

**ITEM B.001**  
**FOR ACTION**

FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY					
	A. Resource Allocation & Stewardship		D. Coordinating Committee		G. Outreach to the World
	B. Personnel & Nominating		E. Mid-Councils		H. Ministerial Teams
	C. Property/Legal		F. Nurture the Body	X	P. Plenary

**Subject: Report of the Personnel and Nominating Committee**

**FOR ACTION:**

**I. PRESBYTERIAN MISSION AGENCY BOARD LEADERSHIP ELECTION:**

- A. The Personnel and Nominating Committee recommends that the Presbyterian Mission Agency Board ELECT Shannan Vance-Ocampo to the position of Chair-elect of the Presbyterian Mission Agency Board for the term 2020-2022 (response form is attached):**

**Background:**

The Personnel and Nominating Committee followed the Election Procedures outlined in the *Presbyterian Mission Agency Manual of Operations*. Notification of their selection was sent to all Board members on February 7, 2020 along with the nominee's answers to the leadership questions. The two-year term begins with the adjournment of the 224th General Assembly (2020) and ends with the adjournment of the 225th General Assembly (2022).

**II. OTHER NOMINATIONS:**

**The Personnel and Nominating Committee recommends that the Presbyterian Mission Agency Board:**

- A. FORWARD to the General Assembly Nominating Committee for election by the 224th General Assembly (2020), Patsy Smith to the Board of Pensions of the Presbyterian Church (U.S.A.), Class of 2022.**
- B. ELECT and FORWARD for confirmation by the 224th General Assembly (2020), to the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. Board of Directors, Class of 2022.**
- C. APPOINT Nicholas Yoda to the General Assembly Committee on Ecumenical and Interfaith Relations (GACEIR), Class of 2022.**
- D. APPOINT to the Mission Responsibility for Investment Committee (MRTI), Class of 2022.**
- E. ELECT Kathy Maurer to the Presbyterian Women Inc. Board of Directors for the Class of 2022.**
- F. NOMINATE and forward to the 224th General Assembly (2020) for election, Tamara Williams**

**PRESBYTERIAN MISSION AGENCY BOARD**  
**February 12-14, 2020**  
**Personnel & Nominating Committee**

**to the Stated Clerk Nomination Committee.**

**FOR INFORMATION:**

The Personnel and Nominating Committee nominated the following persons as committee chairs for election by the committees:

- Kathy Maurer – Resource Allocation and Stewardship Committee
- Nicholas Yoda – Personnel and Nominating Committee
- Judith Wellington – Mid-Councils Committee
- Brenton Thompson – Committee to Nurture the Body
- James Parks – Committee for Outreach to the World

**Shannan Vance-Ocampo**  
**Responses to Leadership Questions**



*1. What do you see as the key issues facing the Presbyterian Mission Agency and the church in the next 12-24 months?*

The major issues facing the PMA over the next 12-24 are:

- **Prophetic ministry** - the PCUSA is primed for (and is already experiencing) renewal and growth. The 1001 initiative and our immigrant fellowships are growing, expanding and replicating around the larger church. Our international partners are seeing the United States as a new mission field and the opportunity for collaborative faith-filled partnerships with diaspora communities exists. Our ecumenical and interfaith partnership are growing. Progressive Christianity is on the rise in the United States and the need for clear, faithful, biblical and authentic leadership is needed. We already possess all that we need as the PCUSA in terms of resources and relationships. It is time to leverage what we have, use what God offers us and move in the direction the Spirit is taking us for the healing of the Creation in all spaces and places.
- **Matthew 25 implementation** - continuing the good work already begun on this key ministry initiative, strengthening its integration throughout the PCUSA and living into the deepening of its three foci will be a key task before the full PMA and the Board. As we lean in deeper to our Reformed roots and this initiative, I expect the prophetic evangelistic opportunities it provides for us to continue to expand, grow and flourish.
- **Budget consolidation** - working with the Moving Forward Commission and the Financial Sustainability Task Force around budget consolidation with ASG and OGA. This is especially important with OGA as they experience the per capita “cliff” and need to find ways to continue their vital work alongside the PMA, their primary agency partner. Living into the financial realities with the ASG will continue to be a priority.
- **Inter-agency consolidations** - there are a number of places between primarily PMA and OGA that are replicated between agencies and need sorting through, streamlining and strengthening for the servicing of the larger church. Currently, because of duplication of services there is confusion out in the larger church, replication of services and lack of coordination in some areas. Mid-council engagement, advocacy and ecumenical/interfaith engagement are the primary areas where there is opportunity for smart and effective inter-agency consolidations that can build up and enhance ministries in the larger church. Some of these “consolidations” might look great on the budget

sheet in terms of a “savings” but in lived reality of ministry would that “savings” could mean an increase of services, and growth in ministry output and opportunity.

- **PMA consolidations** - the current ministry areas within the PMA itself also have lots of overlap. The Matthew 25 initiative shows these overlaps clearly and invites the sort of creative, generative change within the structure of PMA that can uplift, rejuvenate and reinvigorate ministries moving forward.

*2. How would you as Chair or Vice Chair respond to these issues?*

- **Prophetic ministry** - I would be interested in having the PMAB work on hearing and sharing stories of renewal throughout the larger PCUSA and focusing on the trend lines that they see present in them. The PMAB can be a learning community that sits above the larger system of the church not in the stance of hierarchy; but of listening, and then utilizing those learnings in the ongoing work of redevelopment for missional structures in the PMA. It would be that atmosphere of learning, prayerful reflection and faithful implementation that I would be interested in in leadership of the board.
- **Matthew 25 implementation** - the Matthew 25 initiative has the opportunity to be transformative and unifying throughout the larger church. In leadership of the Board, I would be interested in working through the larger questions that continue to arise through its implementation, the opportunities we do not even know but trust the Spirit to present to us, and on the specific task of continuing the rebuilding up of the Stony Point Center as the creative hub and learning lab of experimentation around these ministries. Each board member should be challenged to work in their local community as ambassadors of the initiatives of the PMA, most especially around Matthew 25 and so training and equipping for this task will be necessary.
- **Budget consolidation** - undoubtedly, the Financial Sustainability Task Force will be bringing recommendations to the 224th General Assembly in Baltimore. These will form the basis of the ongoing work of shared budgeting between PMA, OGA and ASG. At this point it is impossible to fully predict what those recommendations will be, but it is important that the PMAB enters into these conversations in humility, with the desire to build trust and partnership with other agencies and to keep our eye on the ball in terms of the larger need for positive and faithful leadership on behalf of the PCUSA.
- **Inter-agency consolidations** - I would invite the chair of COGA to join in convening a working group between the PMAB and COGA for this task, including using an outside consultant to help us work together if needed. It is important that territorialism is taken off the table in this task and that we seek to prioritize the larger ministry of the PCUSA and its flourishing. It would also be important for COGA and PMAB to coordinate their meetings so that we always have the opportunity for overlap to build community, enhance coordination, maximize staff participation and grow trust through worship, meeting and fellowship.
- **PMA considerations** - as the ministries around us throughout the Church continue to shift, I expect that those within PMA will as well. The role of the PMAB is to support the work of the Executive Director in leadership, to listen and to provide feedback and collaboration as invited. If selected for leadership I would be sure that the PMAB continue in that stance.

***3. Please describe the gifts, abilities, and skills you possess that would equip you for leadership on the Presbyterian Mission Agency Board.***

One of the roles of the PMAB chair is moderating meetings. This is a skill set I am used to employing in both joyful and also contentious meeting spaces. I also enjoy bringing elements of prayer and worship into meetings spaces, allowing room for laughter and silence and working hard to make sure all voices are heard and issues of equity and inclusion are closely monitored. I have been on the PMA during this season of transition and it energizes me to imagine walking with this Board I have come to love through the next phase, modeling patience and collaboration.

Practically speaking, I know and understand the organization of the PMA pretty well, and know many of the staff through long-term and deep working relationships. I would bring that knowledge along with me and also seek to collaborate with others towards a prayerful visioning of the next new things that I am sure God has in store for us. I am acutely aware of the space I take up as a white woman, and it would be important to me to have a Co-Moderator model rather than a hierarchical Chair/Vice-Chair model (I understand what the MOO says, and believe this is workable). I would bring a skill set that includes a range of leadership competencies around shared leadership, decision-making, coaching, legal and risk-assessment and from the various roles I have already held on the PMAB. I work hard to bring humility and a spirit of learning to whatever task I take on, collaboration is a high-level value for me. And finally - fun. I think it's really important to have fun in whatever it is you are doing.

***4. Give examples of experiences you have had in providing leadership to a complex organization.***

My complete resume can be viewed at this [link](#) which details the variety of opportunities for leadership, I have been honored to have since ordination in 2001. In terms of this specific role in PMAB leadership, I have served in Presbytery leadership for the last six years. The complexity of Presbytery leadership in the church today, the variety it offers up on a daily basis and the challenges and blessings it brings I believe have helped me to hone my leadership and relational skills in many ways. In both Presbyteries I have served, I have interacted with a wide diversity of congregations that I am invited to relate to. This diversity is racial, socio-economic, class, immigration-status, size, language, community type and theology. I have also served in overseas leadership, consulting and coaching and in local community organizations. I would bring this deep variety of experiences to bear upon the ministry of leadership of the PMAB.

***5. The time required for Board leadership is generally demanding, and there may be unexpected additional responsibilities as well. How will you make time to respond to these demands, and how will you practice appropriate self-care in the midst of these demands?***

I have always tended to have multiple responsibilities and juggle well. I am used to the "unexpected" arriving on my doorstep or inbox! I find ways to make the time, usually through pre-planning, organization and keeping a close eye on my calendar. In terms of boundaries and self-care, I also work hard. I spent a lot of time outside tending to my yard/garden in all seasons, in shutting down email at certain points, taking all my vacation time and getting to the gym. I am actually growing my self-care time these days and look forward to sharing the joys and the challenges of self-care with those I would co-lead with. It is a group effort and it is a space for accountability and community.