Minutes
United Church of Christ Board
Marriott Cleveland Airport
Cleveland, Ohio
March 8 – March 10, 2018


Members Excused: Michael Cich-Jones, Carla Gregg-Kearns, Wesley Hurt, James Maki, Brittni Melius, Kevin Peterson, Seung Un (Paul) Tche, Diane Weible

Members Not Excused and Not Present: Isaiah Jackson-Post

Non-Director Committee Members Present with Special Expertise: Ron Patterson—Special Committee on Development; Shari Prestemon—Special Committee on Development; Andrew Warner—Special Committee on Development; Lawrence D. Bashe—Investment and Endowment Committee; Kristine Shorey-Forbes—Marketing Committee

Staff and others present making presentations to the Board of Directors: Cynthia Bailie, Wayne Cherry, Richard Conti, Donyale Copeland, Stephen Jones, Ann Kiernozek, Heather Kimmel, Alisa Lewis, Denise Pittman, Dianne Roberts, Valerie Smith and Cheryl Williams.

THURSDAY, MARCH 8, 2018

FIRST BUSINESS SESSION

Frank Bolden, Chair of the United Church of Christ Board of Directors (UCCB) acting on the advice of the Secretary, Heather Kimmel, declared a quorum present and called to order the First Business Session of the United Church of Christ Board of Directors, the time being 3:20 PM Eastern Time.

The Behavioral Covenant was presented on the screen for all to read.

John Dorhauer, General Minister and President opened with prayer and extended a welcome.

APPROVAL OF AGENDA

1 PowerPoint presentations and related documents are attached in the Appendix to these minutes in the order in which they occurred.
It was VOTED:
UCCB-18-03-01  to approve the Agenda

APPROVAL OF CONSENT AGENDA

It was VOTED:
UCCB-18-03-02  to approve the Consent Agenda, which includes the following items of business:

- **UCCB-18-03-02a** - Approve the minutes of the October 2017 United Church of Christ Board of Directors meeting.
- **UCCB-18-03-02b** - Grant Voice Without Vote to the following staff and others making presentation to the Board of Directors: Dianne Roberts, Wayne Cherry, Cheryl Williams, Stephen Jones, Heather Kimmel, Alisa Lewis, Valerie Smith, Don Clark, Richard Conti
- **UCCB-18-03-02c** - Grant Voice Without Vote to Non-Director Committee Members with Special Expertise: Ron Patterson—Special Committee on Development; Shari Prestemon—Special Committee on Development; Andrew Warner—Special Committee on Development; Lawrence D. Bashe—Investment and Endowment Committee; Kristine Shorey-Forbes—Marketing Committee
- **UCCB-18-03-02d** - To adopt the Governance Committee’s recommended changes to the Thirty-second General Synod Standing Rules as proposed and presented with the administrative changes suggested by Heather Kimmel, and under section 2. Proposals for Action, a) Definition, to add the following sentence after the first sentence, “A proposal for action requires a 2/3 affirmative vote for adoption.”
- **UCCB-18-03-02e** - To adopt the Investment and Endowment Committee’s recommendation for the United Church of Christ Board of Directors, acting at its semi-annual meeting March 8-10, 2018, in Cleveland, Ohio, to affirm the action of its Executive Committee taken on May 12, 2017 in regard to the Bulgaria Power of Attorney.

APPROVAL OF OCTOBER 2017 MINUTES

It was VOTED:
UCCB-18-03-03  to approve the October 2017 Board Minutes.

Opening Remarks, by Chair, Frank Bolden

Thank you for those who put together the agenda for the Board and for the Council of Conference Ministers, and to the afternoon worship leader, Yesenia Menendez-Sanchez. He welcomed Deborah Blood, Chair of the Council of Conference Ministers, and Gabriella Everett and Hannah Cranbury, two new Board Members. Introduction of those present. He recognized
Jim Moos and indicated that Rev. Moos will not stand for re-nomination as WCM Executive Minister, so he appointed the following Search Committee:

Search committee: Alice Hunt, Cameron Barr, Caroline Belson, John Dorhauer, Darrell Goodwin, Nadyne Guzman, David Nelson, Inez Reid, Diane Weible.

John Dorhauer is standing for re-nomination. The following Re-nomination Committee was appointed: Frank Bolden, Maritza Angulo de Gonzalez, Aisha Brown, Dennis Coy, John Folk, Kevin Graham, Penny Lowes, Keith Mills.

The Ministry Committee is appointed as follows: Ministry Committee: Traci Blackmon, Timothy Hachfield, Wesley Hurt, Kevin Peterson, Yesenia Sanchez, Carol Shipley, Hannah Snyder Samuelson, John Vertigan. The purpose of the committee is defined in the By-laws.

Frank Bolden emphasized the posting of information on Board Max is dependent upon timely submission of documents (four weeks prior to the meeting) in order to upload for review by Board Members on Board Max.

Frank also introduced a form for evaluation of the way Board meetings are conducted.

General Minister and President’s Report, by John Dorhauer
- Documents relating to this report are attached in Appendix.

A motion was made that the Board of Directors of the United Church of Christ move into Executive Session.

It was VOTED:
UCCB-18-03-04 to move into Executive session.

EXECUTIVE SESSION
(See separate minutes)

A motion was made that the Board of Directors of the United Church of Christ return to Regular Session.

It was VOTED:
UCCB-18-03-05 to return to Regular session.

SECOND BUSINESS SESSION

Covenantal Framework for Giving, by Cheryl Williams
- PowerPoint presentation attached in Appendix.
It was VOTED:
UCCB-18-03-06 to move into Executive session.

EXECUTIVE SESSION
(See separate minutes)

It was VOTED:
UCCB-18-03-07 to return to Regular session.

The Chair called the order of the day at 8:33 PM Eastern Time

FRIDAY, MARCH 9, 2018

THIRD BUSINESS SESSION

Committee Reports

GOVERNANCE COMMITTEE REPORT
by Carolyn Belsom

The Governance Committee recommends that the United Church of Christ Board of Directors receive the 501(c) (3) Group Exemption Policy Implementation Status report.

RECEIVE THE GROUP EXEMPTION REPORT

It was VOTED:
UCCB-18-03-08 to accept the recommendation of the Governance Committee to Receive the 501(c) (3) Group Exemption Policy.

The Governance Committee recommends that the United Church of Christ Board of Directors adopt the proposed amendments to the United Church of Christ Board of Directors Standing Rules.

AMENDMENTS TO THE UCCB STANDING RULES

It was VOTED:
UCCB-18-03-09 to adopt the proposed amendments to the United Church of Christ Board of Directors Standing Rules.

The Governance Committee recommends that the United Church of Christ Board of Directors adopts the United Church of Christ Board of Directors’ Policy on Conference Mergers
ADOPT THE POLICY ON CONFERENCE MERGERS

It was VOTED:
UCCB-18-03-10 to accept the recommendation of the Governance Committee to adopt the United Church of Christ Board of Directors’ Policy on Conference Mergers.

FINANCE AND BUDGET COMMITTEE REPORT
by Bob Frieberg

The Finance and Budget Committee recommends that the United Church of Christ Board approve the following rates by zone to be used in the calculation for the 2019 Conference Delegate travel pool as follows:

- 0 – 499 Miles $0.08
- 500 – 999 Miles $0.11
- 1,000 + miles $0.14
- Hawaii Conference $1,273 per voting delegate

APPROVE RATES FOR 2019 CONFERENCE DELEGATE TRAVEL POOL

It was VOTED:
UCCB-18-03-11 to accept the recommendation of the Finance and Budget Committee to adopt the proposed rates to be used for the 2019 Conference Delegate travel pool.

The Finance & Budget Committee recommends that the United Church of Christ Board approve the revised General Synod 32 budget of $1,310,560.

APPROVE REVISED GENERAL SYNOD 32 BUDGET

It was VOTED:
UCCB-18-03-12 to accept the recommendation of the Finance & Budget Committee to approve the revised General Synod 32 budget of $1,310,560.

The Finance & Budget Committee recommends that the United Church of Christ Board approve the guarantee for the existing Line of Credit with Key Bank.

APPROVE GUARANTEE FOR LINE OF CREDIT WITH KEY BANK

It was VOTED:
UCCB-18-03-13 to accept the recommendation of the Finance & Budget Committee to approve the guarantee for the existing Line of Credit with Key Bank.
John Dorhauer and Steve Jones gave a presentation and analysis on behalf of the Finance and Budget Committee on the health of the United Church of Christ.

A motion was made that the Board of Directors of the United Church of Christ move into Executive Session.

It was VOTED:
UCCB-18-03-14 to move into Executive session.

EXECUTIVE SESSION MINUTES
(See separate minutes)

A motion was made that the Board of Directors of the United Church of Christ return to Regular Session.

It was VOTED:
UCCB-18-03-15 to return to Regular session.

FOURTH BUSINESS SESSION

Call to Order

Announcement from General Minister and President regarding the Theological Formation Summit on April 9 and 10 in Cleveland, Ohio.

Announcement regarding the United Church of Christ support of the boycott of Wendy’s in support of the Immokalee Workers.

Announcement by Don Hart as a reminder to keep Puerto Rico in our prayers and support.

Executive Minister’s Report by Jim Moos, Global Engagement and Operations
• A Just World for All
  ○ PowerPoint presentation attached in Appendix.

INVESTMENT AND ENDOWMENT COMMITTEE REPORT
by Norman Williams

The Investment and Endowment Committee rescinds its previous draw rate policy vote from October 2014. Further the Investment & Endowment Committee adopts a maximum annual draw rate policy of 4.75% for budget year 2019, thereafter and recommends that the United Church of Christ Board accept the new draw rate policy.

RESCIND PREVIOUS DRAW RATE POLICY AND ADOPT NEW DRAW RATE POLICY
It was VOTED:  
UCCB-18-03-16 to accept the recommendation of the Investment and Endowment Committee of the Board of Directors of the United Church of Christ to rescind the previous draw rate Policy and adopt a maximum annual draw rate policy of 4.75% for the budget year 2019.

The Investment and Endowment Committee recommends that the United Church of Christ Board of Directors designate the proceeds from the sale of the property located at 941 Babbitt Road, Euclid, Ohio for the same purpose as the temporarily restricted fund of the Shaping our Future Campaign. This fund supports the Shaping our Future initiatives in addition to offsetting operating expenses associated with this campaign.

DESIGNATE FUNDS FROM SALE OF 941 BABBITT TO SHAPING OUR FUTURE CAMPAIGN

It was VOTED:  
UCCB-18-03-17 to accept the recommendation of the Investment and Endowment Committee of the Board of Directors to designate the proceeds from the sale of property as stated above for the same purpose as the temporarily restricted fund of the Shaping our Future Campaign.

PENSION BOARD REPORT  
by Darrell Goodman

- Documents associated with this report attached in Appendix.

FIFTH BUSINESS SESSION

Call to Order

Executive Minister’s Report by Traci Blackmon, Justice and Local Church Ministries
- PowerPoint presentation by Traci Blackmon attached in Appendix
- PowerPoint presentation by Chris Davies attached in Appendix
- PowerPoint presentation by Michael Schuenemeyer attached in Appendix
- Oral report by Sandy Sorensen
- Brooks Berndt presented the following website: https://secure.ngpvan.com/sQ6597vG5kqh8nWyWnK-XQ2

SATURDAY, MARCH 10, 2018

SIXTH BUSINESS SESSION

Call to Order
Frank Bolden opened with remarks thanking the Board for their good work and those who attended to the spiritual wellbeing of the Board.

**Committee Reports**

**MARKETING COMMITTEE REPORT**  
by Yesina Menendez-Sanchez

- Oral report.  
  - Introduction of Cindy Bailie, the new Director of Marketing and Philanthropy. The Marketing Committee is exploring framing our brand identity, the use of media, and strategic planning.

**GENERAL SYNOD PLANNING AND PROGRAM COMMITTEE REPORT**  
by Norman Williams

- Oral report.  
  - The General Synod logo is based on Matthew 5:14-16.  
  - A discussion of some of the business to come before the General Synod in 2019; the logistics and agenda of the General Synod; service projects; inclusion of youth; and the necessity of considering what future meetings of the General Synod will look like.

**AUDIT COMMITTEE REPORT**  
by Carolyne Call

- Oral report.  
  - Engagement letter for auditors signed; audit to be completed by early-to-mid-June.  
  - Reviewed Conflict of Interest report submitted by the General Counsel. All members have submitted the Conflict of Interest disclosure form.

**DEVELOPMENT COMMITTEE REPORT**  
by Richard Harter

- Oral report.  
  - Committee will be meeting multiple times over the next six months; will also have a series of meetings with Conference Ministers designated by CC focusing on opportunities and challenges in implementing the Giving Task Force report, paying to education and discussion around covenantal relationship.  
  - Committee will report on this in October.

**UNITED CHURCH FUNDS REPORT**  
by Don Hart
• Report attached in Appendix.

COUNCIL FOR HEALTH AND HUMAN SERVICES MINISTRIES REPORT
    by Michael Readinger

• Report attached in Appendix.

MINISTRY COMMITTEE REPORT
    by Carol Shipley

• Oral report of initial organizational meeting.

Strategic Direction and Next Steps, by John Dorhauer

• Discussion.

Closing Prayer, by Traci Blackmon

Adjournment 11:11am

Respectfully Submitted,

Dianne Roberts
Recorder

Office of the Secretary
United Church of Christ Board
APPENDIX TO MINUTES

United Church of Christ Board
Marriott Cleveland Airport
Cleveland, Ohio
March 8 – March 10, 2018

Documents and reports appear in the order in which they were presented.
Cynthia (Cindy) Gaffney, Paralegal, Office of the General Counsel, Room #617, ext. 2139, gaffneyc@ucc.org.
Cindy organizes and maintains electronic and paper files; monitors electronic dockets; maintains trademarks; assists in corporate governance, compliance, and record-keeping functions; conducts preliminary review of contracts; manages compliance with the group exemption; and assists the Office of General Counsel by providing a variety of support duties.

Shameerah Lemon, Associate for Event Management, Office of Scholarship and Event Management, Room#220, ext.2133, lemons@ucc.org.
Shameerah supports the work of the Event Management team in the areas of registration, venue relationships and event support in accordance with the policies outlined in the Event Management Guidelines.

Alegra Martin, Program Assistant to Health and Wholeness Advocacy and the Faithful Action Witness Justice Ministers, Room #752, ext. 3712, martina@ucc.org.
Alegra provides administrative and logistical support for projects, initiatives, and programs to the Cleveland-based Program Ministers in Justice and Local Church Ministries. Alegra also participates as part of the Administrative Support Network for communal support across the ministries as necessary.

Brande Midgett-Crosby, Communications Associate, National and Global Ministries, Room #745, ext. 3212, midget-crosbyb@ucc.org.
Brande assists in implementing public communications and support to programs of UCC Wider Church Ministries that are administered by the Humanitarian Development Ministries team (development, disaster, refugee and volunteer ministries); by the Mission Engagement team of Global Ministries of the UCC/Disciples of Christ; and through the Office of Marketing and Communications of the UCC National.

Jacqueline Owen, Manager, Grant Writing and Administration, Room#204, ext. 2169, owenj@ucc.org.
Jacqueline assists the Director of Marketing & Philanthropy and other staff and volunteers in carrying out philanthropic programs of the national setting of the United Church of Christ by providing leadership in identifying grant prospects, cultivating and securing grant support to assist the programs of the national ministries; ensuring compliance with grant funds received and appropriate grant reporting.

Jennifer White, Program Assistant for Faith Formation Ministry, Room#352, ext. 3876, whiteje@ucc.org.
Jennifer provides administrative and logistical support for projects, initiatives, and programs to the Team Leader and Program Ministers of the Faith Formation Ministry team. Jennifer also participates as part of the Administrative Support Network for communal support across the ministries as necessary.
Welcome New Staff—Continued

Katie Adams, Domestic Policy Advocate, Washington DC Office, ext. 4202, adamsk@ucc.org.

Katie participates in and has primary responsibility for leading the work of the domestic public policy advocacy, including but not limited to the following: a) Washington-based advocacy; b) grassroots advocacy; c) media advocacy; and d) electronic advocacy. The greatest majority of the work will be carried out with ecumenical and interfaith groups in Washington, various settings of the United Church of Christ, and in secular coalitions.

Charles (Chuck) Blaisdell, Regional Mission Interpreter, CB &LF Upper Western Region Deployment, ext. 3853, blaisdellc@ucc.org.

Chuck provides guided capital campaign services, stewardship campaign services, and other services to regionally contracting Christian churches and UCC Conferences/Associations. Chuck provides educational and other CB&LF products and services to UCC and other Christian local churches, church organizations, denominational bodies, and judicatories; and consults with UCC and other Christian Churches and UCC Conferences/Associations to generate new business for CB & LF.

Rachel Duncan, Program Assistant, Office of Events and Scholarship Management, ext. 3812, duncanr@ucc.org.

Rachel provides general administrative, program and logistical support for the work of the Events and Scholarship Management team. Rachel also participates as part of the Administrative Support Network for communal support across the ministries as necessary.

Cynthia (Cindy) Bailie, Director of Marketing and Philanthropy, Room 218, ext. 2131, bailiec@ucc.org.

Cindy is responsible for the development of all marketing and fundraising strategies to increase public awareness of the United Church of Christ, energetically engage audiences, and inspire philanthropic support. Cindy will build and manage brand identity and all aspects of marketing communication to raise awareness of the organization and its ministries, engage the global community, and lead the effort to curate the story that is the United Church of Christ.

Chris Gabriel, Manager, Web Strategies, Room 415, ext. 2186, gabrielc@ucc.org.

Chris serves as principal web administrator of the United Church of Christ, providing thought leadership for the strategic and tactical deployment of web platforms and websites (e.g., navigation, mobility, accessibility, SEO), ongoing maintenance and the principal point of contact for all programming. In collaboration with the Social Media Coordinator, Chris manages and executes the design and programming of all web platform communications including giving and donation portals, and synchronizing a unified web “voice” across all National Setting work areas.
Welcome New Staff—Continued

Amanda Sheldon, Program Associate, National Disaster and Refugee Ministries, ext. 3210, sheldona@ucc.org.

Amanda works to strengthen the capacity of UCC settings within the United States - local churches, conferences, CHHSM agencies, institutions of higher education, and their local communities - to welcome resettling refugees; and in preparation, response and recovery from natural disasters and their human-caused components. Additionally, Amanda works to promote the identity and function of the United Church of Christ as a whole in refugee resettlement and disaster preparation, response and recovery in public witness and among networks of organizations in the United States active in resettlement and disaster.

Tyah Higbee, Office Administrator, Church Building and Loan Fund, Room 322, ext. 3834, higbeet@ucc.org.

Tyah provides administrative support to the Executive Director and Associate Director for Strategic Initiatives and provides general oversight of support services of the Church Building and Loan Fund office.

Paul Bizer, Regional Mission Interpreter, CB & LF Southern Region Deployment, ext. 3851, bizerpaul@ucc.org.

Paul provides guided capital campaign services, stewardship campaign services, and other services to regionally contracting Christian churches and UCC Conferences/Associations. Paul provides educational and other CB & LF products and services to UCC and other Christian local churches, church organizations, denominational bodies, and judicatures, and consults with UCC and other Christian Churches and UCC Conferences/Associations to generate new business for CB & LF.

Kathleen (Kathy) Reinke, A/P and A/R General Ledger Processor, Room 633, ext. 2164, reinkek@ucc.org.

Kathy is a returning staff member and is responsible for all phases of Accounts Receivable including donations batch preparation, Bookworks data entry, lockbox data entry, and collection letters as well as journal data entry.
Promotion Congratulations

Bentley de Bardelaben, Executive Associate, Justice and Local Church Ministries, Room 731, ext. 3713, deBardeb@ucc.org.

Bentley is responsible for various administrative functions as assigned by the Executive Minister, including onsite day-to-day operational management of Justice & Local Church Ministries in the absence of the Executive Minister. Bentley collaborates with covenanted ministries, conferences, associations and local churches within the United Church of Christ, and provides direct staff supervision of Education for Faithful Action Ministries, both Cleveland based and deployed staff.

Denise Pittman, Executive Assistant, Justice and Local Church Ministries, Room 748, ext. 3705, Pittm@ucc.org.

Denise provides executive support to the Executive Minister for Justice and Local Church Ministries and the Executive Associate to the Executive Minister, along with general oversight of all administrative support functions within the Executive Minister’s office. Denise manages effective and efficient systems to facilitate responsiveness to inquiries received in JLCM.

Donyale Copeland, Executive Assistant, Office of the General Minister and President, Room 203, ext. 2156, copeland@ucc.org.

Donyale provides executive support to the General Minister & President and to the Chief Strategy Officer, serving as a principal liaison to internal and external audiences. Donyale manages effective and efficient systems, processes, and checklists to facilitate responsiveness to inquiries received in the OGMP.

Chris Davies, CASA Program Manager, Faith Formation Ministry, Room 318, ext. 3827, daviesc@ucc.org.

Chris leads efforts to ensure that every UCC congregation and leader is well-equipped to make bold decisions that address the challenges and opportunities facing congregations in the 21st Century. Chris works as a bridge or triage specialist, in partnership with other ministries, to ensure service to congregations toward the best fulfillment of their missions and ministries.

Mark Bandza, Accounts Payable and Payroll Supervisor, Room 622, ext. 3806, bandzam@ucc.org.

Mark provides oversight of the Accounts Payable and the payroll functions for the National Ministries and related conferences. Mark also provides direct supervision to the Payroll Coordinator.
Position Realignments

Valerie Smith, Director of Event and Scholarship Management and General Synod Administrator, Room 221, ext. 2104, smithv@ucc.org.

Valerie is responsible for guiding the work of the Event and Scholarship Management Team and the administration, logistics, planning, and contract negotiations of the meetings of the General Synod, the National Youth Event, and other national gatherings.

Jan Gomoll, Associate for Scholarship and Event Management, Room 223, ext. 3809, gomollij@ucc.org.

Jan provides leadership in the planning, coordination, and staffing of major events or components of major events and provides administration for UCC scholarships, serving as principal liaison between scholarship applicants and funding committees.

Heather Kimmel, General Counsel and Corporate Secretary, Room 616, ext. 2138, kimmelh@ucc.org.

Heather serves as the UCC’s General Counsel. As part of the reorganization, Heather was appointed Secretary of the United Church of Christ Board and the following corporations led by the United Church of Christ Board: United Church of Christ Board corporation, Local Church Ministries, Justice and Witness Ministries, and Wider Church Ministries. Additionally, Heather serves as the Secretary to the Common Services Corporation, 700 Prospect Corporation, and United Church of Christ Hotel Venture LLC. The duties of the United Church of Christ Board Secretary are the customary duties of a corporate secretary.

Stephen (Steve) Jones, Chief Financial Officer, Room 621, ext. 3807, joness@ucc.org

Steve oversees the operation of Financial Services of the National Ministries and serves as Treasurer of the United Church of Christ Board, the covenanted ministries, and other related organizations. In the reorganization, Steve is also responsible for overseeing the areas of Property Management and Insurance, Information Technology and Building Operations.

Cheryl Williams, Chief Strategy Officer, Room 213, ext. 2105, williamsc@ucc.org

Cheryl serves as principle executive reporting to the General Minister and President providing advice on strategic initiatives and essential day-to-day administrative support regarding matters related to the President’s Office. In addition to supporting the strategic integration, implementation and promotion of initiatives in the GMP’s Office, Cheryl facilitates strategic collaboration among National and Conference settings. In the reorganization, Cheryl provides strategic direction and oversight of the Marketing and Philanthropy and the Center for Analytics, Research, and Data teams.
Position Realignments –continued

Jessie Palatucci, Communications Strategist, Washington, DC Office, ext. 4205, palatuccij@ucc.org.

Jessie is responsible for telling the story of how the whole body of the United Church of Christ is working to advance a Just World for All. Through strategic content creation, curation and distribution, Jessie demonstrates to church members, and the wider world, how the UCC is working to advance system justice. In particular, Jessie helps members of the UCC understand how to express their love of neighbor and God’s Creation through public advocacy. Jessie reports to the DC Office Director.

Officers of the Church

John Dorhauer, General Minister and President, Room 214 ext. 2101, dorhauerj@ucc.org.

John is the Chief Executive Officer of the denomination and the General Synod and is responsible for the work of the Church. John serves with excellence to prepare the Church for the future, leading the visioning, planning, coordination and implementation of the mission of the United Church of Christ. John is the chief spokesperson of the United Church of Christ and he leads and directs the work of the Executive Ministers. In addition, the following positions are direct reports to the GMP: General Counsel, HR Director, Chief Strategy Officer, Conference Minister Search Coordinator, Executive Assistant.

James (Jim) Moos, Executive Minister for Global Engagement and Operations and Co-Executive of Global Ministries, Room 711, ext. 3201, moosj@ucc.org.

Jim guides and leads the activities of Wider Church Ministries (A covenanted ministry of the United Church of Christ) in accordance with the Purpose, Mission, and Vision of the United Church of Christ. Jim serves with excellence by contributing to the functions of the national ministries, including visioning and planning, communications, development and management of budgets, development and leadership of staff. In the reorganization, Jim assumed responsibility for the operations of Financial and Administrative Services. The following positions are direct reports: Chief Financial Officer, Director of Event and Scholarship Management, Associate for Historical Preservation and Archivist, Minister for Ecumenical and Interfaith Relations, Team Leader and Executive for Volunteer Ministries, Team Leader and Area Executive for Middle East and Europe, Area Executive for East Asia and the Pacific, Area Executive for Southern Asia, Executive Assistant.

Traci Blackmon, Executive Minister for Justice and Local Church Ministries, Room 721, ext. 3701, blackmont@ucc.org.

Traci guides and leads the activities of Justice and Witness Ministries and Local Church Ministries (both covenanted ministries of the United Church of Christ) in accordance with the Purpose, Mission, and Vision of the United Church of Christ. Traci serves with excellence by contributing to the functions of the national ministries, including visioning and planning, communications, development and management of budgets, development and leadership of staff. In the reorganization, Traci assumed responsibility for the coalesced ministries of JWM and LCM. The following positions are direct reports: Executive Associate, Executive Assistant, Director and Team Leader, DC Office; MESA Team Leader, Faith Formation Team Leader, Executive Director CB & LF, Minister for Gender Sexuality & Executive, UCAN.

Prepared by: Alisa Lewis, HR Director, room 612, ext. 2136, lewisam@ucc.org or humanresources@ucc.org.
Covenantal Framework for Giving
Presented to the UCC Board of Directors, March 2018
A New Ecology of Generosity

Giving Task Force Report
September 2016
The Covenantal Framework for Giving

- Coordinated collaborative development amongst settings of church
- OCWM sharing: 3-year rolling average
- Evaluate by 2022
- Cost/Benefit Analysis of Special Mission Offerings
- OCWM Marketing Analysis
MANAGING THE TRANSITION
# NATIONAL SETTING:

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<th>Share</th>
<th>Collaborate</th>
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<td>Quarterly reporting to CM’s; cultivation events, donor visits</td>
<td>OCWM assumptions and future expectations; prospect and donor information</td>
<td>Proposals, solicitations, donor stewardship plans</td>
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CONFERENCE SETTING:

**Inform**
- Conference events
- Donor info

**Share**
- Future expectations
- Development opportunities

**Collaborate**
- Donor Bill of Rights
- Gift acceptance policies,
  Strategic solicitations
CARD and Data Gathering

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<th>Mission Offerings</th>
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National Setting as Resource

- Onboarding of New Staff and Organization of Marketing and Philanthropy team
- Conference Development Toolkit
- Regular development workshops for CMs
- Lilly Partnership in Creating Congregational Cultures of Generosity
OCWM Promotion

The National Setting continues to partner with Conferences in promoting OCWM toolkit “refresh” in development.
The Board will receive a report from its Development Committee later in this meeting with recommendations for supporting the implementation of the new Giving Model.
TO DO:

1. Chart New Relationship Building
2. Cost/Benefit of SMO's and Market Analysis of OCWM
3. Evaluate, Adjust, Evaluate
Questions?
A Just *World* for All

Wider Church

&

Global Ministries
GLOBAL MINISTRIES CORE VALUES

**Presence** – manifesting God’s love by living in intentional, committed relationships – prasannam (Tamil)

**Mutuality** – walking in hope with others in God’s mission – acompañamiento (Spanish)

**Community** – building interdependence and unity among all God’s children – ubuntu (Zulu)

**Justice** – living out God’s radical love by confronting powers that deny the fullness of life and the integrity of creation – gong yi (Chinese)

**Peace** – embodying reconciling relationships with God, humanity and creation – shalom/salaam (Hebrew/Arabic)
GLOBAL MINISTRIES STRATEGIC DIRECTIONS

- Nurturing community
- Working for peace with justice
- Sharing the story
- Developing resources
Two-Pronged Approach to Justice

Direct Service

Advocacy
- President/Congress
- Government Agencies
- Corporate Pressure/Economic Leverage
- Public Education/Mobilization
- United Nations
- Foreign Governments
GREATLOVES
a just world for all
Love of Neighbor: Colombia
Colombia’s conflict victims

Colombia’s government has been in talks with leftist FARC rebels for more than two years in a bid to draw a line under a conflict which has killed more than 200,000 people.

**AFFECTED PEOPLE**
Total per year, in thousands

- Before 1985: 0
- '85: 10
- '90: 20
- '95: 30
- '00: 50
- '05: 100
- '10: 50
- '14: 10
- (as of Nov. 1)

**DIRECT VICTIMS**
Total since the beginning of the conflict
- 6.8 mln

- Displaced people: 6,044,151
- Homicides: 261,793
- Threats: 213,694
- Forced disappearances: 44,492
- Others: 245,616

* Doesn’t include 4,468 cases lacking enough information. ** Not including indirect victims, i.e. spouses, parents, children or grandparents.

Source: Victims Unified Records (RUV), Colombian government.

R. Carrera 16/12/2014
2016 Peace Agreement
Love of Neighbor/Children
Human Trafficking

STOP HUMAN TRAFFICKING
Metrics:
• 25 million victims globally
• 71% are women and girls
• 1 in 4 victims are children
• Additional 15 million forced into marriage

Children represent:
• 21% of the victims of forced sexual exploitation
• 18 per cent of forced laborers
• 7% of people forced to work by state authorities

SOURCE: US Department of Health and Human Services
DESERET NEWS GRAPHIC
Every United Nations member has ratified the convention except one:
S. 1311

IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 12, 2017

Referred to the Committee on the Judiciary, and in addition to the Committees on Foreign Affairs, Energy and Commerce, and Homeland Security, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

AN ACT

To provide assistance in abolishing human trafficking in the United States.

1  Be it enacted by the Senate and House of Representa-
2  tives of the United States of America in Congress assembled,
Love of Children: Refugees
There are over 67 million refugees and displaced persons—Over half of them are children.
7.6 Million Internally Displaced Syrians

5.6 Million Registered Syrian Refugees
On September 29, 2017, the Administration announced a historically low refugee admissions ceiling of 45,000 for federal Fiscal Year 2018. In order to reach this ceiling, the Administration must resettle 3750 refugees each month. Concerned that the Administration will not resettle even this small number, Refugee Council USA plans to grade the Administration’s progress on a monthly basis. We must hold the Administration accountable.

**Yearly Tracker**

<table>
<thead>
<tr>
<th>Region</th>
<th>January Arrivals</th>
<th>Total Arrivals</th>
<th>Expected Arrivals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Africa</td>
<td>430</td>
<td>2,340</td>
<td>6,333</td>
</tr>
<tr>
<td>East Asia</td>
<td>142</td>
<td>825</td>
<td>6,704</td>
</tr>
<tr>
<td>Europe and Central Asia</td>
<td>392</td>
<td>1,667</td>
<td></td>
</tr>
<tr>
<td>Latin America/Caribbean</td>
<td>500</td>
<td>1,196</td>
<td></td>
</tr>
<tr>
<td>Near East/South Asia</td>
<td>350</td>
<td>2,136</td>
<td></td>
</tr>
</tbody>
</table>

**January Arrivals: Way Behind Schedule**

- **15,000:** Total Expected Arrivals through January 2018
- **6,704:** Total Refugees Arrived in the first 4 months of FY18
- **1,381:** Refugees Arrived in January

**FAIL**

**6704**
Key Resettlement/Advocacy Partner
One year later – We are still proclaiming #RefugeesWelcome
Love of Creation

Climate Change
To the rest
Of the world please
Could you prepare
A place for my country to stay.
Adaptation

- Change in land use, relocation
- Emergency & business continuity planning
- Upgrades or hardening of building and infrastructure
- Residential programs promoting adaptation
- Health programs

Mitigation

- Energy conservation and efficiency
- Renewable energy
- Sustainable transportation, improved fuel efficiency
- Capture and use of landfill and digester gas
- Carbon sinks

Seal Buildings
Green Infrastructure
Water and Energy Conservation
Smart Growth
Adaptation: Water Projects and Raised Bed Agriculture
Mitigation

• Biogas in Nicaragua
• Solar Energy in Mexico
Advocacy!
The Christmas Fund
for the Veterans of the Cross
and the Emergency Fund
The United Church Board for Ministerial Assistance, Inc.
Cost-Benefit Analysis
February 2018
The Christmas Fund for the Veterans of the Cross and the Emergency Fund is blessed each year by members, friends, and congregations of the United Church of Christ that give in support of this ministry. Because of these gifts, the Pension Boards is able to provide direct financial assistance to UCC clergy lay church workers, and their surviving spouses who are struggling to make ends meet in retirement, or who are facing an urgent situation that demands financial resources they do not have.

Hundreds of local congregations support the annual Christmas Fund, one of the four Special Mission Offerings of the United Church of Christ.

We celebrate and recognize the congregations that lead the way in giving. These congregations have abundantly opened their hearts and their wallets in support of those whom the Christmas Fund serves.
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Christmas Fund Objectives..................................................................................................... 5

The Impact of Christmas Fund-Supported Assistance Programs .................................................. 7

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Christmas Fund Assistance Recipients .................................................................................... 9

Summary ................................................................................................................................... 10
Executive Summary

The United Church Board for Ministerial Assistance, Inc. (UCBMA), a controlled affiliate and 501(c)3 of The Pension Boards–United Church of Christ, Inc., has served as a vital resource to United Church of Christ (UCC) retired and active clergy lay church workers, and their surviving spouses facing financial hardship for more than a century. This report features the Christmas Fund for the Veterans of the Cross and the Emergency Fund (Christmas Fund), one of the principal funding sources for the work of UCBMA:

1. The Christmas Fund mission is to address the financial needs of those who serve the UCC ($9,945,314 given as grants, in aggregate, over the past five years).

2. The fund elicits significant financial support from the wider UCC church family, averaging $1,535,567 every year for the past five years ($7,677,834, in aggregate, over the past five years).

3. Projections indicate a dramatic increase in those who will likely require financial assistance within the next decade as the Pension Boards anticipates a 33% increase in retirees.

4. The financial needs addressed by the Christmas Fund will increase for current and future retired clergy as those who are retiring are more likely to be bi-vocational and occupy part-time roles.

5. UCBMA has achieved a 5% expense ratio, with 95% of all philanthropic dollars directly supporting those in need.
Christmas Fund Objectives

The Christmas Fund, one of the four Special Missions Offerings of the United Church of Christ, provides financial assistance to retired and active UCC clergy lay church workers, and their surviving spouses in need. Together, the four Christmas Fund assistance grants described below serve as a vital resource to those who have dedicated their lives to serving the Church.

- **Supplementation of Small Annuities** is based on a plan adopted by the UCC’s General Synod. Eligible retired authorized ministers and lay church workers, and their surviving spouses, may receive supplemental monthly payments to bring their income up to a minimum level set annually by the UCC Board of Directors upon recommendation from the United Church Board of Ministerial Assistance. For 2018, that level is $30,798 for annuitants and $23,103 for their surviving spouses.

  *Annuity Supplementation provided in 2017 was $1,513,602, given to 423 individuals.*

- **Supplementation of Health Care Premiums** assists lower-income retired clergy and lay church workers and their surviving spouses/partners to pay for their UCC Medicare Supplement Plan with Rx premiums. Supplementation is based on need and the availability of funds. To be eligible in 2018, total household income must fall below $42,800.

  *Health Care Premium Supplementation provided in 2017 was $492,863, given to 200 individuals.*

- **Christmas Fund Emergency Grants** are available for active and retired clergy and lay church workers facing unforeseen financial hardship.

  *Emergency Grants provided in 2017 was $157,342 given to 409 individuals.*

- **Christmas “Thank You” Gift Checks** are distributed at Christmas time to remind retired, lower-income UCC authorized ministers and their spouses/partners they have not been forgotten and the Church is grateful for their service.

  *A total of $228,300 in Christmas “Thank You” Gift Checks was given in 2017; 477 individuals received checks in the amount of $500.*

The assistance made possible through the Christmas Fund touches lives in all 50 states. The graphic below shows the amount of ministerial assistance received by each state in 2017.
But as the map shows, the need for assistance exceeds the amount received annually through the Christmas Fund.
The Impact of Christmas Fund-Supported Assistance Programs

Gifts received through the Christmas Fund are distributed to those with demonstrated need. The impact can be life-changing, and in some instances, life-saving. In many cases, assistance keeps a retiree from having to choose between food and medicine; pays for hearing aids not covered by insurance; helps keep a house warm by covering repairs or fuel costs.

Expressions of Gratitude

“The Christmas Fund was life-changing for me, and I now know it has been for others, whether they are facing disasters of health or financial difficulty. If you are looking for a place to make a difference, the Christmas Fund is the place to do it.”

“My heartfelt gratitude to you for the generous emergency gift to help with medical expenses. It could not have arrived at a more needed time in terms of treatment decisions. I am blessed to be blessed by those I have served; to be the recipient of Christ’s love in action.”

“The Christmas Fund has enabled me to pay my health insurance premium and reinforces the strong sense that the UCC is concerned for my best welfare.”

“Once again I am thanking you for the most generous check I received. Every Christmas I receive one it brings back happy memories of all the small churches I served. They could not afford much (sometimes not even my salary), but as an experienced pastor, I was able to leave them stronger and more self-sufficient. Now you have made it possible for me to have a joy-filled Christmas!”

“To be reminded that you are not alone, that you are part of an extended family, is a tremendous gift.”

“As a pastor, I always asked people to support the Christmas Fund, to support those whose life work has been serving and empowering others, but I never thought I would be on the receiving end. I am humbled and grateful for this acknowledgement by my church that hearing aids are life-giving.”

“The Christmas Fund has blessed us immeasurably, as has the knowledge that we have the support and caring of the wider United Church of Christ. It means more than you can ever know.”
Philanthropic Gifts and Funding Sources

The assistance programs supported by the Christmas Fund rely on two primary sources of annual contributions: local UCC congregations that receive the offering at various times during Advent and Christmas, and individual donors.

To meet the growing needs of small pension and health insurance supplementation, UCBMA funding from interest on invested legacy funds must also be utilized. UCBMA also receives a portion of OCWM, which is used for assistance grants. OCWM has declined by 29% in the last 5 years.

**Total UCBMA Gifts**

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<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Christmas Fund Contributions</td>
<td>$1,503,486</td>
<td>$1,562,260</td>
<td>$1,528,481</td>
<td>$1,538,531</td>
<td>$1,545,076</td>
</tr>
<tr>
<td>Ministerial Assistance Funding</td>
<td>$566,863</td>
<td>$863,863</td>
<td>$336,471</td>
<td>$310,172</td>
<td>$811,529</td>
</tr>
<tr>
<td>OCWM Funding</td>
<td>$288,844</td>
<td>$323,108</td>
<td>$349,992</td>
<td>$347,466</td>
<td>$408,433</td>
</tr>
<tr>
<td><strong>Total Contributions</strong></td>
<td>$2,359,193</td>
<td>$2,749,231</td>
<td>$2,214,944</td>
<td>$2,196,169</td>
<td>$2,765,038</td>
</tr>
</tbody>
</table>

*These figures are based on date received, not original donation date - meaning 2017 figures reflect what was given in 2016.

**Total Christmas Fund Distributions**

<table>
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<tr>
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</thead>
<tbody>
<tr>
<td>Supplementation of Small Annuities</td>
<td>$1,513,602</td>
<td>$1,507,787</td>
<td>$999,184</td>
<td>$1,062,309</td>
<td>$1,341,941</td>
</tr>
<tr>
<td>Supplementation of Health Premiums for Annuitants</td>
<td>$492,863</td>
<td>$487,338</td>
<td>$452,561</td>
<td>$400,112</td>
<td>$507,948</td>
</tr>
<tr>
<td>Christmas &quot;Thank You&quot; Gift Checks</td>
<td>$228,300</td>
<td>$233,800</td>
<td>$211,200</td>
<td>$203,350</td>
<td>$235,800</td>
</tr>
<tr>
<td>Emergency Grants</td>
<td>$157,342</td>
<td>$90,927</td>
<td>$108,804</td>
<td>$91,416</td>
<td>$56,127</td>
</tr>
<tr>
<td><strong>Total Distributions</strong></td>
<td>$2,392,107</td>
<td>$2,319,852</td>
<td>$1,771,749</td>
<td>$1,757,187</td>
<td>$2,141,816</td>
</tr>
</tbody>
</table>
Christmas Fund Assistance Recipients

Christmas Fund Operational Expenses
Expenditures to conduct the annual churchwide and individual Christmas Fund appeals include:

1. The design and printing of the “Christmas Fund Offering Guide,” a comprehensive resource for local churches to promote the offering;
2. Printing of Christmas Fund Offering envelopes and posters;
3. Postage to all local UCC congregations.

UCBMA leadership is pleased to have achieved an expense ratio that demonstrates the efficacy of the administration and impact of its programs. For every dollar given to the Christmas Fund, 95% went directly to those requiring assistance.

Total Christmas Fund Operating Expenses

<table>
<thead>
<tr>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Costs</td>
<td>$114,836</td>
<td>$106,271</td>
<td>$93,203</td>
<td>$91,516</td>
<td>$214,789</td>
</tr>
</tbody>
</table>

Comprehensive Christmas Fund Expenditures Expressed as % of Total

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<thead>
<tr>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Monthly Pension Supplementation</td>
<td>60%</td>
<td>62%</td>
<td>54%</td>
<td>57%</td>
<td>57%</td>
</tr>
<tr>
<td>Quarterly Health Premium Supplementation</td>
<td>20%</td>
<td>20%</td>
<td>24%</td>
<td>22%</td>
<td>22%</td>
</tr>
<tr>
<td>Christmas &quot;Thank You&quot; Gift Checks</td>
<td>9%</td>
<td>10%</td>
<td>11%</td>
<td>11%</td>
<td>10%</td>
</tr>
<tr>
<td>Emergency Grants</td>
<td>6%</td>
<td>4%</td>
<td>6%</td>
<td>5%</td>
<td>2%</td>
</tr>
<tr>
<td><strong>Total Distributions</strong></td>
<td>95%</td>
<td>96%</td>
<td>95%</td>
<td>95%</td>
<td>91%</td>
</tr>
<tr>
<td><strong>Total Operating Expenses</strong></td>
<td>5%</td>
<td>4%</td>
<td>5%</td>
<td>5%</td>
<td>9%</td>
</tr>
</tbody>
</table>
Summary

There is demonstrated need for the Christmas Fund offering to continue, and to grow, as the number of those requiring assistance will rise in the coming years. The Pension Boards projects a 33% increase in annuitized members by 2027, increasing the total number of retirees from 10,832 in 2017 to 14,412 in 2027. Many of these retirees, including those who have been forced into bi-vocational or part-time employment, will be faced with the financial stresses of retirement and rising health care costs. Now is a critical time for the Christmas Fund to continue to be a pillar of financial strength and security for those who have dedicated their lives to ministry.
EXECUTIVE SUMMARY
Ministers’ Financial Vitality Initiative

Infrastructure

The Lilly Endowment’s National Initiative to Address Economic Challenges Facing Pastoral Leaders awarded a $1 million dollar grant to the PBUCC to invest in the financial vitality of authorized ministers in the United Church of Christ. This past fall, we developed the infrastructure for how these monies would be distributed and provided to ministers who have the greatest need. In efforts to begin our programs the following steps have been accomplished and/or are underway:

- The program was named the Ministers’ Financial Vitality Initiative (MFVI) and divided into two distinct programs. A three-year curricular based program for authorized ministers with a $10,000 financial incentive, and a one-time $1,000 matching grant specifically for parish clergy.

- An online accessible application was developed and launched September 15th, 2017 for program one, and the application for program two went live January 16th, 2018 for the matching grant program.

- The MFVI website and supporting documents are active and available, including media as well as a FAQ section for interested applicants.

- The selection committee for MFVI program one was established with the MFVI Director, Pension Board Staff, and Conference Staff and selected the first cohort Thanksgiving week.

- The cohort is comprised of 30 pastoral leaders representing significant diversity and highlighting the bright future of our church. The inaugural group spans over half the Conferences in the United Church of Christ, and its participants are almost 50% people of color, 60% women, and significant percentages of LGBT persons and individuals living with disabilities. These pastoral leaders also work in the various settings of church from the National Setting to Conferences, local churches and community non-profits.

- The MFVI Facebook Group for program one is active with great participation from our 30 clergy. They have received three financial education webinars with accompanying articles and have engaged in rigorous discussions thus far.

- Our 30 pastoral leaders have all received their first incentive check for speaking with a financial planner, taking a financial wellness assessment, and registering for the EY Financial Planning Center in addition to the webinars and articles.
Outreach and Recruitment

To recruit a diverse pool of applicants in alignment with the purpose of the grant to serve underrepresented clergy in the United Church of Christ the following efforts are being made:

- Social Media advertisements in addition to sign-up sheets at all of the above-mentioned outreach efforts.

- Tabling and a formal presentation about the MFVI program at Samuel Dewitt Proctor Conference in Memphis, TN

- Presentation and update to the Board of Directors of the United Church of Christ.

- Anticipated presentation and update to the Council of Conference Ministers’

- Intentional outreach to seminary alumni departments.
Fifth Business Session
Friday, March 9, 2018
(6:30 PM)

Call to Order
Traci Blackmon Conversation with the Board
Evening Prayer/Recess
Traci Blackmon
Conversation with the Board
<table>
<thead>
<tr>
<th>Local Church Ministries (LCM)</th>
<th>Justice &amp; Local Church Ministries (JWM)</th>
<th>Church Building and Loans (CBLF)</th>
<th>Faith Forming Products/Publications</th>
</tr>
</thead>
<tbody>
<tr>
<td>The hands, feet, and heart of the UCC and the primary conduit between the national setting, the ministries of the local church, the communities we serve, and the public square.</td>
<td>Proclaims the public narrative of what it means to be disciples of Christ and “enfleshes” what the wider church discerns to be faithfulness to the Gospel.</td>
<td>Promotes faithful stewardship in churches, associations, conferences, and affiliate organizations through asset mapping, financial literacy, leadership development, and mission-based loans.</td>
<td>Document and disseminate theologically grounding documents that educate and bear public witness to the ethos of the United Church of Christ.</td>
</tr>
</tbody>
</table>

**Justice & Local Church Ministries**
What is JUSTICE?

JUSTICE IS WHAT LOVE LOOKS LIKE IN PUBLIC - Dr. Cornel West

- Mishpat
- Tsedeq
- Dikaiosyne
- Shalom
HOW DO WE LIVE THIS OUT?

HE TOLD YOU, O MORTAL, WHAT IS GOOD; AND WHAT DOES THE LORD REQUIRE OF YOU BUT TO DO JUSTICE, LOVE KINDNESS, AND TO WALK HUMBLY WITH YOUR GOD?

MICAH 6:8
Rev. Dr. Velda Love
Minister of Racial Justice
Position Open
(Interviews Next Week)

Economic Justice
Rev. Dr. Brooks Berndt
Minister for Creation Justice
Advocacy

Sandy Sorenson - Director
Micheal Nueroth
Jessie Palatucci
Katie Adams
Jason Wilson

our faith / our vote

I’m a WITNESS for JUSTICE!

I’m a WITNESS for JUSTICE!
Michael Schuenemeyer
Minister of Health & Wholeness
Executive Director of UCAN

Amy Johnson
Arthur Butler
Elivette Mendez Angulo

Liaison - Disabilities Ministry
Ministry Health Network

Health & Wholeness

We welcome ALL Boy Scouts!
HOW DO WE OPERATIONALIZE THIS?
WE ARE A TEAM!

Rev. Bentley DeBardeleben - Executive Associate
Denise Pittman - Executive Assistant
Alegra Martin - Administrative Assistant/Cleveland
Jennifer White - Administrative Assistant/Faith Formation & CASA
Suanne Breen - Administrative Assistant/DC
Jesse Palatucci - Communication Strategist
Kathleen Sattler - Administrative Assistant/MESA
Connie Larkin - Communications
Robert Lormor - Videographer
HOW DO WE HELP TELL THE STORY?

JPANet

THE PILGRIM PRESS

KEEPING YOU POSTED KYP

UNITED CHURCH OF CHRIST

WHITE PRIVILEGE let's talk

CURRICULUM COMING SOON

ECUMENICAL ADVOCACY DAYS
A WORLD UPROOTED | APRIL 20-23

PODCAST for a JUST WORLD

Stillspeaking Daily Devotionals
HOW DO WE WEAR THE STORY?

UCC FRONTLINE FAITH PRODUCT LINE
PRIEST

PROPHET

QUEEN/KING

SAGE

PROXIMITY & PRESENCE

POLITICAL PARTICIPATION

PUBLIC POLICY

PRAYER & SPIRITUAL PRACTICES
MAJOR PROJECTS ON THE HORIZON

- Sacred Conversations to END Racism (March 2018)
- Completion of Manual on Ministry (2018)
- Manual on Church
- Book of Worship
- Hymnal Revision
- Justice Lectionary
Innovation and Inspiration: WHAT’S NEW IN THE UCC?!

An overview of the innovation of the UCC granting process for the New and Renewing Spiritual Communities grant from Local Church Ministries, and stories of common inspiration through the themes shown in the applications and grantees.
Applications Received

• 40% of applications were from self-identified communities of color, 13.3% reflecting multi-racial multicultural communities.

• 25% of applicants listed an endowment >$200,000 associated with their project. Of this 25%, half or 50% articulated actively investing in their own vision.

• 35% of the applications were from areas that are rural or suburban; 65% from urban settings.
WHAT’S NEW: THEMES

<table>
<thead>
<tr>
<th>Themes across applications</th>
<th>% of ministries reflecting this theme</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specific articulation of Queer support</td>
<td>65%</td>
</tr>
<tr>
<td>Religious healing/making new religious home</td>
<td>51.67%</td>
</tr>
<tr>
<td>NOT focused on Sunday morning</td>
<td>23.33%</td>
</tr>
<tr>
<td>Interfaith aspects</td>
<td>20.05%</td>
</tr>
<tr>
<td>Missional organization connected to a church</td>
<td>20%</td>
</tr>
<tr>
<td>Food justice</td>
<td>18.33%</td>
</tr>
<tr>
<td>Digital and/or online ministries</td>
<td>16.67%</td>
</tr>
<tr>
<td>Specific focus on youth/children</td>
<td>11.67%</td>
</tr>
<tr>
<td>Focus on homelessness and/or ending poverty</td>
<td>10%</td>
</tr>
<tr>
<td>Bilingual</td>
<td>8.33%</td>
</tr>
<tr>
<td>Focus on small groups</td>
<td>6.67%</td>
</tr>
<tr>
<td>Storytelling</td>
<td>6.67%</td>
</tr>
<tr>
<td>Explicit activism and community organizing</td>
<td>5%</td>
</tr>
<tr>
<td>Specific focus on Native/Indigenous support</td>
<td>5%</td>
</tr>
<tr>
<td>Bar-based ministry</td>
<td>5%</td>
</tr>
<tr>
<td>Revitalizing Sunday worship</td>
<td>5%</td>
</tr>
</tbody>
</table>
THE CENTER FOR SUSTAINABLE JUSTICE AT LYNDALE UCC IS AN ENGAGING MINISTRY of the United Church of Christ, supported by the Strengthen the Church offering!

THE CENTER FOR SUSTAINABLE JUSTICE is a justice coalition of Lyndale UCC, engaging and curating the intersectional social movements of Minneapolis, MN.

LEARN MORE at ucc.org/whatsnew
PARABLES: ALL ABILITIES INCLUSION WORSHIP IS AN ENGAGING MINISTRY of the United Church of Christ, supported by the Strengthen the Church offering!

A worship experience of Chelsea First Congregational in Michigan centering people living with disabilities

LEARN MORE at ucc.org/whatsnew
full report text available: ucc.org/whatsnew
HEALTH AND WHOLENESS ADVOCACY
Justice and Local Church Ministries
United Church of Christ

Health and Wholeness Advocacy
- Human sexuality
  - Sexuality education
  - Sexual orientation
  - Gender identity and expression
- HIV & AIDS
- Serving as the national staff liaison to
  - UCC Open and Affirming Coalition
  - Faith Community Nurses
  - Disabilities Ministries
  - Mental Health
  - UCC Scouting Working Group

Sexuality Education
"To offer sexuality education in a congregation is to acknowledge that human sexuality is simply too important, too beautiful and too potentially dangerous to be ignored in a religious community."
- Rev. Lena Breen

Health and Wholeness Advocacy
Mike Schuenemeyer
Executive
Cleveland, OH

Elly Mendez Angulo
National Coordinator
Proyecto Encuentros de Gracias y Bienvenidas
Franklin Center
Bricks, NC

Arthur Butler
National Coordinator
Framework for Dialogue
Albany, NY

Amy Johnson
National Coordinator
Our Whole Lives
Seattle, WA
Our Whole Lives/Sexuality and Our Faith

Our Whole Lives (OWL) – sexuality education curricula

- Children - grades K-1 and grades 4-6
- Youth - grades 7-9 and grades 10-12
- Adults - young adult and adult
  an older adult curriculum is in production to be published later this year

Sexuality and Our Faith (SOF) – a companion to Our Whole Lives

- Provides theological relevance to what is taught in each level of Our Whole Lives.
- Offers scriptures, prayers, songs, and litanies

We partner with the Unitarian Universalist Association

- History of co-development since the early 1990’s
- 2016 - Memorandum of Understanding established
- Curriculum development and revisions
  - In the past few years we have revised the 7-9 grades and
  - About a year ago we released a revision of 4-6 grades
  - We are currently revising the 10-12 grades
  - And a new Older Adult level is due out soon, scheduled for later this year

OWL/SOF Facilitator Trainings

- 60 and 70 trainings offered per year
  - 1,000 facilitators
  - Growth in UCC numbers/Most are UUA
  - About 5% UCC churches use OWL/SOF
  - About 50% UUA churches use OWL/SOF
  - Some from community organizations and other denominations
- Goal: to increase the number of UCC local churches using OWL/SOF.
  - OWL Working Group

ucc.org/owl

Amy Johnson, National Coordinator
216.736.3718
johnsona@ucc.org

part time – 80 hours/month
Global Connections

OWL/SOF in the Philippines
- UCC Philippines
- NCC Philippines

World Council of Churches
- Reference Group on Human Sexuality
  - Ecumenical Study Document
  - Warsha/Workshop: “Churches say no to homophobic violence”

Ecumenical Advocacy Alliance (EAA) HIV Strategy Group
- An ecumenical initiative of the WCC to increase faith engagement in HIV response.
- Global coordinating group for faith responses to HIV, partnering with
  - UNAIDS, PEPFAR, Global Network of People Living with HIV (GNP+), the Global Fund, the Medicines Patent Pool

Framework for Dialogue
- People living with HIV
- Religious leaders

Joint Action
- Increase faith engagement in HIV response
- Reduce and eliminate HIV-related stigma

Dialogue centerpiece – evidence
- Stigma Index, a research tool for measuring the experience of HIV-related stigma

UCAN is the lead organization for the Framework for Dialogue in the U.S.
- Grant funded, including UCC’s Genesis Fund and AIDS United

Project will:
- Organize dialogues
  - Detroit Metro
  - New Orleans/Baton Rouge, Louisiana
- New Jersey
- Develop a Framework for Dialogue toolkit for use by houses of worship across the U.S.
Proyecto Encuentros de Gracia y Bienvenida

- An intentional bilingual outreach with the Latinx community in the UCC and beyond.
- Funded through a generous grant from the E. Rhodes and Leona B. Carpenter Foundation.
- Grounded in UCC Open and Affirming values.

Proyecto Encuentros seeks to:
- Build relationships,
- Learn together,
- Develop bilingual resources, and
- Engage in prayerful dialogue regarding sexual orientation, love and family.

Rev. Elly Mendez Angulo
216.736.3716
proyectobienvenida@ucc.org

[part time temporary – 80hrs/month]

Proyecto Highlights

- Hosted the memorial quilt from the Pulse Nightclub shooting at the UCC Open and Affirming Gathering and General Synod 30 last summer.
- Developed and shared a workshop on intersectionality called, “Identity Bowling”
- Led a workshop for people affected by hurricane Maria in Puerto Rico at the Creating Change conference in Washington DC.
- Blog with a variety of Latinx writers
- Active social media presence on Facebook.
HEALTH AND WHOLESNESS ADVOCACY
Justice and Local Church Ministries
United Church of Christ

a just world for all
Many of you may already know that I have announced publicly my plans to retire as president of United Church Funds (UCF) at the end of June 2019. This early announcement will give the UCF Board of Directors sufficient time to establish a process to search for my successor. The UCF Board has appointed a search committee that is currently deciding on a search firm to assist in the search. At the time of my retirement next year, I will have worked for UCF nearly 30 years, 28 of which I have been its president (and was also treasurer of the Pension Boards—United Church of Christ for 14 of those years).

For my report to the United Church of Christ Board of Directors, I want to share highlights of 2017.

**Investment Performance**

- UCF leveraged three avenues to generate performance that beat several fund indices in 2017. One major theme was our decision to favor equities over fixed income in UCF balanced funds. We also emphasized emerging markets versus U.S. equities in UCF equity funds. UCF also reaped the benefit of our active managers’ (stock pickers) selection of stocks from around the globe. This performance, which benefitted the UCC investments with UCF, put many of our balanced funds in the top 20% of a universe of peer funds.

- Green or sustainable bonds comprise 19.5% of the Fixed Income Fund, and 20% of the Beyond Fossil Fuels Balanced Fund invests in green or sustainable bonds as of December 31, 2017.

- In November 2017, the Beyond Fossil Fuel Funds (BFF) – the Beyond Fossil Fuels Fund and Beyond Fossil Fuels Balanced Fund – celebrated their third anniversary. For the three-year period ending December 31, 2017, the Beyond Fossil Fuels Fund had an annual average return of 11.44% beating its benchmark of 10.80%.

**Social Responsibility**

Since most of UCC’s investment are invested with UCF, the following comments show how the UCC investment policy is implemented through UCF’s social responsibility activities.

- UCF joined over 1,000 U.S. mayors, corporate leaders, investors, and colleges, creating the broadest cross-section of the American economy heretofore assembled in pursuit of climate action.

- UCF is one of a small group of lead filers with pharmaceutical companies seeking better executive compensation disclosures as it relates to pharmaceutical price increases.
Together with members of Investors for Opioid Accountability (IOA), a coalition of 30 treasurers, asset managers, faith-based, public and labor funds with over $1.3 trillion in assets, UCF is co-filing multiple shareholder proposals on board oversight of business risks related to opioids.

UCF continued the conversation on fair and non-predatory lending practices with Wells Fargo.

UCF participated in over 30 corporate engagements involving environmental, social and governance issues

UCF voted at 705 corporate (US) annual meetings according to our socially responsible proxy voting policies

UCF voted at 550 corporate (international) annual meetings according to our socially responsible proxy voting policies

Seven out of 10 of our equity and fixed income investment managers are signatories of the Principles for Responsible Investment, as is UCF

UCF and UCC voted in 2017 to modernize exclusionary screens by rectifying its responsible investment process with “Still Speaking Faith”. The new screens are being implemented in the first three months of 2018.

Existing Screens Being Continued:
- Coal and Tar Sands Oil
- Tobacco
- Occupied Territories
- Military Weapons
- Nuclear Weapons

New Screens:
- Firearms
- Private Prison Operators
- Human Rights
- Environmental Impact

Planned Giving

For the last three years, UCF has been assuming responsibility for the promotion of Planned Giving in the UCC. With the retirement of Lynne Hansen at the end of 2017, UCF has also fully assumed the administration of planned gifts, in addition to its long-time management of the Planned Giving program (and serving as the fiscal agent for the program).

UCF, in collaboration with the UCC, launched a Planned Giving Microsite, designed exclusively for the churches and ministries of the UCC. The Microsite provides the educational resources and marketing tools necessary to build a successful Planned Giving program at the local setting. Visit www.ucfmicrosites.com to learn more.
 Churches and ministries whose microsites are live:

- Back Bay Mission
- Chicago Theological Seminary
- Plymouth Fort Collins, Colorado
- Plymouth Lawrence, Kansas

Microsites in development:

- University Congregational UCC
- Minnesota Conference

Donald G. Hart
President
Dear UCCB Colleagues:

I have just returned from the 2018 CHHSM Annual gathering in St. Louis. There were so many highlights but I will share just a few. Our German partners from Diakonie – Rheinland, Westpalia, Lippe joined us for a one week visit to the area. They toured our member ministries for three full days and then attended the Annual Gathering. They offered a plenary session on health and human service ministries in Germany which explained their payment systems and scope of services. This exchange is becoming very robust and we are exploring the creation of an exchange program for seminary or college students to serve as interns. During our time together we also consecrated the brand new Deaconess Center for Child Well-being with our own GMP, John Dorhauer. The meeting’s theme was advocacy and we held a number of workshops related to that theme. One of them was led by Sandy Sorenson from the DC office. Starsky Wilson led us in a session that encouraged folks to take what they learned in our workshops and put those teachings into action. Our 2019 Annual Gathering will be in Chicago from Tuesday through Thursday, March 5-7.

Earlier this week, I was pleased to sponsor a Council of Conference Ministers Luncheon where I shared many details about CHHSM’s structure, membership, statistical data and programs and services. I am hopeful that a greater understanding of our connections will lead to more interactions and exchanges between our conferences and health and human service ministries.

We have recently experienced significant Board member turnover due to retirements and term limits. The great news is that we added Rev. Monica Dawkins-Smith, Rev. Chad Abbott, Sandy Sorenson and Rev. Kathryn Kuhn to our Board. It will be an exciting time as we open ourselves to new ideas as we move our Strategic Plan from words into action!

We are looking at a busy year as we work on another curriculum related to working with the aging population in our congregations, crafting a General Synod resolution in response to the opioid crisis, visiting our Waldensian partners in Italy for the 50th anniversary of the Evangelical Hospital of Naples – Betania, energize our regional and affinity groups to meet and take action, and respond to the Three Great Loves initiative.

Ryder Memorial Hospital is not currently a CHHSM member. This issue has come up a number of times and there seems to be some confusion about why this happened. I was at CHHSM when this changed but was not a part of the discussion. There may be an interest and a need for them to reaffiliate and I am open to conversations leading to that possibility.

Our 2018-2019 Nollau Institute Leadership class is beginning in April. There is still time (and a couple slots remain) to register for this year long servant leadership program. We have had participation from
local Church pastors, Conference staff, national staff and lay leaders from across the country in addition to our member organizations’ employees. Anyone who seeks additional discernment and study around servant leadership and faith-based ministry is welcome to attend. All of the information is available at www.chhsm.org. We have also launched Nollau To You, a one-day distillation of this year long program, where we deliver abbreviated content, training and conversation in our member ministry settings. This allows us to deliver our expertise in leadership formation to a larger audience of all levels of team members throughout an organization.

CHHSM Membership is always dynamic and we just welcomed The Institute for Family Medicine (St. Louis) and United Church Outreach Ministry (UCOM) (Grand Rapids) to be a part of the family. Additionally, we are seeing quite a large number of executive retirements that will lead to transitions of leadership at our member ministries. This is always a time of concern as new leaders may not be as committed to or aware of the faith-based heritage that many hold dear. Please continue to send me information about the health and human service ministries you come across that might benefit from CHHSM membership.

Again, I encourage you to visit www.chhsm.org to look around and to sign up for our monthly electronic newsletter, “Diakonie”. I remain grateful for my call to the ministry of CHHSM and for all of you whose leadership in the UCC and with this board are so vital to shaping the future of our beloved denomination.

Safe travels to all. Peace and Blessings for a great UCC Board meeting experience.

Mike
Thursday, March 8, 2018

9:00 AM – 11:30 AM  Executive Committee
(Marriott – Cuyahoga)

10:00 AM – 1:00 PM  Registration
(Marriott – County Ballroom- Pre-Function)

11:30 AM – 12:00 PM  Opening Worship
(Marriott – Erie)

12:00 PM – 3:00PM  Member Lunch Meeting w/CCM
(Marriott – Rockefeller)

Staff Lunch
(Salon D)
Board of Directors
March 8-10, 2018
Marriott Cleveland Airport

UNITED CHURCH OF CHRIST
First Business Session
Thursday, March 8, 2018
(3:15 PM – 5:00 PM)

Call to Order
Declaration of a Quorum
Approval of the Agenda
Approval of Consent Agenda
Opening Remarks by the Chair
Opening Presentation by General Minister and President
Call to Order

Declaration of a Quorum
Reading of the Behavioral Covenant
Behavioral Covenant

• Seeking to be faithful together, we covenant with one another to be attentive to these guidelines as we make decisions for our faith community. In a spirit of trust and love, we will:
  • Listen before answering
  • Treat each other respectfully so as to build trust, believing that we all desire to be faithful to Jesus the Christ
  • We will keep our conversations and communications open for honest exchange
  • We will not ask questions or make statements in a way which will intimidate or judge others Listen.
Listen. Listen. Listen.
• We will try not to formulate what we want to say while someone else is speaking
• Welcome and regard each other as equals with our own unique gifts and graces
• We will seek clarification if needed

Speak the truth in love
• Be open to new learnings from various perspectives
• Share our concerns in a spirit of love and respect in keeping with Jesus’ teaching
• Focus on ideas and suggestions instead of questioning people’s motives, intelligence, or integrity
• Speak for ourselves only, expressing our own thoughts and feelings, referring to our experiences. We will avoid broad generalizations.
Maintain the unity of the spirit in the bond of peace

• Seek to stay in community with each other though the discussion may be vigorous or full of tension
• We will be ready to forgive and be forgiven
• We will include those who should be involved in discussions even if we disagree with them
• Support and abide by the decision of the majority even if we disagree with it, and if we disagree with it and wish to change it work for that change in ways which are consistent with these guidelines
• Include our disagreements in our prayers, not praying for the triumph of our viewpoints, but seeking God’s grace to listen attentively, to speak clearly, and to remain open to the vision God holds for us all.
• Approval of the Agenda
• Approval of the Consent Agenda
Opening Remarks

Frank Bolden - Chair
Executive Minister Search Committee

• Alice Hunt – Chair
• Cameron Barr
• Caroline Belsom
• John Dorhauer
• Darrell Goodwin
• Nadyne Guzman
• David Nelson
• Inez Reid
• Diane Weible
Re-nomination Committee

• Frank Bolden – Chair
• Maritza Angulo de Gonzalez
• Aisha Brown
• Dennis Coy
• John Folk
• Kevin Graham
• Penny Lowes
• Keith Mills
Ministry Committee

- Traci Blackmon
- Timothy Hachfeld
- Wesley Hurt
- Kevin Peterson
- Yesenia Sanchez
- Carol Shipley
- Hannah Snyder Samuelson
- John Vertigan
Opening Presentation
General Minister and President
(Document Posted to BoardMax 03/08/2018)

John C. Dorhauer - GMP
5:15 PM
Member/Staff Dinner (Rockefeller)
Investment and Endowment Committee Working Dinner (Salon D)

6:15 PM
Second Business Session
Second Business Session
Thursday, March 8, 2018
(6:15 PM – 7:30 PM)

Call to Order
Covenantal Framework for Giving

7:30 PM – 8:00 PM - Executive Session
• Investment Proposal /Request
Call to Order

Frank Bolden - Chair
Covenantal Framework for Giving

(See presentation by Cheryl Williams)
Thank you!
Executive Session
Investment Proposal/Request
Evening Prayer/Recess
Friday, March 9, 2018

7:30 AM – Breakfast (Rockefeller)
8:30 AM – 9:30 AM – Committees in Session
• Governance (Salon D)
• Development (Salon B)
• Finance and Budget (Salon C)
• Audit (Salon A)

9:45 AM – 10:00AM – Opening Prayer (Rockefeller)

10:00 AM – Third Business Session
Third Business Session
Friday, March 9, 2018
(10:00 AM – 12:00PM)

Call to Order
Report from the Governance Committee
Report from the Finance and Budget Committee
Finance and Budget Presentation and Analysis
Call to Order

Frank Bolden - Chair
Report from the Governance Committee

Caroline Belsom
Governance Committee

VOTES
Governance Committee – Vote 1

The Governance Committee recommends ......

(Vote to be read by Committee Chair, Caroline Belsom)
Governance Committee – Vote 2

The Governance Committee recommends that the United Church of Christ Board of Directors adopts the proposed amendments to the United Church of Christ Board of Directors Standing Rules.
Governance Committee – Vote 3

The Governance Committee recommends that the United Church of Christ Board of Directors adopts the UCCB Policy on Conference Mergers.
Report from the Finance and Budget Committee

Bob Frieberg
Finance and Budget Committee

VOTES
The Finance & Budget Committee recommends that the United Church of Christ Board approve the following rates by zone to be used in the calculation for the 2019 Conference Delegate travel pool as follows:

- 0 – 499 Miles: $0.08
- 500 – 999 Miles: $0.11
- 1,000 + miles: $0.14
- Hawaii Conference: $1,273 per voting delegate
The Finance & Budget Committee recommends that the United Church of Christ Board approve the revised General Synod 32 budget of $1,310,560.
The Finance & Budget Committee recommend that the United Church of Christ Board approve the guarantee for the existing Line of Credit with Key Bank.
Finance and Budget
Presentation and Analysis
12:15 PM – 1:15 PM
Member/Staff Lunch (Rockefeller)

1:30 PM – 3:30 PM
Fourth Business Session
Fourth Business Session
Friday, March 9, 2018
(1:30 PM – 3:30 PM)

Call to Order
Jim Moos Conversation with the Board
Report of the Investment and Endowment Committee
Pension Board Q&A
Call to Order

Frank Bolden - Chair
Jim Moos
Conversation with the Board
Report from the
Investment and Endowment Committee

David Nelson
Investment and Endowment Committee
VOTES
The Investment and Endowment Committee rescinds its previous draw rate policy vote from October 2014. Further, the Investment & Endowment Committee adopts a maximum annual draw rate policy of 4.75% for budget year 2019 and thereafter and recommends that the United Church of Christ Board accept the new draw rate policy.
The Investment and Endowment Committee recommends that the United Church of Christ Board of Directors designate the proceeds from the sale of property located at 941 Babbitt Road, Euclid, Ohio for the same purposes as the temporarily restricted fund of the Shaping our Future Campaign. This fund supports the Shaping our Future initiatives in addition to offsetting operating expenses associated with this campaign.
3:30 PM – 5:00 PM - Committees in Session
  • Ministry Committee (Salon C)
  • Marketing Committee (Salon D)

5:15 PM – 6:15PM
  Dinner (Rockefeller)

6:30 PM
  Fifth Business Session
Fifth Business Session
Friday, March 9, 2018
(6:30 PM)

Call to Order
Traci Blackmon Conversation with the Board
Evening Prayer/Recess
Traci Blackmon
Conversation with the Board
Evening Prayer/Recess
Saturday, March 10, 2018
7:30 AM – 8:15 AM Breakfast (Rockefeller)
8:30 AM – 9:00 AM Closing Worship (Erie)
9:10 AM – Sixth Business Session
Sixth Business Session
Saturday, March 10, 2018
(9:10 AM – 12:00 PM)

Call to Order
Report from the Marketing Committee
Report from the General Synod Program and Planning Committee
Report from the Audit Committee
Report from the Development Committee
Report from the Ministry Committee
Q & A – United Church Funds
Q & A – Council for Health and Human Services Ministry
Strategic Directors and Next Steps
Evaluation of the Meeting
Order of the Day/Adjourn
Call to Order

Frank Bolden - Chair
Report from the
Marketing Committee

Darrell Goodwin
Report from the General Synod
Program and Planning Committee

Norman Williams - Moderator
Report from the Audit Committee

Inez Reid
Report from the
Development Committee

Dick Harter
From the Development Committee:

Your Development Committee, responding to the timeline suggested in the Giving Task Force report and to the hopes and concerns of both the Board and the CCM, will be increasing its work significantly over the next six months by meeting multiple times between now and Sept. 2018. We will invite several Conference Ministers designated by the CCM to join us in a series of meetings focusing on opportunities and challenges in implementing the report. Through careful listening and creative imagination, we will pay special attention to education and discussion around our covenantal relationships, capacity-building across our settings, and troubleshooting problems as they arise. We undertake this collaborative process between the board, CCM, and staff to strengthen trust across the Church. Your Development Committee will bring a report on our discussions and what has been accomplished to CCM in September and this Board in October. At that time we will evaluate how best to continue the implementation work in the future.
Report from the Ministry Committee
United Church Funds

Q&A
Strategic Directions and Next Steps
Please remember to return your name badges on the back table before leaving.

Fall Meeting Dates
Thursday, October 18 – Saturday, October 20, 2018

Hilton Garden Inn Downtown
Cleveland, Ohio