

Report E.001
EXECUTIVE COMMITTEE
Presbyterian Mission Agency Board
March 22-24, 2017

Report One

The Presbyterian Mission Agency Board Executive Committee reports the activities of the Executive Committee meetings of January 26, March 2, and March 21, 2017:

January 26, 2017

FOR ACTION

The Executive Committee recommends that the Presbyterian Mission Agency Board approve a three percent (3%) salary increase pool for the staff of the Presbyterian Mission Agency, effective April 1, 2017, with a standard percentage of three percent (3%) and a merit increase taken from a zero percent (0%) pool, contingent on year-end results and their impact on budgets ([Appendix 1](#)).

March 2, 2017

FOR ACTION

The Executive Committee recommends that the Presbyterian Mission Agency Board ([Appendix 2](#)):

- A. Approve the creation of a Mission Work Plan Advisory Task Force to work alongside the interim Executive Director to prepare the next Mission Work Plan, which, in addition to setting forth directional goals, will consider proposing a limited number of programmatic priorities for the next cycle.**
- B. Approve the creation of a Stony Point Conference Center Sustainability Task Force.**
- C. Approve the creation of two ministerial teams, to begin working over the summer, and conclude with the February 2018 Board meeting.**
 - 1. “How shall the Presbyterian Mission Agency respond to the ninety-one General Assembly referrals?”**
 - 2. “What are the three most important strategic responses the Presbyterian Mission Agency can offer to advance Christ’s prophetic and compassionate mission in a divided nation?”**

March 21, 2017

I. FOR ACTION

The Executive Committee recommends that the Presbyterian Mission Agency Board:

- A. Elect the following individuals to the Ministerial Teams as set out below:**

1. “How shall the Presbyterian Mission Agency respond to the ninety-one General Assembly referrals?”
 - Mark Brainerd
 - Warren Lesane
 - Rafael Medina
 - Carol Winkler
 - Nicholas Yoda, chair
 - Steve Asher – *At-large member*
 - Ellen Pearre Cason – *At-large member*
 - Raul Santiago – *At-large member*
 - Vicki Garber – *Ecumenical Advisory Member*

2. “What are the three most important strategic responses the Presbyterian Mission Agency can offer to advance Christ’s prophetic and compassionate mission in a divided nation?”
 - Cecil Corbett
 - James Ephraim
 - Gina Meester
 - Joe Morrow, chair
 - David Shinn
 - James Foucher - *Ecumenical Advisory Member*

B. Approve the changes to Section III of the Committee Procedures Manual for the Committee on Mission Responsibility Through Investment (MRTI) [\(E.103\)](#).

C. MRTI Proxy Voting Recommendations [\(E.104\)](#):

1. Affirm the proxy voting recommendations of the Committee on Mission Responsibility Through Investment (MRTI) contained in the 2017 Shareholder Resolution Directory).

2. Request the Presbyterian Church (USA) Foundation/ New Covenant Trust Company and the Board of Pensions to vote proxies on the shareholder resolutions submitted to companies in which they own stock in accordance with the recommendations listed in the 2017 Shareholder Resolution Directory.

3. Urge the mid-councils, related institutions, congregations and individual members of the Presbyterian Church (USA) to give serious consideration to the proxy voting recommendations when they vote on shareholder resolutions.

II. FOR INFORMATION:

The Executive Committee:

A. Adopted the agenda with the following amendment:

Include an initial discussion following the closed session on a possible consolidation of Congregational Ministries Publishing (CMP) and Presbyterian Publishing Corporation (PPC).

- B. Approved the minutes of the following Executive Committee meetings ([E.101](#)):
- September 13, 2016
 - October 19, 2016
 - October 28, 2016
 - November 10, 2016
 - November 17, 2016
 - December 2, 2016
 - December 8, 2016
 - January 26, 2017
 - March 2, 2017
- C. Voted to receive the minutes of the Presbyterian Disaster Assistance Advisory Committee meetings in October 2016 ([E.105](#)).
- D. Engaged in an initial discussion on a possible consolidation of Congregational Ministries Publishing (CMP) and Presbyterian Publishing Corporation (PPC). Following the completion of work on the single retail website to be used by PPC, Presbyterian Mission Agency (PMA), and other agencies of the church, the Interim Executive Director of PMA will evaluate with the assistance of PPC the possibility of consolidating CMP within PPC. The proposal will be considered by the Executive Committee at its July retreat for the approval of the PMA Board in September
- E. Reviewed highlights of the September 2016 Board Meeting Survey ([E.200](#)).
- F. Empowered the chair and the Executive Director to appoint a team to explore ways to increase cultural awareness of Board members at Board meetings.

ACTION ITEM

Subject: Approval of Salary increase pool for 2017 for Presbyterian Mission Agency Staff

Recommendation:

The Executive Committee approves and recommends the following for approval by the Presbyterian Mission Agency Board:

That the Presbyterian Mission Agency Board approves a three percent (3%) salary increase pool for the staff of the Presbyterian Mission Agency, effective April 1, 2017, with a standard percentage of three percent (3%) and a merit increase taken from a zero percent (0%) pool, contingent on year-end results and their impact on budgets.

Background:

While the 2017 compensation award pool percentage was included within the 2017 budget as approved, the salary increase is approved as a separate item of business. As indicated, compensation awards are awarded effective April 1, 2017.

The Leadership Cabinet approved the 3% compensation award budget to be allocated completely as standard, across the board compensation awards for all eligible employees because PMA employees did not receive an annual compensation award in 2016 and because of the significant staff and organizational changes that caused shifting goals and priorities.

**Presbyterian Mission Agency Board
Executive Committee
Appendix 1**

FOR ACTION

Subject: Ministerial Teams and Task Forces

Recommendation:

The Executive Committee recommends that the Presbyterian Mission Agency Board:

- 1. Approve the creation of a Mission Work Plan Advisory Task Force to work alongside the interim Executive Director to prepare the next Mission Work Plan, which, in addition to setting forth directional goals, will consider proposing a limited number of programmatic priorities for the next cycle.**

Rationale:

In April 2018, the Mission Agency Board will take final action on a recommendation to the 2018 General Assembly which proposes a Mission Work Plan and budget for 2019-2020. The interim Executive Director is responsible for developing the Mission Work Plan, with input from the Board along the way. The proposed Mission Work Plan will be presented to the Board for approval in February 2018. Following approval by the Board, a budget will be developed for approval by the Board at its April 2018 meeting. Both documents would then be submitted to the 2018 General Assembly for final approval. The Mission Work Plan Advisory Task Force, consisting of four board members, will be a regular sounding board for the Executive Director through conference calls.

The Mission Work Plan Advisory Task Force will:

- a. Meet at regular intervals to provide feedback to the interim Executive Director as the Mission Work Plan is being developed, particularly in the area of identifying programmatic priorities.
- b. Provide input and insight to the strategic planning process from the perspective of stakeholders.
- c. Surface opportunities, sensitivities, concerns and/or potential areas of disagreement, and address or forward them appropriately.
- d. Review and provide feedback on key strategic planning documents drafted by the interim Executive Director.

This task force will be nominated by the Nominating and Personnel Committee for election by the Board.

- 2. Approve the creation of a Stony Point Conference Center Sustainability Task Force.**

Rationale:

Stony Point Conference Center was successful in meeting the 2016 milestones, established in 2014, for viability. The milestone process will continue each year in an effort to align revenue and expenses. Not part of the milestone process, however, is the funding for capital expenses for years of deferred maintenance. Stony Point Conference Center may not be sustainable without multiple infusions of capital to address these needs.

This four-person task force will focus on answering the question: “What strategies, if any, can be developed to make Stony Point a sustainable ministry within the Presbyterian Mission Agency?” Attention should be given both to the sustainability of Stony Point Conference Center as a place, and the important multi-faith ministry that occurs at that place. The goal will be to produce a strategy for sustainability at the Stony Point Conference Center, or if that cannot be found, to propose solutions for making the ministry of Stony Point sustainable at some other location.

The Task Force will report to the Board in September of 2017, and if needed, may be extended until February 2018. A budget of \$5,000 will be available to the task force, allowing for one two-day meeting. Other meetings would be by conference call.

This task force will be nominated by the Nominating and Personnel Committee for election by the Board. The Interim Executive Director will appoint staff support for the work of the task force.

- 3. Approve the creation of two ministerial teams, to begin working over the summer, and conclude with the February 2018 Board meeting.**
 - a. “How shall the Presbyterian Mission Agency respond to the ninety-one General Assembly referrals?”**
 - b. “What are the three most important strategic responses the Presbyterian Mission Agency can offer to advance Christ’s prophetic and compassionate mission in a divided nation?”**

Rationale:

In April 2016, a provisional model for Presbyterian Mission Agency Board governance was adopted by the Board. Under this model, there are three elements to each meeting:

- A generative session
- Administrative Committees
- Ministerial Teams.

From the April 2016 Board action:

“Ministerial Teams are short-term, specifically focused work groups. They address immediate matters of consequence to the organization and have limited duration. The source of the topics they address come from generative discussions, board members, staff or the ongoing work of the agency. A limited number of Ministerial Teams shall be commissioned upon recommendation of Executive Committee and approved by the Board.

These teams are commissioned for a limited duration with regular required updates to the Board. A decision would then be made to discontinue or extend their work. They are comprised of voting members, at-large members, non-voting members and staff. All members (regardless of Board status) have voice and vote in the committee. Process and procedures for operation are more flexible (i.e., not necessarily parliamentary procedure).

Decisions and/or recommendations must come to a plenary session of voting board members for approval and authorization.”

The first group of Ministerial Teams were commissioned by the Board in September 2016. Most will finish their work in March of 2017. The teams listed in this proposal would likely comprise the second round of ministerial teams. In response to feedback from the September 2016 meeting, there will be fewer ministerial teams in this second round, in order for teams to retain an effective working number when one or two individuals is unable to attend.

These topics were developed from a larger list considered by the Executive Committee at its January 2017 meeting, including:

- 1) “What is meaningful or effective interpretation of PMA mission that results in donor generosity?”
- 2) “How can the working relationship between PMA ministry and common service areas be surfaced and improved?”

- 3) “How can the Presbyterian Foundation and PMA align investment goals for the assets managed by the Foundation on our behalf?”
- 4) “How can Presbyterian Publishing and PMA Curriculum Publishing work productively together?”
- 5) “Are these the best responses to General Assembly referrals?”

Rationale for Recommendation 3a:

The Presbyterian Mission Agency Board is assigned specific tasks by each General Assembly. (These tasks are called “referrals.” The complete list of pending referrals was sent to the Board as Executive Committee Report E.107 at its September 2016 meeting.)

Most of this work is implemented by Presbyterian Mission Agency staff, under the supervision of the Executive Director. Staff prepare formal responses to each referral. These responses are reviewed by the Board in consideration of submitting the response to the next General Assembly.

This ministerial team will review the responses and determine whether they should be approved, revised or sent back to staff for further work.

Responses to referrals would be considered at the September 2017 and February 2018 Board meetings.

Rationale for Recommendation 3b:

Over the course of a generation, both national and local politics have taken a deeply entrenched, hyper-partisan turn. The outcome of the November 2016 general election has brought these divisions into greater public focus. As a denomination that eschews partisan alignments, how can we continue to speak biblical truths and call for gospel justice in this fractious environment? This team will seek to develop strategies that can substantially unite Presbyterians to speak “truth to power” with one voice.