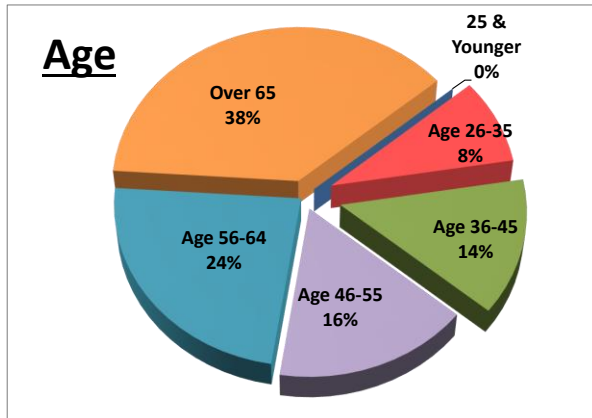
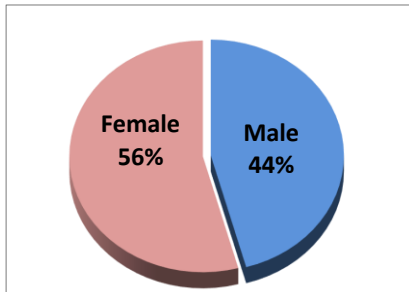
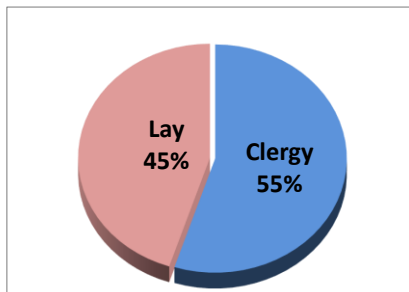


Presbytery of Philadelphia

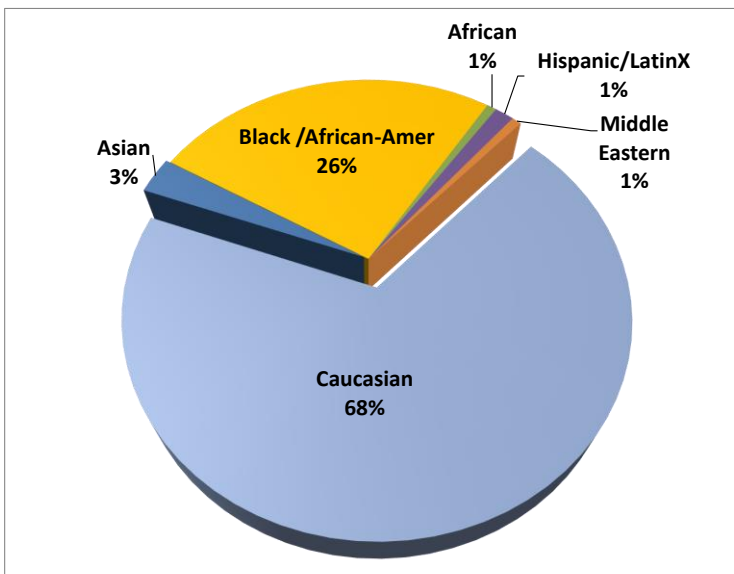
Annual Statistical Report of the Committee on Representation - 2018

The role of the Committee on Representation is to help the church give “full expression to the rich diversity of the church’s membership and shall provide for full participation and access to representation in decision-making and employment practices” (Book of Order F-1.0403). While this report before you might look like it is all about numbers, these numbers are more importantly a representation of the relationships that are at the center of the work of Committee on Representation. The statistical report of leadership in the Presbytery of Philadelphia functions as just that: a way to measure how well we are doing in terms of the goals of building community across diversity.

Below are the findings of the 2018 Annual Statistical Report of the Presbytery of Philadelphia. They reflect the distribution of representation of leadership across the Commissions and Committees of the Presbytery. This report helps guide us as we determine how we, the Presbytery, are fulfilling our commitment to diversity, inclusion, and representation in leadership and as we take initial steps to develop some strategic goals in further improving our representational diversity for the common good and the work of God’s call to be Good News.



CLASSIFICATION	DATA	PERCENTILE
CLERGY / LAY REPRESENTATION		
CLERGY	77	55%
ELDER	63	45%
GENDER REPRESENTATION		
MALE	64	46%
FEMALE	76	54%
ETHNIC REPRESENTATION		
ASIAN	4	3%
BLACK/AFRICAN-AMERICAN	36	26%
AFRICAN	1	1%
HISPANIC/LATINX	2	1%
NATIVE AMERICAN	0	0%
MIDDLE EASTERN	1	1%
CAUCASIAN	96	68%
AGE REPRESENTATION		
AGE 25 & UNDER	0	0%
AGE BETWEEN 26 - 35	12	8%
AGE BETWEEN 36 - 45	19	14%
AGE BETWEEN 45 - 55	23	16%
AGE BETWEEN 56 - 65	33	24%
AGE OVER 66	53	38%
ABILITY/ACCOMMODATION REPRESENTATION		
NO - ACCOMMODATIONS Needed	140	0%
YES - ACCOMMODATIONS Needed	0	0%
TOTAL LEADERSHIP	140	



We are at our best when we intentionally pursue diversity for the sake of unity. This report shows that we are trending towards increased representational diversity. Here are some highlights:

- In the past seven years we have increased our leadership representation of people of color significantly. Currently 32% of our presbytery leadership self-identify as persons of color.
- We identified a sustained need to increase the representation of individuals age 45 and younger in presbytery leadership. From last year to this year, we have seen an increase of 3% in this area, but more is required to be adequately, or perhaps aspirationally, representative.
- Currently our ability and accommodation representation is 0%. This might be a result of a desire not to disclose a disability or need for accommodation: regardless, there is a need for us to make significant strides in this area. If people with disabilities are not in leadership, we are not making space for the voices of the under-represented at our tables.

