

**COMMITTEE ON REPRESENTATION
2017 REPORT TO COORDINATING CABINET**

The Presbyterian Church (USA) (henceforth PCUSA) places a strong value in selecting leadership at all levels of the church that represents the full diversity of the memberships of all of our congregations. To that end the Book of Order, the constitution of our church has several sections which speak directly to representation and participation in leadership as do the Bylaws of our Presbytery (POD Bylaws, Article XI, 4, (b), ii).

Most relevant is G-3.0103 which says, “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 of 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 proposed amendment to the Book of Order recommends that teaching and ruling elders serve on committees and ministry teams “in numbers as nearly equal as possible.”

This report is the Committee on Representation's (henceforth COR) review of the Presbytery of Detroit's (henceforth POD) implementation of this charge. Historically, COR has prepared a statistical type report which attempted to show the relationship between various categories of membership in all of our churches and membership on committees and ministry teams of the POD to see whether our leadership was representative. In accordance with recent revisions in the Book of Order, this report will include the information about the diversity in representation in POD committees and ministry teams and information compared to diversity in the membership of the POD congregations. We will also make additional recommendations to help POD strengthen its commitment and actions for diversity and inclusiveness in leadership.

Data Collection and Issues Related to Data Collection

Data related to the members of our congregations:

COR used the data collected for 2016 by the POD in the clerks' reports from each congregation and compiled by Presbytery staff. For a number of years, the committee has struggled with both the categories the clerks are asked to use and understanding how the clerks are able and choose to complete the forms. For example, who is African American and who is black? Fortunately, this is an issue that has come to church wide attention with several overtures to the General Assembly asking for a revision of the clerks' reporting form. This concern was assigned to the GA level COR, and we are eagerly looking forward to their response.

Representation, diversity and inclusion by Committees and Ministry Teams

To achieve diverse representation in all the work of the Presbytery, it is necessary to have diversity on each committee and ministry team. With that in mind here is a list of the committees and ministry teams which are far from the Presbytery norm or goal in one or more categories.

Racial Ethnic Representation:

There are no Asian Americans on:

- Committee on Representation
- Congregational Development
- Leadership Equipping Ministry Team (henceforth MT)
- Mission Interpretation MT
- Multicultural Ministries MT
- Presbytery Operations MT
- Planning and Visioning Team
- Social Justice MT
- Trustees

This is significant because the POD has more Asian membership (**1170**) than any other racial ethnic group. The other racial ethnic congregational representation is Black, African American and African (**1005**) Middle Eastern (**46**), and Hispanic (**64**)

There are no Blacks on:

- New Church Development MT
- Permanent Judicial Commission.

There was one Middle Eastern representative on the New Church Development MT last year. There are no Middle Eastern representatives on any other committee or MT.

There are no Hispanic or Native American on any committees or MTs. Whites are represented on all committees and MTs.

Teaching Elder/ Non Teaching Elder:

The following committees and ministry teams have a significant (60% or more of either one) teaching/non-teaching elder imbalance.

- Congregational Development and Transformation
- New Church Development
- Trustees

Gender:

The following committees and ministry teams have a significant (60% or more of one gender) gender imbalance.

- New Church Development MT
- Social Justice MT
- Trustees

The goals for COR in 2018:

- Work collaboratively with CON to gain more diversity on POD committees and Ministry Teams
- Attend CON meetings quarterly
- Sponsor presentation for POD by Rev. Molly Casteel, the Assistant Stated Clerk for GA Committee on Representation in March.
- Revise Diversity Information Form created for POD committees