

Item 07-Info

A. *The Presbyterian Council for Chaplains and Military Personnel Annual Report 2004*

The Presbyterian Council for Chaplains and Military Personnel (PCCMP) represents four Presbyterian denominations in matters that relate to their chaplains and church members in the armed forces and the Veterans Affairs Medical Centers: The Cumberland Presbyterian Church in America (CPCA), The Cumberland Presbyterian Church (CPC), The Associate Reformed Presbyterian Church (ARP), and The Presbyterian Church (U.S.A.). Its twenty members are elected representatives from each denomination with the stated or principal clerks, or their designated representatives, serving ex-officio. Chaplain Edward Brogan is the director; Chaplain Thomas Chadwick is the associate director. The council's office is located at 4124 Van Ness Street, NW Washington D.C. 20016. Phone: (202) 244-4177, Email: chaplain@pccmp.org, Website: www.pccmp.org

The PCCMP has been extraordinarily active in its support of chaplains over the past year. Ever since 9-11, reserves have been mobilized in large numbers. That continues today with thirty-five reserve and National Guard chaplains having been mobilized for at least a part of 2003; a fresh wave of reserve and National Guard chaplains were mobilized in late 2003 and early 2004 as the first wave was demobilized and returned to pulpits around the nation. We have been in near constant contact with most of them from assisting in their entry in the active military to speaking with their families, churches, and presbyteries, to helping explain pension and USERRA rights, to providing support when they returned from the military. With many forces deployed to Afghanistan, Iraq, Bosnia, and Kosovo, the tempo of reserve utilization may remain high for several years. We've enjoyed assisting individuals, churches, presbyteries, and General Assembly offices in supporting deployed military members and chaplains. The PC(USA) Peacemaking office was especially helpful in posting the names of all of our deployed chaplains for prayer on the PC(USA) Website. We've also been gratified to see prayers offered, care packages mailed, and chaplains "adopted" by congregations.

Approximately forty of our active duty chaplains were deployed into Southwest Asia for actions regarding Iraq and Afghanistan. Many are still deployed. The ministry provided by them to military members and families has been remarkable. They have attended to those wounded in combat, have led memorial services and funerals, and have notified family members of loved ones killed or wounded. While performing those tasks, they've drawn close to the men and women in their units, leading many to professions of faith or revitalized faith. Bible studies, worship services in many informal settings, baptisms, and counseling sessions have been the daily work of our chaplains. We made personal visits to more than twenty-five of those active-duty chaplains shortly before they deployed for combat in Iraq. We saw them at Norfolk, Virginia, Fort Hood, Texas, Fort Sam Houston, Texas, Fort Campbell, Kentucky. We held a retreat for chaplains and families attended by thirty-five chaplains and fifty-five of their family members; several families came without their deployed chaplain members. We represented the church at retirement ceremonies for six chaplains. We were at funerals for several retired chaplains. As 2003 gave way to 2004, we found ourselves welcoming back many chaplains and encouraging others who were ready to take up ministry to our military members in a war zone.

The PCCMP has two core functions:

- The ecclesial duty of endorsement of clergy for service in the military and veteran's administration chaplaincies;
- The pastoral function of supporting those same clergy during their time of service.

Over the past year, we approved 15 for military chaplain candidate (seminarian) programs. We endorsed 9 for the Army, Navy, and Air Force; some are in the reserves while others went immediately to active-duty chaplaincy. We also endorsed 6 for the veteran's administration chaplaincy and 7 for the Civil Air Patrol (Air Force Auxiliary). Each approval or endorsement requires a collection of application, transcripts, presbytery approval, and letters of reference. After the documents are gathered, we interview the candidates. We spend a great deal of energy interpreting chaplain ministry to inquirers from our churches and seminaries.

Seminarians have given an increasing level of interest to chaplain ministry. Forty-two of them are serving summers as military chaplain candidates. If they find the ministry meaningful and to be their call, they will move easily into reserve and active duty service as military chaplains. Both Princeton and Pittsburgh seminaries hosted a chaplaincy day in November.

Our current data on chaplains by denomination is below. We provide endorsement and support to 46 seminarians and 335 clergy. Eighteen of the active duty are female as are two of our veteran's administration chaplains. Most of our presbyteries have participants in one or more of the chaplain programs. Among minorities represented are Native Americans, African Americans, Asian Americans, and Latino Americans. The military services are actively seeking to increase the number of women and minority chaplains; we have not even come close to filling their hopes for Presbyterian chaplains.

	Chaplain Candidate	Reserve/ Guard	Active Military	Full-Time VA	Part-Time VA	Civil Air Patrol
PCUSA	42	129	107	14	36	28
Associate Reformed (ARP)	3	3	6	1		1
Cumberland (CPC)	1	5	8		2	4
Cumberland in America (CPCA)			1			
TOTALS	46	137	122	15	38	33

In 2003, the 30th anniversary year of the PCCMP, we attended General Assemblies or General Synod for all four of our denominations. The chaplain ministry is well-received and supported by each denomination. We also participate in the General Assembly Council (GAC) of the PC(USA) without vote; we do most of that work within the National Ministries Division. We hosted our annual meeting in Arlington, Virginia, in November. That meeting included a reception celebrating thirty years of cooperative ministry to the military by the PCCMP, serving its four member denominations; the Moderators of the PC(USA) and Cumberland Presbyterian Church were in attendance as well as the Principal Clerk of the CPCA and a Past Moderator of the ARPC.

The year 2003 marked a shift in the executive leadership of the PCCMP. Chaplain Tom Chadwick, after five years at the helm, shifted to a half-time associate position. Chaplain Ed Brogan became the new director on 1 July. We will continue to provide support for all facets of the PCCMP ministry but will reduce some portions of it after this loss of ½ of a staff person's year.

The ongoing pastoral care for chaplains is an extension of what presbyteries do through committees on ministry. We expect our chaplains to maintain a sound relationship with the PCCMP and their presbytery. We seek to keep a quarterly written contact with each active-duty chaplain. We augment that contact with email and telephone. We also make personal contact with each chaplain at least every other year with a visit to their duty station or a meeting at a gathering of chaplains. We also respond very quickly when chaplains and families are in crisis. The summer is a very active time for the PCCMP. We work hard to serve chaplains who are changing commands, moving from the U.S.A. overseas or the reverse. Quite a few stop by the office in the District of Columbia while in a move or when in Washington for military duty. The PCCMP also hosts an annual retreat for chaplains and families; this facilitates networking and mutual support for our Presbyterian clergy who are often isolated from other Presbyterian contact.

A secondary function performed solely for PC(USA) chaplains is the management of the Chaplain Deposit Fund. This fund was established by the UP and PCUS churches to provide pension coverage for military chaplains who separate before qualifying for a military pension. The fund is commingled with the PC(USA) Board of Pensions funds. The fund was self-sustaining from the mid 1990s until the stock market decline of 2001–2003. As

of this year, approximately \$26,000 of our funds are required to bolster the fund to ensure sufficient funds to cover liabilities. This is by agreement between the Board of Pensions (BOP) and the PCCMP.

The PCCMP works to interpret its mission and needs to the church. We had good support from *Presbyterians Today* and the Presbyterian News Service to explain what chaplains do. We've also been published in several seminary publications, the *Outlook*, and the *Layman*. We made visits to seven of our seminaries this year and to many presbyteries to interpret the chaplain story and the PCCMP mission. We were gratified to have our moderator, Susan Andrews, attend our 30th Anniversary reception and take time to visit with chaplains in the field. During the opening worship service of the 215th General Assembly (2003), new active-duty chaplains and retiring active-duty chaplains were recognized.

The PCCMP also maintains sound working relations with the Chiefs of Chaplains offices for each branch of the military and the veterans administration. It also offers leadership in the Military Chaplain Association, the National Conference on Ministry to the Armed Forces (NCMAF), and the Endorsers Council for Veterans Affairs Chaplaincy (ECVAC). The NCMAF is the advisory body to the secretary of defense on religion.

Keeping the ministry vital with adequate funding has been difficult. We have redoubled our development efforts, using a part-time development officer and several regional volunteer assistants. We have also found a new fund source in the Combined Federal Campaign. However, the bedrock of our financial health remains with the PC(USA). We are most appreciative of our restored covenant relationship and the inherent financial support of this ministry and function of the church.

B. Report of the General Assembly Council on Current Task Forces, Work Groups, and Ad Hoc Committees

As instructed by the 204th General Assembly (1992), the General Assembly Council presents to the General Assembly annually, the work of all task forces, work groups, ad hoc committees, and similar bodies established by the General Assembly Council, its Ministries Divisions, or other assembly entities (*Minutes*, 1992, Part I, pp. 144, 147, 277–78).

All Ministries Divisions and the Executive Director's Office were requested to disclose information on how many task forces, work groups, ad hoc committees, and similar bodies were currently at work in their entity. Of the entities responding, 74 such groups are currently operating; 59 of the groups were reported as having ongoing responsibilities. The other 15 groups have set completion dates with a written report expected by the entity, the General Assembly Council, or the General Assembly itself. Whenever it is possible, the General Assembly Council assigns tasks to an existing part of its structure. All persons serving on a board, committee, task force, or work group with an expected life of more than two years are selected through the General Assembly Nominating Committee process.

1. *Congregational Ministries Division*

a. *Christian Education and Leader Development Program Area*

Ongoing responsibilities: Ghost Ranch Governing Board, Stony Point Center Governing Board, Mountain Retreat Association Board of Trustees of Stock (Montreat).

b. *Director's Office*

Ongoing responsibility: Committee on Theological Education.

2. *National Ministries Division*

a. *Churchwide Personnel Services Program Area*

(1) Racial Ethnic Strategy Task Force: December 2004.

(2) Entrance Into Pastoral Ministry (EIPM) National Consultation Planning Team (Spring 2004).

(3) Ongoing responsibilities: Presbyterian Interim Ministry Certification Board, Educator Certification Council, CPS Advisory Group, Racial Ethnic Seminarian Conference Planning Team, New Pastor Seminar Consultant Team.

b. *Evangelism and Church Development Program Area*

Ongoing responsibilities: Mission Development Resources Committee.

c. *Higher Education Program Area*

Ongoing responsibilities: Financial Aid for Studies Reading Teams, Bible Grant/Higher Education Awards, Secondary School Roundtable, President's Roundtable.

d. *Racial Ethnic Ministries Program Area*

Ongoing responsibilities: National Asian Presbyterian Council, National Black Presbyterian Caucus, Native American Consulting Committee, National Hispanic Presbyterian Caucus, National Presbyterian Middle Eastern Caucus, National Cross Caucus, African American Advisory Committee, Hispanic Advisory Committee, Native American Advisory Committee, Advisory Committee on Southeast Asian Ministries, Coordinating Committee on Korean American Presbyteries, National Korean Presbyterian Council, Association of Hispanic Presbyterian Administrators, Native American Task Force on Native American Ministries, Native American Presbyterian Women, Native American Indian Youth Council, Native American Young Adults, National Asian Youth Council, National Cambodian Presbyterian Council, Chinese Presbyterian Council, National Filipino Presbyterian Council, National Taiwanese Presbyterian Council, National Thai Presbyterian Council, National Vietnamese Presbyterian Council, Advisory Committee for Middle Eastern Ministries, Advisory Committee for New Immigrant Groups, Portuguese Language Coordinating Committee, South Asian/Pakistani Advisory Committee, African Immigrant Pastor/Spouse Association.

e. *Social Justice*

Ongoing responsibilities: Mission Responsibility Through Investment (MRTI).

f. *Women's Ministries Program Area*

Ongoing responsibilities: Presbyterian Women Churchwide Coordinating Committee, Coordinating Committee of the National Network of Presbyterian College Women, Coordinating Committee of Racial Ethnic Young Women Together.

3. *Worldwide Ministries Division (2004)*

a. *Global Service and Witness Program Area*

Ongoing responsibilities: Presbyterian Hunger Program Advisory Committee, U.S. Advisory Committee/Jinshian Memorial Program, Presbyterian Disaster Assistance Advisory Committee, National Committee on the Self-Development of People, International Health Ministries Task Team.

b. *Ecumenical Partnerships Program Area*

Ongoing responsibilities: Ecumenical and Mission Partnership Committee, Czech Working Group, Advisory Committee on International Evangelism.

4. *General Assembly Council*

a. Task Force on Reparations—Report to 216th General Assembly (2004).

b. Task Force on Elections—Report to 216th General Assembly (2004).

c. Independent Committee of Inquiry Follow-up Work Group, June 2004.

- d. Special Offerings Review Task Force—Report to the 216th General Assembly (2004).
- e. Ongoing responsibilities: Audit Committee, Cooperative Committee on Partnership Funds, Mission Initiative: Joining Hearts and Hands Steering Committee.

5. *Executive Director's Office*

a. *Advisory Committee on Social Witness Policy*

- (1) Changing Families Policy Edit Team—Report to 216th General Assembly (2004).
- (2) False Allegations Work Group—Report to 216th General Assembly (2004).
- (3) Violence and Terrorism Resolution Team—Report to 216th General Assembly (2004).
- (4) Takings Work Group—Report to 216th General Assembly (2004).
- (5) Energy Resolution Team—Report to 217th General Assembly (2006).
- (6) Disability Concerns Task Force—Report to 217th General Assembly (2006).
- (7) Full Legalization of Immigrants Work Group—Report to 216th General Assembly (2004).
- (8) Serious Mental Illness Task Force—Report to the 217th General Assembly (2006).

b. *Advocacy Committee for Racial Ethnic Concerns*

Task Force to Review Current Racial Justice Policies and Programs of the General Assembly Agencies—Report to the 216th General Assembly (2004).

c. *Communications*

Ongoing responsibility: Advisory Committee on the News.

C. *Affirmative Action and Equal Employment Opportunity Report of Progress*

1. *Introduction*

Out of the various “calls” to mission, justice, equality, affirmation, love, hope, and charity, the partnership of congregations and governing bodies works to achieve the goals of equal employment opportunity and affirmative action.

2. *Our Goals*

As outlined in the Churchwide Plan for Affirmative Action and Equal Employment Opportunity, approved by the General Assembly in 1985, the church has accepted the EEO goals of 40 percent women and 20 percent racial ethnic as established by the General Assembly Council.

3. *How the Information Is Reported*

Entities of the General Assembly are reported separately as well as jointly. There are ten reporting categories:

- General Assembly Council (GAC);
- Office of the General Assembly (OGA);
- Presbyterian Church (U.S.A.) Board of Pensions (BOP);
- Presbyterian Church (U.S.A.) Foundation (FDN);

- Presbyterian Publishing Corporation (PPC);
- Presbyterian Investment & Loan Program, Inc. (PILP);
- synods;
- presbyteries;
- theological institutions; and,
- conference centers including Ghost Ranch Abiquiu and Santa Fe, Stony Point and Montreat.

4. *Our Results*

All reporting entities met the 40 percent goal for women. General Assembly Council, Office of the General Assembly, Presbyterian Publishing Corporation, conference centers, theological institutions, Presbyterian Church (U.S.A.) Foundation, and Presbyterian Church (U.S.A.) Board of Pensions met the 20 percent goal for racial ethnic persons.

2003 Equal Employment/Affirmative Action Annual Staff Analysis Report

		Exempt										Non-Exempt											
		Male				Female				Total Exempt		Male				Female				Total Non-Exempt		Grand Total	Grand %
		Full Time	Part Time	Total	Total %	Full Time	Part Time	Total	Total %	Total	Total %	Full Time	Part Time	Total	Total %	Full Time	Part Time	Total	Total %	Total	Total %		
GAC	Caucasian	102	1	103	20%	130	6	136	27%	239	47%	10	4	14	3%	94	11	105	21%	119	24%	358	71%
	African American	9	0	9	2%	25	0	25	5%	34	7%	4	0	4	1%	49	3	52	10%	56	11%	90	18%
	Hispanic	7	0	7	1%	5	0	5	1%	12	2%	2	0	2	0%	8	0	8	2%	10	2%	22	4%
	Asian	6	0	6	1%	6	1	7	1%	13	3%	0	0	0	0%	6	0	6	11%	6	1%	19	4%
	Native American	0	0	0	0%	3	0	3	1%	3	1%	0	0	0	0%	0	0	0	0%	0	0%	3	1%
	Middle Eastern	5	1	6	1%	0	1	1	0%	7	1%	2	4	6	1%	0	0	0	0%	6	1%	13	3%
Totals		129	2	131	26%	169	8	177	35%	308	61%	18	8	26	5%	157	14	171	34%	197	39%	505	100%
Total Racial Ethnic		27	1	28	6%	39	2	41	8%	69	14%	8	4	12	2%	63	3	66	13%	78	15%	147	29%
Women						169	8	177	35%							157	14	171	34%			348	69%
OGA	Caucasian	11	1	12	18%	19	1	20	30%	32	48%	3	2	5	8%	13	3	16	24%	21	32%	53	80%
	African American	0	0	0	0%	3	0	3	5%	3	5%	1	0	1	2%	5	0	5	8%	6	9%	9	14%
	Hispanic	1	0	1	2%	1	0	1	2%	2	3%	0	0	0	0%	0	0	0	0%	0	0%	2	3%
	Asian	1	0	1	2%	1	0	1	2%	2	3%	0	0	0	0%	0	0	0	0%	0	0%	2	3%
	Native American	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
	Middle Eastern	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
Totals		13	1	14	21%	24	1	25	38%	39	59%	4	2	6	9%	18	3	21	32%	27	41%	66	100%
Total Racial Ethnic		2	0	2	3%	5	0	5	8%	7	11%	1	0	1	2%	5	0	5	8%	6	9%	13	20%
Women						24	1	25	38%							18	3	21	32%			46	70%
PPC	Caucasian	13	0	13	30%	16	1	17	39%	30	68%	1	0	1	2%	3	0	3	7%	4	9%	34	77%
	African American	1	0	1	2%	2	0	2	5%	3	7%	0	0	0	0%	3	1	4	9%	4	9%	7	16%
	Hispanic	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
	Asian	1	0	1	2%	1	0	1	2%	2	5%	0	0	0	0%	0	0	0	0%	0	0%	2	5%
	Native American	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	1	0	1	2%	1	2%	1	2%
	Middle Eastern	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
Totals		15	0	15	34%	19	1	20	45%	35	80%	1	0	1	2%	7	1	8	18%	9	20%	44	100%
Total Racial Ethnic		2	0	2	5%	3	0	3	7%	5	11%	0	0	0	0%	4	1	5	11%	5	11%	10	23%
Women						19	1	20	45%							7	1	8	18%			28	64%
PILP	Caucasian	4	0	4	31%	3	0	3	23%	7	54%	0	0	0	0%	5	0	5	38%	5	38%	12	92%
	African American	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	1	0	1	8%	1	8%	1	8%
	Hispanic	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
	Asian	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
	Native American	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
	Middle Eastern	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
Totals		4	0	4	31%	3	0	3	23%	7	54%	0	0	0	0%	6	0	6	46%	6	46%	13	100%
Total Racial Ethnic		0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	1	0	1	8%	1	8%	1	8%
Women						3	0	3	23%							6	0	6	46%			9	69%

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		Exempt										Non-Exempt											
		Male				Female				Total Exempt		Male				Female				Total Non-Exempt		Grand Total	Grand %
		Full Time	Part Time	Total	Total %	Full Time	Part Time	Total	Total %	Total	Total %	Full Time	Part Time	Total	Total %	Full Time	Part Time	Total	Total %	Total	Total %		
CONFERENCE	Caucasian	10	1	11	11%	8	0	8	8%	19	18%	4	14	18	17%	6	16	22	21%	40	38%	59	57%
CENTERS	African American	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	2	2	2%	2	2%	2	2%
	Hispanic	2	0	2	2%	6	3	9	9%	11	11%	6	3	9	9%	12	5	17	16%	26	25%	37	36%
	Asian	0	1	1	1%	0	0	0	0%	1	1%	1	0	1	1%	2	2	4	7%	5	5%	6	6%
	Native American	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
	Middle Eastern	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
Totals		12	2	14	13%	14	3	17	16%	31	30%	11	17	28	27%	20	25	45	43%	73	70%	104	100%
Total Racial Ethnic		2	1	3	3%	6	3	9	9%	12	12%	7	3	10	10%	14	9	23	22%	33	32%	45	43%
Women						14	3	17	16%							20	25	45	43%			62	60%
SYNODS	Caucasian	8	5	13	25%	5	3	8	16%	21	41%	2	1	3	6%	12	6	18	35%	21	41%	42	82%
	African American	1	1	2	4%	1	0	1	2%	3	6%	0	0	0	0%	3	0	3	6%	3	6%	6	12%
	Hispanic	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
	Asian	0	0	0	0%	1	0	1	2%	1	2%	0	0	0	0%	0	0	0	0%	0	0%	1	2%
	Native American	0	0	0	0%	0	1	1	2%	1	2%	0	0	0	0%	1	0	1	2%	1	2%	2	4%
	Middle Eastern	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
Totals		9	6	15	29%	7	4	11	22%	26	51%	2	1	3	6%	16	6	22	43%	25	49%	51	100%
Total Racial Ethnic		1	1	2	4%	2	1	3	6%	5	10%	0	0	0	0%	4	0	4	8%	4	8%	9	18%
Women						7	4	11	22%							16	6	22	43%			33	65%
PRESBYTERIES	Caucasian	92	53	145	26%	70	61	131	24%	276	50%	9	25	34	6%	88	93	181	33%	215	39%	491	88%
	African American	7	0	7	1%	5	4	9	2%	16	3%	0	2	2	0%	14	4	18	3%	20	4%	36	6%
	Hispanic	7	5	12	2%	0	2	2	0%	14	3%	0	0	0	0%	3	2	5	1%	5	1%	19	3%
	Asian	1	0	1	0%	0	1	1	0%	2	0%	3	2	5	1%	1	0	1	2%	6	1%	8	1%
	Native American	1	0	1	0%	1	0	1	0%	2	0%	0	0	0	0%	0	0	0	0%	0	0%	2	0%
	Middle Eastern	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	1	0%
Totals		108	58	166	30%	76	68	144	26%	310	56%	12	29	41	7%	106	99	205	37%	246	44%	556	100%
Total Racial Ethnic		16	5	21	4%	6	7	13	2%	34	6%	3	4	7	1%	18	6	24	4%	31	6%	65	12%
Women						76	68	144	26%							106	99	205	37%			349	63%
THEOLOGICAL	Caucasian	127	4	131	24%	91	12	103	19%	234	42%	60	0	60	11%	102	16	118	21%	178	32%	412	75%
INSTITUTIONS	African American	12	0	12	2%	9	0	9	2%	21	4%	17	2	19	3%	19	5	24	4%	43	8%	64	12%
	Hispanic	16	0	16	3%	17	1	18	3%	34	6%	14	0	14	3%	6	2	8	1%	22	4%	56	10%
	Asian	8	0	8	1%	5	1	6	1%	14	3%	4	1	5	1%	1	1	2	4%	7	1%	21	4%
	Native American	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
	Middle Eastern	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
Totals		163	4	167	30%	122	14	136	25%	303	55%	95	3	98	18%	128	24	152	27%	250	45%	553	100%
Total Racial Ethnic		36	0	36	7%	31	2	33	6%	69	12%	35	3	38	7%	26	8	34	6%	72	13%	141	25%
Women						122	14	136	25%							128	24	152	27%			288	52%

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		Exempt										Non-Exempt											
		Male				Female				Total Exempt		Male				Female				Total Non-Exempt		Grand Total	Grand %
		Full Time	Part Time	Total	Total %	Full Time	Part Time	Total	Total %	Total	Total %	Full Time	Part Time	Total	Total %	Full Time	Part Time	Total	Total %	Total	Total %		
FOUNDATION	Caucasian	23	0	23	23%	31	3	34	34%	57	57%	1	0	1	1%	12	9	21	21%	22	22%	79	79%
	African American	5	0	5	5%	4	0	4	4%	9	9%	0	0	0	0%	10	0	10	10%	10	10%	19	19%
	Hispanic	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	1	1	1%	1	1%	1	1%
	Asian	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	1	0	1	2%	1	1%	1	1%
	Native American	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
	Middle Eastern	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
Totals		28	0	28	28%	35	3	38	38%	66	66%	1	0	1	1%	23	10	33	33%	34	34%	100	100%
Total Racial Ethnic		5	0	5	5%	4	0	4	4%	9	9%	0	0	0	0%	11	1	12	12%	12	12%	21	21%
Women						35	3	38	38%							23	10	33	33%			71	71%
BOARD OF PENSIONS	Caucasian	47	0	47	22%	40	1	41	20%	88	42%	8	0	8	4%	30	5	35	17%	43	21%	131	63%
	African American	4	0	4	2%	19	0	19	9%	23	11%	4	0	4	2%	39	0	39	19%	43	21%	66	32%
	Hispanic	1	0	1	0%	2	0	2	1%	3	1%	0	0	0	0%	1	0	1	0%	1	0%	4	2%
	Asian	2	0	2	1%	1	0	1	0%	3	1%	3	0	3	1%	1	0	1	0%	4	2%	7	3%
	Native American	0	0	0	0%	1	0	1	0%	1	0%	0	0	0	0%	0	0	0	0%	0	0%	1	0%
	Middle Eastern	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
Totals		54	0	54	26%	63	1	64	31%	118	56%	15	0	15	7%	71	5	76	36%	91	44%	209	100%
Total Racial Ethnic		7	0	7	3%	23	0	23	11%	30	14%	7	0	7	3%	41	0	41	20%	48	23%	78	37%
Women						63	1	64	31%							71	5	76	36%			140	67%
JARVIE	Caucasian	3	0	3	19%	4	1	5	31%	8	50%	1	0	1	6%	0	1	1	6%	2	13%	10	63%
COMMONWEAL SERVICE	African American	1	0	1	6%	1	0	1	6%	2	13%	0	0	0	0%	0	0	0	0%	0	0%	2	13%
	Hispanic	0	0	0	0%	1	0	1	6%	1	6%	1	0	1	6%	1	0	1	6%	2	13%	3	19%
	Asian	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	1	0	1	6%	1	6%	1	6%
	Native American	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
	Middle Eastern	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
Totals		4	0	4	25%	6	1	7	44%	11	69%	2	0	2	13%	2	1	3	19%	5	31%	16	100%
Total Racial Ethnic		1	0	1	6%	2	0	2	13%	3	19%	1	0	1	6%	2	0	2	13%	3	19%	6	38%
Women						6	1	7	44%							2	1	3	19%			10	63%
HUBBARD	Caucasian	3	0	3	20%	0	0	0	0%	3	20%	4	0	4	27%	8	0	8	53%	12	80%	15	100%
PRESS	African American	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
	Hispanic	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
	Asian	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
	Native American	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
	Middle Eastern	0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
Totals		3	0	3	20%	0	0	0	0%	3	20%	4	0	4	27%	8	0	8	53%	12	80%	15	100%
Total Racial Ethnic		0	0	0	0%	0	0	0	0%	0	0%	0	0	0	0%	0	0	0	0%	0	0%	0	0%
Women						0	0	0	0%							8	0	8	53%			8	53%

D. Report to the 216th General Assembly (2004) from the General Assembly Council Regarding Changes to Appendix 1 of the General Assembly Council Manual of Operations

The General Assembly Council reports the following changes to Appendix 1 of the General Assembly Council *Manual of Operations* to the 216th General Assembly (2004): [Text to be deleted is shown with a strike-through; text to be added or inserted is shown as italic.]

1. Page 9, Section IV., seventh line: “. . . human resources, strategic planning, ~~mission funding~~ stewardship and mission funding . . .”
2. Page 17, 4.a.(1), fifth line: “Young Adult Network; ~~stewardship programs and resources~~”
3. Page 22, 3.d.(4): ~~Mission Funding and Development~~ *Stewardship and Mission Funding*

Rationale

The changes reflect the action taken by the General Assembly Council (GAC) during their meeting of February 10–14, 2004, to change the name of the Office of Mission Funding and Development to the Office of Stewardship and Mission Funding and to direct the necessary changes to the GAC *Manual of Operations*.

Changes to the appendixes are reported to the 216th General Assembly (2004) as information in order to comply with the GAC *Manual of Operations*, page 1: “The General Assembly Council may change those appendixes to the *Manual of Operations* that are within its venue. . . . The General Assembly Council Executive Committee shall submit a written report of changes to the appendixes to the next General Assembly through its appropriate committee.”