

Ethnic Concerns Consultation (ECC) Planning Team Selection Criteria

The ECC Planning Team will consist of 12 young adults (ages 18-40) who will gather at Zephyr Point on October 17-19, 2025 to discern the future of ECC and reimagine its engagement with an intergenerational audience. The selection process aims to ensure a diverse and dedicated team that represents the breadth of experiences and voices across the Presbyterian Church (USA) and beyond.

Selection Criteria

1. Commitment to ECC's Mission and Values

- Demonstrates a passion for racial and economic justice within the church and society.
- Has a commitment to fostering intercultural understanding and advocacy.
- Values intergenerational engagement and faith-based social justice.

2. Representation and Diversity

- Ideally, the team will be composed of 12 members, with:
 - At least 4 representatives from the Synod of the Pacific
 - At least 4 representatives from the Synod of Southern California and Hawaii
 - Up to 4 At-Large members representing other synods of the PC(USA), or other denominational partners in full communion with the PC(USA) – Evangelical Lutheran Church in America (ELCA), United Church of Christ (UCC), Reformed Church in America (RCA), Episcopal Church.
- Reflects a diversity of ethnic backgrounds, experiences, and perspectives. Priority will be given to BIPOC individuals to honor ECC's legacy and mission.
- To enrich our perspective, we are actively seeking to build a team representing diverse races, ethnicities, genders, sexual orientations, abilities, and socioeconomic backgrounds.

3. Connection to a PC(USA) or Partner Organization

- Must have a connection to a Presbyterian Church (USA) congregation, fellowship, or ministry; *or* a partner organization in full communion with PC(USA), such as the Evangelical Lutheran Church in America (ELCA), United Church of Christ (UCC), Reformed Church in America (RCA), or Episcopal Church.
- Must demonstrate active involvement in anti-racism efforts in a church or community setting.
- Experience with Presbytery, Synod, General Assembly, or other denominational gatherings is a plus but not required.

4. Leadership Potential and Collaboration Skills

- Willingness to take initiative in visioning and planning ECC's future.
- Ability to work collaboratively in a diverse, team-based setting.
- Strong communication skills, with an openness to listening and learning from others.

5. Availability and Commitment

- Must be available to attend the in-person planning retreat at Zephyr Point on **October 17-19, 2025 and 2026 ECC Event (October 2026, dates TBD)**. All travel expenses will be reimbursed, room/board provided for both events.
- Willing to participate in one pre-retreat virtual meeting (September 2025) and bi-monthly planning team meetings between November 2025 – October 2026.

Application Process

Interested candidates must submit an application by **May 31, 2025**.

Applications will be reviewed by the ECC Intervention Team, with selection based on alignment with the criteria above. Finalists may be invited for a brief interview or follow-up conversation.

For any questions, please contact Sara Tillema, Director of Programs at Zephyr Point: stillema@zephyrpoint.org.

Apply Now:

<https://bit.ly/ecc-planning-team>

