

Office of the General Assembly Responses to Referrals from the 225th General Assembly (2022)

Item ENV-02. Investing in a Green Future: A Vision for a Renewed Creation— From the Advisory Committee on Social Witness Policy. Recommendation 11. Direct agencies and representatives of the Presbyterian Church (U.S.A.) to utilize this paper in their advocacy and policy work and commend this paper to governing bodies and congregations, urging that it be used as a basis for study, action, and advocacy.

Response: Completed. The Stated Clerk has commended this report to mid councils and congregations as part of an Earth Day message in the spring of 2024.

Item ENV-04. On Creating the Presbyterian Tree Fund. Recommendation 3. Direct all PC(USA) event sponsors to offer an opportunity to event attendees to choose carbon offsets through this fund and to strongly encourage Presbyterians throughout the church (including but not limited to commissioners to General Assembly, attendees at Ecumenical Advocacy Days, Presbyterians traveling to mission network meetings, and participants at Presbyterian-sponsored conferences) to voluntarily contribute to the fund to offset their own carbon emissions related to their own travel, and/or to contribute to reforestation and other carbon offsetting efforts on a global scale above and beyond any relation to their air travel or other greenhouse gas emissions.

Response: On-going. OGA offered an opportunity for carbon offset for registered participants to the 226th General Assembly.

Item ENV-05. On Reducing the Presbyterian Church (U.S.A.) Carbon Imprint. Recommendation 3.a. Call upon all church councils and agencies to examine their policies and procedures to identify ways to reduce our carbon imprint. The six agencies of the church identify best practices and policies for reducing carbon imprint.

Response: On-going. The Office of the General Assembly has reduced our carbon footprint by limiting the number of in-person meetings of committees related to OGA and strategic use of teleconference technology to limit staff travel to the highest impact opportunities.

Item ENV-09. On Actions in Support of an Energy Transition. Recommendation 3. Request that the Stated Clerk, in partnership with MRTI, reach out to the top 50 historic emitters, based on current data, investor or government relations departments, to reflect on and acknowledge their emission contributions to global warming, and become a proportional part of the energy transition to clean fuels and align with the Paris Agreement's guidance of reducing overall greenhouse gas, GHG, emissions by 45% by 2030. Please request a reply within 6 months and post responses and nonresponses in the Office of Public Witness newsletter and a press release.

Response: In progress. Due to the transition in Stated Clerks, this referral was not completed on the requested timeline. However, it is our intent to accomplish this by the convening of the 226th General Assembly.

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Item FIN-10. Align in Mission, Purpose, and the Use of Resources: Report of the Special Committee on Per-Capita Based Funding and National Church Financial Sustainability.

Recommendation 1. Form a commission to oversee and facilitate the unification of the Office of the General Assembly (OGA) and the Presbyterian Mission Agency (PMA) into a single agency, revise the Organization for Mission to reflect this change, and work to align the entities, boards, committees, and constituent bodies of the General Assembly toward long-term faithfulness and financial sustainability of its mission within the Presbyterian Church (U.S.A.).

Response: Completed.

Item FIN-10. Align in Mission, Purpose, and the Use of Resources: Report of the Special Committee on Per-Capita Based Funding and National Church Financial Sustainability.

Recommendation 2. Direct the General Assembly Moderator(s) to appoint a Funding Model Development team to develop, recruit, implement, and provide oversight of possible funding model experiments.

Response: Completed.

Item GA-MC-02. On Updating the Video Resource, Who Are We Presbyterians, with Accompanying Study Guide. Recommendation 1. Update the video resource, Who Are We Presbyterians, with an accompanying study guide.

Response: In progress. Project will be given to the newly unified communications office of the Office of the General Assembly and the Presbyterian Mission Agency.

Item GA-MC-02. On Updating the Video Resource, Who Are We Presbyterians, with Accompanying Study Guide. Recommendation 2. Create a plan to update and finance this denominational video and study guide every five years.

Response: In progress. Budgeting for the project will be completed by newly unified communications office of the Office of the General Assembly and the Presbyterian Mission Agency.

Item GA-MC-05. Regarding the Creation of an Advocacy Committee for LGBTQIA+ Equity – From the LGBTQIA+ Advocacy Task Force. Recommendation 1.c. Budget to cover one in-person meeting during non-General Assembly years, two in-person meetings during General Assembly years, three resource person attendees to General Assembly, and several electronic meetings.

Response: Completed.

Item GA-MC-07. Completed. On the Inclusion of Inclusive Gender Options When Gender Information Is Collected by Any Entity in the PC(USA)

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Response: On-going. OGA now offers inclusive gender options when/if we ask for gender data.

Item GA-PAP-03. Amendments to Session Annual Statistical Report Regarding Age Categories – From the Committee on the Office of the General Assembly

Response: Completed.

Item GA-PAP-20. On Adding Financial Questions to the Session Annual Statistical Report

Response: Completed.

Item HSB-03. A Resolution on Reproductive Justice – From the Advocacy Committee for Women’s Concerns. Recommendation 3. Direct the Office of the Stated Clerk to send this resolution, emphasizing the rationale, to every synod, presbytery, and congregation in order to encourage Presbyterians to promote and advocate for reproductive justice in their specific context for child bearing people. Our greatest concern is for child bearing people experiencing poverty and homelessness.

Response: Completed.

Item HSB-05. Survivors of Sexual Misconduct Task Force. Recommendation 7. [OGA and PMA] develop a plan for providing support to presbyteries and sessions.

Response: In progress. OGA has contracted with an expert to create a resource for trauma informed pastoral accompaniment to individuals, families, congregations, and communities affected by sexual misconduct, building on the work of the Survivors Sexual Misconduct Task Force. This resource should be available by Summer 2024.

Item IMM-06. On Declaring the Presbyterian Church (U.S.A.) to Be a Sanctuary and Accompaniment Church. Recommendation 9. [Communicate that the] Office of General Assembly stands ready to assist its councils in discerning their own calls to become “Sanctuary and Accompaniment” mid councils and congregations.

Response: On-going. The Office of Immigration Issues has maintained a website with legal information, links to service providers, and videos about discernment and planning in sanctuary situations.

Item IMM-08. Regarding the Treatment of Refugees. Recommendation 2.a. Work with others, including ecumenical, interfaith, and civil society agencies, to develop resources for advocacy and welcoming for refugees.

Response: On-going:

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- Advocacy training toolkit – created by the Office of Immigration Issues and Office of Public Witness -
[https://www.PC\(USA\).org/site_media/media/uploads/_immigration/engaging_your_congressperson_on_immigration.pdf](https://www.PC(USA).org/site_media/media/uploads/_immigration/engaging_your_congressperson_on_immigration.pdf).
- Office of Immigration Issues, federal government immigration asks -
[https://www.PC\(USA\).org/site_media/media/uploads/immigrant/pdf/immigrationadvocacyasks.pdf](https://www.PC(USA).org/site_media/media/uploads/immigrant/pdf/immigrationadvocacyasks.pdf)
- The Stated Clerk of the General Assembly of PC(USA) approved PC(USA)'s engagement in ecumenical and interfaith campaigns (and encouraged others to participate in such efforts). Two examples are:
 - <https://www.interfaithimmigration.org/wp-content/uploads/2023/12/IIC-Faith-Letter-on-Asylum-Restrictions-12.12.23.pdf>
 - <https://www.interfaithimmigration.org/wp-content/uploads/2022/10/Faith-Sign-on-DHS-Venezuelan-Announcement.pdf>
- Immigration advocacy work is done in ecumenical and interfaith coalitions to increase reach and voice. The PC(USA) is a steering committee member of the Interfaith Immigration Coalition (IIC). Both the Office of Immigration Issues and the Office of Public Witness sit on the steering committee. Much of our advocacy work is done in collaboration with the IIC. Several examples are:
 - Quarterly toolkit -
https://docs.google.com/document/d/1VjHhHggcItA3GHXHI7MvVVKypwNNEjFcNJKc1tj_SEA/edit
 - Urging Temporary Protection Status for Congo -
https://mcusercontent.com/d1e29c8d7ab34d84237ecd8ee/files/b7779bf8-08ab-54bc-be3f-fa0371d61185/TPS4DRC_FAITH_LETTER_FINAL_SIGNATURES.pdf

Item IMM-08. Regarding the Treatment of Refugees. Recommendation 2.b. Advocate for Immigration and Customs Enforcement (ICE) and Customs and Border Protection (CBP) to release, for the duration of the COVID-19 epidemic and any similar health or environmental dangers in the future, all detainees who are not indicted for violent felonies; to end and/or prevent the separation of children from their parents; to reunite promptly those who have been separated; and to end permanently the use of privately owned (for-profit) detention facilities as well as prisons.

Response: On-going:

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- The Office of Immigration Issues federal government immigration relief asks - [https://www.PC\(USA\).org/site_media/media/uploads/immigrant/pdf/migrationadvocacyasks.pdf](https://www.PC(USA).org/site_media/media/uploads/immigrant/pdf/migrationadvocacyasks.pdf)
- The Stated Clerk of the General Assembly of the PC(USA) has written frequently on the issue of family reunification, especially to the President of the United States urging prompt and appropriate action. One such occasion is highlighted in the following PNS article - [https://www.PC\(USA\).org/news/2021/2/2/stated-clerk-urges-immediate-action-reunite-migran/](https://www.PC(USA).org/news/2021/2/2/stated-clerk-urges-immediate-action-reunite-migran/)
- Immigration advocacy work is done in ecumenical and interfaith coalitions to increase reach and voice. The PC(USA) is a steering committee member of the Interfaith Immigration Coalition (IIC). Both the Office of Immigration Issues and the Office of Public Witness sit on the steering committee. Much of our advocacy work is done in collaboration with the IIC. One such example is:
 - 2022 Advent prayer guide and toolkit - https://docs.google.com/document/d/1h1rkOrZx14GalbgJI5kbZ1z3_bTnqW-NwwKNqFqOO_s/edit

Item IMM-09. A Resolution Supporting Immigration/Refugee Justice Work in the PC(USA) – From the Racial Equity Advocacy Committee. Recommendation 1. Direct the Racial Equity Advocacy Committee (REAC) and the Advisory Committee on Social Witness Policy (ACSWP), in direct and sustained collaboration with relevant ministry areas from the Presbyterian Mission Agency (PMA) and the Office of the General Assembly (OGA), to create a comprehensive policy report with recommendations addressing the continued justice concerns faced by those seeking to enter the United States via the southern border, and report back to the 226th General Assembly (2024).

Response: In progress. The Office of Immigration Issues (OGA) participated in conversations with REAC, ACSWP, and PMA. The PC(USA) has a depth and breadth of policy on recommendations at the border.

Item IMM-09. A Resolution Supporting Immigration/Refugee Justice Work in the PC(USA) – From the Racial Equity Advocacy Committee. Recommendation 2. Encourage continued collaboration between the PMA and the OGA to maintain and strengthen both the work of the PC(USA) as well as our partnerships with ecumenical and interfaith partners working on the border.

Response: On-going. The Office of Immigration Issues (OGA) and Presbyterian Disaster Assistance and Office of Public Witness for PMA reported to REAC that we work regularly on immigration issues related to the border. Our offices are part of the Interfaith Immigration Coalition (IIC), a US coalition for religious organizations, which are collectively responding to issues along the border. Our three offices are also

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informed and work closely with World Mission global partners and ecumenical partners as they engage in migration efforts domestically and internationally. This interagency work shapes how we address work around countries of origin and transit.

Item IMM-09. A Resolution Supporting Immigration/Refugee Justice Work in the PC(USA) – From the Racial Equity Advocacy Committee. Recommendation 3. Encourage more regular connection and communication between the Racial Equity Advocacy Committee and PMA and OGA employees working on seeking to create a just system of welcome with dignity at the southern border of the United States.

Response: On-going. REAC has met with staff from PMA (Presbyterian Disaster Assistance) and OGA (Office of Immigration Issues) on a more regular basis since GA 225 and work for all parties has been shaped by these interactions.

Item INT-02. On Recognition That Israel’s Laws, Policies, and Practices Constitute Apartheid Against the Palestinian People. Recommendation 3. Direct the Stated Clerk to communicate this action to all other PC(USA) councils.

Response: Completed. The Stated Clerk and other partner agencies of the PC(USA) have been active in sharing General Assembly policy related to Israel/Palestine. Further, the Stated Clerk works in partnership with the Presbyterian Mission Agency’s Office of Public Witness and the Presbyterian Ministry to the United Nations to call upon government officials and nation states to change or influence policy.

Item INT-03. On Support of the Democratic Republic of the Congo. Recommendation 7. Directs the Stated Clerk to communicate to the president of the United States, the U.S. State Department, and relevant congressional leaders, the General Assembly’s particular concern for the people of the Democratic Republic of the Congo (DRC) and to call upon the U.S. government to fully fund the U.S. State Department so it can effectively work for the goals listed above, and to pay its dues to the UN, and to help fund the UN agencies whose programs are also in support of the above goals.

Response: Completed. The Stated Clerk works in partnership with the Presbyterian Mission Agency’s Office of Public Witness to call upon government officials to change or influence policy.

Item INT-07. On Promoting Human Rights in the Philippines. Recommendation 1. Direct the Stated Clerk, the Executive Director of the Presbyterian Mission Agency, and the (Co-) Moderator(s) of the 224th General Assembly (2020) to call upon the president of the United States, Congressional leaders, and related executive branch agencies to promote human rights in the Philippines.

Response: Completed. The Stated Clerk works in partnership with the Presbyterian Mission Agency’s Office of Public Witness to call upon government officials to change or

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influence policy. See a full response from the Presbyterian Mission Agency for more detail.

Item INT-07. On Promoting Human Rights in the Philippines. Recommendation 5. Direct the Stated Clerk of the General Assembly to share this action with our partners in the National Council of Churches in the Philippines (NCCCP), the United Church of Christ in the Philippines (UCCP), and other related ecumenical and interreligious partners and conciliar bodies, particularly to the 11th Assembly of the World Council of Churches.

Response: Completed. Rev. Dr. Neal Presa (PC(USA) member of WCC Central Committee) collaborated with fellow Central Committee member Rev. Ritchie Masegman (Episcopal Church in the Philippines) as we consulted with Mervin Toquero of the NCCP, Athena Peralta (WCC program executive for economic and ecological justice), Jennifer Philpot-Nissen (WCC program executive for human rights and disarmament) and Peter Prove (WCC Director for the Commission for Churches in International Affairs). The result of this was a draft statement that was transmitted to the Public Issues Committee for their consideration. Support was received from the National Council of Churches in the Philippines and staff of the WCC Commission on Churches in International Affairs in crafting the statement that ultimately the WCC Central Committee adopted in June 2023. The updated statement follows two prior statements that previous WCC central committees in 2006 and 2018.

In November 2023, Rev. Presa consulted w/ Luciano Kovacs and Douglas Dicks on some possible wording, to edit the document, and then worked with an executive committee member from Jordan to further edit the draft statement with the Public Issues Subcommittee. The resulting statement was then brought back to the plenary floor and was edited one more time, and consequently adopted unanimously by consensus.

Here is the final [statement](#) from the World Council of Churches.

Item INT-09. Regarding Depleted Uranium in Iraq. Recommendation 1.a. Direct the Stated Clerk of the PC(USA) to send a message to the U.S. president, the U.S. secretary of state, the U.S. secretary of defense, and to each U.S. senator and representative urging, with the consent of the Iraqi government.

Response: Completed. The Stated Clerk works in partnership with the Presbyterian Mission Agency's Office of Public Witness to call upon government officials to change or influence policy.

Item INT-10. A Call for Ending the Siege of Gaza and Collective Punishment of Innocent Palestinian and Israeli Citizens. Recommendation 2. Direct the Stated Clerk to communicate this action to all other PC(USA) councils, the U.S. government, and to the press and media.

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Response: Completed. The Stated Clerk and other partner agencies of the PC(USA) have been active in sharing General Assembly policy related to Israel/Palestine. Further, the Stated Clerk works in partnership with the Presbyterian Mission Agency's Office of Public Witness and the Presbyterian Ministry to the United Nations to call upon government officials and nation states to change or influence policy.

Item INT-11. On Responding to the Human Needs of Those Affected by the Crisis in Syria. Recommendation 1.a. [Working to end sanctions and] directing the Stated Clerk of the PC(USA) to send a message to the U.S. President, Secretary of State, Secretary of Defense, and to each U.S. Senator and Representative to support these principles and goals.

Response: Completed. The Stated Clerk works in partnership with the Presbyterian Mission Agency's Office of Public Witness and the Presbyterian Ministry to the United Nations to call upon government officials and nation states to change or influence policy.

Item INT-11. On Responding to the Human Needs of Those Affected by the Crisis in Syria. Recommendation 2. Promoting Reconstruction in Syria – Direct the Stated Clerk of the PC(USA) to send a message to the U.S. President, Secretary of State, Secretary of Defense, and to each U.S. Senator and Representative urging the U.S. government to [support and fund United Nations efforts].

Response: Completed. The Stated Clerk works in partnership with the Presbyterian Mission Agency's Office of Public Witness to call upon government officials to change or influence policy.

Item INT-11. On Responding to the Human Needs of Those Affected by the Crisis in Syria. Recommendation 4. Promoting an Enabling Environment of Peace – Direct the Stated Clerk of the PC(USA), the Presbyterian Mission Agency, through the Office of Public Witness and the Presbyterian Ministry at the United Nations, to urge the U.S. government and other member states of the United Nations to build on the broadly supported principles of UN Security Council Resolution 2254.

Response: Completed. The Stated Clerk works in partnership with the Presbyterian Mission Agency's Office of Public Witness and the Presbyterian Ministry to the United Nations to call upon government officials and nation states to change or influence policy.

Item INT-11. On Responding to the Human Needs of Those Affected by the Crisis in Syria. Recommendation 5. Direct the Stated Clerk of the PC(USA) and the Presbyterian Mission Agency, through the Office of Public Witness, to urge the U.S. government to [utilize diplomatic means and seek peace for Syria].

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Response: Completed. The Stated Clerk works in partnership with the Presbyterian Mission Agency's Office of Public Witness to call upon government officials to change or influence policy.

Item INT-15. On Advocating for a Peace Agreement in the Korean Peninsula. Recommendation 3. Direct the Stated Clerk to ask President Biden and the current administration to proceed deliberately to negotiate a peace agreement to end the Korean War.

Response: Completed. The Stated Clerk works in partnership with the Presbyterian Mission Agency's Office of Public Witness to call upon government to change or influence policy.

Item MC-07. A Resolution on Chartering Immigrant Fellowships – From the Racial Equity Advocacy Committee. Recommendation 1. Direct the Office of the General Assembly (OGA) to develop standardized guidelines for chartering Immigrant Fellowships, Worshiping Communities, and New Church Developments.

Response: In progress. This work will be completed and reported to the 227th General Assembly (2026).

Item MC-07. A Resolution on Chartering Immigrant Fellowships – From the Racial Equity Advocacy Committee. Recommendation 2. Direct the Office of the General Assembly (OGA) to use the term "New Church Development" instead of Fellowship and include them in the national statistics of the PC(USA).

Response: In progress. This work will be completed and reported to the 227th General Assembly (2026).

Item MC-10. On Establishing a Task Force to Explore the Theology and Practice of Ordination to Ordered Ministry for Ruling Elders.

Response: Completed.

Item MC-12. On the Synod of the Alaska-Northwest Financial Review.

Response: Completed. The Synod advised the Stated Clerk that the financial review had been completed.

Item MOV-01. Approval of Guiding Statement – From the 2020 Vision Team. Recommendation 2. Commend this Guiding Statement and attached resources to the agencies of the PC(USA) (Board of Pensions, Office of the General Assembly, Presbyterian Foundation, Presbyterian Investment & Loan Program, Inc., Presbyterian Mission Agency, Presbyterian Publishing Corporation), its mid councils, seminaries, congregations, and individuals, to study, engage in conversation, and reflection using this Guiding Statement for the purpose of vision, spiritual growth, and formation of the PC(USA).

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Response: Completed.

Item MOV-01. Approval of Guiding Statement – From the 2020 Vision Team. Recommendation 4. Commend that the Moderator(s) of 225th General Assembly (2022) appoint an Implementation Team to introduce this Guiding Statement and to integrate it into the life of the denomination.

Response: In progress. The implementation team was not able to be formed due to a lack of applicants for service. Additional strategies to meet the intent of the action are under consideration.

Item MOV-01. Approval of Guiding Statement – From the 2020 Vision Team. Recommendation 5. Commend that the Presbyterian Mission Agency (PMA) and the Committee on the Office of the General Assembly (COGA) recommend to the 228th General Assembly (2028) to consider forming a 2030 Vision Team to discern by reviewing, assessing, affirming and updating as necessary, the guiding statement for the denomination with the intention to help us name and claim our denominational identity as we seek to follow the Spirit into the future decade.

Response: In progress. Commendation will be transmitted to the governance of the new agency created by the unification of the Office of the General Assembly and the Presbyterian Mission Agency.

Item MOV-02. Moving Forward Implementation Special Committee Report to the 225th General Assembly with Recommendations and Rationale. Recommendation 5. Direct the Stated Clerk, the President/Executive Director of the Presbyterian Mission Agency, and the President of A Corporation to convene a Coordinating Table at least quarterly.

Response: Completed. The Stated Clerk, the President/Executive Director of the Presbyterian Mission Agency, and the President of the PC(USA), A Corporation created a twelve-person Coordinating Table which meets monthly to discuss collaboration between the three entities.

Item MOV-02. Moving Forward Implementation Special Committee Report to the 225th General Assembly with Recommendations and Rationale. Recommendation 7.b. Direct the executives or presidents of the agencies and entities to appoint two members each to the Diverse Voices Table and invite Presbyterian Women also to send two representatives which will report its activities to each General Assembly and regularly communicate with the boards and executives of its constituent entities...

Response: Completed. The Diverse Voices Table has continued to meet regularly as a discussion group since the mandate for its creation by the 223rd General Assembly (2018).

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Item MOV-02. Moving Forward Implementation Special Committee Report to the 225th General Assembly with Recommendations and Rationale. Recommendation 7.a. Direct the agencies and A Corporation in consultation with the Diverse Voices Table to conduct equity and inclusion assessments every six years. The equity and inclusion implementation plans and progress on the goals shall be a part of the agency and entity reviews in the regular review cycle as delineated in the Manual of the General Assembly and the Organization for Mission, Chapter IV, Section D, Item 1.

Response: In progress.

Item MOV-02. Moving Forward Implementation Special Committee Report to the 225th General Assembly with Recommendations and Rationale. Recommendation 8. Direct the Office of the General Assembly to add the Way Forward Commission's action on Trust and Transparency as an appendix to the Manual of the General Assembly.

Response: In progress. The Office of the General Assembly will be collaborating with other entities/agencies on developing a new proposed Open Meeting Policy that would incorporate the principles from the Trust and Transparency action. The proposed revision would come to the 227th General Assembly in 2026.

Item RGJ-04. A Resolution for Transwomen of Color – From the Advocacy Committee for Women's Concerns and the Racial Equity Advocacy Committee. Recommendation 1. Direct the moderator or co-moderators of the 226th General Assembly (2024) to read aloud on the floor of the Assembly the names of all of the transwomen of color from the United States whose murders were recorded in 2020-2021.

Response: In progress. Plans call for the names to be read during the 226th General Assembly.

Item RGJ-04. A Resolution for Transwomen of Color – From the Advocacy Committee for Women's Concerns and the Racial Equity Advocacy Committee. Recommendation 5. Direct the six agencies of the Presbyterian Church (U.S.A.) and the Administrative Services Group of the Presbyterian Church (U.S.A.) to include the intersection of gender identity as a part of cultural humility trainings done around the denomination.

Response: On-going. The Office of the General Assembly has been using the Intercultural Development Continuum and the Intercultural Development Inventory (IDI) as a tool for intercultural competence work within the agency, with mid councils and their committees, and with leaders. The IDI framework is culture general, and therefore invites consideration of many different dimensions of culture, including gender, instead of just a single category of cultural diversity. We continue to use the IDI and the theory behind it, because it can address the intersection of gender identity in addition to the other complex ways that various dimensions of diversity impact culture.

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Item RGJ-04. A Resolution for Transwomen of Color – From the Advocacy Committee for Women’s Concerns and the Racial Equity Advocacy Committee. Recommendation 6. Direct the six agencies of the Presbyterian Church (U.S.A.) and the Administrative Services Group of the Presbyterian Church (U.S.A.) to include in all job postings a commitment to being not only an Equal Employment Opportunity Employer as defined by the U.S. government, but with the inclusion of gender identity and sexual orientation as well.

Response: Completed. The Administrative Services Group of the PC(USA), A Corporation, is responding to this referral.

Item RGJ-04. A Resolution for Transwomen of Color – From the Advocacy Committee for Women’s Concerns and the Racial Equity Advocacy Committee. Recommendation 7. Direct the six agencies of the Presbyterian Church (U.S.A.) and the Administrative Services Group of the Presbyterian Church (U.S.A.) to ensure the provision of all-gender bathroom facilities in their offices and at every General Assembly.

Response: Completed and on-going.

Item RGJ-07. A Resolution Addressing the Lack of Installed Pastoral Leadership in People of Color Congregations in the PC(USA) – From the Racial Equity Advocacy Committee. Recommendation 1. Encourage each presbytery to review their minimum compensation policies for pastoral calls in light of this resolution and seek ways to fully resource congregations of color; and directs the Office of the General Assembly to gather reports from each presbytery after one year on actions taken to date and to disseminate that information to all mid council leadership for the purpose of sharing best practices. Encourage our mid councils in cooperation with PMA, to assist congregations of color in calling and supporting Teaching Elders with three years of minimum salary plus pension and medical.

Response: In progress: The Office of the General Assembly has collected reports from mid councils through 3-question simple survey that was shared through the OGA newsletter for mid council leaders. The form asked 3 basic questions from the resolution on the actions, policies, and support the presbytery has, has given, or is planning to give to congregations of color and ministers of color on just compensation. OGA is also in communication with The Center for Repair (Presbyterian Mission Agency) to collaborate and share findings, so that we can provide follow-up reports in the coming years and share with mid councils what other mid councils and congregations are doing.

Item RGJ-08. On Offering an Apology to African Americans for the Sin of Slavery and Its Legacy. Recommendation 3. Direct the Office of the General Assembly of the PC(USA) to share this apology with all of the congregations and mid councils of the PC(USA) on behalf of the denomination. The means of sharing this apology shall be coordinated with the Racial Equity Advocacy Committee (REAC).

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Response: Completed.

Item RGJ-08. On Offering an Apology to African Americans for the Sin of Slavery and Its Legacy. Recommendation 4.b. Develop curriculum about slavery and its legacy.

Response: Completed. The Presbyterian Mission Agency through The Center for the Repair of Historic Harms has responded to the referral.

Item RGJ-08. On Offering an Apology to African Americans for the Sin of Slavery and Its Legacy. Recommendation 4.d. Provide tools and budget resources for congregations, presbyteries, and synods to enact restorative justice measures in their communities that will close gaps in economics, health, education, environmental well-being, and the criminal justice system created out of the legacy of slavery and white supremacy.

Response: Completed. The Presbyterian Mission Agency through The Center for the Repair of Historic Harms has responded to the referral.

Item RGJ-08. On Offering an Apology to African Americans for the Sin of Slavery and Its Legacy. Recommendation 5. Share this apology with the National Council of Churches.

Response: Completed. The Apology was sent to the officers of the National Council of Churches, including the President and General Secretary, Coordinator for Advocacy Coalition and the Consultant for Civic Engagement and Outreach. It included:

- The Apology to African Americans for the Sin of Slavery and Its legacy, including the Litany of Repentance
- The Rationale Statement
- The Bibliography

Item RGJ-09. On Directing the Office of the General Assembly to Issue Apologies and Reparations for the Racist Closure of the Memorial Presbyterian Church, Juneau, Alaska. Recommendation 1. Apologize for harms inflicted [related to the closure of Memorial Presbyterian Church].

Response: Completed. On October 8, 2023, an apology was delivered in person by Acting Stated Clerk Bronwen Boswell in a public ceremony in Juneau, Alaska. For more information, see the response from the Presbyterian Mission Agency.

Item RGJ-09. On Directing the Office of the General Assembly to Issue Apologies and Reparations for the Racist Closure of the Memorial Presbyterian Church, Juneau, Alaska. Recommendation 2.f. Provide financial resources to, and engage with, the City and Borough of Juneau, directly or through the Presbytery of the Northwest Coast and NLUC, for a highly visible recognition of Memorial Presbyterian Church to be placed at the church's former location. This recognition would be conceived and approved by the Native Ministries

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Committee of NLUC, in collaboration with local partners, to encourage recognition of the vitality of Memorial Church and the harm caused by its closure.

Response: Completed.

Item RGJ-11. A Resolution on Racism as a Public Health Crisis. Recommendation 5. Direct all agencies and entities of the Presbyterian Church (U.S.A.) to work with the Board of Pensions to confront health disparities for employees of color.

Response: Completed. The Administrative Services Group of the PC(USA), A Corporation, is responding to this referral.

Item RGJ-11. A Resolution on Racism as a Public Health Crisis. Recommendation 6. Direct all agencies and entities of the Presbyterian Church (U.S.A.) to demonstrate their commitment to reducing health disparities by providing clear information and education to further educate employees.

Response: Completed. The Administrative Services Group of the PC(USA), A Corporation, is responding to this referral.

Item RGJ-12. Report of the Special Committee on Racism Truth and Reconciliation. Recommendation 1. Direct the Co-Moderators of the 225th General Assembly (2022) – in consultation with the GA Nominating Committee and the GA Committee on Representation – to appoint a seven-member committee, to include three members (including at least one mid council leader) of the current Special Committee on Racism Truth and Reconciliation.

Response: Completed.

Item RGJ-12. Report of the Special Committee on Racism Truth and Reconciliation. Recommendation 2. Recommend that PC(USA) congregations and mid councils develop and adopt an antiracism policy in their manual of administrative operations and direct the Office of the General Assembly to provide model policies as a guide.

Response: In progress. In partnership with staff of the Presbyterian Mission Agency, staff of the Office of the General Assembly have offered workshops presenting an anti-racism policy and on developing an antiracism policy for mid councils at the Polity, Benefits, and Mission Conference. Based on their presentation at those workshops and in consultation with additional colleagues doing anti-racism training, staff will be creating a more structured resource for congregations and mid councils to use in developing their own anti-racism policies.

Item RGJ-12. Report of the Special Committee on Racism Truth and Reconciliation. Recommendation 3. Direct the Presbyterian Historical Society to create an online historical self-study tool for congregations and mid councils to investigate their own history. The tool should

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guide congregations and mid councils in exploring and reflecting upon their history's impact on the lives of people of color past and present.

Response: In progress. The Presbyterian Historical Society is in the process of enhancing and redesigning the current "Resources for Self-Study on Racism" webpage ([https://www.history.PC\(USA\).org/history-online/topics-note/resources-self-study-racism](https://www.history.PC(USA).org/history-online/topics-note/resources-self-study-racism)) to include a subject guide to conducting research on this topic, an FAQ modeled on questions the PHS reference staff frequently receives from churches and mid councils who are conducting self-studies, and examples of products of self-studies already conducted by congregations and mid councils. This redesigned webpage should be available by the end of the first quarter of 2024. Once published, PHS will announce the new self-study tool through various communication channels.

Item RGJ-12. Report of the Special Committee on Racism Truth and Reconciliation.
Recommendation 4. Provide \$20,000 in funding to the Presbyterian Historical Society to help congregations and mid-councils obtain records for their self-study.

Response: Completed.

Item RGJ-12. Report of the Special Committee on Racism Truth and Reconciliation.
Recommendation 5. Affirm the Office of the General Assembly's investment in Intercultural Development Inventory (IDI) work and encourage expansion of access and support for IDI work for mid councils.

Response: On-going. Since this referral from the 225th General Assembly (2022), the Office of the General Assembly has trained three additional staff to be Qualified Administrators (QAs) for the Intercultural Development Inventory (IDI) and developed working relationships with additional QAs, both within and outside the denomination, to increase our ability to do IDI work with mid councils and leaders. The QAs have worked as teams, pairing a more experienced QA with the newer QA, so there is continued learning and reflection from everyone involved in IDI work. The Office of the General Assembly continues to encourage all staff to do engage in individual intercultural competence development and plans to continue training additional QAs and partners going forward.

Item RGJ-12. Report of the Special Committee on Racism Truth and Reconciliation.
Recommendation 8. Direct the Committee on the Office of the General Assembly to identify models for new approaches to debate and decision-making that do not perpetuate White supremacy values and report to the next General Assembly findings on alternative models that could be used at every level of the church.

Response: Completed. For reporting purposes, a "final" response is found in the paper [\[link to the file that will accompany this file\]](#); however, because there will always be a

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need to grow in our challenge to White supremacy, the Office of the General Assembly will continue its work on issues of faithful, inclusive, and respectful decision-making. In addition to ideas and resources detailed in the paper – including training in choice points and equity primes that will become familiar to commissioners and advisory delegates of the 226th GA (2024) – OGA practices include lifting up alternative approaches to decision-making at the annual Moderators’ Conference, where the training on parliamentary procedure also emphasizes that Robert’s Rules of Order should be thoughtfully and carefully used as a tool, not a weapon. See also Mid Council Ministries’ Along the Road podcast from December 6, 2023: “Encounter: Is Robert’s Rules of Order Still Relevant for Our Current Context?”

Item RGJ-12. Report of the Special Committee on Racism Truth and Reconciliation. Recommendation 9. Direct Mid Council Ministries of the Office of the General Assembly to create a model policy for mid councils that designates a specified percentage of any property sales/acquisitions for local reparative actions, and work with presbyteries to establish such policies.

Response: In progress. The Office of the General Assembly will partner with other agencies and entities to create a model policy to be shared by the 227th General Assembly (2026).

Item RGJ-13. Report from the Disparities Experienced by Black Women and Girls Task Force. Recommendation 2. Direct the PMA, Office of the General Assembly, Presbyterian Foundation, Presbyterian Investment and Loan Program, Presbyterian Publishing Corporation, and urge the Board of Pensions to identify and invest in antiracist and gender justice trainings and/or to hire facilitators that center Black women and girls in diversity and inclusion training and that provide a geographically accessible and affordable network for congregations and mid councils.

Response: On-going. The Office of the General Assembly continues to work to identify antiracist and gender justice training. The work of centering Black Women and Girls in diversity and inclusion training and developing a network of facilitators for congregations and mid councils is ongoing work.

Item RGJ-14. On Violence and Hate Against Asian Americans and Pacific Islanders. Recommendation 8. Direct the Office of General Assembly and the Presbyterian Mission Agency to affirm the work and statements of other denominations, including the National Council of Churches, the United Methodist Church, the Episcopal Church, the United Church of Christ, the American Baptist Church, and other faith-based organizations.

Response: In progress. Work on this referral will be completed and reported to the 227th General Assembly (2026).

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Item ROD-01. On Instructing the Office of the General Assembly to Create a Resource Guide That Details the Process of Dealing with Allegations of Sexual Misconduct–From the Rules of Discipline Task Force.

Response: In progress. OGA has contracted with an expert to create a resource outline/guide for the process of dealing with allegations of sexual misconduct. This resource should be available by Spring 2024.

Item STAN-36. On Creating a Special Committee on the Standing Rules of the General Assembly – From the Committee on the Office of the General Assembly.

Response: Completed.

Item TWE-08. On Forming a Commission to Write a New PC(USA) Confession to Be Considered for Inclusion in the Book of Confessions.

Response: Completed.

Item TWE-09. Report and Recommendations from the Presbyteries’ Cooperative Committee on Examinations for Candidates (PCC). Recommendation 2. Direct the Office of the General Assembly to remind all presbyteries through communication to and the training of their stated clerks that it is the presbyteries’ responsibility to elect readers who have the racially, culturally, and linguistically diverse gifts, experience, abilities, and commitment to appropriately evaluate ordination exams.

Response: Completed. Since the Fall 2022 exam administration cycle, this statement of guidance from the General Assembly has been included in all communications with presbytery stated clerks relating to the election and reporting of ordination exam readers. In addition, each stated clerk is provided with information regarding the “attrition” of exam readers (the difference between the number of readers requested by the Presbyteries’ Cooperative Committee on Examinations for Candidates [PCC] and the number of readers who participate in evaluating exam responses). The guidance has also been incorporated into both online and in-person training for stated clerks and presbytery commissions/committees overseeing inquirers/candidates relating to presbytery responsibilities in the preparation for ministry process.

Item TWE-09. Report and Recommendations from the Presbyteries’ Cooperative Committee on Examinations for Candidates (PCC). Recommendation 3. Encourage presbytery entities overseeing inquirers and candidates to authorize taking exams only after confirmation that they have completed the available preparation resources.

Response: Completed. This guidance has been incorporated into both online and in-person training for stated clerks and presbytery commissions/committees overseeing inquirers/candidates. It is also included in the Handbook on Standard Ordination

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Examinations in the Presbyterian Church (U.S.A.) (beginning with updated release 3.3, June 2024).

Item TWE-12. Report of the Special Committee to Study the Reformed Perspective of Christian Education in the 21st Century. Recommendation 5. Strengthen Christian educator certification by [promoting certification and encouraging the Educator Certification Committee to make certification more accessible.]

Response: Completed. 5(a) The Office of the General Assembly has been in conversation with offices within PMA, specifically TFE, related to promoting educator certification to candidates for ministry, Ministers of Word and Sacrament, and educators who may not have previously considered certification or endorsement through the CEA process. 5(b) The Educator Certification Committee considered adding a continuing education/professional development requirement for certified educators and, while supporters of engaging in education that spans a lifetime, the Committee was not willing to create a restriction for a group of people who are already vulnerable and may not have funds provided/available for such a requirement. 5(c) The Educator Certification Committee has been very active in diversity, equity, and inclusion work and are beginning to see the impact in changes to the educator certification process. This will be a work in progress as the group develops, learns, and grows.

Item TWE-12. Report of the Special Committee to Study the Reformed Perspective of Christian Education in the 21st Century. Recommendation 6. Direct the COGA, in consultation with the General Assembly Nominating Committee, to create a committee of three to five members, no earlier than 2026 with no financial implications, to report back to the 228th General Assembly (2028) for the purpose of assessing the viability of the educator certification program, including making recommendations on continuing, modifying, or discontinuing the CCE process based on whether it is making a significant contribution to the Christian education and faith formation of the denomination.

Response: In progress. This will be communicated to the new agency created after the unification of the Office of the General Assembly and the Presbyterian Mission Agency.

Item VIOL-02. A Resolution on Preventing, Reporting, and Responding to Bullying, Harassment, and Assault – From the Advocacy Committee for Women’s Concerns. Recommendation 1. Direct the Stated Clerk, in consultation with all agencies and entities of the PC(USA) to develop a comprehensive and transparent process for preventing, reporting, and responding to bullying, harassment, and assault offenses at the meetings (in-person or virtual) of standing and special committees and task forces of the General Assembly as well as other boards and similar entities related to other agencies and entities. This process shall include: a. A report-receiving entity, reporting to the Stated Clerk, who understands emotional and physical responses to bullying, harassment, and assault, coping strategies for the victim, and

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stages of trauma and recovery. Furthermore, this reporting entity shall be knowledgeable about the reporting and response process and can initiate that process with the focus on the victim; b. A trained victim advocate, who shall be available to the victim throughout the reporting and response process.

Response: In progress. An appropriate conduct policy is available in the Manual of the General Assembly that applies to all commissioners and attendees of the GA. This policy will be extended to include all standing and special committees and task forces of the GA. All reports of inappropriate conduct will go to the Legal Services Office of the Administrative Services Group for follow-up. In addition, a trained victim advocate will be made available to those reporting incidents.

Item VIOL-02. A Resolution on Preventing, Reporting, and Responding to Bullying, Harassment, and Assault—From the Advocacy Committee for Women’s Concerns. Recommendation 2. Direct the agencies and entities of the PC(USA) to require elected and appointed board and committee members to participate in boundaries training or equivalent each two-year General Assembly cycle in order to serve in their positions. Comparable training completed within the PC(USA) in other contexts within the required timeline may qualify, as determined by the receiving board or committee.

Response: In progress. In partnership with the Administrative Services Group, a video will be produced that will provide boundary training to all committees and entities of the General Assembly.

Item VIOL-07. Gun Violence Report and Recommendations—From the Advisory Committee on Social Witness Policy. Recommendation 6. Direct the Office of the General Assembly to call upon all mid councils to: a. Include ending gun violence as a regular part of their work and witness during the Decade to End Gun Violence; b. Commend to all mid councils, as examples, the gun violence policies of the Presbytery of Detroit and the Presbytery of Transylvania.

Response: Completed.