



Presbyterian Church (U.S.A.)
Presbyterian Mission

PMA President/ED Search Committee **Report to the Board of Directors** **May 3, 2018**

The Presbyterian Mission Agency Search Committee has concluded a wide-ranging national search for president and executive director. The search committee was chaired by Nancy Ramsay and included Bong Bringas, Sinthia Hernandez-Diaz, Chip Low, Alice Ridgill, Patsy R. Smith, Wendy Tajima and ex-officio members Ken Godshall, Joe Morrow and Ruth Gardner. The committee worked with BoardWalk Consulting, a national nonprofit search firm based in Atlanta.

The following provides the search committee's recommended candidate to the Board of Directors, with a request for ratification of this choice.

About the search

The PMA Search Committee resumed the search on March 15 after finalizing a revised Leadership Profile. BoardWalk reached out to some 200 individuals in advance of a Benchmark Meeting on April 5, and the search committee discussed the backgrounds of 16 individuals. After narrowing the list to five candidates, the committee held candidate interviews on April 14, and the search committee selected finalists for interviewing on April 27 and 28 in Cincinnati based on criteria in the Leadership Profile. The candidates interviewed represented a broad range of diversity. The semifinalist candidate pool included three women and two people of color. Among the finalist candidate pool were two women and two people of color.

As described in the Leadership Profile, the goal of the search was to recruit a president and executive director with the following assets:

- Inspiring leader of transformation and mission
- Manager of change
- Able to build cohesive, mission-focused culture
- Relationships across the Church
- Able to lead PMA to a vibrant future

Personal characteristics include: credibility; organizational and change management experience; cultural fluency; awareness of the changing Church; confidence and humility; ability to thrive with ambiguity and

change; courage and innovation; and passion for the Church and mission.

A unanimous recommendation: The Rev. Dr. Diane Givens Moffett

The committee voted unanimously to recommend hiring the Rev. Dr. Diane Givens Moffett. Diane is a multi-dimensional leader and author whose decades of transformational leadership have been honed within various arenas of complexity. She has served as a congregational pastor, executive of an urban outreach ministry and community leader in Oakland, CA, East Orange, NJ, and Greensboro, NC. In 2017, Diane ran in a competitive race for mayor of Greensboro.

Diane is currently the senior pastor of Saint James Presbyterian Church in Greensboro, North Carolina, where she has served since 2005. She is the current moderator of the Executive Council of Salem Presbytery and was previously moderator of Salem Presbytery. Other PC(USA) leadership roles have included chair of the 218th General Assembly's Climate for Change Task Force, a group charged with assessing the six agencies of the General Assembly's progress in cultural proficiency and presenting recommendations for improvement in this area. Diane also served as a member on the African American Advisory Committee for the PC(USA) and as vice president of the National Black Presbyterian Caucus.

An active community leader, Diane currently serves on the boards of Presbyterian Homes, The Cone Health Network, and the Cone Foundation, where she sits on the executive committee. Diane helped to establish and serves as the co-moderator of the Greensboro Interfaith Clergy Council and as vice president of the Pulpit Forum, both faith-based advocacy organizations.

The search committee was especially drawn to Diane's passion for mission. In each of her leadership roles, and even as a seminarian, Diane has led adaptively in promoting transformative change through significant congregational involvement with surrounding communities.

Diane's commitment to connecting congregations with their communities has developed into an effective, engaged practice of ministry that speaks to the needs of the 21st-century church.

As senior pastor of Saint James Presbyterian in Greensboro, North Carolina — a historically black congregation formed by formerly enslaved Africans who had worshipped at First Presbyterian Church of Greensboro — Diane helped develop a partnership between both congregations, and through a yearlong process of listening and learning, a joint service of reconciliation was held that had ramifications across the city and the denomination.

Previous calls include pastor of Elmwood Presbyterian in East Orange, New Jersey (1995–2005), where she successfully secured funding for the launch of a second worshipping site. While still a seminarian, Diane served as student pastor for Elmhurst Presbyterian in Oakland, California (1987–1992). When she arrived, Elmhurst was a congregation in decline. She successfully integrated the church into the life of the community, developed relationships with other faith-based and community leaders, expanded and nurtured new ecclesial leadership, and raised resources that led to the call of an associate pastor. That church is still ongoing.

From 1993–95, Diane served as executive director of Harbor House Ministries in Oakland, a complex outreach ministry within one of the most diverse communities in America. Harbor House supports children, youth and families with education, before- and after-school care, food, clothing, workforce training and other needs. While at Harbor House, she expanded the budget and donor base of the ministry. She also helped residents establish two businesses to employ people in the community.

Diane displays a warmth for mission conveyed with enthusiasm. She is a sought-after preacher whose sermons are frequently included in collections. Her book *Beyond Greens and Cornbread: Reflections of African American Christian Identity* received excellent reviews from various publications.

Diane is a bridge-builder, culture-transformer, and effective listener able to “garner community consensus, all while remaining faith-based.”

Diane’s unique gifts of interpersonal leadership, intercultural community engagement, developing faithful leaders, church planting and cross-cultural competency elevated her candidacy among other potential PMA leaders and commends her to lead PMA at its current stage.

The following are quotes from some of her peers, representing all levels of PC(USA) leadership:

“Diane has the respect of people within different levels of the church as well as in the pews.” — PMAB member

“Diane is a good listener. I can’t emphasize enough from my experience serving on the PMAB and hearing from different constituencies how critical this skill will be. She will inherit a gifted staff of directors at the PMA as well as deployed staff in the field. Knowing her, she will value the gifts they bring based on their experience of leadership and passion. She will be good at assessing what is going well. She will assess areas that need to be put on hiatus or re-envisioned as well as create space for the

movement of the spirit in new ways. Her thoughtful approach will serve her well in assessing, casting a vision and charting a course for PMA.” — PMAB member

“We have had challenges developing leadership in African-American congregations. Those congregations remain at 4 percent of our total membership; meanwhile our country’s population is changing. PC(USA) has to identify, recruit and support young adults who can go into leadership within these congregations. Diane has experience leading that and will bring this issue to the national level. Diane will keep that in front of everyone in a positive way.” — Transitional General Presbyter

“I cannot think of a better person to lead PMA than Diane. Quite extraordinary leadership.” — Transitional General Presbyter

“Diane has an ability to get people to sign up, to join in and help. She is able to garner community consensus, all while remaining faith-based. She is grounded in the Word.” — Elder and Organizing Member of Elmwood Presbyterian West

“I am Methodist and was a pastor for 20 years before coming to nonprofit leadership. Her work with First Presbyterian inspired my church to do the same thing with a black church across town. We have been encouraged to read books that might be hard to read and have conversations that are difficult to have. It has been quite powerful.” — Peer reference from the CEO of Habitat for Humanity of Greater Greensboro

The search committee unanimously recommends that the board elect the Rev. Dr. Diane Givens Moffett to PMA president and executive director.

Subject to the board vote, Diane will begin working with us full time on June 11, 2018. Once elected, the president and executive director serves with the full authority of the office until confirmed by the next General Assembly.



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