

11 THE COMMITTEE ON REPRESENTATION (Presbytery of Susquehanna Valley By-Laws)

11.1 Membership

The committee shall consist of six people meeting the criteria outlined in the *Book of Order* (G-9.0105).

11.2 Duties

Its main function shall be to advise Presbytery with respect to their membership and to that of their committees and other units, in implementing the principles of participation and inclusiveness to ensure fair and effective representation in decision-making. It shall serve both as an advocate for the representation of racial ethnic members, women, different age groups, and persons with disabilities; and as a continuing resource to the Presbytery in these areas. It shall review the performance of Presbytery in these matters, and shall report annually to Presbytery and to Synod along with any recommendations for any needed corrective action. The Committee on Representation shall consult with the Committee on Nominations (G-9.0105).

The January 31, 2009 meeting the Presbytery of Susquehanna Valley (PSV) Committee on Representation (COR) approved adapting the General Assembly “Cultural Proficiency” flyer for our presbytery COR mission statement and vision:

“Aim at those things that ring peace and that help strengthen on another.” (Rom. 14:19 TEV)

PSV COR Mission: To transform the organizational culture to create an open, inclusive, compassionate, and healthy church corporation by promoting cultural proficiency.

Cultural Proficiency is:

- A holistic and proactive approach that enables people to respond effectively across dimensions of human diversity;
- Applicable to individual behaviors and organizational processes;
- Diminished by two barriers, the “presumption of entitlement” and an “unawareness of the need to adapt” to human diversity. These barriers are experienced in several ways, including racism, classism, heterosexism, ableism, ageism, and sexism on individual and systemic levels.

Affirmation:

- We believe our purpose is to glorify and serve God, and that God’s grace inspires us to bring God’s love, justice and reconciliation into a diverse world.
- We believe we provide a living expression of the gospel when we honor God’s gift of diversity, respecting and encouraging the good in each of us.
- We believe seeking God’s will is integral to our decision-making process.
- We believe employing honesty, integrity and respect in our conversations and interactions with our church members and our presbytery organizations creates and fosters trust.
- We believe working with competence, in consultation and in partnership with others, is the best way to serve those within and outside the Presbytery of Susquehanna Valley.
- We believe we do our best and most productive work when we are encouraged to use our individual gifts, talents and creativity in the achievement of our shared goals and objectives.
- We believe a balanced life, with time for work, leisure and spiritual nurture makes us healthier and more productive members of the Presbytery of Susquehanna Valley.

As a presbytery, our organizational standards of behavior should facilitate justice, value diversity, enhance interpersonal skills, encourage partnership, develop intercultural communication, support a learning environment, and promote equitable conflict resolution and management, spirituality, wholeness and accountability.