



**Employee:** Associate for PHEWA and Networking  
**Ministry:** Mission  
**Mission Ministry:** Compassion, Peace & Justice  
**Office/Program:** Social Witness Ministry

## Annual Performance Evaluation

### Individual Objectives / Ongoing Job Responsibilities

<b>Alignment:</b> 5.4, 5.4.1	<b>Identify and facilitate PC(USA) presence and engagement with interfaith, ecumenical, governmental, and community partnerships and events that address mutual ministry concerns.</b>
<b>Team:</b> PHEWA National Organizer/Exec. Director, volunteer leaders from PHEWA ministry networks	<b>Individual Actions/Measure(s):</b> The PC(USA) is represented on the Board of Pathways to Promise, an interfaith coalition for faith response to serious mental illness, by a leader from PHEWA's Presbyterian Serious Mental Illness Network (PSMIN) and by the PHEWA National Organizer/Executive Director. * The Stated Clerk of the General Assembly appointed a leader from PHEWA's PSMIN and Presbyterian Association for Specialized Pastoral Ministries (PASPM) networks to represent the PC(USA) at the White House Conference on Mental Health- a National Dialogue, June 3, with ongoing follow-up communications on this initiative. * PASPM convened gatherings of Presbyterians for networking, mutual support, and sharing best practices at the annual conferences of the Association of Professional Chaplains (APC), the American Association of Pastoral Counselors (AAPC), and the Association for Clinical Pastoral Education (ACPE). * Leaders of PHEWA's Presbyterian Child Advocacy Network (PCAN) maintain strong partnership and engagement with the Children's Defense Fund (CDF). * PARO was represented at the April 22 Clergy Day of Action, sponsored by New York State Concerned Clergy for Choice (a multi-faith network of more than 1,000 clergy), meeting with State Legislators and participating in an interfaith panel at the State University of Albany, with 60 students in attendance. * Faith Community Nurses, leaders in PHEWA's Presbyterian Health Network (PHN) provided a most able PC(USA) presence at the annual conference of The International Parish Nurse Resource Center Westberg Symposium in Memphis, TN on April 4-7. More than 300 international, multi-faith Health Ministers and Faith Community Nurses attended. PHN Moderator was a presenter and convened a gathering of Presbyterians present there, with follow-up communications with them.
<b>Employee Comments</b>	<b>Supervisor Comments</b>

<b>Alignment:</b> 2.4, 2.4.6	<b>Provide staff support and resourcing to the ten volunteer mission networks of PHEWA.</b>
<b>Team:</b> PHEWA Natl Organizer/Exec Director, CPJ Coordinator for Social Witness Ministries	<b>Individual Actions/Measure(s):</b> Actively participated in monthly GoToMeeting webinars of the PHEWA Board of Directors and its Executive Committee, meeting in alternate months (Jan. 10, Feb. 7, March 14, April 4, May 2, June 6, July 11, 2013). PHEWA Network GoToMeetings are staffed by one or both PHEWA staff persons (Susan Stack, Presbyterian Mission Agency CPJ Assoc. for PHEWA & Networking and the Rev. Trina Zelle, PHEWA National Organizer/Executive Director). There were 36 staffed network and board calls for the first six months of 2013. * Call content includes updates, planning, resourcing, development of and sharing of best practices and models of ministry. * Staff have had face to face meetings with network leadership on 4 occasions in 2013. * In addition to conference calls and meetings, PHEWA staff respond to requests for information and resources, calls for help from individuals and families in crisis, connect network leadership with new members, and ensures that each network is kept current with resource production. * Staff assist in identifying promising new prospects for transformational leadership in these networks and orienting/mentoring them into a leadership role. * Play a key role in nurturing the relational aspects of effective volunteer support. * Regular PHEWA staff consultation with CPJ Coordinator for Social Witness Ministries for coordination, visioning, and goals alignment.
<b>Employee Comments</b>	<b>Supervisor Comments</b>

<b>Alignment:</b> 1.3	<b>Develop content, in coordination with PHEWA Nat'l Organizer/Exec. Director, and provide editorial input for increased use of PHEWA E-Newsletter, PHEWA web sites, facebook pages, and twitter communications as vehicles for education, networking, mentoring, and sharing of best practices and models of ministry.</b>
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<b>Team:</b> PHEWA National Organizer/Executive Director	<b>Individual Actions/Measure(s):</b> Content development and editing provided for bi-monthly issues of PHEWA E-Newsletter, highlighting opportunities for education, networking, mentoring, and new resources. * PHEWA, the Presbyterian AIDS Network (PAN), and Presbyterians Against Domestic Violence Network (PADVN) currently maintain Facebook pages. * PAN frequently updates its membership base (and beyond), on HIV and AIDS-related events, advocacy and educational opportunities through their twitter communications (700 tweets so far this year). * Staff twitter accounts are used for these purposes, as well. * PHEWA's Presbyterian Health Network (PHN) continues to promote their online directory of worshipping communities engaged in Ministries of Health and Wholeness, for networking purposes. consultation, and sharing of best practices, The Wellness Connection (currently 59 subscriber listings).
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<b>Employee Comments</b>	<b>Supervisor Comments</b>
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<b>Alignment:</b> 6.4	<b>Equip network leadership and membership to cultivate engagement in its mission and ministry by "telling the story," adapting communication methods to congregational and audience needs.</b>
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<b>Team:</b> PHEWA Nat'l Organizer/Exec Director, CPJ Communications & Social Media staff, PHEWA Exec. Committee	<b>Individual Actions/Measure(s):</b> At the PHEWA Leadership Development gathering in March 2013, all of PHEWA's network leadership team members received training on how to "tell the PHEWA story" utilizing a variety of communication methods, including in-person presentations, Facebook basics, Twitter, email blasts, and webinars. * PHEWA's informational PowerPoint presentation has been adapted to highlight the activities of each PHEWA network, depending on which network is making the presentation and is available online. * Continued to publish PHEWA E-Newsletter on a regular basis. * Expanded and improved accessibility of PHEWA membership and donor lists. * Worked closely with CPJ communications & social media staff persons to publicize PHEWA network resources widely on Presbyterian Mission Agency web home page, facebook pages, twitter accounts, and email blasts.
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<b>Employee Comments</b>	<b>Supervisor Comments</b>
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<b>Alignment:</b> 2.3.b	<b>Resource volunteer members of PHEWA's PCJN as they begin work with ecumenical partners in creating coalitions to support strategies to aid reentry of formerly incarcerated persons, per action of the 220th G.A., and in their work to lift up models of restorative justice and identify national expertise for education, promotion, training, and implementation of these policies of the PC(USA) General Assembly.</b>
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<b>Team:</b> PHEWA Nat'l Organizer/Exec Director, Presbyterian Criminal Justice Network (PCJN) volunteers	<b>Individual Actions/Measure(s):</b> In the first six months of 2013, volunteer members of PHEWA's Presbyterian Criminal Justice Network (PCJN) have worked with ecumenical partners (United Church of Christ, United Methodist Church's General Board of Church & Society, National Convocation of Prison and Jail Ministry, thusfar) to create coalitions that support strategies to aid reentry of formerly incarcerated persons, per action of the 220th General Assembly. * Advocates for Criminal Justice Reform (ACJR) was formed January 2013 in response to the work of PCJN. Led by PCJN leadership team member, Ruling Elder William Brown III, of the Elmwood United Presbyterian Church, East Orange, New Jersey, ACJR is a coalition of 5 Essex County faith communities. Its mission statement reads, "To educate and energize NJ residents to reverse mass incarceration and its impact on communities of color by empowering people through education, advocacy, mentoring youth and supporting those impacted by the criminal justice system." * PCJN has scheduled a regional ecumenical gathering and immersion experience in Pittsburgh, PA for January 2014 in response to 220 G.A. Item 11-08, section 3.
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<b>Employee Comments</b>	<b>Supervisor Comments</b>
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<b>Alignment:</b> 5.4, 5.4.1	<b>Provide technical assistance and support to individual PHEWA networks as they develop partnerships for effective witness rooted in policies of the General Assembly.</b>
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<b>Team:</b>	<b>Individual Actions/Measure(s):</b>
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PHEWA National Organizer/Exec. Director, PHEWA Network volunteers, Mid-Council leaders

Upon request, Presbyterians Affirming Reproductive Options (PARO) has been resourcing and supporting the members of the Mission Committee of the Presbytery of Southern Kansas as they demonstrate their commitment to women's reproductive health by supporting the recently reopened South Wind Women's Center in Wichita, Kansas. \* Resources include Presbyterian policy statements and educational and awareness materials created by PARO. \* These resources were sent for February 16 Presbytery Meeting, where Mission Committee Chairperson had docket time to speak about PC(USA) and reproductive rights, and the Mission Committee staffed a display of resources. \* Representation from PARO network leadership met with members of the Mission Committee in March 2013. \* The co-moderator of PARO and the Executive Director of PHEWA will visit the clinic and meet with the Mission Committee of Southern Kansas Presbytery at the end of July.

**Employee Comments**

**Supervisor Comments**

**Alignment:**  
1.1, 1.2, 1.3,  
2.1.1, 2.2.2,  
2.3.b

**Work with PHEWA volunteer expertise to identify or design 5 events or trainings for worshipping communities and mid-councils on PC(USA) policy issues addressed by PHEWA volunteer networks. A networking component will be included in each for ongoing collaboration and support.**

**Team:** PHEWA Nat'l Organizer/Exec Director, volunteers from PHEWA's 10 ministry networks, Bd of Directors

**Individual Actions/Measure(s):**

PHEWA Network Events and Trainings

Presbyterian Association for Community Transformation (PACT): Designed and led community organizing workshop at CPJ Training Day during Ecumenical Advocacy Days in Washington, DC where 30 Presbyterian leaders from around the country were trained. \* Trained NYC Presbytery Council on Witness to Society and the World on how to transition from a grant-giving model to a network development/organizing model. \* Consulted with 7 NYC Presbytery congregations on the model of integrating Evangelism and Justice in prophetic ministry. \* Resourced Presbyterian Hunger Program staff with community organizing model in order to impact U.S. Congress re: international trade agreements. \* Trained representatives from 12 local congregations in Minneapolis/St. Paul on legislative advocacy including theology and practical strategies. \* Co-led Twin Cities Area Presbytery training on human trafficking.

Presbyterians Against Domestic Violence Network (PADVN): Led introductory domestic violence workshop in partnership with CEDEPCA, training more than 50 male ministers and church leaders in Guatemala City, Guatemala. \* Trained 75 youth and young adults on healthy dating relationships in Guatemala City and Neuva Jerusalem Presbyterian Church in Catepeques, Guatemala. \* Continued to support and resource the membership of Burnsville, NC, Presbyterian Church following the 2012 Domestic Violence murder of 4 family members. \* Resourced Louisville, KY congregation that experienced a death resulting from domestic violence. \* Designed and led DV prevention leadership trainings for faith communities and women's organizations in Phoenix, AZ (2), Alamogordo, NM (United Methodist Women's Retreat), Blackhawk Presbytery, Chicago, Illinois (2), New York state, local, and county law enforcement (3), New York high schools (3) \* PADVN was represented on Louisville, KY community domestic violence team with PADVN resources used in ongoing trainings (this is a partnership of the University of Louisville Kent School of Social Work, the Center for Women & Families, MensWork, Mid-Kentucky Presbytery's Planning & Vision Committee, and representatives from local ecumenical faith partners and domestic violence awareness activists).

Presbyterian Criminal Justice Network (PCJN)

Kiskiminetas leadership on training around incarceration and reentry issues.

Partnered with Presbytery of

Presbyterian Disability Concerns (PDC)

national conference on inclusion in the Church, "Before and Beyond the Benediction," at First Presbyterian Church of Birmingham, MI. \* Multiple congregational trainings based on 2013 resource packet, "Before and Beyond the Benediction" and West Jersey Presbytery has requested PDC resourcing for their use of these materials for Presbytery meeting worship service and awareness event.

Designed and co-sponsored

Presbyterian Health Network (PHN)

sponsored by Mid-Kentucky Presbytery, 72 attendees representing 30 congregations. \* Collaborated with Baltimore Presbytery Hunger Action Enabler on Disaster Preparedness.

Organized Gun Safety Workshop

Disability Consultants:

Offered multiple trainings at local congregations and presbytery meetings on accessibility issues.

Offered multiple trainings at local

<b>Employee Comments</b>	<b>Supervisor Comments</b>
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<b>Alignment:</b> 1.2, 1.2.1	<b>Facilitate PHEWA's PAN Network volunteers in their expanding partnership with Johnson C. Smith Seminary's HIV and AIDS initiative and PAN's identification of transformational leaders at Princeton Theological Seminary.</b>
<b>Team:</b> PHEWA Nat'l Organizer/Exec. Director, Presbyterian AIDS Network (PAN) volunteers	<b>Individual Actions/Measure(s):</b> As a follow-up to the November 2012 conference, "Creating AIDS Competent Churches and Church Leaders," done in partnership with Johnson C. Smith Theological Seminary and the Office of Public Witness, PHEWA's Presbyterian AIDS Network (PAN) recruited Ken Lazarus, Director of Johnson C. Smith Theological Seminary AIDS Initiative, to serve on the PAN leadership Team. * PAN was a partner in planning Princeton Theological Seminary's (PTS) April, 2013, HIV and AIDS training event. * PAN Leader, Ken Lazarus, preached the opening sermon at PTS on April 15, 2013 and led a workshop on April 16, "HIV and the Church." * PAN partnered with the editorial staff of Unbound online journal to create a 5-part series of articles, as a follow up to the November 2012 conference.

<b>Employee Comments</b>	<b>Supervisor Comments</b>
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<b>Alignment:</b> 2.3.b	<b>Explore funding possibilities to further PADVN relationship in resourcing colleagues with the Russian Orthodox Church, who are interested in PADVN assistance with culturally appropriate training around domestic violence, in partnership with PMA Regional Liaison for Russia, Belarus, Ukraine, Armenia, and Poland.</b>
<b>Team:</b> Presbyterian Women, World Mission Catalyst, PADVN, PHEWA Nat'l Organizer/Exec Director	<b>Individual Actions/Measure(s):</b> PADVN leaders are working in partnership with Gary Payton, PC(USA) Mission co-worker serving as regional liaison for Russia, Belarus, Ukraine and Poland to develop a funding proposal that will expand the effectiveness of resources utilized by the Russian Orthodox Church in addressing issues of domestic violence in culturally appropriate ways.

<b>Employee Comments</b>	<b>Supervisor Comments</b>
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<b>Alignment:</b> 5.2.1	<b>Ensure that contact is made with Lead Entity for 2 referrals from 220th G.A., where PHEWA has been designated as a Link Entity. a) Item 11-08: A Resolution on Racism, Incarceration, and Restoration—From the Advocacy Committee for Racial Ethnic Concerns; Recommendation 6: Direct that the Office of Theology, Worship and Education to develop a [web page and] paper on God and compassion for prisoners and ex-offenders that addresses our role in helping implement God's community as a place that is open for all and embraces all with forgiveness and love. [The web page and paper should list recommended resources from Presbyterians engaged in such ministry to be available to the whole church]. Lead entity Theology, Worship and Education. b) Item 21-02: On Instructing the General Assembly to Take Action to Implement the PC(USA)'s Policy on Inclusion of People with Disabilities—From the Presbytery of the Twin Cities Area; Recommendation #2: Direct the Stated Clerk to form a working group that includes human resources staff from General Assembly Mission Council (GAMC), the Office of the General Assembly, the Presbyterian Foundation, the Presbyterian Investment and Loan Program, Inc., the Presbyterian Publishing Corporation, and the Board of Pensions to form a working group that includes human resources staff from each entity and representatives from Presbyterians for Disability Concerns (PDC) and the disability consultants in order to develop cost-effective training materials (web-based or otherwise) and to develop a plan for training all entity staff, commissioners to GAMC, and all commissioners to General Assembly in disability awareness and inclusion. In turn, advise and commend mid council staff and commissioners to take these training materials back to their presbyteries for use and implementation by each presbytery and its councils and mission entities. The working group will meet three times before the 221st General Assembly (2014) and report back its plan at the 221st General Assembly (2014). The plan may include contracting with a third party if agreed to and approved by PDC and the disability consultants.] Lead Entity: Office of the General Assembly.</b>
<b>Team:</b>	<b>Individual Actions/Measure(s):</b>

PHEWA Nat'l Organizer/Exec Director, OGA staff, Ofc of Theology, Worship, Educ, PDC, PCJN volunteers

PHEWA's Presbyterian Criminal Justice Network (PCJN) communicated with the Office of Theology, Worship, and Education (OTWE) in March 2013 and in June 2013, offering its resources and support as link entity as the OTWE prepares paper on Compassion and Prisoners.

PHEWA's Presbyterians for Disability Concerns (PDC) initiated contact with OGA to begin development of implementation plan of PC(USA) policy on inclusion of People with Disabilities per Item 21-02. The initial conference call was held June 26, 2013 with representation from PDC, PC(USA) Disability Consultants, the Human Resources departments of Presbyterian Publishing Corp., Presbyterian Investment and Loan Program, Presbyterian Foundation, Office of the General Assembly, Presbyterian Mission Agency and the Board of Pensions.

**Employee Comments**

**Supervisor Comments**

**Alignment:**  
5.2.1

**Work with Team members listed to develop implementation plans for 14 referrals from the 220th General Assembly (2012) for which PHEWA has been designated or included in Lead Entity.**

**Team:** PHEWA Nat'l Organizer/Exec Director, PCJN, PDC, PARO, OGA, CPJ OPW

**Individual Actions/Measure(s):**

Implementation plans for G.A. 220 Item 11-08, sections 2, 3, and 4 have been assigned to and are being developed by three working groups of PHEWA's Presbyterian Criminal Justice Network (PCJN). An initial planning meeting took place April 23, 2013 and a second one on July 9. Next steps include consultation with entities within the PC(USA) and ecumenical partners with expertise and experience in the "war on drugs" and reentry strategies. \* Implementation of G.A. 219 Item 09-New Bus. took place February 17-19, 2012, when PHEWA hosted a Criminal Justice Consultation at Stony Point Conference Center and a new PHEWA network, the Presbyterian Criminal Justice Network was formed. \* Led by staff in the Office of the General Assembly, implementation plans for G.A. 220 Item 21-02, sections 1, 2, 3, 4 and 6 are being developed by representatives from PHEWA's Presbyterians for Disability Concerns (PDC) and the PC(USA) Disability Consultants in partnership with the Office of the General

Assembly and representation from the Human Resources units of Presbyterian Publishing, Presbyterian Investment and Loan Program, Presbyterian Mission Agency, and the Board of Pensions. The first of 3 mandated meetings took place on June 26, 2013 with a second meeting scheduled for August 6, 2013. \* Implementation plans for G.A. 220 Item 21-03, sections 1, 5 and 6 are being developed by entities within Compassion, Peace and Justice, including the Office of Public Witness, the Presbyterian Mission to the United Nations and Presbyterian Health, Education and Welfare Association. \* Per instruction of G.A. 220 Item 21-05, section 3, an ECO account has been established to support PHEWA's Presbyterian AIDS Network ministry for those purposes listed. \* Initial consultation between Presbyterians Affirming Reproductive Options (PARO) network and CPJ Office of Public Witness initiated on implementation actions for G.A. 220 Item 21-03, Items 1, 5, 6.

**Employee Comments**

**Supervisor Comments**

**Alignment:**  
2.3.b

**Resource volunteer members of PHEWA's Ministry Networks in their work to support, resource, and connect PC(USA) worshipping communities engaged in outreach programs addressing violence and brokenness in their communities and in identifying a minimum of 5 exemplary transformational ministry programs for recognition at General Assembly.**

**Team:** PHEWA Nat'l Organizer/Exec Director, volunteers from PHEWA's 10 ministry networks

**Individual Actions/Measure(s):**

PACT members were a pivotal part of an Atlanta, GA ecumenical partnership of 20 churches who worked together to organize, fund, staff and volunteer at Journey, a facility for men who are homeless, which provides job training, job search assistance, counseling, two meals a day and sleeping quarters. \*PHN leaders worked with Faith Community Nurses at Schoharie United Presbyterian Church in Schoharie, NY to develop a new Health Ministry, "The Doing Well Center." PSMIN network leadership then worked with The Doing Well Center to establish a new local chapter of the National Alliance on Mental Illness (NAMI), with connection to NAMI-FaithNet.

**Employee Comments**

**Supervisor Comments**

**Alignment:**  
2.4

**Coordinate the work of the four PC(USA) Disability Consultants as they respond to inquiries from individuals, worshipping communities, and mid-councils, sharing best practices.**

<b>Team:</b> PC(USA) Disability Consultants for Mobility/Access, Intellectual Disabilities, Hearing, Vision	<b>Individual Actions/Measure(s):</b> A minimum of 34 telephone and email consultations have occurred so far in 2013, with many of those resulting in multiple contacts that extend over several weeks or months. Follow-up check-ins are done by the Consultants, as appropriate. Lives (and feelings of deep hurt and betrayal by the church) are being literally healed and transformed through these consultations, in addition to the resourcing that takes place. Leaders from PHEWA's Presbyterians for Disability Concerns (PDC) network are often called upon to participate in these consultations.  The Disability Consultants serve as valuable resources to national staff persons, including The Presbyterian Hymnal Committee; consulting with the Coordinator of Educational Ministries (Theology, Worship & Education) on assistance with inclusive teacher curriculum development for "Opening Doors to Discipleship;" with Presbyterian Mission Agency Communications staff persons on web site accessibility; securing worship leadership from the disability community for 2013 Big Tent.
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<b>Employee Comments</b>	<b>Supervisor Comments</b>
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<b>Alignment:</b> 1.1	<b>Maintain and expand the PHEWA database as a tool in identifying individuals with particular gifts to serve in leadership roles in the PHEWA volunteer ministry networks and in other Presbyterian Mission Agency opportunities that match their skills and interests, and to connect Presbyterians for networking and sharing of best practices.</b>
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<b>Team:</b> PHEWA National Organizer/Executive Director	<b>Individual Actions/Measure(s):</b> In April, 2013 PHEWA's database was upgraded and expanded and made more flexible and accessible, making it easier for PHEWA network leaders, nationwide, to identify potential leadership and match experience, skills and interests with areas of need.
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<b>Employee Comments</b>	<b>Supervisor Comments</b>
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<b>Alignment:</b> 2.3.b	<b>Assist in the marketing/promotion of PADVN Co-Moderator's soon to be published curriculum, "Men in the Mirror-Orienting our Lives Towards A Christ-Centered Masculinity," particularly through partnerships in Central and South America.</b>
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<b>Team:</b> PHEWA Nat'l Organizer/Exec Director, PADVN, Presbyterian Women, World Mission Catalyst	<b>Individual Actions/Measure(s):</b> In partnership with World Mission personnel and CEDEPCA staff, field testing opportunities were identified and took place in Central America. * Working with PC(USA) Mission Worker, seminary personnel in Argentina was secured to translate the 13-session curriculum into Spanish; PADVN raised the funds for this translation to be done. * Volunteer, professional editorial assistance was identified, whose services made it possible to complete the curriculum in time for use at CEDEPCA Summer 2013 trainings/meetings in Guatemala.
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<b>Employee Comments</b>	<b>Supervisor Comments</b>
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<b>Alignment:</b> 6.3.3	<b>Intentionally think, plan, and act strategically.</b>
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<b>Team:</b> Associate for PHEWA and Networking, National Organizer/Executive Director, PHEWA,	<b>Individual Actions/Measure(s):</b> In order to maximize effective volunteer ministry network resourcing, the Associate for PHEWA and Networking and the National Organizer/Executive Director for PHEWA, in consultation with the CPJ Coordinator for Social Witness Ministries developed intersecting job descriptions and annual work plans covering the time period between 2013-2016. * In planning conference calls between PHEWA networks and staff, individual network goals and objectives were established and aligned with Presbyterian Mission Agency goals and objectives and consistent with the focus of each network.
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## Employee Comments

## Supervisor Comments

<b>Alignment:</b> 2.4	<b>Initiate and ensure wide distribution of PHEWA's call for nominations for PHEWA 2014 ministry awards presented at G.A. to worshipping communities and individuals engaged in best practices in the areas of congregational and community transformation, HIV and AIDS ministry, breaking the silence of domestic violence, disabilities inclusion, ministry with serious mental illness, and those who have demonstrated excellence in the fields of pastoral care and counseling. Receive nominations and work with each award selection committee to determine recipients and other ways of promoting the best practices of worthy runners-up.</b>
<b>Team:</b> PHEWA Board of Directors, PHEWA National Organizer/Executive Director	<b>Individual Actions/Measure(s):</b> The PHEWA Board of Directors will convene in September 2013 to discuss whether sufficient funding is available to continue this PHEWA tradition and how to adapt this program within available funds, if necessary.

## Employee Comments

## Supervisor Comments

<b>Alignment:</b> 1.1, 1.1.4, 1.2.2, 1.3.2	<b>Work with worshipping communities and mid-councils using these PHEWA resources to identify, during 2013-2016, sixty Presbyterians in ministry settings whose work and witness indicate the presence of transformational leadership qualities.</b>
<b>Team:</b> PHEWA Nat'l Organizer/Exec Director, PHEWA Board of Directors	<b>Individual Actions/Measure(s):</b> One outcome of 2013 PHEWA network training events and presentations has been the identification of, outreach to, and recruitment of 13 individuals from local worshipping communities whose work and witness are consistent with transformational leadership. All 13 of these individuals have received additional training and orientation and are actively engaged in the leadership of PHEWA ministry networks.

## Employee Comments

## Supervisor Comments

<b>Alignment:</b> 3.1.5	<b>Schedule appointment with Presbyterian Mission Agency Associate for the 1001 New Worshipping Communities initiative to learn more and to secure promotional information. Share this information broadly among PHEWA networks, asking them, in turn, to share with their own congregation, pastors, mid-council contacts and appropriate others in their communities.</b>
<b>Team:</b> Coord. for Social Witness Ministries, PHEWA Nat'l Organizer/Exec Dir, Assoc 1001 New Worshipping Comm	<b>Individual Actions/Measure(s):</b> On February 20, 2013, the Coordinator for Social Witness Ministries, the Associate for PHEWA and Networking and the National Organizer and Executive Director of PHEWA met with the Associate for 1001 New Worshipping Communities Initiative for a briefing on the program and to secure promotional information * Information about the 1001 New Worshipping Communities Initiative was shared at the next Executive Committee conference call on (March 14) and the all network leadership team conference call on April 4 * Information about the 1001 Initiative is routinely shared in the context of PHEWA informational presentations and referrals are frequently made to the Initiative in response to inquiries about the logistics of starting a new ministry.

## Employee Comments

## Supervisor Comments

<b>Alignment:</b>	<b>Facilitate the development of PHEWA Network awareness and worship resources that will equip worshipping</b>
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1.1, 2.4	<p>communities and mid-councils to remove barriers to participation and connect previously excluded individuals to the full life of the church. This will include worshipping community resources for 6 special emphasis Sundays on the Presbyterian Planning Calendar (Criminal Justice, Health Awareness and Prayer for Healing, Disability Inclusion, Domestic Violence Awareness, Caregiver Sunday, and Presbyterian HIV and AIDS Awareness/World AIDS Day). Resulting increase in participation will significantly impact their ability to identify, develop and support transformational leadership from every area of the inclusive church. Models of ministry and best practices will be offered.</p>
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<p><b>Team:</b> PHEWA Nat'l Organizer/Exec Director &amp; volunteers from PHEWA's 10 ministry networks, Bd of Directors</p>	<p><b>Individual Actions/Measure(s):</b></p> <p><u>Presbyterian Association for Community Transformation (PACT)</u>: Developed case study training resource for local worshipping communities, based on the process of one Minneapolis, MN congregation's move into public policy and advocacy work. Upon request, this resource was field tested by the 856 member congregation, Fairmount Presbyterian Church, Cleveland Heights, OH.</p> <p><u>Presbyterians Against Domestic Violence (PADVN)</u>: Developed culturally appropriate domestic violence workshop that was used in multiple trainings in Guatemala, in partnership with CEDEPCA * Developed "Men in the Mirror" 13-session curriculum for distribution in coordination with other Presbyterian entities (Presbyterian Women, Peacemaking Program, Presbyterian World Mission entities). * Wrote Minute for Mission for Domestic Violence Awareness Day in the 2013 Presbyterian Mission Yearbook for Prayer &amp; Study.</p> <p><u>Presbyterian AIDS Network (PAN)</u>: Published article in "Journal on Preaching" with advice for church leadership in addressing issues around HIV and AIDS. * Wrote Minute for Mission for 2013 World AIDS Day in Presbyterian Mission Yearbook for Prayer &amp; Study * Coordinated with "Unbound" online journal editor to produce a series of 5 articles as follow up to the HIV-AIDS conference.</p> <p><u>Presbyterian Criminal Justice Network (PCJN)</u>: Developed a "Primer for Congregations" to serve as curriculum and resource for local bodies to engage in criminal justice ministries * Developed online resources for Criminal Justice Sunday, including a Minute for Mission in the Presbyterian Mission Yearbook for Prayer &amp; Study.</p> <p><u>Presbyterian Disability Committee (PDC)</u>: Created print and online "Before and Beyond the Benediction" worship and resource packet for Disability Inclusion Sunday 2013 (online versions received a total of 732 downloads). * Wrote Minute for Mission for 2013 Disability Inclusion Sunday in the Presbyterian Mission Yearbook for Prayer &amp; Study.</p> <p><u>Presbyterian Health Network (PHN)</u>: Created worship and resource packet for Health Awareness Sunday 2013 (total online downloads of 717 from Presbyterian Mission agency site). * Wrote two Minute for Mission entries for 2013 Caregiver Sunday and 2013 Health Awareness/National Day of Healing and Wholeness for Presbyterian Mission Yearbook for Prayer &amp; Study.</p> <p><u>Presbyterian Child Advocacy Network (PCAN)</u>: Developed print &amp; online Election Year congregational resource, "And How Are The Children?" * Wrote Minute for Mission for 2013 Children's Sabbath for the Presbyterian Mission Yearbook for Prayer &amp; Study.</p> <p><u>Disability Consultants</u>: Contributed article and discussion questions for publication "The Meaning of Inclusion: Living into Our Faith Traditions," * Published article on how to produce Braille worship bulletins * Wrote articles and identified other writers for annual PDC worship and resource packet, "Before and Beyond the Benediction."</p>
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<p><b>Employee Comments</b></p>	<p><b>Supervisor Comments</b></p>
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<p><b>Alignment:</b> 2.1.1, 2.2.1, 2.4</p>	<p><b>Resource inquiries coming into the PHEWA office to connect them with those engaged in best practices throughout the ten ministry areas addressed by PHEWA volunteer Networks for individualized mentoring and consultation.</b></p>
<p><b>Team:</b> PHEWA's ten volunteer ministry Networks, PHEWA Board of Directors, PHEWA members</p>	<p><b>Individual Actions/Measure(s):</b></p> <p>Responded, within 48 hours, to a minimum of 92 telephone and email inquiries in the range of ministry areas addressed by PHEWA &amp; PHEWA Networks; 82 of those were then connected with PHEWA volunteer leaders with demonstrated experience and expertise in that ministry arena. Often, multiple consultations resulted from each initial inquiry. Best practices, models of ministries, and pitfalls to avoid were shared, and additional networking contacts provided, as appropriate.</p>



<b>Alignment:</b> 2.3.a	<b>Facilitate the presence of PHEWA ministry expertise for active participation in 3 events sponsored by other PC(USA) entities toward this purpose.</b>
<b>Team:</b> PHEWA Nat'l Organizer/Exec Director, volunteer leadership of PHEWA & PHEWA Networks	<b>Individual Actions/Measure(s):</b> April 2013, PACT members led a workshop, "Community Organizing for Food Justice," at CPJ Training Day during Ecumenical Advocacy Days in Washington DC.