come, explore, and learn the role of language in perpetuating racial myths, erasure, and violence. Become aware of key resources in the Anti-Racism Digital Library (ADL) for creating and contributing inclusive, God-honoring words, images, and stories. An interactive, rich media, presentation will be followed by time for participants to experiment with their choice of activities:

- How to speak and write about race/ethnicity
- How to take anti-racist photos
- How to identify racist news media headlines and what to do about it
- How to contribute your items on anti-racism to the ADL.

Activities may be done using your favorite device, so bring your cell phones, tablets, camera, etc.

**Creating a Culture of Generosity**

Is your congregation’s approach to stewardship stuck in a rut? Are you living in a state of scarcity and longing for abundance? Do you long for your church’s members to enjoy the spiritual rewards of a generous life? This workshop is designed to help you move your church from conducting a traditional stewardship campaign to building a year-round, spiritually-based culture of generosity. You will walk away with ideas on organizing your generosity/stewardship leadership group, communicating with the different generations that exist in your congregation, integrating all aspects of your church into the life of generosity, and teaching the spirituality of generosity. Be prepared to evaluate your current program, and walk away with a new excitement and energy about generosity for the future of your church. *Led by Robert Hay, Jr., ministry relations officer for the southeast, Presbyterian Foundation.*

**Cuba, Israel-Palestine, Korea and Mexico: The Church’s Stories and Struggles of Reconciliation**

What does reconciliation look like in different cultures and contexts? How do we show faithful Christian witness in the face of geopolitical tensions? Through the stories of sisters and brothers around the world, learn how the church is responding through advocacy, development work and relief efforts. *Led by Mienda Uriarte, area coordinator for Asia and the Pacific, World Mission, PMA; Amanda Craft, manager of Immigration Advocacy, OGA; Victor Makari, PC(USA) mission co-worker and associate for ecumenical partnerships in Israel-Palestine; and David Cortes and Josey Saez, PC(USA) mission co-workers with the Presbyterian Reformed Church in Cuba.*

**Disrupting Racism: Building the Intercultural Community**

This workshop will equip participants to initiate conversations around antiracism in their own congregations and communities. This experience-based workshop will help participants gain a deeper understanding of the systems of power and privilege that perpetuate racism. It will challenge us to move from seeing and treating people as “others” to embracing all as part of God’s family. Resources presented will range from interactive activities to newly developed PC(USA) resources, including a study guide on Waking Up White. Participants will spend time examining their own experiences related to race, power, and privilege and will learn about the tools and resources for disrupting racism and engaging in antiracism work. *Led by Rev. Grace Ji-Sun Kim, associate professor of Theology, Earlham School of Religion and Mark Koenig, coordinator for Racial Justice, PMA.*
Do You Love Me? Becoming Intercultural Allies for Justice
Reflecting on John 21:15-17, participants will explore the ways and means of becoming allies with those in the struggle for justice and equality. Becoming allies requires the power of the Holy Spirit working in a community of intentional spiritual formation. It is here with our allies that we are able to hear this haunting question and risk our lives in saying, “Yes, Lord, I love you; send me.” Led by Rev. Sterling Morse, coordinator for African American Intercultural Congregational Support and Rev. Ray Jones, associate director for Evangelism, PMA.

Faithful Interfaith Formation: A New Mission Toolkit for Congregations
What does it mean for Muslims and Christians to live peacefully together as children of God? Learn about a new resource toolkit that will help prepare your congregation to engage in interfaith relations. The toolkit (which is being unveiled at Big Tent) will guide your church in practical and creative ways to engage in interfaith conversations and learning, to interrupt Islamophobia in your community, and to connect with rich stories of interfaith relations around the world. This workshop will prepare you to bring resources and activities home to teach and inspire your congregation, and connect you with PC(USA) staff who can help. Led by Rick Ufford-Chase, associate director for Interfaith Formation, PMA and co-director of Stony Point Center, and Ellen Sherby, coordinator, Equipping for Mission Involvement, World Mission, PMA.

Intercultural Care Giving: Power Reconsidered, Power Redefined
Genuine awareness of power dynamics in care giving relationships allows us to be present with another person in truly helpful ways, providing effective care. Without this awareness our best efforts as care providers can be seriously undermined—even when we have the best intentions, carefully honed skills, and years of experience. In fact, without clear understanding of power dynamics, our care giving can result in real damage. For effective multicultural and intercultural care giving, dealing effectively with power issues and imbalances is an imperative, not an option. This workshop can enhance your care giving in multicultural and intercultural contexts—and, actually, enrich all of your relationships. Led by Rev. Princeton E. Abaraoha, First Presbyterian Church, Midlothian, Texas, and Rev. Sharon L. Mook, a fellow in the American Association of Pastoral Counselors. Both are members of the board of the Presbyterian Intercultural Network.

Interracial and Intercultural Mission Planning
This workshop will share useful information on how to create a foundation for inter-racial and inter-cultural planning for economic development and youth services, placing real faces on real problems. Make theology come alive! Led by Rev. Reginald Tuggle who has experience as church redeveloper, community activist, college administrator and not-for-profit organizer.

The Least of These: Engaging Presbyterians in the Work of Preventing and Alleviating Poverty
How is the PCUSA engaged in the work of preventing and alleviating poverty? How does poverty impact you? This workshop will examine poverty in the US context and how it affects us all. Attention will be given to issues such as living wages, homelessness, education, healthcare, mass incarceration and how each intersects with race, class and gender. Workshop will also equip participants with strategies to engage the issues in their local communities through direct action and advocacy. Workshop will also include an activity designed to encourage participants to interact with each other and interface with the issues of poverty in America. Led by Carl Horton, coordinator, Presbyterian Peacemaking Program.

Partnerships that Reform Ecumenism and Foster Change
Working for the full recognition of the rights of marginalized communities in today's political context requires diverse and strong partnerships. The PC(USA) has a long history of partnering with other churches to speak with a unified voice about our shared faith and the need for reform of discriminatory policies and laws. The presenters have experience in creating and nurturing partnerships in the midst of crisis. Learn from their experience and take home tools to help build partnerships that reform and update notions of ecumenical involvement and renew a communal commitment to justice. Led by Melissa Davis, manager of Ecumenical Relations, OGA, along with ecumenically involved Presbyterian pastors.
Presbyterian Worship: Always Being Reformed
Even as we mark the 500th anniversary of the Protestant Reformation in 2017, God’s Word and Spirit continue to reform our worship. This event will consider recent and upcoming changes in three significant documents — Glory to God: The Presbyterian Hymnal, the PC(USA) Directory for Worship, and the Book of Common Worship — as signs of ongoing renewal and reform in the understanding and practice of Presbyterian worship. Particular attention will be given to the difference these documents make in Christian faith and life through the formation that takes place in Christian liturgy. Indeed, through our worship, God is reforming us. Led by Rev. David Gambrell, associate for Worship, PMA and co-editor of the revised Book of Common Worship.

Race and Gender Justice in the PC(USA)
Participants will be provided with a framework for thinking through the intersections of gender and racial justice. A goal of the workshop is to lift up the work of the advocacy and advisory committees of the PC(USA), demonstrating how each addresses racial and gender justice in the life of the church. Significant time will be given for group discussion, inviting participants to suggest ways in which these three committees of the General Assembly might more effectively promote social justice, reconciliation, and reformation in the PC(USA) and larger society. Led by members of the ACWC, ACREC, and ACSWP.

Racial Identity Formation of Refugees/Immigrants and the Challenges of Immigrant Churches
Changes in racial identity for refugees/immigrants as they enculturate and forms of cultural adaptation will be discussed. Impacts of racial prejudice and internalized racism will be explored. The workshop will also address how these factors present challenges to immigrant churches and their ministries. This workshop will be presented in Mandarin Friday morning. Led by Hsin-hsin Huang, associate professor of Pastoral Theology at Aquinas Institute of Theology.

Walk with Me: The Adult Role in Youth Ministry
Explore the ways in which adults are called to accompany youth in the passage through adolescence and faith formation. Led by Gina Yeager-Buckley, associate for Ministries with Youth, PMA.

We've Been Doing It Wrong: Measuring Congregational Vitality Is More Useful than Counting Heads
We are learning that congregational health and vitality depends on so many more things than the number of people it includes and the size of its budget. Come and learn about an exciting new resource for assessing congregational health that emphasizes how a congregation is living into its sense of calling to be a faithful witness in its community and in the world. The second half of the workshop will give participants a chance to try the assessment tool to get an approximate assessment of their own congregation's vitality. The discussion of results will provide a glimpse of how it will be used to help resource congregations in the very near future. Led by Ray Jones, associate director of Evangelism, PMA and Deborah Coe, coordinator for Research Services, PMA.

2020 Vision Team Listening Session
Come and meet your 2020 Vision Team, tasked by the 222nd General Assembly to develop a guiding statement for the PC(USA). This statement will "help us name and claim our denominational identity as we seek to follow the Spirit into the future." We want to engage each other in listening and questions of God's movement in the PC(USA) for the future. Also held Friday morning and Saturday morning. Led by members of the 2020 Vision Team.

3:00–5:30 p.m. Face to Face PIF reviews by appointment

4:00–5:15 p.m. Big Tent Plenary II
Denise Anderson and Jan Edmiston, Co-moderators of the 222nd General Assembly (2016)
5:30–9:30 p.m.  ENGAGEMENT IN ST. LOUIS CHURCHES

Several Presbyterian congregations in the area are inviting Big Tent participants to spend Friday evening with them to show how they have engaged in “Holy Conversations around Race.” These have been intentional conversations around the racial divisions and mistrust that have so affected St. Louis and the wider United States. These congregations are inviting Big Tent participants to join with them as they continue these conversations. Participants will see this process of honest and challenging conversations about race in action, and leave with some tools applicable to their home congregations.

The host congregations will provide dinner, model these conversations, equip the participants to return to their homes and do likewise, and celebrate God’s presence together as a connected church. Transportation is provided from Washington University, departing around 5:30 p.m., and returning to campus by 9:30 p.m. Please sign up for one of these opportunities as you register.

Cote Brilliante Presbyterian Church
Located in North St. Louis, this is a predominately African-American community with an active role and relationship with its neighbors immediately around the church and the greater neighborhood. Our outreach ministry includes a food pantry and clothes closet, Thanksgiving and Christmas family support, and a benevolent fund to help families in critical times of need. Workshops and classes offered throughout the year provide education and information in areas of banking, housing and business development, and Community Bible Study each Tuesday. A church scholarship fund supports college-bound students. Cote Brilliante collaborates in a community garden on church property, and provides access to the garden and its produce to all of our neighbors. Soon, Cote Brilliante will reorganize its senior activities and youth activities programs. There is a need in the community for independent and assisted living housing for seniors that Cote Brilliante plans to address collaboratively.

Big Tent participants who visit Cote Brilliante will engage in dialogue that covers topics from Ferguson to America’s 45th President. We have a response! Our clarion call to our neighbors is the urgency to “Wake Up and Stay Woke!”

First Presbyterian Church, Ferguson
Big Tent participants who visit this church will get a glimpse of the larger Ferguson community and get a different context as to the events that have taken place in Ferguson since 2014. We are the oldest Protestant congregation in Ferguson and have tried through the changes that have taken place in our 140 plus year history to be faithful to the call of the Gospel. Justice, service, and growing youth into faithful adults have been the mainstays of our “always reforming” approach to ministry.

Oak Hill Presbyterian Church
This is a small, mission-oriented, urban congregation. Our neighborhood is changing and so are we! We’re becoming more diverse. We’re getting used to having folks call this place home and participate in events or programs or life together, without signing names to the membership rolls. We are active in neighborhood and city life. We started and run AMEN St. Louis, a place where teams come and stay and serve here in the city. We have a close relationship with the local neighborhood association, which is one of many local groups who meet in our building. We are very involved in local community organizing and activism, especially with our partner organization Metropolitan Congregations United. We take the Ferguson Commission report seriously, and used that as the basis for creating new outreach programs for youth-keeping Youth at the Center. We have an open gym night for neighborhood youth, we host special service and learning events on days off school, and we partner with a local small business for our famous Human Foosball outreach. We also started a Touchy Topics Book Club for adults who wanted to read and discuss issues of race, gender, class, etc. We are not all on the same page or of the same opinion here, but we are working together in faith to be God’s people and to witness to God’s love in this little corner of our great city. “With Jesus as our guide and community as our goal, we worship, love, serve and grow.” Note that steps to the entrance and narrow doorways at this church make wheelchair access difficult.
Second Presbyterian Church
This historic urban congregation made the decision in 1961 to stay in the city, instead of moving out to the suburbs. (The vote was 511-500!) That decision has shaped the mission and purpose of the congregation ever since. With an elegant, historic building, stunning windows and a large pipe organ, Second Church continues to provide creative, traditional worship with progressive and prophetic preaching. Over 150 of its 210 members are involved in some form of ministry or outreach (Food Pantry, inner-city tutoring, urban Girl Scout troop, weekly meals for homeless women, environmental activism as an Earth Care congregation, etc.) Following the events of police brutality and public outrage in Ferguson in 2015, Second Church has been actively engaged in conversations around racism and racial justice, with many members engaged in community change around the court system and the juvenile justice system. The congregation is currently 16% African-American, with a growing commitment to diversity (age, gender, sexual orientation). As the congregation awaits a new pastor in late 2017, the challenges and opportunities for growth and witness are many.

Third Presbyterian Church, St. Louis
Third Presbyterian Church seeks to glorify God through the implementation of ministries that provide physical, spiritual and educational resources needed for the strengthening of its congregation and surrounding community. Big Tent participants are invited to join members for a hot meal, a discussion centered on where we are and where do we go from here, and fantastic music and an informative and enlightening worship service.

For those who elect to not go to one of these congregations, Friday dinner is on-your-own; there are affordable options on-campus and nearby.

7:30 – 8:30 p.m. Taize Service – Umrath Lounge
For those who do take part in the congregational engagement.

8:30–10:00 p.m. Friday Evening Fellowship and Relaxation – South 40 Dining Hall

SATURDAY, JULY 8

6:30–8:30 a.m. Breakfast – South 40 Dining Hall

8:30–11:45 a.m. Children’s and Youth Programs

8:30– noon Face to Face open

8:30–9:15 a.m. Bible Study Breakouts

9:30–10:00 a.m. Bible Study – Graham Memorial Chapel
Leader – Eric Barreto, Associate Professor of New Testament, Princeton Theological Seminary.

10:30–11:45 a.m. BIG TENT WORKSHOPS—SESSION D

Adopt Your Local Prison
Today’s criminal justice system focus on breaking and not forging community, by separating certain groups (minorities, disenfranchised, the poor, people of color and so on) from others. This is a global trend, and the Prison Industrial Complex continues to further strengthen this process in our country. The idea of “Forging Community” is as old as the Greek idea of “Polis” (City or local community). In fact it is much older - it is found in most early human tribes and societies. Restorative Justice is the Polis idea as it relates to those who break the rules of society. This is a community based justice system focused on the healing of broken relationships, in direct opposition to today’s outdated, punitive model. In this Restorative Justice
model, each jail and prison becomes a place for churches and ministries to engage in community outreach, healing and reintegration. This workshop will offer analysis of the intersection of economics, race, class and power and how they are operative in the current predatory system of mass incarceration. With its biblical basis in Matthew 25, it will provide and explore examples of rehabilitation programs (artistic, academic, spiritual, etc.) and exemplify the recidivism reductions and reductions in cost to society. This workshop will also provide skits and other activities designed to help participants better understand the idea of Restorative justice and how it can be used in the context of ministry to the incarcerated. Led by Rev. Alonzo T. Johnson, coordinator of the Self Development of People, PMA and volunteer prison chaplaincy at Luther Luckett Correctional Facility, LaGrange, KY and Hans Hallundbaek, criminal justice coordinator, Hudson River Presbytery, NY and founding member, Board of Trustees Rehabilitation Through Arts program at Ossining Correctional facility.

Communication Justice: The Right to Speak and to Be Heard
Injustice takes many forms, including the inability to communicate: to remember and tell one’s own story, whether as an individual or as a group, and have that story heard. This workshop will look at the critical place of communication and language in justice work, which includes actively ensuring voice, listening to support appropriate action, and using language to build up and include. Participants will discuss the impact of communication and language as they relate to spirituality, dignity, community, participation, accountability, cultural diversity, and connectedness. Led by Susan Jackson Dowd, executive director, Presbyterian Women and an adjunct professor in writing, organizational culture dynamics, and global leadership, Spalding University, Louisville, KY.

Courageous Race Talk: Be Reconciled, but First Be Discomforted
Focusing on dialogue and small group discussion, participants will practice together to go deeper on race, examining our actions and their impact. Race must be confronted as it divides and dismisses children of God and keeps us from living fully together as church. Led by Molly Casteel, assistant stated clerk and manager for Equity and Representation, OGA and Elona Street-Stewart, executive, Synod of Lakes and Prairies.

How to Survive a Church Building Project
Building projects create excitement as congregations envision new ministry possibilities. Along with the excitement comes anxiety. Is this the right time for our congregation to consider this project? What is the best way to get started? Can we really afford a project of this size? How will we pay for the project? Will this affect our ministry budget? Learn about best practices for successfully navigating church construction projects of all sizes, and about pros and pitfalls experienced by hundreds of congregations as they moved from the visioning stage through debt retirement. Led by Clare Lewis, vice president of sales and marketing, and Catherine Lynch, east coast representative, both with the Presbyterian Investment and Loan Program.

How We Struggle: Race, Reconciliation and Young Adults
Racial reconciliation is one of the core values of Young Adult Volunteer (YAV) program. As a result, it is a central theme at each of our 21 YAV sites and a main focus at YAV Orientation. The YAV program’s efforts has been in two main areas: 1) Be a racially just program that offers spaces for young adults from diverse communities. 2) With the rapidly changing national conversations around race, provide leadership development to today’s young adults who are being challenged to think and act about race in different ways. This workshop will address the current trends seen in how young adults talk about race and the YAV program’s ongoing efforts to meet the needs of today’s young adults on racial reconciliation. We hope this workshop will provide practical steps and conversation points on how to address such topics in your own contexts. Led by Lydia Kim, associate for Administration, World Mission, PMA; Rev. Richard Williams, coordinator, Young Adult Volunteers Program; and Blake Collins, associate for Recruitment and Relationships, PMA.

Inspired by Belhar: The Church, Race and Reconciliation in South Africa and the U.S.A.
As the struggle against apartheid reached a crescendo in South Africa in the late 1980s, the Confession of Belhar became one of the key statements of Reformed theology that motivated deepening involvement of Christian leaders in ending white supremacy. Three decades later, the PC(USA) adopted the Belhar Confession as a fundamental expression of our faith at a time of renewed quest for racial justice in the U.S. Meanwhile in South Africa, Belhar remains a resource for our partners as they confront issues of racism and
human dignity. Join us to discuss the central themes of the Belhar Confession, the exciting work for racial justice and reconciliation that Belhar continues to animate in South Africa and Belhar’s implications for discipleship and prophetic witness in the United States. **Led by Matilde Moros, a ruling elder and adjunct professor of Gender, Sexuality and Women’s Studies at Virginia Commonwealth University, who co-chaired the GA Special Committee on the Confession of Belhar.**

**Perspectives on the European Refugee Experience**
Learn about Rev. Ryan and Alethia White’s experience working with Iranian refugees and migrants in Berlin. Hear stories, explore how the German church is responding, and come away with practical ways to support work with refugees and migrants in Europe and in the US. **Led by Rev. Ryan White and Alethia White, PC(USA) mission co-workers serving with Iranian Presbyterian Church in Berlin, Germany.**

**Reliable Records and Secure Speech**
Reliable recordkeeping is essential to Presbyterian polity; secure online speech is essential to your ministry. For clerks of session and other organizers, this workshop will guide users through the hybrid paper and digital recordkeeping environment, and introduce you to tools for secure communication. Participants should bring the computer or mobile device they use most. **Led by David Staniunas, Records Archivist, Presbyterian Historical Society.**

**Responding Faithfully to the Global Crisis for LGBT People**
In many parts of the world, sexual minorities live in fear. Homosexuality is illegal or criminalized in 81 countries. Even where sexual minorities face no legal penalties, they often suffer persecution and discrimination. For 40 years, the PC(USA) has consistently and explicitly affirmed the human rights of lesbian, gay, bisexual and transgendered (LGBT) people—even if we have disagreed on other questions of sexuality. This workshop will examine the nature and scope of the legal and social obstacles to LGBT rights and dignity, assess the ways that faith communities, including the PC(USA), have responded to these challenges, and identify practical actions that people of faith can take to demonstrate solidarity with sexual minorities and promote reconciliation and protection of civil and human rights. **Led by Michael Adee, former executive director, More Light Presbyterians and currently director of the Global Faith and Justice Project of the Horizons Foundation.**

**Social Media for Churches**
This workshop will provide an overview of the major social media platforms and how to use them to communicate the stories of your community in this reformation year. **Led by Mari Graham, social media strategist, PMA.**

**The Things That Make for Peace: Introducing Your Congregation to the New Commitment to Peacemaking**
The Commitment to Peacemaking has been refreshed and is being reintroduced to Presbyterians this year. Come and learn about the updates to the commitment and the ways in which you and your congregation can take part in a peacemaking commitment for our time. **Led by Carl Horton, coordinator, Presbyterian Peacemaking Program, PMA.**

**True Solidarity: Showing up for Justice in Humility**
God calls us to stand for justice with communities facing oppression and persecution. How do we do so with integrity and faithfulness. How do we express solidarity rather than display solidarity? How do we become accomplices in peoples’ struggles for liberation? **Led by Rev. Sung Yeon Choi-Morrow, interim executive director, National Asian Pacific American Women’s Forum; Valerie Kiriishi Small, assistant stated clerk and manager for GA Nominations, OGA; and Mark Koenig, coordinator, Racial Justice, PMA.**

**The View from Here - Discussing the Future of the PC(USA) with the Stated Clerk**
The Stated Clerk will share brief insights on the theme “The PC(USA) is not Dying, but Reforming” and respond to questions from participants. The Stated Clerk will both share, hear and help participants process the way ahead for our denomination. **Led by Rev. Dr. J. Herbert Nelson II, Stated Clerk of the General Assembly.**
Viewpoints of the Church in the Middle East on Christian-Muslim Relations and Reconciliation
Listening to voices from the Middle East this workshop will offer an insight into Christian-Muslim relations in the region and the prospects for reconciliation in deeply divided societies.

Where Abundance Begins: Re-forming our Understandings of Wholeness
Financial stress is one of the primary factors for clergy burnout and is detrimental to one’s overall sense of wellbeing. The Board of Pensions, through Board University, provides educational opportunities to encourage and strengthen the wellbeing of church leaders and those who support them in their ministry. Leaning into its Theology of Benefits, the Board seeks not only to remind employers of the Church’s commitment to justly compensate those who serve it, but also to employ a holistic approach to education about benefits. The Board seeks to expand its educational framework beyond financial wellbeing to one that deliberately attends to the intersecting aspects of physical, emotional, and economic vitality so that all may live life abundant. The PMA’s Office of Theology, Formation and Evangelism, through its financial aid for service program, provides scholarships to students and loan repayment assistance to those who serve in order to offset the cost of education. In light of demographic patterns that emerge in the application process, the PMA is interested in enhancing clergy wellbeing by expanding utilization of educational debt management resources available to clergy and church workers in order to reduce debt-related stress. Participants in this session are invited to a round-table conversation about how aspects of culture, social background, racial identity, gender, and other forms of human diversity present in the church, directly influence our shared understandings of and practices related to spirituality, vocation, health, and finances. Led by Rev. Lori Neff LaRue and Melonee C. Tubb., debt assistance specialist, Office of Financial Aid for Service, PMA.

Working Towards Peace and Reconciliation in South Sudan
South Sudan, the world’s youngest country, has been entrenched in a tragic state of civil war and conflict since December of 2013. Learn how the PC(USA) has accompanied the Church in the long, hard road towards peace and reconciliation in multiple ways: through Presbyterian World Mission’s on-the-ground capacity building through the South Sudan Education and Peace Building Project; mission co-workers accompaniment; and addressing the macro issues of the conflict through the advocacy efforts of the Office of Public Witness and the Presbyterian Mission to the United Nations. These complimentary efforts beautifully represent a Reformed approach to mission and ministry which our South Sudanese partners greatly appreciate. The foundation for peace and reconciliation is being laid! Led by Rev. Peter Tibi, executive director, RECONCILE, Catherine Gordon, PMA’s Office of Public Witness, Ryan Smith, Presbyterian Mission at the United Nations, and Debbie Braaksma, Africa area coordinator and former mission co-worker, PMA.

2020 Vision Team Listening Session
Come and meet your 2020 Vision Team, tasked by the 222nd General Assembly to develop a guiding statement for the PC(USA). This statement will "help us name and claim our denominational identity as we seek to follow the Spirit into the future." We want to engage each other in listening and questions of God's movement in the PC(USA) for the future. Also held Friday morning and afternoon. Led by members of the 2020 Vision Team.

11:30 – 1:30 p.m. Lunch – South 40 Dining Hall

1:30 – 3:00 p.m. Closing Worship—Graham Memorial Chapel
Preacher—Christine Hong, Assistant Professor of Worship and Evangelism, Louisville Presbyterian Seminary

4:00 p.m. Presbyterian Intercultural Young Adult Network Post Conference
Theme: Race, Reconciliation and Reformation
Begin at 4:00 p.m. ends after lunch on Sunday.
Open to all young adults attending Big Tent at no additional fee (but advance registration is required). We are a testifying community who believes in transformative discipleship and the
liberating healing of Jesus Christ. As young adults in the PC(USA), we come together to witness God’s good work in our lives both in and outside of the church. We recognize that our unity is enlightened by our different cultures and backgrounds, and from a mosaic of generational traditions and beliefs. We are committed to the work of the Holy Spirit, especially in being disciples and by making disciples of others for the establishment of the Realm of God. 

For more information, please contact Mei-Hui Lai (mei-hui.lai@pcusa.org).

SUNDAY, JULY 9

Presbyterian Intercultural Young Adult Network continues, concluding with lunch.

3/15/17
**223rd General Assembly (2018)**

*Renewing the Vision: Kingdom building for the 21st Century*

<table>
<thead>
<tr>
<th>Saturday June 16</th>
<th>Sunday June 17</th>
<th>Monday June 18</th>
<th>Tuesday June 19</th>
<th>Wednesday June 20</th>
<th>Thursday June 21</th>
<th>Friday June 22</th>
<th>Saturday June 23</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Opening of Assembly and Worship</strong></td>
<td><strong>Worship in local congregations</strong></td>
<td><strong>Bible Study 8:30</strong></td>
<td><strong>Bible Study 8:30</strong></td>
<td><strong>Plenary Meeting 4 (Starting with Ecumenical Worship Service) 9:30</strong></td>
<td><strong>Plenary Meeting 6 8:30</strong></td>
<td><strong>Plenary Meeting 9 8:30</strong></td>
<td><strong>Plenary Meeting 12 9:00</strong></td>
</tr>
<tr>
<td>11:00 - 12:30</td>
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<td></td>
<td></td>
<td></td>
<td>Closing Worship at close of business</td>
</tr>
<tr>
<td><strong>Group Lunch</strong></td>
<td><strong>Lunch Break</strong></td>
<td><strong>Lunch Break</strong></td>
<td><strong>Lunch Break</strong></td>
<td><strong>Sem. Lunches</strong></td>
<td><strong>Lunch Break</strong></td>
<td><strong>Group Lunch</strong></td>
<td><strong>Adjourn</strong></td>
</tr>
<tr>
<td><strong>Plenary Meeting 1 2:30 - 5:30</strong></td>
<td><strong>Plenary Meeting 3 2:30 - 4:30 Report of Special Committees and Commissions</strong></td>
<td><strong>Committee Meetings III 1:30</strong></td>
<td><strong>Committee Meetings VI 1:30</strong></td>
<td><strong>Plenary Meeting 5 2:00</strong></td>
<td><strong>Plenary Meeting 7 1:30</strong></td>
<td><strong>Plenary Meeting 10 1:30</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Group Dinner</strong></td>
<td><strong>Group Dinner</strong></td>
<td><strong>Dinner Break</strong></td>
<td><strong>Group Dinner</strong></td>
<td><strong>Dinner Break</strong></td>
<td><strong>Group Dinner</strong></td>
<td><strong>Dinner Break</strong></td>
<td><strong>Group Dinner</strong></td>
</tr>
<tr>
<td><strong>Plenary Meeting 2 Moderator’s Election 7:00</strong></td>
<td><strong>Committee Meetings I 7:30</strong></td>
<td><strong>Committee Meetings IV 7:30</strong></td>
<td><strong>Hands and Feet Celebration 7:30</strong></td>
<td><strong>Plenary Meeting 8 7:30</strong></td>
<td><strong>Plenary Meeting 11 7:00</strong></td>
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</table>
COMMITTEE OF THE OFFICE OF THE GENERAL ASSEMBLY

MARCH 2017 MEETING

PER CAPITA BUDGET DISCUSSION

AS OF DECEMBER 31, 2016
a. For Information:

REVIEW BUDGET PERFORMANCE FOR 2016

Revenue: The 2016 apportionment of $11,707,000 was $621,000 or 5% lower than in 2015. This is a trend that is forecast in the 2017-18 budgets and beyond. Approximately 79% of the total apportionment for 2016 has been received as of December 31, 2016, compared with the 80% received as of December 31, 2015. The total income from investments is $26,803 or 13% over budget for 2016 and $105,000 greater than 2015. The budget for Investment Income will increase as the last bad quarter of the 2009 recession drops off from the Formula for investment return in this and future years.

Expenditure:

OGA Per capita is $408,185 or 2.9% over budget in expenses as of December 31, 2016. OGA reduced the 2016 GA approved budget by $395,041 for a revised 2016 budget.

The Budget consists of three primary cost components.
- Costs controlled, managed and monitored by OGA Leadership.
- Shared Services costs developed, controlled and managed by PMA.
- Uncollectable Per capita Apportionment.

Uncollectable Amounts

The primary reason for the excess of expenses over budget is a dramatic increase in uncollectable Per capita apportionment. This amount is $570,632 greater than anticipated. The uncollectable reserve is now at 11.3% of Per capita revenue. This reserve percentage was generally between 5-6% of Per Capita Apportionment in 2009 and has risen even as the total Per Capita Apportionment has declined due to membership losses.

Ten Presbyteries account for approximately 50% or ($790,000) of all outstanding Per Capita Apportionment. We will need the help from COGA and the GA to develop a new approach to reducing these amounts. This is critical to sustaining the commitment of OGA mission to the mission of the Church.

OGA Managed Expenses

OGA staff control $9,907,065 of the original 2016 budget. We reduced that budget to $9,560,708. This was a 3.5% reduction in addition to the significant reductions of the 2013 reorganization. The actual OGA controlled expenses for 2016 were $9,512,024 or $48,684 less than the revised budget. OGA leadership and staff continue as good stewards of funds provided.

Shared Services (Overhead)

The last component of expenses is the Shared Services or overhead costs funded by Per capita Apportionment. This component is significant, not controlled by OGA, and increasing as a % of the declining Per capita Apportionment. There are various GA Committees and Commissions reviewing all aspects of Shared Services for understandings and potential changes to these costs.

Per Capita paid $3,090,694 for Shared Services cost in 2016. This is 30% of the Per Capita Apportionment net of uncollectible amounts. In 2009 Shared Services represented 21% of Net Per Capita and was $2,890,000. The Shared Service cost will continue to increase as a percentage of funds available to OGA and could conceivably approach 50% of all funds available without an immediate new approach to how we fund our overhead costs. Every dollar spent on overhead is a dollar not spent on our core responsibilities to the Church.
Net Operating Results:

The original Per Capita Budget anticipated an excess of costs over revenue of $833,475. The revised budget reduced the loss to $458,488. The actual results are an excess of expenses of $884,544. OGA leadership did its part by reducing costs compared to the approved 2016 budget by $395,041 or an additional 4.1% of costs. The reason for the increase in the loss is the increase in uncollectable amounts by $570,000.

Balance Sheet: We have enclosed an OGA Comparative Balance Sheet as of December 31, 2016. The balance sheet indicates that OGA is financially stable with little debt other than routine operating costs. This is important as we navigate difficult economic times ahead. The balance sheet will allow OGA to plan its future in a prudent and clear manner. The cash position is strong and we are currently over 200% of the required General Assembly cash reserve of 30% of annual expenses. The reserve is expected to erode over the next 4 years if membership declines continue to impact Per Capita funding. OGA cash and investments was $11,780,928 in 2016 as compared to $12,485,793 in 2015. The OGA cash position in GA years will always be less than the prior year. The difference is payments for the 2016 GA.

The GA approved Per Capita rates for 2017 and 2018 strengthen OGA thru 2020, but do not offset the problem areas of Uncollectable amounts and Shared Services Cost. After 2020 without membership stabilization and rate increases, and/or restructure of how Shard Services is funded, further OGA expense reductions will be necessary to meet the required reserve requirement and stabilize the OGA financial condition.

Despite the many challenges we face, OGA is blessed with a strong balance sheet and financial resources that will buffer OGA from short term financial tremors. We have committed leadership and a strong Church determined to forge ahead as we embrace our mission determined by the Gospel. We know we are preparing for a new direction led by the Holy Spirit. It is a blessing to do so with such a bounty of God’s gifts.

(Attachment 1 – Per Capita Financial Statements)

b. UNCOLLECTIBLE PER CAPITA

<table>
<thead>
<tr>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Over $50K</td>
<td>9</td>
<td>6</td>
<td>7</td>
<td>5</td>
</tr>
<tr>
<td>$25-50K</td>
<td>8</td>
<td>9</td>
<td>7</td>
<td>12</td>
</tr>
<tr>
<td>$15-25K</td>
<td>9</td>
<td>10</td>
<td>6</td>
<td>14</td>
</tr>
<tr>
<td></td>
<td>8</td>
<td>6</td>
<td>10</td>
<td>5</td>
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<tr>
<td>--------</td>
<td>---</td>
<td>---</td>
<td>----</td>
<td>---</td>
</tr>
<tr>
<td>$10-15K</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$5-10K</td>
<td>12</td>
<td>7</td>
<td>8</td>
<td>9</td>
</tr>
<tr>
<td>&gt;$5K</td>
<td>10</td>
<td>15</td>
<td>15</td>
<td>18</td>
</tr>
<tr>
<td>Total</td>
<td>56</td>
<td>53</td>
<td>53</td>
<td>63</td>
</tr>
</tbody>
</table>

Note: in 2015, 119 presbyteries paid in full or 71%

(Attachment 2 – Outstanding Per Capita - Top 10 Presbyteries).

**Suggested Recommendation:**
Develop with COGA a new comprehensive approach to working with Presbyteries on value of Per Capita and a new outreach program.

c. **GENERAL ASSEMBLY APPROVALS**

The 222nd GA approved the 2017 and 2018 Per Capita Budgets as submitted by COGA. The GA approved additional expenses through actions of $262,203 and $270,583 for 2017 and 2018 respectively. This added $.17 and $.18 to the Per capita rates in 2017 and 2018.
The change in Per Capita rates included our request of a 3% increase in both 2017 and 2018 and the aforementioned increase for new GA approved actions.

**PER CAPITA APPROVED RATES**

2016---$7.12 per member
2017---$7.50 per member
2018---$7.73 per member

d. **2017 Benefit Plan Changes Update**

OGA will save $179,000 in 2017 due to the new payment methodology implemented by BOP. This was not in the 017-18 budgets as BOP had not given the new rates for review by the GA meeting.

e. **Shared Services Cost Analysis—Attachment III**
ATTACHMENT I
OFFICE OF THE GENERAL ASSEMBLY

PER CAPITA FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2016
Presbyterian Church (U.S.A.)
Per Capita
COMBINED STATEMENTS OF FINANCIAL POSITION
December 31, 2016 and 2015
PRELIMINARY - Subject to Audit

<table>
<thead>
<tr>
<th>Assets</th>
<th>Total 12/31/2016</th>
<th>Total 12/31/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$379,311</td>
<td>$319,926</td>
</tr>
<tr>
<td>Short term investments</td>
<td>1,651,614</td>
<td>2,643,304</td>
</tr>
<tr>
<td>OGA Foundation</td>
<td>896,774</td>
<td>843,641</td>
</tr>
<tr>
<td>Per Capita Investments</td>
<td>4,103,369</td>
<td>3,985,399</td>
</tr>
<tr>
<td>Long term investments</td>
<td>3,596,002</td>
<td>3,592,942</td>
</tr>
<tr>
<td>Endowment investments</td>
<td>770,797</td>
<td>720,650</td>
</tr>
<tr>
<td>Investments PILP</td>
<td>383,060</td>
<td>379,931</td>
</tr>
<tr>
<td>Apportionment receivable--current year</td>
<td>2,296,575</td>
<td>2,517,686</td>
</tr>
<tr>
<td>Apportionment receivable--prior year</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Allowance for Uncollectible Apportionments</td>
<td>(1,313,193)</td>
<td>(1,120,645)</td>
</tr>
<tr>
<td>Receivable - Big Tent</td>
<td>-</td>
<td>2,642</td>
</tr>
<tr>
<td>Other receivables</td>
<td>162,043</td>
<td>165,000</td>
</tr>
<tr>
<td>Receivable - PMA</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Prepaid-Other</td>
<td>84,913</td>
<td>16,435</td>
</tr>
<tr>
<td>Land, Building and Fixed Assets</td>
<td>3,936,547</td>
<td>3,720,969</td>
</tr>
<tr>
<td>Accumulated depreciation</td>
<td>(2,749,448)</td>
<td>(2,533,539)</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$14,198,366</strong></td>
<td><strong>$15,254,339</strong></td>
</tr>
</tbody>
</table>

**Liabilities and Net Assets**

<table>
<thead>
<tr>
<th>Liabilities:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable-PMA</td>
<td>$1,092,214</td>
</tr>
<tr>
<td>Accounts Payable</td>
<td>-</td>
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<tr>
<td>Receipts in Process/ Other</td>
<td>126,020</td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td><strong>$1,218,235</strong></td>
</tr>
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</table>

**Net assets:**

<table>
<thead>
<tr>
<th>Unrestricted:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Undesignated</td>
<td>$5,181,710</td>
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<tr>
<td>Designated</td>
<td>4,376,489</td>
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<tr>
<td>Plant Fund</td>
<td>1,269,683</td>
</tr>
<tr>
<td>Temporarily Restricted</td>
<td>1,367,618</td>
</tr>
<tr>
<td>Permanently Restricted</td>
<td>784,630</td>
</tr>
<tr>
<td><strong>Total net assets</strong></td>
<td><strong>$12,980,130</strong></td>
</tr>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$14,198,365</strong></td>
</tr>
<tr>
<td>SOURCES OF FUNDING</td>
<td>2016 Original Budget</td>
</tr>
<tr>
<td>--------------------</td>
<td>---------------------</td>
</tr>
<tr>
<td>1. Apportionments</td>
<td>$11,744,412</td>
</tr>
<tr>
<td>2. Investment Income and Gains/Loss</td>
<td>$200,000</td>
</tr>
<tr>
<td>3. Manley Fund</td>
<td>13,000</td>
</tr>
<tr>
<td>4. Miscellaneous</td>
<td>2,000</td>
</tr>
<tr>
<td>5. Unrealized/Realized Gain (Loss)</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL SOURCES OF FUNDING</strong></td>
<td>$11,959,412</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EXPENDITURES</th>
<th>2016 Original Budget</th>
<th>2016 Budget Rev’d App</th>
<th>2016 Actual</th>
<th>Act / rev bdt Variance</th>
<th>% Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Church Wide Ministries</td>
<td>$5,595,958</td>
<td>$5,510,199</td>
<td>$5,318,244</td>
<td>$191,865</td>
<td>3.5%</td>
</tr>
<tr>
<td>2. Ecclesial &amp; Ecumenical Ministries</td>
<td>2,753,650</td>
<td>2,517,814</td>
<td>2,611,131</td>
<td>(93,317)</td>
<td>-3.7%</td>
</tr>
<tr>
<td>3. Mid Council Ministries</td>
<td>1,557,457</td>
<td>1,532,785</td>
<td>1,582,649</td>
<td>(49,864)</td>
<td>-3.3%</td>
</tr>
<tr>
<td>4. Presbyterian Mission Agency/Board</td>
<td>1,305,799</td>
<td>1,310,589</td>
<td>1,465,233</td>
<td>(154,644)</td>
<td>-11.8%</td>
</tr>
<tr>
<td>5. Other PMA Supervised Work</td>
<td>1,834,329</td>
<td>1,800,869</td>
<td>1,625,461</td>
<td>175,408</td>
<td>9.7%</td>
</tr>
<tr>
<td>6. Other Expenses</td>
<td>100,000</td>
<td>100,000</td>
<td>-</td>
<td>100,000</td>
<td>100.0%</td>
</tr>
<tr>
<td>7. Uncollectible Apportionments</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,570,632</td>
<td>(570,632)</td>
<td>-57.1%</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td>$14,147,193</td>
<td>$13,772,166</td>
<td>$14,173,331</td>
<td>$(401,185)</td>
<td>-2.9%</td>
</tr>
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</table>

| Committed for Subsequent Assemblies | $(1,354,306) | $(1,354,306) | $(1,354,306) | - | - |
| Estimated Under-Expenditure | - | - | - | - | - |
| **TOTAL EXPENSES & COMMITMENTS** | $12,792,887 | $12,417,860 | $12,819,045 | $(401,185) | -3.2% |

| Net to or (from) Reserve | $(833,475) | $(458,448) | $(884,544) | $426,096 | -92.9% |
**Presbyterian Church (U.S.A.)**  
**PER CAPITA**  
**UNRESTRICTED DESIGNATED NET ASSETS**  
**December 31, 2016**  
**Preliminary - Subject to Audit**

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</tr>
</thead>
<tbody>
<tr>
<td>OGA Sales of Publications</td>
<td>$304,687</td>
<td>$252,049</td>
<td>$356,692</td>
<td>(411,330)</td>
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<td>Ecumenical Reserve</td>
<td>203,651</td>
<td>-</td>
<td>50,000</td>
<td>153,651</td>
<td></td>
</tr>
<tr>
<td>OGA - Replacement Reserve</td>
<td>155,422</td>
<td>-</td>
<td>-</td>
<td>155,422</td>
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</tr>
<tr>
<td>DOH - Replacement Reserve</td>
<td>145,633</td>
<td>-</td>
<td>-</td>
<td>145,633</td>
<td></td>
</tr>
<tr>
<td>General Assembly Registration</td>
<td>59,036</td>
<td>588,111</td>
<td>494,839</td>
<td>152,308</td>
<td></td>
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<tr>
<td>Fall Polity</td>
<td>(60,665)</td>
<td>241,906</td>
<td>124,664</td>
<td>56,577</td>
<td></td>
</tr>
<tr>
<td>Cooperative Reading Group</td>
<td>129,078</td>
<td>93,558</td>
<td>55,739</td>
<td>166,897</td>
<td></td>
</tr>
<tr>
<td>Moderator's Travel</td>
<td>46,254</td>
<td>-</td>
<td>-</td>
<td>46,254</td>
<td></td>
</tr>
<tr>
<td>Moderator's Annual Gathering</td>
<td>26,663</td>
<td>-</td>
<td>-</td>
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<td>YAAD Reunion</td>
<td>3,145</td>
<td>-</td>
<td>-</td>
<td>3,145</td>
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<tr>
<td>Vocation</td>
<td>(16)</td>
<td>-</td>
<td>-</td>
<td>(16)</td>
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<td>Fred Jenkins Memorial Library Fund</td>
<td>1,464</td>
<td>-</td>
<td>-</td>
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</tr>
<tr>
<td>Ecumenical Consultation</td>
<td>(1,276)</td>
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<td>-</td>
<td>(1,276)</td>
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<td>New EP Training</td>
<td>4,669</td>
<td>-</td>
<td>-</td>
<td>4,669</td>
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<tr>
<td>Church Property and Legal</td>
<td>66,186</td>
<td>-</td>
<td>-</td>
<td>66,186</td>
<td></td>
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<tr>
<td>Contributions</td>
<td>12,759</td>
<td>25</td>
<td>-</td>
<td>12,784</td>
<td></td>
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<td>National Elders Conference</td>
<td>(5,217)</td>
<td>-</td>
<td>-</td>
<td>(5,217)</td>
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<tr>
<td>Big Tent</td>
<td>49,360</td>
<td>-</td>
<td>-</td>
<td>49,360</td>
<td></td>
</tr>
<tr>
<td>Unity &amp; Ref Heritage Seminar</td>
<td>3,117</td>
<td>-</td>
<td>-</td>
<td>3,117</td>
<td></td>
</tr>
<tr>
<td>Mid Council Ministries</td>
<td>-</td>
<td>16,409</td>
<td>16,079</td>
<td>330</td>
<td></td>
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<tr>
<td>PMA/GA Task Forces</td>
<td>105,176</td>
<td>-</td>
<td>-</td>
<td>105,176</td>
<td></td>
</tr>
<tr>
<td>Presbyterian Leader Formation</td>
<td>46,839</td>
<td>64,550</td>
<td>144,003</td>
<td>(32,614)</td>
<td></td>
</tr>
<tr>
<td>Diversity Project GACOR</td>
<td>29,000</td>
<td>-</td>
<td>-</td>
<td>29,000</td>
<td></td>
</tr>
<tr>
<td>Social Creed</td>
<td>(300)</td>
<td>-</td>
<td>-</td>
<td>(300)</td>
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<tr>
<td>Other Resources ACSWP</td>
<td>(445)</td>
<td>-</td>
<td>-</td>
<td>(445)</td>
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<tr>
<td>Immigration Assistance</td>
<td>515</td>
<td>-</td>
<td>-</td>
<td>515</td>
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<td>One Church All Agency Meeting</td>
<td>20</td>
<td>-</td>
<td>-</td>
<td>20</td>
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<tr>
<td>Other</td>
<td>(11,573)</td>
<td>-</td>
<td>-</td>
<td>(11,573)</td>
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<tr>
<td><strong>Total</strong></td>
<td>$703,807</td>
<td>$1,256,608</td>
<td>$1,244,016</td>
<td>$716,400</td>
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Designated to Subsequent Assembly

Total After GA Designated Funds

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$703,807</td>
<td>$1,256,608</td>
<td>$1,244,016</td>
<td>$716,400</td>
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### DESIGNATED FUNDS
FOR OGA AND FOR GA TASK FORCES
December 31, 2016
Preliminary - Subject to Audit

<table>
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<tr>
<th></th>
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<tr>
<td><strong>General Assembly Session</strong></td>
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<td>General Assembly Registration</td>
<td>59036</td>
<td>588,111</td>
<td>494,839</td>
<td>152,308</td>
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<td><strong>Vocation</strong></td>
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<td>Cooperative Reading Group</td>
<td>129078</td>
<td>93,558</td>
<td>55,739</td>
<td>166,897</td>
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<td><strong>Governing Body Relations</strong></td>
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<td>Fall Polity</td>
<td>-60665</td>
<td>241,906</td>
<td>124,664</td>
<td>56,577</td>
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<td><strong>Moderator</strong></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Moderator's Annual Gathering</td>
<td>26663</td>
<td></td>
<td>26,663</td>
<td></td>
</tr>
<tr>
<td>Moderator's Travel</td>
<td>46254</td>
<td></td>
<td>46,254</td>
<td></td>
</tr>
<tr>
<td><strong>Ecumenical</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ecumenical Reserve</td>
<td>203651</td>
<td>-</td>
<td>50,000</td>
<td>153,651</td>
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<tr>
<td><strong>Communication and Technology</strong></td>
<td></td>
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<td></td>
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<tr>
<td>OGA Sales of Publications</td>
<td>-304687</td>
<td>252,049</td>
<td>358,692</td>
<td>(411,330)</td>
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<td><strong>Church Property and Legal</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Church Property and Legal</td>
<td>66186</td>
<td>-</td>
<td></td>
<td>66,186</td>
</tr>
<tr>
<td><strong>Special Projects</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unity &amp; Ref Heritage Seminar</td>
<td>3117</td>
<td>-</td>
<td></td>
<td>3,117</td>
</tr>
<tr>
<td>Big Tent</td>
<td>49360</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributions</td>
<td>12759</td>
<td>25</td>
<td></td>
<td>12,784</td>
</tr>
<tr>
<td><strong>Replacement Reserve</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DOH - Replacement Reserve</td>
<td>145633</td>
<td>-</td>
<td></td>
<td>145,633</td>
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<tr>
<td>OGA - Replacement Reserve</td>
<td>155422</td>
<td>-</td>
<td></td>
<td>155,422</td>
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<td><strong>Presbyterian Historical Society</strong></td>
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<td></td>
<td></td>
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<tr>
<td>Historical Operations</td>
<td>3685256</td>
<td>646,884</td>
<td>722,840</td>
<td>3,609,300</td>
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<tr>
<td><strong>PMA</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PMA/GA Task Forces</td>
<td>105176</td>
<td>-</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Other</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mid Council Ministries</td>
<td>16,409</td>
<td>16,079</td>
<td></td>
<td>330</td>
</tr>
<tr>
<td>Mid Council Financial Network Conf.</td>
<td>21363</td>
<td>-</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MGB Financial Network</td>
<td>-</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diversity Project GACOR</td>
<td>-</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Executive Personnel Training</td>
<td>-</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Presbyterian Leader Formation</td>
<td>46839</td>
<td>64,550</td>
<td>144,003</td>
<td>(32,614)</td>
</tr>
<tr>
<td><strong>TOTAL DESIGNATED REVENUE</strong></td>
<td>4,390,441</td>
<td>1,903,492</td>
<td>1,966,856</td>
<td>4,327,077</td>
</tr>
<tr>
<td>Designated to Subsequent Assembly</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOT DESIG Balances</strong></td>
<td>4,390,441</td>
<td>1,903,492</td>
<td>1,966,856</td>
<td>4,327,077</td>
</tr>
</tbody>
</table>

Note: The above does not include Historical Operations Activity, and GA Designated amount
ATTACHMENT II
OGA  
Top 10 unpaid 2015 Per Capita  
BY Presbytery

<table>
<thead>
<tr>
<th>PRESBYTERY</th>
<th>BILLED</th>
<th>UNPAID BALANCE</th>
<th>% UNPAID</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRACE</td>
<td>$277,716.67</td>
<td>$157,110.75</td>
<td>58.57%</td>
</tr>
<tr>
<td>NEW COVENANT</td>
<td>$198,525.60</td>
<td>$109,259.86</td>
<td>55.04%</td>
</tr>
<tr>
<td>GREATER ATLAN</td>
<td>$278,784.24</td>
<td>$86,086.82</td>
<td>30.88%</td>
</tr>
<tr>
<td>CHARLESTON-AI</td>
<td>$117,586.24</td>
<td>$85,588.24</td>
<td>72.79%</td>
</tr>
<tr>
<td>SALEM</td>
<td>$206,748.01</td>
<td>$81,423.01</td>
<td>39.38%</td>
</tr>
<tr>
<td>PEACE RIVER</td>
<td>$118,097.28</td>
<td>$60,228.37</td>
<td>51.00%</td>
</tr>
<tr>
<td>BEAVER-BUTLER</td>
<td>$67,963.91</td>
<td>$57,825.98</td>
<td>85.08%</td>
</tr>
<tr>
<td>SAN DIEGO</td>
<td>$98,046.76</td>
<td>$57,349.94</td>
<td>58.49%</td>
</tr>
<tr>
<td>TAMPA BAY</td>
<td>$141,944.39</td>
<td>$54,616.60</td>
<td>38.48%</td>
</tr>
<tr>
<td>MISSION</td>
<td>$190,338.54</td>
<td>$40,838.54</td>
<td>21.46%</td>
</tr>
</tbody>
</table>

TOTAL FOR TOP    | $1,695,753.64 | $790,328.11    | 46.61%   |

TOTAL 2015 BILLING | $12,387,792.41 | $1,366,846.20 | 11.03%   |

Notes: 1. Top highest unpaid represent 13.6% of the total 2015 billings and 58% of all unpaid Per capita

Top Presbyteries that pay 100% amount billed

<table>
<thead>
<tr>
<th>PRESBYTERY</th>
<th>BILLED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charlotte</td>
<td>$240,775.92</td>
</tr>
<tr>
<td>Chicago</td>
<td>$234,518.97</td>
</tr>
<tr>
<td>Pittsburgh</td>
<td>$222,917.10</td>
</tr>
<tr>
<td>National Capital</td>
<td>$221,467.75</td>
</tr>
<tr>
<td>New Hope</td>
<td>$206,076.36</td>
</tr>
<tr>
<td>Coastal Carolina</td>
<td>$190,515.29</td>
</tr>
<tr>
<td>Twin Cities</td>
<td>$166,562.13</td>
</tr>
<tr>
<td>Middle Tennessee</td>
<td>$124,884.48</td>
</tr>
<tr>
<td>Heartland</td>
<td>$122,452.40</td>
</tr>
<tr>
<td>Cascades</td>
<td>$121,908.10</td>
</tr>
</tbody>
</table>

Notes: 119 Presbyteries paid in full out of 172 Presbyteries. This is 71% of all presbyteries paid 100%
ATTACHMENT III
### PMA Shared Services

Full costs as provided by PWA for various departments

<table>
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<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>%</td>
<td>30.2%</td>
<td>30.0%</td>
<td>29.9%</td>
<td>28.8%</td>
<td>26.7%</td>
<td>30.2%</td>
<td>30.0%</td>
</tr>
<tr>
<td>$</td>
<td>272,302,000</td>
<td>277,200,000</td>
<td>288,900,000</td>
<td>388,800,000</td>
<td>389,600,000</td>
<td>389,600,000</td>
<td>389,600,000</td>
</tr>
<tr>
<td>%</td>
<td>21.7%</td>
<td>25.4%</td>
<td>26.3%</td>
<td>28.8%</td>
<td>25.8%</td>
<td>26.4%</td>
<td>26.7%</td>
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<tr>
<td>$</td>
<td>310,295,000</td>
<td>315,200,000</td>
<td>333,600,000</td>
<td>433,600,000</td>
<td>433,600,000</td>
<td>433,600,000</td>
<td>433,600,000</td>
</tr>
</tbody>
</table>

**NOTES**

1. The percent allocation to PMA is based on the following formula:

   PMA Board and Executive Cost = Total PMA Board and Executive Costs

   PMA Shared Services Total Costs = Total PMA Shared Services Costs

   Dollars Available for OGA = Net Per Capita Revenue

   Percent Per Capita Revenue = 100 x Dollars Available for OGA / Total PMA Shared Services Costs

   PMA Shared Services Total Costs = Total PMA Shared Services Costs

   Net Per Capita Revenue = Percent Per Capita Revenue x Total PMA Shared Services Costs

   Loss Uncollectible Revenue = PMA Per Capita Allocation Analysis

<table>
<thead>
<tr>
<th>Year</th>
<th>Description</th>
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<tbody>
<tr>
<td>2009</td>
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</tr>
<tr>
<td>2010</td>
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<tr>
<td>2011</td>
<td></td>
</tr>
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<td>2012</td>
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<tr>
<td>2013</td>
<td></td>
</tr>
<tr>
<td>2014</td>
<td></td>
</tr>
<tr>
<td>2015</td>
<td></td>
</tr>
<tr>
<td>2016</td>
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</table>
PHS has begun 2017 at a clip. We begin our year **embracing a theme** that we believe encapsulates our mission, our strategic plan, and a number of historic events and moments we are commemorating in 2017: **Celebrate, Remember, Share.** This theme captures our celebration of the return of the restored Calder statues, the 50th anniversary of our building on Lombard Street, the 300th anniversary of Philadelphia Presbytery, and many other church anniversaries and moments we help celebrate. It encourages us to call to remembrance historical moments like the 75th anniversary of Executive Order 9066 that led to the incarceration of all West Coast Japanese Americans during WWII, our participation in a missionary movement that aided in the diminishment and destruction of indigenous cultures and peoples even as it spread the gospel, and the faithfulness and courage of indigenous peoples in response. The theme finally invites all Presbyterians to participate in PHS’s work of sharing our history and our stories to strengthen us as a body and as a witness to God’s work among us and around us.

We ended 2016 as a record year for helping researchers, fielding inquiries from churches, genealogists, and the general public, hosting tours of our archives, building partnerships and friendships with other area institutions, and creating a robust digital presence on Pearl. We continue all of these activities in 2017 while adding some new initiatives to help us meet our financial and strategic goals:

- **Strategic Plan:** Our 2017 Action Plans for fundraising and development focus primarily on the first two levels of donors. When we hire a new Director of Development, we can implement broader major gifts plans. My 2017 goals include family foundation research, endowing our research fellowships, improving our database info, and finding funding for interactive exhibits. We are preparing a planned giving outreach with the Foundation Collaboration. We have strong outreach plans regionally and nationally and are looking at how to leverage our digital program and upcoming exhibit and events.

- **Director of Development Search:** We believe we are getting close to a final candidate.

- **Taste of History:** The Boys are Back in Town. On May 4, PHS will hold its first fundraising gala event. The ticketed event, which celebrates the return of the restored Calder statues, will feature wine and food vendors providing tastings, a silent and a basket auction, a Heritage Lounge for our sponsors, and more. Our fundraising goal is $25,000 gross. As of March 3, we had received more than $17,000 in sponsorships from PILP, BOP, the Presbyterian Foundation, our partner vendors, and other friends of PHS. This event coincides with the first visit of our new Advisory Council members to PHS.
and our Spring Board meeting. Our staff has been working overtime to put the event together, especially Deana Stuart, Lorraine Brown, John Wood, and Takiyah Cuyler.

- **American Revolution Exhibit:** We are excited to open our exhibit on Presbyterians and the American Revolution in late April, to coincide with the opening of the Museum of the American Revolution a few blocks away. This exhibit differs from any previous exhibit in several ways: we are collaborating with congregations and other institutions for exhibit items, using banners to guide the exhibit through pre-Revolution, during, and post-Revolution years, and raising money to create some fascinating interactive, tablet-based exhibits that would be in the exhibit area during the life of the exhibit and on our website afterward. We will have a robust online exhibit and are considering a speaker series and other means to leverage this exhibit to build awareness of PHS. I am grateful to our exhibit team who has taken on this task: Nancy Taylor, Fred Tangeman, David Koch, Gabriela Zoller, and Natalie Stilshut, Beth Hessel.

- **Educational Outreach:** We are looking at ways we might develop educational outreach to either public schools in our neighborhoods or to local community colleges. Our PHS team of Beth Hessel, Nancy Taylor, Jenny Barr, and Fred Tangeman is doing necessary research as we prepare to apply for a Pew Arts and Heritage Discovery Grant in the fall.

- **Outreach to Presbyteries and Congregations:** In January and February, we held a series of outreach luncheons at congregations around Philadelphia Presbytery with attendance of more than 20 at each one from multiple congregations. We not only provided each congregation who attended with a free one-year congregational membership to PHS but have been following up with each one to help with tours, church anniversaries, and other interests. Our team of Beth Hessel, Lorraine Brown, David Koch, Nancy Taylor, Fred Tangeman, and David Staniunas are planning how to continue connecting with these congregations and what presbytery to go to next.

- **My Travel and Outreach:** My weeks and weekends this year are getting close to full already! I was teaching or preaching every weekend but two in January and February at churches in the Philadelphia and New Jersey areas. I did outreach events in Atlanta and Birmingham in early March. I have teaching and preaching events lined up most weekends through June and again September through November. This fall, I join Rob Bullock of the Foundation to lead a joint Reformation 500 Tour in Europe. I have submitted two workshops to Big Tent (and David Staniunas has submitted one), will serve as faculty at the Synod of Lakes and Prairies Synod School, and have been approached to serve as faculty for some other leadership training programs.

Respectfully submitted,
For Information:  

Beth Shalom Hessel  
Executive Director
Assistant Stated Clerks

The Stated Clerk of the General Assembly recommends that the Committee on the Office of the General Assembly (COGA) confirm:

The appointment of Cora Brown, Luke Choi, Amanda Craft, Kay Moore, and Jerry Van Marter to four-year terms as Assistant Stated Clerks of the General Assembly.

Rationale:

Assistant Stated Clerks are exemplary staff persons who may be asked by the Stated Clerk to give leadership to a GA Permanent Committee, task force or commission. These persons also represent the Office of the General Assembly as speakers, workshop leaders, at ecumenical gatherings, etc., as needed.

Cora Brown, Luke Choi, Amanda Craft, Kay Moore, and Jerry Van Marter are faithful Christian leaders who serve the church with “energy, intelligence, imagination, and love.” The Stated Clerk of the General Assembly is pleased to bring the above listed name for confirmation as Assistant Stated Clerks of the General Assembly, Presbyterian Church (U.S.A.).

The Standing Rules of the General assembly at H.2.d. states the following:

The Stated Clerk, after consultation with the Committee on the Office of the General Assembly, may appoint one or more Assistant Stated Clerk (see Standing Rule E.2.d.(4)). The term of appointment shall be four years, subject to reappointment by the Stated Clerk, after consultation with the Committee on the Office of the General Assembly.
Mid Council Ministries

Spring 2017 Update

MID COUNCIL MINISTRIES (MCM)

- Trainings and consultations since last report: New Stated Clerk Orientation (Oct 26-28), Moderators’ conference (October 28-19), Polity Conference (October 30-31), Charlotte Area Presbytery Leader Conversations (Nov 9), Facing Race (Nov 10-12), Mid Council Financial Network (Nov 16-17 “Property Trust Clause and Church Dismissals”), Synod of Lakes and Prairies COM/CPM Training (Jan 30-Feb 2), Synod Executives (Jan 24-25), Association of Presbyterian Church Educators (APCE) (Jan 25-28), Presbytery of Santa Fe (Feb 24-25), Presbytery Leader Formation Orientation (March 1-3).

- Upcoming trainings and consultations: Committee on Representation (March 23-26), Presbyteries Cooperative Committee on Exams (PCCE) (March 27-April 1), New Stated Clerks Orientation (April 3-5), Compassion, Peace and Justice Day Training and Ecumenical Advocacy Days (April 21-24), Educator Certification Committee (ECC) April 27-29.

- The 2017 Mid Council Leaders Gathering (formerly the Polity Conference), will be held in conjunction with the Board of Pensions, October 15-17 in St. Louis. There will also be three pre-conferences October 13-14: Association of Stated Clerks (ASC), Association of Mid Council Leaders (AMCL), and Moderators’ Conference.


ORDERED MINISTRIES AND CERTIFICATION

Educator Certification

- The Educator Certification Committee (ECC) is continuing to address referrals from COGA Task Group studying the Future of Educator Certification in the PC(USA). The issue of offering a portfolio process as an alternative to examinations has created some challenges and the group has formulated a list of questions that need further exploration. Additional time is needed to engage this topic and the ECC will continue conversation at their April 2017 meeting.

- MCM staff have also been working hard at response to the referrals set forward in the report of the COGA Task Group studying the Future of Educator Certification in the PC(USA) including offering a workshop on the benefits of educator certification to mid councils as a part of the 2016 Polity Conference. Work has also begun on a new educator certification database which will continue as funds are available.

- We are awaiting the Co-Moderators’ appointment of the Special Committee to study the Reformed Perspective of Christian Education in the 21st Century. PMA will provide lead resourcing and we will support the work.

- See separate report on 2016 Educator Certifications.

Ruling Elder Ministries

- The monthly resource Regarding Ruling Elders: A Monthly Series for Serving Faithfully will conclude in its current format after three years as a formative resource for church leaders. Past issues will remain available and offered in additional formats, but resources will now focus on spiritual leadership. Diana Cheifitz, teaching elder and spiritual director, will be the writer offering devotionals and resources for the faith formation of those serving in church leadership. In addition, a new resource for ruling elder training is in the development stages and will use the ordination questions as its basis.

- The Office of Ruling Elder Ministries remains committed to offering free resources for ruling elders and teaching elders, easily accessible online and offered in English, Spanish, and Korean.

Ordination Exams

- See separate Report to the Committee on the Office of the General Assembly Regarding the Bible Content Examination.


Church Leadership Connection (CLC)

- CLC will host new webinars for presbytery leaders and call seekers:
  - “Everything You Want to Know About Using CLC” March 28 at 2:00-3:00 p.m. EDT. Participants will be provided instructions in how-to use CLC to support the call process with special instructions in well written Ministry Information Forms (MIFs) and evaluating Personal Information Forms (PIFs).
Mid Council Ministries

Spring 2017 Update

- “CLC for Call Seekers” March 29 at 2:00-3:00 p.m. EST. This webinar is for call seekers, Committees on Preparation for Ministry (CPMs) and seminary placement officers. This how-to webinar will provide instructions in effectively using CLC to search for calls and writing PIFs.
- In 2016, 690 calls were filled through CLC. As of March 3, 2017 121 calls were filled through the system.

MID COUNCIL RELATIONS

Mid Council Relations

- Presbytery and Synod Updates:
  - Synod of the Rocky Mountains became a reduced function synod beginning January 1, 2017.
  - Synods of Pacific and South Atlantic are searching for new executives. Kerry Rice resourcing.
  - St. Augustine Presbytery eliminated executive position.
  - Newish executive/general/resource/transitional presbyters:
    - Jennifer Burns Lewis, Wabash Valley
    - Jim Koopman, Des Moines
    - Jackie Taylor, Baltimore
    - Sharon Core, Western Reserve
    - Bill McGuiness, Stockton
    - Carl Utley, The Peaks
    - David Bennett, Northern New York
    - Melanie Hancock, Northern Kansas
    - Craig Howard, Giddings-Lovejoy
    - Mike Kuner, Southern Kansas
    - Virginia Miner, Lackawanna
    - Cathy Ulrich, Eastminster
    - Daris Bultena, Tropical Florida

Equity and Representation

- Consultations: a visit to the Synod of the Northeast (Feb) and consulting/coaching conversations with presbyteries and synods on representation functions.
- Committee on Representation (GACOR) reports received from 16 Synods: 100% reporting. New capacities developed for trending reports on each synod. Exploring GIS mapping for the website. AAEEO and Supplier Diversity reports received from Agencies: 100%.
- White Privilege Conference is April 27-30, 2017. The 18th incarnation of the conference expects more than 2000, in Kansas City, MO. Presbyterians have a registration code for a discount.

CONSTITUTIONAL INTERPRETATION

Constitutional Interpretation, Judicial Process and Social Witness

- Constitutional Interpretation continues to field calls from mid councils about conflict, judicial matters and church dismissals.
- Consultations: FPC, Bethlehem PA (Dec 11: Church in schism and civil court), five Presbytery PJCs and two Synod PJCs in person and numerous Investigating Committees electronically.
- The Advisory Committee on Litigation (ACL) advised Stated Clerk, J. Herbert Nelson, regarding his first Amicus Brief in Darweesh v. Trump with a variety of faith entities that challenged the Executive Order which banned entry from persons from seven predominantly Muslim countries.
- We are awaiting the Co-Moderators’ appointment of two task forces 1) to revise the Rules of Discipline and 2) to assist congregations and mid-councils in implementation of child protection policies.

Immigration Issues

- The Office of Immigration Issues is seeing a dramatic increase in work, both supporting the Stated Clerk as he makes statements in response to the policies of the new administration and advising and resourcing congregations as they live into how to be church for those who are threatened by the new policies. The Office is teaming with PMA legal services to respond to many of these concerns.
- The Office of Immigration Issues is working diligently with OGA Communications to complete a film and resources about the root causes of migration from Central America, which will be premiered at Big Tent in July. We hope you can view this film at Big Tent or be part of hosting this film in your Synod or Presbytery.
**Educator Certification**

The certification process for Christian educators is found in G-2.11 and detailed in the Educator Certification Handbook found online at [www.pcusa.org/christianeducators](http://www.pcusa.org/christianeducators).

In its 2016 meetings, the Educator Certification Committee granted certificates to the following educators:

Certified Christian Educators in 2016:
- Carolyn Leah (Pittsburgh Presbytery)
- Andrea Paschal (Trinity Presbytery)
- Russ Pearson (Holston Presbytery)
- Katie Snyder (National Capital Presbytery)
- Jaime Staehle (Newark Presbytery)
- Susan Tompkins (Foothills Presbytery)
- Marietta Wynands (Presbytery of New Hope)

And granted the status of Christian Education Associate (the entry level prior to the level of Certified Christian Educator) to the following educators:

- Jenny Cammarata (Mackinac Presbytery)
- Sharon Curry (Grace Presbytery)
Report to the Committee on the Office of the General Assembly
Regarding the Bible Content Examination

Since the fall 2016 report to COGA regarding recent administrations of the Bible Content Examination (BCE), there has been another administration of the BCE. The results for the Winter 2017 test continued the gradual increase in “Satisfactory” evaluations since the low point in the Summer 2015 exam. For the BCE administered on February 3, 58% of test takers received “Satisfactory” evaluations for scores of 70% or higher. The average score was 72.2, and the median score was 74. That “Satisfactory”-rate more than doubled the rate from the Summer 2015 BCE (28%), but remains below the historical average of around 80% for the BCE and 70% for the other standard ordination exams.

On February 14-15, 2017, the task force created by the executive committee of the Committee on Theological Education (COTE) at the request of the executive committee of the Presbyteries’ Cooperative Committee on Examinations for Candidates (PCC) conducted its independent review of the four BCEs administered between September 2015 and February 2017. They were given access to the questions on those four exams as well as four other exams administered between September 2011 and February 2013 as a basis for comparison, along with statistical information about all eight exams as wholes, their individual questions, and even individual responses for those questions missed by at least half of the test takers. Based upon their review of the exams and background information about the history of the test, they issued a public statement and recommendations (included as an attachment).

The task force did conclude that in its view the overall mix of questions on the BCEs administered since the PCC’s decision to retire publicly released questions from the exam beginning with the Summer 2015 test was more difficult than the mix of questions in the comparison set. They also concluded that a range of cultural shifts both within the church and the society more generally have altered the nature of the test regardless of the General Assembly’s initial intentions and purposes. Rather than being an assessment of students’ general knowledge of the Bible as they begin theological education to guide course selection (albeit always with a minimum standard of expected competency), the BCE has become an assessment of whether through theological education and other means candidates for ministry have the level of biblical literacy we expect of teaching elders in the Presbyterian Church (USA).

While the task force presents specific recommendations arising from these conclusions, it does not have the authority to require their implementation. Both COTE and the PCC will receive the formal statement with recommendations and broader briefings on the task force’s work and rationale at their February and March meetings, respectively. Should these committees affirm the findings and recommendations of the task force related to their respective areas of responsibility, appropriate Mid Council Ministry staff will make the necessary adjustments in guidance and resources provided to presbytery committees/commissions on preparation for ministry and the inquirers and candidates under their care.

Respectfully submitted,

Rev. Timothy B. Cargal, Ph.D.
Assistant Stated Clerk, Manager for Preparation for Ministry

Statement from the Task Force to Review the Summer 2015 to Winter 2017 Bible Content Examinations

We affirm a goal for all theological students to possess and nurture a deep and abiding knowledge of and love for the Bible.

We affirm the primary goal of the Bible Content Examination (BCE) to be an assessment of a theological student’s basic competency of general Bible knowledge toward the midpoint of her or his theological study.

We affirm with gratitude the desire of both the Presbyteries’ Cooperative Committee on Examinations for Candidates (PCC) and the Committee on Theological Education (COTE) to provide a fair and useful examination for the assessment of general biblical knowledge.

We affirm with gratitude the church wide concern that the most recent iteration of the exam raised problems and concerns about the exam’s fairness and reliability. We have conducted a thorough review of the last four exams and concluded that the mix of questions made these four exams noticeably more difficult than their predecessors.

We affirm that the increasing exam pass rates are due in part to an improving mix of questions that test basic competency of general Biblical knowledge.

Given these affirmations and goals,

We do not see a primary purpose of the BCE to be a diagnostic tool for a student’s further study. We see that the purpose of the BCE is an assessment of competency in general biblical knowledge that provides the start of life-long conversation with and integration of Scripture for pastoral ministry.

Therefore:

We recommend that CPMs urge inquirers and candidates to take the BCE after a full year of theological education.

We recommend that COTE convene a group of PC(USA) biblical studies professors and elected COTE members to

1. gather and provide on the COTE website an approved a list of resources for study in preparation for the exam

2. produce a study guide specific to the BCE’s purpose of assessing general knowledge of the “stories, themes, and key passages” of the Bible as they provide a foundation for Reformed ministry.

We recommend that the PCC return to the practice of publically releasing questions after their use in an examination.

Rev. Samuel L. Adams, Ph.D., Associate Professor of Old Testament, Union Presbyterian Seminary, Richmond, Virginia
Rev. Bridgett Green, Ph.D. (cand.), Acquisitions Editor, Presbyterian Publishing Corporation, Louisville, Kentucky
Rodger Nishioka, Ph.D., Director of Adult Educational Ministries, Village Presbyterian Church, Prairie Village, Kansas
For Information

Rev. Paige Stephan, Chaplain, Rush University Hospital, Chicago, Illinois, and CPM Moderator for the Presbytery of Chicago
For Discussion

STATED CLERK,
of the General Assembly
2016-2017

Annual Review

Furthering the Ministry of Jesus Christ in the World by Modeling Exemplary Values and Personal Attributes
CHIEF EXECUTIVE AND ECCLESIASTICAL OFFICER COMPETENCY RATING PROFILE FOR:

REVEREND DR. J. HERBERT NELSON, II

Provided below is a listing of the Core competencies that are critical to successful performance as a Stated Clerk.

DIRECTIONS:

• Rate the Stated Clerk on each of these competencies using the rating scale presented.

• Use the lines after each competency to elaborate on the numerical ratings you make and present information, which describes the specific and unique capabilities of the individual.

Your individual ratings and responses will not be shared with the individual. The individual will receive only a summary of the ratings provided by all raters.

Your participation in this rating process will be important to the individual in two ways:

1. The information will be extraordinarily useful to the individual in providing feedback, which will help him, or her be more effective in his or her current assignment.

2. In summary, your input will play an important role in fostering the short and longer term development of this individual as a key contributor to the success of the Office of the General Assembly. We hope you will approach the task with candor and enthusiasm.

Please indicate with an ☑ whether you are making the rating from the perspective of a:

☐ Volunteer COGA Member
☐ Agency Executive
☐ OGA Leadership Team Member
☐ OGA Staff Member
Reflect on your skills in each of the following areas and provide a numerical rating using the following scale:

5 = Outstanding: truly excellent; a clear strength; could be a role model for others.
4 = Very strong: highly effective, but still could be fine-tuned.
3 = Competent: solid and steady in essential aspects, but could be improved.
2 = Underdeveloped: not consistent or fully developed in some essential aspects, could be a weakness if critical for job success.
1= Not developed.

Competencies

1. Organizational Leadership

1.1. Visioning & Strategic Thinking

Thinks long term, creating a vision of how the Office of the General Assembly works collaboratively and cooperatively within and across agencies, councils, and ecumenical and interreligious engagements with a holistic view of the denomination as part of the Church of Jesus Christ.

Rating

1.2. Problem Solving & Decision Making

Identifying, analyzing, organizing and solving problems and issues in a timely, effective manner; uses data and input from others to make sound, timely decisions even in the face of uncertainty.

Rating

1.3. Change Leadership

Guides the church in a time of ambiguity, transition, and rapid change.

Rating

1.4. Team Leadership

Builds own skills in team leadership, delegates effectively, fosters teamwork, builds, nurtures and leads teams of staff and volunteers.

Rating
1.5. Talent Development & Management

Develops individual abilities by coaching, mentoring, and advising; challenges others to improve; motivates staff; fosters the effective use of the gifts of self and others.

Average rating for competencies 1.1. – 1.5 (Add and divide by 5 for total):
2. Develops Impact Strategies, Resources & Builds Relationships

2.1. Influence and Impact

Uses influence techniques that appeal to reason, values, or emotion to generate enthusiasm and commitment to work objectives, and promotes the harmony of the General Assembly and its agencies and councils.

2.2. Strategy and Fiscal Management

Knows fiscal and strategic planning and management. Pursues opportunities that address strategies, and find appropriate funding mechanisms.

2.3. Ecumenical and Interreligious/Interfaith Ministries

Engages in meaningful ways when in dialogue with Ecumenical and Interreligious bodies.

2.4. Volunteer Relationship Management

Builds and manages productive relationships with volunteers through an open, friendly and accepting environment.

2.5. Presbyterian Historical Society

Ensures the preservation of the records of the denomination by maintaining and supervising the PHS.

2.6. Constitutional Responsibilities

Upholds the Constitution and support decisions, actions, and programs of the GA. Publishes the Constitution. Reports the decisions of the GA Permanent Judicial Commission. Serves as Ex-officio member of the Advisory Committee on the Constitution and the Advisory Committee on Litigation, and other relationships as need be.

2.7 General Assembly Responsibilities

 Receives all reports and overtures and recommends referral; prepares proposed docket, proposes number of committees; serves a parliamentarian at GA meetings; transmits report of actions of GA and publishes GA proceedings.
Average rating for competencies 2.1. – 2.7: (Add and divide by 7 for total)
3. Demonstrates Business Acumen

3.1. Strategic & Operational Planning
Determining long term objectives and strategies for meeting goals, allocating resources according to priorities, determining how to use personnel and resources efficiently to accomplish a task or project; and anticipating obstacles.

3.2. Budget Accountability
Administers the budget as approved by COGA and the GA for funding GA meetings, OGA and all bodies relating to it, ecumenical participation, and other necessary expenses to carry out the functions assigned to the Stated Clerk. Submits budget to COGA and GA.

3.3. Image (Brand) Management as a Strategic Asset
Recognizes that the Stated Clerk represents the denomination at all times and must continually endeavor to raise the visibility of the Office of the General Assembly within the church and among the church’s ecumenical partners.

3.4. Staff Management and Development
Ensures policies and practices involved in personnel/human resource functions including recruitment, selection, training, promotion, and compensation comply with federal and state laws, regulations and executive orders, and are administered in a nondiscriminatory manner.

3.5. Projects/Initiatives
- Hands and Feet, St. Louis, MO
- Hands and Feet, Baltimore, MD
- Listening sessions with Native Americans affected by historical trauma (as a follow-up to apology to Native Americans in Barrow, AK).

Community Outreach
- Develop relationships (e.g., Louisville Urban League, Mayor’s Office, colleges and universities, local nonprofits) that support our efforts to visibly make a difference in the Louisville community.
- Assess which outreach efforts are good for the reputation of the Office of the General Assembly and PC(USA), by extension.

Presbyterian Center
- Determine ways to revitalize the Presbyterian Center and foster an esprit de corps among colleagues across agencies.
- Pursue programs and events that create opportunities for building staff to come together for food, fun and fellowship, but which also remind that
we are one church.

OGA Pastors’ Training Institute that equips pastors to:

- Lead in challenging times.
- Address and offer guidance when confronted with situations involving alcoholism, domestic violence, suicide that are stressful and potentially dangerous.
- Find ways to achieve work/life balance given technological advances that allow 24/7 access.
- Harness the potential of social media and how it can be used as a primary way to reach members and potential members.

Average rating for competencies 3.1. – 3.5: (Add and divide by 5 for total)
4. Models Exemplary Values Personal Attributes

4.1. Achievement Orientation

The capacity to be energized and excited by challenging objectives and a concern for exceeding goals set by self or others; achieves high level, sustainable performance.

4.2. Integrity

Consistently honoring commitments and taking responsibility for actions and words

4.3. Flexibility

Demonstrates adaptability and openness to alternative solutions and flexibility when interacting with others, understanding their attitudes, needs, interests, and perspectives

4.4. Continuous Learning & Self Mastery

Develops and applies skills and capabilities by continual on-the-job learning; learns quickly when facing new challenges; continually focuses on personal development and growth

4.5. Inclusiveness

Culturally proficient; demonstrates an ability to network and partner with ecumenical and interreligious stakeholders, including broad and diverse representation of private/public and traditional/non-traditional community and faith organizations.

Average rating for competencies 4.1. – 4.5: (Add and divide by 5 for total)

Total Rating for Competencies 1. – 4.
CORE COMPETENCIES FOR THE STATED CLERK OF THE OFFICE OF THE GENERAL ASSEMBLY

SCORING AND INTERPRETING YOUR RESULTS

After completing the ratings on competencies, mark the level of each competency by “shading” in the bar area on the graph below:

<table>
<thead>
<tr>
<th>COMPETENCY</th>
<th>COMMENTS:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Organizational Leadership</td>
<td></td>
</tr>
<tr>
<td>2. Develops Impact Strategies, Resources &amp; Builds Relationships</td>
<td></td>
</tr>
<tr>
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<td></td>
</tr>
<tr>
<td>4. Models Exemplary Values and Personal Attributes</td>
<td></td>
</tr>
</tbody>
</table>


On the basis of the four competency areas above, the bar graph provides a visual indication of your relative executive development needs.

**Overall Performance Score:**

**Date:**
The General Assembly Committee on Representation (GACOR) is a permanent standing committee of the General Assembly, mandated in the Constitution of the PCUSA, the Organization for Mission and Standing Rules of the General Assembly. It has a long history of service to the denomination.

**Book of Order:** the mandated functions of COR

**G-3.0103 Participation and Representation**

...committees on representation will “advise the council regarding the implementation of principles of unity and diversity, [sic] advocate for diversity in leadership, and [sic] consult with the council on employment of personnel, in accordance with the principles of unity and diversity in F.1.0403.”

**F-1.0403 Unity in Diversity**

“...The unity of believers in Christ is reflected in the rich diversity of the Church’s membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore no place in the life of the Church for discrimination against any person. The Presbyterian Church (U.S.A.) shall guarantee full participation and representation in its worship, governance, and emerging life to all persons or groups within its membership. ...”

**Confessions:** The committee’s work is one way the PCUSA lives its confessions of faith...

**A Brief Statement of Faith: 11.4** (lines 65-71, excerpted)

In a broken and fearful world
The Spirit gives us courage...
...to unmask idolatries in Church and culture,
to hear the voices of peoples long silenced,
and to work for justice, freedom and peace.

**Confession of Belhar: 10.3 – 10.8** (excerpted)

10.3 **We believe**

- that Christ’s work of reconciliation is made manifest in the church as the community of believers who have been reconciled with God and with one another;
- that unity is, therefore, both a gift and an obligation for the church of Jesus Christ; that through the working of God’s Spirit it is a binding force, yet simultaneously a reality which must be earnestly pursued and sought: one which the people of God must continually be built up to attain;
- that this unity must become visible so that the world may believe that separation, enmity and hatred between people and groups is sin which Christ has already conquered, and accordingly that anything which threatens this unity may have no place in the church and must be resisted; ...

10.4 **Therefore, we reject any doctrine**

- which absolutizes either natural diversity or the sinful separation of people in such a way that this absolutization hinders or breaks the visible and active unity of the church, ...
- which professes that this spiritual unity is truly being maintained in the bond of peace while believers of the same confession are in effect alienated from one another for the sake of diversity and in despair of reconciliation;
- which denies that a refusal earnestly to pursue this visible unity as a priceless gift is sin;
- which explicitly or implicitly maintains that descent or any other human or social factor should be a consideration in determining membership of the church.
10.5  **We believe**...

- that God’s lifegiving Word and Spirit has conquered the powers of sin and death, and ... will enable the church to live in a new obedience which can open new possibilities of life for society and the world; ...

10.7  **We believe**...

- that the church as the possession of God must stand where the Lord stands, namely against injustice and with the wronged; that in following Christ the church must witness against all the powerful and privileged who selfishly seek their own interests and thus control and harm others.

10.8  **Therefore, we reject any ideology**

- which would legitimate forms of injustice and any doctrine which is unwilling to resist such an ideology in the name of the gospel.

**A few recent GA Actions/Referrals:** The committee is particularly tasked by the assembly...

   GACOR is specified as an evaluation and review partner of the six agencies, focusing on the impact decisions, practices and policies of entity has on inclusiveness for elected and employed and in meetings processes. Beginning 2014, the six agencies send their yearly employment data to GACOR for annual review and inclusion in their GA reporting. GACOR is additionally charged to conduct a deep evaluation of each of the church’s agencies in a regular period (every six years, or rather 8 years with the addition of an All Agency review in 2018), evaluating efforts and recommending adjustments of the AAEEO and Diverse Supplier Benchmarks. Those reviews are staggered in a rotation so no more than two agencies are reported to any GA.

2. **A Standard Definition of Supplier Diversity** ([GA221](#), 2014/ [GA222](#), 2016)


4. **OGA BENCHMARKS** for workplace inclusivity ([GA222](#), 2016)
   - General Workforce: 50% female / 40% persons from minoritized racial groups (aka racialized other than white)
   - Exempt Workforce: 50% female / 33% persons from minoritized racial groups (aka racialized other than white)
   - Supplier Diversity: 10%


**GACOR Manual:**

**Mission:** The General Assembly Committee on Representation (GACOR), in its constitutional mandate, shall promote, review, advise, advocate, and consult with all General Assembly entities, committees, councils, and divisions to ensure that the principles of inclusiveness and diversity are implemented.

**Vision Statement:** The committee exists to assist the church to move, to transform, and to support full participation and representation to include all people to enjoy the gifts of God as a community.