

**Synod of the Mid-Atlantic  
Committee on Representation Meeting Minutes  
Ginter Park Presbyterian Church  
February 11, 2019**

**CALL TO ORDER/OPENING PRAYER-** The meeting was called to order and opened with a devotional reading from “Every Morning” and prayer by Olivia Haney at 10:00 a.m.

**ATTENDANCE** – Kim Hysun Robinson (AKAP), Donna Fair (Charlotte), Rosia Freeman (Coastal Carolina), Cherry Peters (James), Kevin Powell (National Capital), Donna Bowers (New Castle?), Olivia Haney (Shenandoah), Don Cooper (Western Carolina), Steve Mabie (New Hope)

**DECLARATION OF QUORUM** – a quorum was declared.

**APPOINTMENT OF RECORDER** – Donna Fair, Presbytery of Charlotte, was appointed as recorder.

**APPROVAL OF MINUTES** – Minutes from the August 19<sup>th</sup> ZOOM meeting were approved with one correction (time of adjournment corrected).

**BUSINESS**

- I. Rev. Warren LeSane reported on the state of the Synod of the Mid-Atlantic.
  - a. Synod is becoming stronger because of the new leadership being developed within the local presbyteries.
  - b. Synod Assembly is and will be focusing energies on Race, Racism, and Social Injustice. The Synod sponsored an event for Synod Executives and Moderators to participate in two immersive projects; Equal Justice Initiative and The Lynching Tree Memorial in Montgomery, AL to foster a deeper understanding of the effects of racism in order to help facilitate conversations throughout the Synod of the Mid-Atlantic.
  - c. Synod COR needs to establish goals for report to General Assembly. Goals need to be clear and measureable. (ie., meetings, staffing patterns, etc.)

**II. Order of the Day:** Molly Castell, Manager for Equity and Representation for the General Assembly.

Mollie offered suggestions on “Decision Making Practices” that help to ensure racial and ethnic diversity. She also talked about tracking the social identities of committee structures in a more aggregate data tracking format (ie., race, sex, age and role).

**III. Review of Presbytery submitted reports:** (AKAP, Baltimore, Coastal Carolina, Eastern Virginia, James did not submit reports).

**New Castle-** COR and Nominating are combined. It appears that they meet regularly and that their representation is racially and ethnically balanced. They did share a concern that categories on the Annual Statistical Report and Presbytery Synod Report do not match.

**National Capital** – COR meets separately from the Nominating Committee. Concerned about representation of other ethnic/racial groups.

**Western North Carolina** – COR and Nominating are combined. Based upon the population of the area they are as racially diverse as they can be. Difficulty getting people to serve.

**Salem** – They meet regularly and separately from the Nominating Committee. Committees seem to be racially diverse based upon their numbers.

**Charlotte** – COR and Nominating are combined. Committees are well balanced. Noted that they do not track people with disabilities.

**Abingdon** – Committees appear to be balanced.

**Shenandoah** – COR meets regularly. Seeking to become more diverse in their representation as they grow. Seeking help in racially diversity training,

**Peaks** – COR meets annually to complete their report. Churches are small and under-representation is a concern. Large number of people serve on multiply committees. No minorities on Presbytery staff or in committee leadership.

**New Hope** – COR and Nominating are combined. Meet 4 – 5 times per year. Difficulty getting younger people to serve, but have begun using ZOOM for meetings to encourage younger people to become involved.

- **How do we respond to reports** – Synod COR will requests authorization (policy) from the Synod Assembly to respond individually to each Presbytery providing explanation of COR responsibilities, offering suggestions for increased compliance and highlighting “best practice.”
- **What is Expected of Presbyteries:**

1. Timely submission of fully completed Annual Reports to Synod COR.
2. That the appropriate committee of each Presbytery will make a full report on COR to the Presbytery annually.

**IV. Why Are We Here/Purpose of COR – COR (PCUSA) G3.0103 & F1.0403** –According to history and the Book of Order, COR was created to ensure & track that African-American leadership was equally represented in the PCUSA after reunification occurred. The work has been expanded to include; gender, age, sex, and disability. Henceforth in 2019, The Synod COR will continue the work of gathering and analyzing data as it relates to; race, sex & gender inequities in the PCUSA, where possible.

**V. Recommended changes to Synod COR Reporting Form:**

Under Section II

1. Remove question regarding % of ages 12 – 30.
2. Remove % of women vs. % men in Presbytery and replace with: Of the number of leadership positions within your Presbytery how many are filled by women; how many by men?
3. Remove Current Question from Section II & III and
4. Add Question– In the past 5 years, have you had a non-majority Moderator?
5. Add Question– What actions or initiatives has your COR taken to try and improve your record of representation on committees.
6. Add African as a category in statistical report

**VI. Synod COR 2019 Goals**

1. Synod COR will re-examine the committee purpose (completed)
2. Synod COR will redesign the Presbytery reporting requirements (in-process)
3. Synod COR will meet twice per year (Zoom meeting/Face to Face)
4. Synod COR will increase presbytery reporting compliance to 100 percent

**ADJOURNMENT** – The meeting was adjourned and closed with prayer at 2:30 p.m.

**NEXT MEETING DATE – July 18<sup>th</sup> ZOOM meeting @ 12:00 p.m.**