

Annual Ref. S Committee on Representation

The mission of the Committee on Representation corresponds with our mission and mandate as stated by the Book of Order of the PC(USA):

Mission: The councils of the church shall give full expression to the rich diversity of the church's membership and shall provide for full participation and access to representation in decision-making and employment practices (F-1.0403). In fulfilling this commitment, councils shall give due consideration to both the gifts and requirements for ministry (G-2.0104) and the right of people in congregations and councils to elect their officers (F-3.0106).

Mandate: Each council shall develop procedures and mechanisms for promoting and reviewing that body's implementation of the church's commitment to inclusiveness and representation. Councils above the session shall establish by their own rule committees on representation to fulfill the following functions: to advise the council regarding the implementation of principles of unity and diversity, to advocate for diversity in leadership, and to consult with the council on the employment of personnel, in accordance with the principles of unity and diversity in F-1.0403. A committee on representation should not be merged with another committee or made a subcommittee of another committee. (G-3.0103)

The Committee on Representation began our work by connecting with the PC(USA) committee on representation, speaking with Rev. Molly Casteel, Manager for Equity and Representation, to learn best practices and gather ideas around how to begin our work. As a result of those conversations, we gathered data regarding our current dynamics of leadership and participation in PSNE as it corresponds to the diversity within our churches. The data findings are attached to this document.

As a result of our findings, COR has focused on two vital pieces that correspond to our ability to live into the full expression of our diversity as the body of Christ: nominations and the work of anti-racism. COR leadership has joined the nominating committee to help guide and invite the committee to be mindful of the need for diversity in leadership and committee participation as we see new candidates for leadership. We have sought to keep the balance of age, gender and racial/ethnic diversity as well as regional diversity in mind as we have raised up names for nominations.

In addition to that practical work, COR attended the Pre-Synod gathering with Crossroads Antiracism Organizing and Training on Analyzing and Understanding Systemic Racism. We engaged the representative from Crossroads in a longer discussion about the dynamics of PSNE and the various ways we might engage in anti-racist work in our presbytery.

As a result of that conversation and ongoing communication by presbytery leadership,

Crossroads offered a proposal for an anti-racism training for our Presbytery leadership. This proposal was brought to Roundtable and was unanimously accepted.

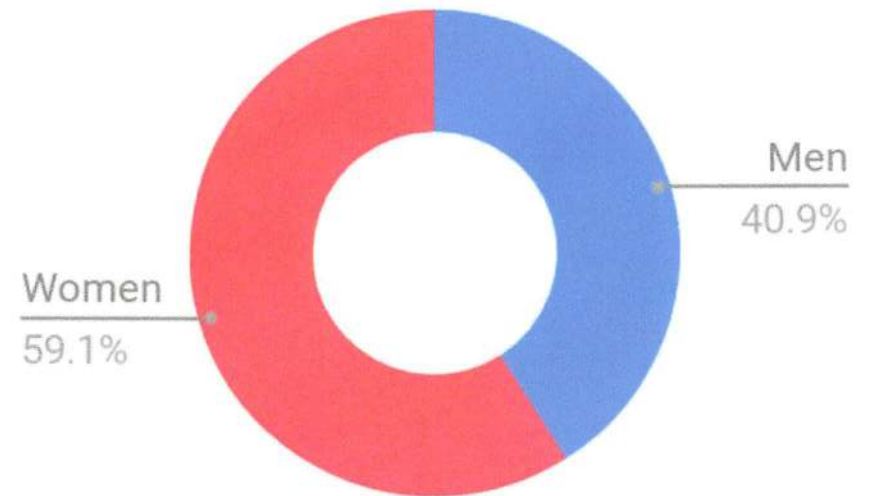
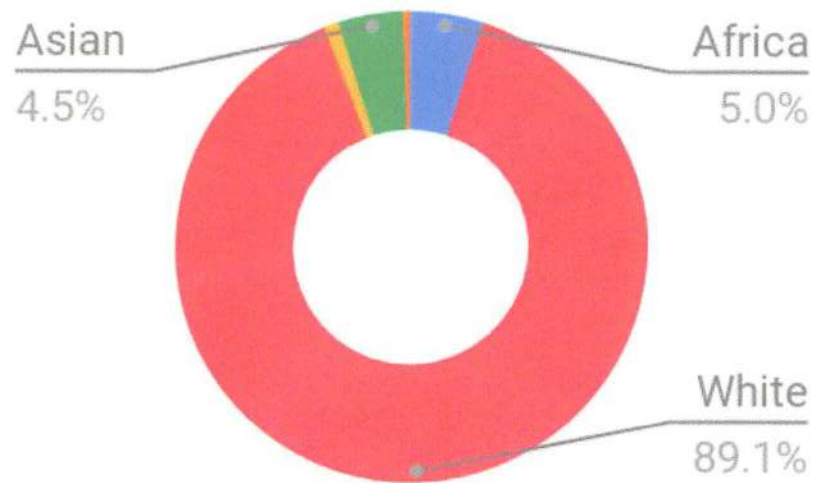
The training was offered through Crossroads to Presbytery Leadership: Roundtable, Committee on Ministry, Committee for Preparation, Committee on Representation and the Vision Team were all strongly encouraged to attend and members of the Presbytery were also invited to join us.

The anti-racism training took place March 4-5 and 34 people attended. The resources from that training can be found in the General Presbyter annual report. Following the retreat, the Roundtable voted at its April meeting to empower the Mission/Vision team to meet with the Rev. Jessica Vazquez-Torres, the trainer from Crossroads to facilitate ongoing conversations with those who went on the retreat in March 2019 to find ways to enlarge and systematize this work throughout the Presbytery. God is doing a new thing among us!

Respectfully Submitted,

Rev. Julie Emery and Rev. J.C. Cadwallader, Co-Chairs

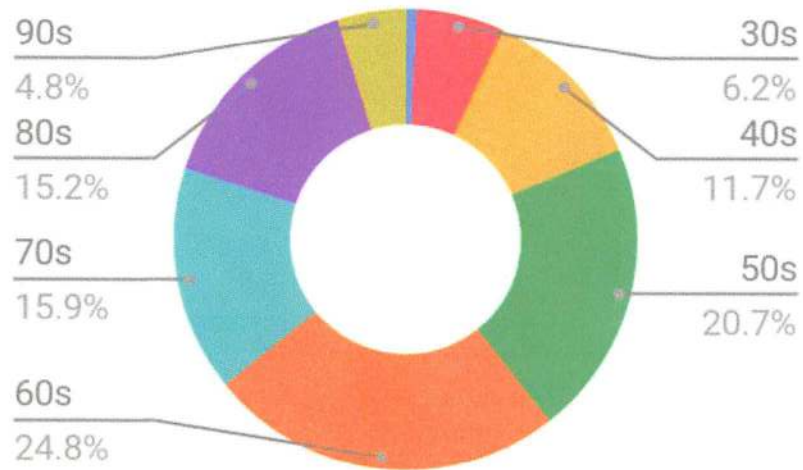
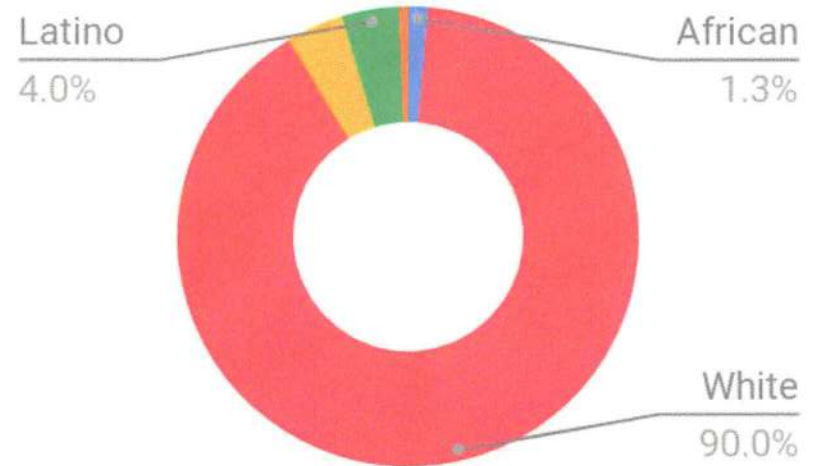
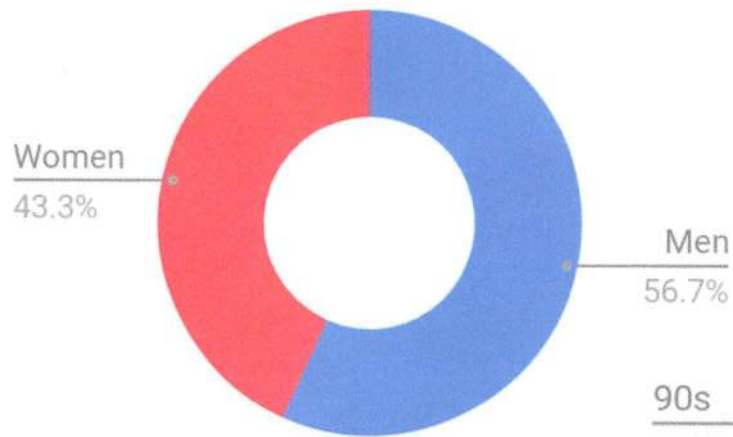
PSNE Membership (Congregation Members)



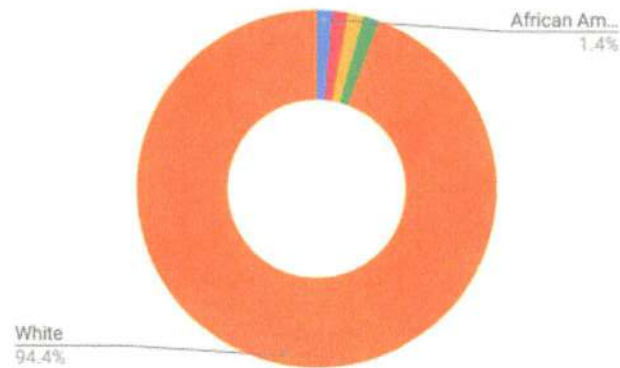
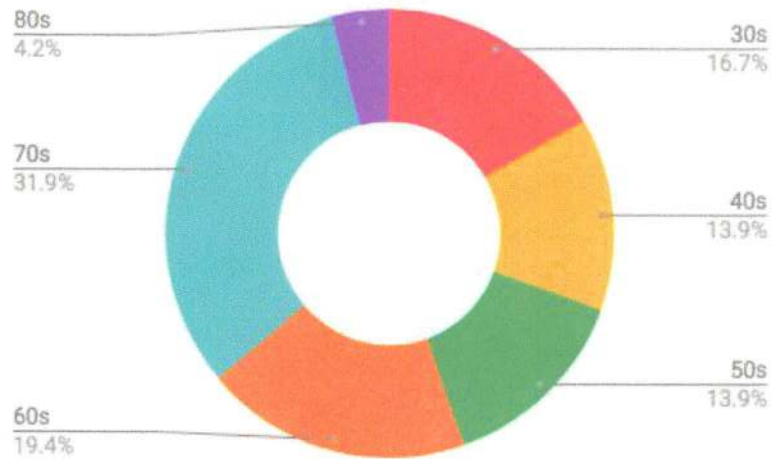
We do not currently have good age data in Congregations, something to improve upon



PSNE Membership (Clergy)



Total Representation on PSNE Committees



	Roundtable	COM	CPM	Nominating	Personnel	PJC	COR	Trustees	Totals
Women	10	12	2	2	4	4	4	2	40
Men	10	6	7	2	1	3	3	4	36
Male Clergy	5	3	4	0	1	2	2	0	17
Female Clergy	6	7	1	1	4	1	1	2	23
Male RE	5	2	1	2	0	1	1	4	16
Female RE	4	4	1	1	0	3	3	0	16
20s	0	0	0	0	0	0	0	0	0
30s	2	2	1	0	0	0	0	0	5
40s	3	4	2	0	0	0	0	0	9
50s	3	3	1	0	2	1	1	1	12
60s	5	1	1	1	1	4	4	1	18
70s	4	8	1	2	2	2	2	4	25
80s	3	0	1	1	0	0	0	0	5
African American	1	0	0	0	0	0	0	0	1
Korean American	0	1	0	0	0	0	0	0	1
Latino	1	0	0	0	0	0	0	0	1
Middle Eastern	0	1	0	0	0	0	0	0	1
White	18	16	9	4	5	7	7	6	72



Current Representation Challenges in PSNE

Lack of parity with membership in clergy or congregations

Age, race are our most challenging categories for representation in committees of the Presbytery

6 out of 8 of our standing committees are all white

2 of our 8 standing committees have no Ruling Elders serving on them

These issues must be priority items for Nominating for its next season of work



Current Representation Challenges in PSNE

There are **12** Congregations without Elder Representation.

There are **15** Congregations without Clergy Representation.

There are **7** Congregations with no Representation in either category.

There are very few specialized Clergy Members of PSNE Represented.

These issues must be priority items for Nominating for its next season of work

