

Talking Points + FAQ's Regarding Changes to World Mission

February 2025

These talking points were written by Interim Unified Agency leadership in collaboration with staff from the World Mission Directors Office.

For questions or concerns, please reach out to feedback@pcusa.org. A dedicated team is available to respond.

What is happening?

The Interim Unified Agency (IUA) is embracing a new and evolving approach to PC(USA)'s global ministry. This transition moves from a model centered on "mission co-workers" to a structure where "global ecumenical liaisons" will facilitate relationships between our global partners and the congregations, networks, and mid councils of the PC(USA). This shift is part of an intentional effort to create a sustainable model for global ministry that prioritizes global partner leadership.

As part of this transition the World Mission Ministry area will conclude and the new expression of global ecumenical engagement will be housed within the Office of the Stated Clerk and Executive Director of the Interim Unified Agency (IUA). This joins the ecclesial and programmatic ministry functions of the church into one work area.

These changes impact 79 staff members, including all mission co-workers and the World Mission staff who have faithfully supported them. All current World Mission staff have been informed that their service in its current form will end in March. Some have been invited to serve in the new model, in new roles, while all have been provided salary and benefits packages appropriate to their years of service.

This is a complex transition. We are working to be innovative in establishing new ways of relating globally and ecumenically while also seeking financial sustainability. This is taking place as part of the unification of the Office of the General Assembly and the Presbyterian Mission Agency, offices that have previously held different roles in global and ecumenical work. We value the deep commitment of our mission co-workers and the strong relationships they have built over decades. We honor their ministry and recognize the grief, frustration, and uncertainty many feel. We are engaged in a process of discernment that seeks to honor what we have learned from the past while making space for the work of the Holy Spirit to shape our future.

More information can be found through the Presbyterian News Service:

- **February 5, 2025** - [Interim Unified Agency Announces Shift in Global Ministry Engagement](#)
- **January 23, 2025** - [A New Vision for Global Ministry](#)
- **November 5, 2024** - [Next Steps in Reimagining Global Mission](#)

General Context and Vision

The PC(USA) continues to be deeply committed to global mission, ecumenical cooperation, and partnerships with over 500 global partners. These changes are part of a larger discernment process to ensure that our international engagement is both theologically sound and financially sustainable.

The goal is to:

- **Elevate the leadership of global partners** in shaping ministry.
- **Strengthen long-term partnerships** through shared ministry models that reflect the evolving needs of the global church.
- **Create a more sustainable approach** to global ministry.

Will the PC(USA) continue to have an international presence?

Yes. The PC(USA) remains committed to a global presence. Our international engagement structure, roles, and responsibilities are being reshaped. This new approach seeks to sustain global and ecumenical partners while also continuing to equip Presbyterians for meaningful engagement in global ministry.

What about the mission co-worker my congregation supports?

Instead of mission co-workers, the PC(USA) will have a new group of “Global Ecumenical Liaisons.” The role of mission co-worker will conclude. A new role, “Global Ecumenical Liaison,” is being created. Some mission co-workers have been invited to transition into this new role, while others will end their service. Out of respect for their discernment process and in compliance with employment laws, we are not disclosing specific names of those affected at this time.

We recognize that uncertainty can be difficult. Once the discernment period is complete, we will share more information with the consent of the individuals involved. In the coming months, we will also hold worship services to recognize and give thanks for the service of mission co-workers.

Where should we direct our financial support?

As we have said, many factors have led to this new model, including the unsustainability of the current funding model due to declining church membership and rising costs. Therefore, continued financial support remains crucial. Contributions to **Account E132192** will sustain the work of the new global ecumenical liaisons. Congregations and individuals are encouraged to reach out to their Ministry Engagement Advisor (MEA) for guidance in discerning their continued support for global mission.

We are deeply concerned about this decision. Why is this happening?

We hear and understand your concern. The deep relationships formed through World Mission have been a source of joy, transformation, and faithful service. These changes are not a reflection of diminished commitment but rather a response to a vision for mission that empowers our global partners in new ways as well as a commitment to financial sustainability.

Response to General Assembly Actions

The General Assembly’s CR-10 resolution (2024) has been carefully considered in this transition. The new model retains funding for critical placements of PC(USA) leaders on the ground through regional Global Ecumenical Liaisons. This shift also builds upon the theological and missiological foundations outlined in **Presbyterians Do Mission in Partnership (2003)** and **Ecumenical Stance of the PC(USA) (2008)**.

Commitment to Partnerships

This transition is the result of over two decades of theological reflection, financial sustainability analysis, and conversations with global partners. We believe this model will better serve the mission of God by fostering more reciprocal partnerships.

Care for Affected Staff

We deeply value the ministry of those impacted by these changes. Mission co-workers and other affected World Mission staff are receiving severance packages commensurate with their service and transition assistance. We are also planning worship services to honor their faithful service.

How can congregations and individuals continue to support global mission?

- Continue financial support through **Account E132192** to sustain global ministry personnel.
- Stay engaged in mission partnerships and explore new ways to connect with global ministries.
- Pray for all those affected by this transition and for the work of the Holy Spirit in shaping the future of global mission.

Will giving to Extra Commitment Opportunities (ECOs) continue to be a viable way to support global partners?

Yes, ECOs will continue to be one of several ways constituents can partner with the IUA to support global partners and the IUA's overall global ecumenical engagement efforts.

What will happen to previous gifts given to ECOs designated in support of a specific global partner, which have not yet been disbursed?

Though our model for global engagement is changing, the IUA's commitment to global ecumenical partnerships, and the sharing of financial resources, remains the same. Within the new global ecumenical engagement model, an ECO gift designated in support of a global partner or project will continue to be used in accordance with the ECO's designated purpose, our gift acceptance policy, and our grant policy and operating procedures. Grants are the primary means through which the IUA shares financial resources with global ecumenical partners.

How will the PC(USA) remain grounded in Presbyterian values while engaging globally?

Our mission remains rooted in our witness to Jesus Christ's unconditional love and call to justice, and our commitment to global partnerships. We continue to uphold our values of peace; racial, ethnic and gender equity; theological diversity; and care for marginalized communities. The IUA will remain guided by the statements and policies of the PC(USA) General Assembly.

Our Journey Together Continues

The grief, uncertainty, and concern being articulated during this transition are real and understandable. Yet, we trust that the Holy Spirit is moving among us, guiding our collective discernment. We remain steadfast in our commitment to global mission and invite open and faithful dialogue about the path ahead.

We are committed to walking this journey together, honoring what has been while opening ourselves to where God is calling us. Please join us in prayer as we continue forward.

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