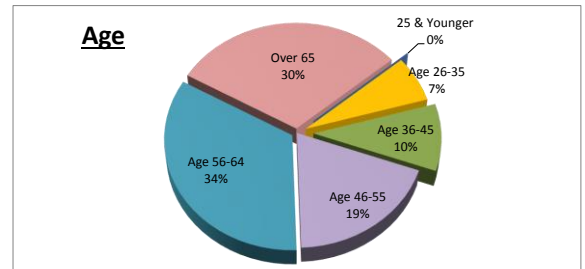
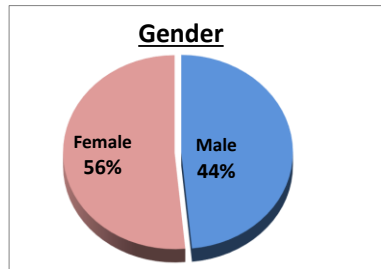
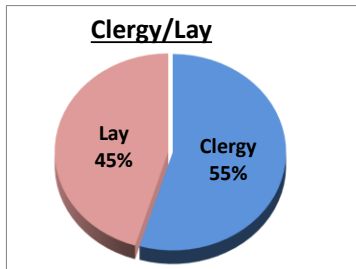


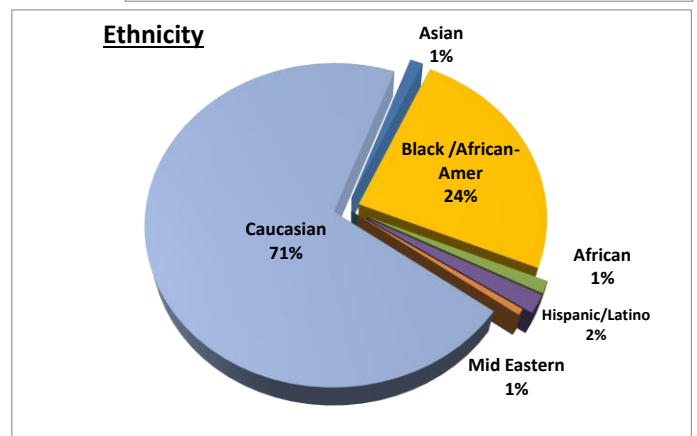
Presbytery of Philadelphia Annual Report of the Committee on Representation - 2016

The Committee on Representation continues to advocate for diversity and inclusiveness in the Presbytery of Philadelphia. COR encourages participation and representation for everyone, as we are all God's children, and seeks new ways to engage all members in our congregations to participate in the life of the Presbytery. The statistical report for 2016 is based upon information provided by the Commissions and Committees.

Below are charts that reflect the distribution of the leadership across the Commissions and Committees of the Presbytery. The annual report helps us to gauge how we, the Presbytery, are fulfilling our commitment to inclusiveness, thereby having rich diversity in our leadership. We continue to make great strides toward increasing the overall participation of individuals in the Leadership of the Presbytery across all ethnic, race, age, and gender groups.



CLASSIFICATION	DATA	PERCENTILE
CLERGY / LAY REPRESENTATION		
CLERGY	87	55%
ELDER	72	45%
GENDER REPRESENTATION		
MALE	79	48%
FEMALE	84	52%
ETHNIC REPRESENTATION		
ASIAN	2	1%
BLACK/AFRICAN-AMERICAN	40	25%
AFRICAN	2	1%
HISPANIC/LANTINO	3	2%
NATIVE AMERICAN	0	0%
MIDDLE EASTERN	1	1%
CAUCASIAN	115	71%
AGE REPRESENTATION		
AGE 25 & UNDER	0	0%
AGE BETWEEN 26 - 35	11	7%
AGE BETWEEN 36 - 45	16	10%
AGE BETWEEN 45 - 55	31	19%
AGE BETWEEN 56 - 65	55	34%
AGE OVER 66	50	31%
ABILITY/ACCOMMODATION REPRESENTATION		
NO ACCOMMODATIONS Needed	161	99%
YES ACCOMMODATIONS Needed	2	1%
TOTAL LEADERSHIP	163	



The Presbytery of Philadelphia continues to grow and prosper as we intentionally embrace diversity and differences. Over the years, there has been an increase in the various ethnic, age, and gender inclusion across the Presbytery as we attract and engage individuals to step forward and take leadership roles in shaping of our presbytery.

In the past 4 years, we had 12% increase with inclusion of our Racial Ethnic brothers and sisters. This increase includes inviting our non-African American racial ethnic members to take leadership roles and share their talents and gifts.

In 2016, we have 27 committee/commission members under the age of 45. This is a 48% increase in this age group since 2011.

However, there is more work to be done related to the incorporation of leadership under the age of 35

