

**ITEM I.002  
FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>			
A. Audit		E. Executive Committee	I. Ministerial Teams
B. Personnel & Nominating		F. Resource Allocation & Stewardship	P. Plenary
C. Property/Legal		G. Nurture the Body	
D. PC(USA), A Corporation		H. Outreach to the World	

**Subject: Addressing Power & Privilege Ministerial Team Report**

**Recommendation:**

**The Power and Privilege Ministerial Team recommends that the Presbyterian Mission Agency Board approve the following recommendations:**

- 1. That the Presbyterian Mission Agency Board allot time at each Board meeting to continue regular, ongoing anti-racism and cultural competency training; and to contract with Crossroads Anti-racism Ministry to conduct such training.**
  
- 2. That there be an ongoing Power and Privilege Working Group that assesses and continues to raise awareness about the institutional systems that perpetuate structural racism in the life of the PMA and the PMAB. This Working Group, in collaboration and regular consultation with the Advocacy Committee on Racial Ethnic Concerns and the Advocacy Committee for Women's Concerns, will develop a set of criteria or benchmarks for evaluating progress in breaking down these systems, that includes assessing mission budget allocations; efficacy of responses to General Assembly mandates and racial ethnic leadership in the church.**
  
- 3. That the Executive Director or his/her designee report at each PMA Board meeting on the progress in implementing the mandates of the 222<sup>nd</sup> General Assembly and subsequent General Assemblies related to anti-racism, power and privilege. This includes: Facing Racism (11-22), Doctrine of Discovery (11-17), Race, Racism, Ethnocentrism (11-24), and Plight of the African American Male (10-03).**

**Background:**

The Power and Privilege Ministerial Team was charged with discovering and reporting back on the top three things the PMA can do to address issues of power and privilege, within the church and the board itself.

Over the past 15 months we have understood that the issues of power and privilege in the PMA and the church are large in scale; systemic in nature; and entrenched in our practices. It will require intentional changes and effort over a long period of time to fully address our participation in and support of an unjust system.

**PRESBYTERIAN MISSION AGENCY BOARD**

**February 7-9, 2018**

**Power & Privilege Ministerial Team**

There is also an ongoing need in the larger church for PMA to be more proactive in leadership development and congregational support in the areas of racism, power, privilege and emerging ministries related to these needs.

Respectfully Submitted,

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