

**FOR APPROVAL OF THE MEMBERSHIP
MINUTES OF THE UNITED CHURCH OF CHRIST
BOARD OF DIRECTORS**

**MARCH 13-15, 2014
THE HILTON GARDEN INN
CLEVELAND, OHIO**

CALL TO ORDER AND DECLARATION OF QUORUM

The first business session was called to order by the Chair, Mr. Bernard Wilson, presiding, the time being 2:00 PM EDT, Thursday, March 13, 2014.

Acting on the advice of the Registrar, Ms. Denise Shimell, Mr. Wilson declared a quorum present. (48 members present, 4 excused)

Members Present: Ms. Maritza Angulo de Gonzalez, Ms. Sue Artt, Ms. Pat Barnes-McConnell, Ms. Joyce Bathke, Ms. Caroline Belsom, Mr. Geoffrey Black, Mr. Frank Bolden, Ms. Dale Bonds, Mr. Geoffrey Brace, Ms. Faith Burgess, Mr. Robbie Carlson, Mr. Tom Croner, Ms. Sheldon Culver, Mr. Edward Davis, Mr. Mike Denton, Mr. Michael Downs, Mr. William Edwards, Mr. Robert (Bob) Frieberg, Mr. David Gaewski, Mr. Gilberto Garcia-Rodriguez, Mr. J. Bennett Guess, Mr. Don Hart, Ms. Emily Heath, Mr. Brian Holeman, Ms. M. Linda Jaramillo, Mr. Noah Jensen Tabor, Mr. Nesa Joseph, Ms. Julia LeBrell, Ms. DeEtte (Dee) Lundberg, Ms. Thea Mateu, Mr. Jim Moos, Mr. Kevin Omi, Mr. Ron Patterson, Mr. Kevin Peterson, Ms. Christina Phillips, Mr. Rich Pleva, Mr. Ernesto (Ernie) Reyes, Mr. Gary Schulte, Ms. Carol Shipley, Mr. Bryan Sickbert, Mr. Nevan Strobelt-McCann, Mr. William Tanner, Ms. Jeanne Tyler, Mr. Dean Wakuzawa, Ms. Elizabeth Walker, Mr. Bernard Wilson, Ms. Kimberly Wood

Members Not Present: Ms. Lynda Bigler, Mr. Kevin Finley, Ms. Kira Geary, Ms. Roxanne Gould and Mr. Dwayne Royster

General Minister and President, Mr. Geoffrey Black, provided the invocation.

ADOPTION OF THE BEHAVIORAL COVENANT WITH AMENDED CHANGES

Mr. Wilson noted concerns expressed by some members of the Board following the fall Board Meeting, pertaining to the adopted language to the "Behavioral Covenant." There is language in the Behavioral Covenant members feel may be too corporate and negative. The Executive Committee heard these comments and offered a revised version of the April covenant for adoption. The new version was then displayed.

Mr. Wilson called for approval of the amended Behavioral Covenant. It was moved and seconded, and;

It was VOTED

14-03-UCCB-01 to adopt the Behavioral Covenant with the amended changes.

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:

- 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.

- 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 in truth and 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

Mr. Wilson invited the membership to approve the printed agenda. It was moved and seconded, and;

It was VOTED

14-03-UCCB-02 to approve the agenda.

APPROVAL OF CONSENT AGENDA

Mr. Wilson called for a motion to approve the Consent Agenda containing the following four items:

- a. The routine amendment to the Bylaws of the corporation of UCAN,
- b. The approval of the October, 2013 minutes of the Board of Directors,

- c. January, 2014 minutes of the Board of Directors,
- d. The granting of voice without vote to staff of the Board of Directors and others making various presentations to the Board of Directors.

It was moved and seconded, and;

It was VOTED

14-03-UCCB-03 to approve the Consent Agenda.

Mr. Wilson outlined the agenda that would be covered during this session that included the Board's adoption last fall of the Collegium's plan for fiscal stability that deals with the \$2.4 million deficit. He then noted the three components of the discussion: The report of the General Minister and President, the report of the Collegium of Officers, including the initial findings of the organizational consultants, the report from the Investment and Endowment Committee regarding its work over the past six months, and a discussion by the membership regarding the draw rates. He then invited Mr. Black to give his report.

REPORT OF THE GENERAL MINISTER AND PRESIDENT

Mr. Black began his report with a small theological reflection that named the Board gathering as a "gathering of the Church." "A gathering that purposes itself to advance God's mission in the world, and share the cost and joy of discipleship." He challenged Board members to focus on God who has called them into being and into discipleship of the Church. It is about God and responding about the work that God is engaging everyone to do. He followed by giving thanks to Board members who are seen as faithful and faith filled volunteers, giving freely of their time.

Mr. Black mentioned that during their sessions, committees would hear about work that staff and colleagues have done since the fall meeting. He then went on to give a brief review of his work and travels since the fall meeting that included:

- The meeting of the World Council of Churches meeting in Busan, South Korea, in which 20 UCCers were engaged,
- The gathering of folk here in Cleveland for the Jazz for the Journey event,
- Attended first meeting of the reconstituted National Council of Churches Board of Directors,
- Visited local churches,
- Attended United Church Funds Board Meeting,
- Accompanied Ms. Linda Jaramillo and Mr. Jim Moos at the conference on Creating Change,
- Both he and Mr. Ben Guess went to North Carolina to participate in the Moral March,
- Attended a meeting and first consultation with the United Church of Canada,
- Attended a meeting with the Collegiate Churches of New York City,
- Participated in a retreat with conference ministers.

Mr. Black noted the farewell to the former executive of the Insurance Board, Ms. Kathy Green and the welcome of the new executive, Mr. Timothy S. Harris. He then talked about the focus on the relationship initiated with Dudley Hamilton Consulting group, which has been engaged to work on the organizational change and fiscal responsibility of the National Church. This has been intensive work with broad implications that is about more than making rapid decisions to cut costs. Decisions that are made in the coming months will affect the entire United Church of Christ and beyond. A major aspect of the decision making task is to consult with a broad range of stakeholders. Consultation means naming the concern and listening to stakeholders from their respective vantage points, so they can contribute to the outcome.

It is clear that ministerial functions are important, but there are many other concerns. There will be additional follow up with stakeholders, before reaching a decision. The Church is embarking on major changes, it's not about one thing. It is multilayered in a multi-complex organization. This is the first time that this setting of the Church has done this kind of in depth consultation with others within the UCC. But this time has been the most comprehensive process that includes stakeholders. It is truly substantial and will help to reshape the ministry and mission of the Church.

Now is the time for thoughtful strategic change. It is time for leadership to take an all encompassing look at resources. It is time to launch a new financial development department that has a result focus. It is time to search deeply to determine the next steps. Ongoing support and guidance of this Board is needed, along with companionship, leadership, wisdom, and prayer.

REPORT OF THE COLLEGIUM

Mr. Wilson called upon the Collegium of Officers to give their report.

The Collegium of Officers gave their presentation on the Organizational Transition and Financial Assessment of the National Setting. Documents were distributed to reference during the conversation.

Mr. Black referenced the report of the Collegium to the fall Board meeting relating to organizational transition and fiscal responsibility, October 10, 2013. The primary focus was on the financial status of the National Setting, but also included a glimpse of UCC history and organizational changes that became effective as of July 2, 2013. This report is intended to give an update on the process points that were presented in the October report under the heading "Casting the Vision for the Future." He then mentioned the process of selecting consultants and the nature of their work.

Ms. Jaramillo talked about the second commitment in the report, which is to consult conference ministers and other key stakeholders that includes national staff, to determine the impact of the National Setting and the essential functions and management systems of the wider church and to

identify opportunities and options for collaboration. To date, consultants have conducted interviews with 12 national staff members, nine conference ministers, two former UCC presidents, a General Synod moderator, and consultants Ms. Jackie McLemore and Mr. Christian Bradbury. They also conducted a vision session with the Mission Planning Council, and an open national staff input session was held the previous day in the Church House. There were over 50 staff members that were present. Surveys will be offered to staff members who were unable to attend that session.

The Conference Ministers retreat was designed to strengthen relationships, discuss common visions, and determine mission priorities of life together. There were themes that were landed on to cast some of those visions:

1. Quality and authentic relationships. Committing to building a flexible and stable structure. Committed to communicating in ways that facilitate openness and connection, and will remain spiritually grounded to live in the ambiguities of an open and flexible culture.
2. Experimentation with new ways of being and doing church. These are essential to the United Church of Christ. Committed to support the gathering of geographical partners from conferences and associations and the National Setting, to explore innovative ministries together.
3. Agreed to form two small working groups that include national staff and conference settings to engage the following explorations:
 - a. Explore the essential functions of conferences and associations that include the possibility of shared ministries across the region and other settings of the Church. These conversations will also include discussion around last General Synod's resolution on conference boundaries.
 - b. The second group will be a follow up to the discussions that led to unified governance structure. A group will be convened to explore the purpose and possibilities of the General Synod that include frequency, decision making, processes, delegate participation, financial support.

Ms. Jaramillo invited Board members to participate and volunteer for the work ahead. She then reminded the members of the core values of the continued testament, extravagant welcome, and changing lives, which have become common place in the life of this Church. She also reminded them of the Big Inspirational Goals that are the guiding inspirations.

Mr. Moos reported on the third dimension of Casting the Vision for the future proposal as outlined during the October Board meeting. That goal was to identify cost savings of over 2 million dollars to be implemented by the end of the 2014 budget year, with special consideration and care given to national staff. The budgeted deficit for 2014 is approximately \$2.3 million. To date the Collegium has identified a total of approximately \$1.38 million in reductions and additional income. Notice to all staff was issued on November 8, 2013 regarding reduction of 12 national staff positions. He acknowledged that some position openings due to retirement or resignations have not been filled. These reductions are not performance related, nor meant to minimize the significant contribution of staff's work to their ministry.

Cost reductions were also realized through other strategies, including review of program grants and contracts with outside vendors. Mr. Moos strongly expressed the full commitment to maintain vibrant ministry at the National Setting. A report on cost savings and additional revenue is available to the Board through a memorandum placed on the Board's website on January 22, 2014. The Collegium is in the process of identifying an additional cost savings of \$938,000 in additional revenue that will be in effect within the 2014 budget year.

Mr. Moos stated that the Collegium will rely on input from Conference Ministers, the UCC Board of Directors' Executive Committee, and organizational and fundraising consultants. Their feedback and assessment will include the essential functions of the National Setting, recommendations for management redesign options, potential opportunities for shared costs with other settings of the Church, revised OCWM pledge projections from conferences, potential income and potential income from foundation grant funders and other sources. The hope is to make decisions relating to the \$938,000 around mid-year, 2014.

Mr. Guess began his report by talking about raising additional monies. The fourth point in the Casting the Vision plan was to prepare a proposal for revenue enhancement that projects actual dollars needed and establishes numeric goals for each of the various strategies, strategies that will include the Board's involvement.

Mr. Guess updated the Board on the staff change in the Office of Philanthropy and Stewardship with the departure of Mr. Don Hill last November, as director. Mr. Hill left employment at the National Office to open a private fundraising consulting firm. The Collegium retained services of Fund Development Consultant Christian Bradbury to assist in assessment of team design, goal setting processes, and to support the work of the Board development committee. This work will bring together fundraising, grants, stewardship, planned giving, OCWM promotions and capital campaigns.

Thanks were given to Ms. Loey Powell who has provided leadership during this interim time in the Office of Philanthropy and Stewardship (OPS). The Collegium has revised the OPS director's job description. The search committee is comprised of the four Collegium members and Mr. Ron Patterson who chairs the Board's Development Committee, with guidance of Christian Bradbury and the Human Resources Director, Ms. Alisa Lewis. Interviews for the OPS director are scheduled for March 17th.

Individual and congregational directed giving is one of the areas where opportunities are seen for revenue enhancement for the National Setting. In 2013 there were \$306,000 in new gifts and intentions from approximately 71 donors of the Haystack Society, the new fundraising initiative in Wider Church Ministries. In Local Church Ministries, the Testimony Campaign received more than \$294,000 from 165 donors since it was launched last July at General Synod. Other individual giving beyond OCWM has remained steady. These figures do not include bequests. \$428,000 in gifts were received in 2013 to the UCC Annual Fund and other donor intended purposes directly supported the

operating budgets of the Covenanted Ministries, with Wider Church Ministries registering a slight increase in gifts last year. The 2013 gifts were slightly more than the 2012 receipts of \$417,000.

Mr. Guess encouraged the UCC Board of Directors to partner closely with the leadership of the Development Committee to work with the new director of the Office of Philanthropy and Stewardship and the Collegium to endorse strategies that include Board financial commitments and ongoing engagement in the identification of potential donors and best potential efforts.

Mr. Black referenced the part of the plan that called for recommended changes to the UCC Constitution and Bylaws that are related to ministry mandates and could include reduction of the number of persons who make up the Collegium of Officers. The General Synod requires a 90 day notice to consider proposed changes to the Constitution and Bylaws. Therefore, the United Church of Christ Board must act on any proposals by the spring of 2015. Two General Synods must receive recommendations and approval prior to their implementation. Nothing can take effect until following the 31st General Synod, in 2017. This would set the course of identifying the missional mandates for the National Setting of the Church is an appropriate function for the UCC Board of Directors in consultation with the Collegium of Officers. The Collegium requested the UCC Board of Directors formalize a process for determining the mandates for the National Setting by the fall of 2014. These are the points that the Collegium will present to the Board at its fall meeting.

Mr. Black invited Ms. Joyce Dudley to address the board with another phase of the reports.

Ms. Joyce Dudley, of Dudley Hamilton Consulting, greeted the Board and began her report. She proceeded to give a high level review of what the consultants are asked to do, how they will approach this work, some of the initial observations, what to expect from them, and what the expected outcome may be.

The consultants have been called to support and direct the Collegium in aligning and operating in a more efficient and collaborative way. The three things that are important in doing that:

1. Refine more vision language, which is direction.
2. Clarify the role of the National Setting and its covenantal relationships.
3. Address the budget reduction issue.

Ms. Dudley talked about guiding principles, and how operations affect money. You must look at how resources are shared. People must also change with the system. This is referred to as change management. As leadership practices change, this may also influence resources. The entire process requires personal commitment, organizational investment, energy, engagement and excitement. A process not based and focused solely on deficit and loss, but on why.

Ms. Dudley continued with her report by sharing early observations of the work that the Collegium has done. The shift is now from deficit to abundance, and the Collegium set some things in motion before the consultants were hired. There is a wonderful vision document, but what it didn't have is where specifically that vision is headed. It implies it, but it isn't overt in it. The consultants work will be to begin the process with input from the Collegium and other stakeholders to move towards a clearer focus.

Coordination, communication and branding are other focuses. Things are coordinated, but not as a whole. There is a need for a more consistent system that will alleviate duplication.

There will be a new direction and the new direction means changing the paradigm. The consultants work is to help the national offices reframe some of the paradigms. Continued collaboration and execution is the key. Collaboration has to happen within the work.

Ms. Dudley invited the Board to take a look at what's happening at the National Setting to extract information and principles that can be used to connect to other areas of the Church, to help in change and transition practices.

In closing, Ms. Dudley shared these few key points:

- When the focus is solely on revenue cuts, you tend to overlook long term revenue generation, or other fund development ideas.
- When cutting budgets, you must be careful that you are not creating a culture of fear with staff members. You must work to create a healthy environment for each individual and the organization.
- You must also pay attention to the new energy and new perspectives that younger minds have to offer. Otherwise, they will come aboard and leave.
- There are high expectations of the UCC coming from other stakeholders to remain proactive, and not become reactive by resisting change. "Build the bridge while you work over it." You must discern where God is leading the UCC.

INVESTMENT AND ENDOWMENT COMMITTEE

Mr. Wilson called upon Ms. Carolyn Belsom to give the report of the Investment and Endowment Committee.

Ms. Belsom reported on the scope of the work of this committee that met for two hours earlier in the day. The Committee heard reports from the Cornerstone Fund President, Mr. Gordon Gilles, and the Chief Investment Officer of the Pension Board, Mr. David Klassen. During their meeting they also took a look at restricted and unrestricted funds. A particular look was taken at draws not taken by the Office of General Ministries (OGM). An internal decision was made to move ahead to authorize the Chief Financial Officer to make withdrawals as necessary.

Ms. Belsom noted another point of business relating to the area of restricted funds of the Donchian Fund. There is a recommendation coming out of the Investment and Endowment Committee to approve a request of \$185,451 from the Donchian Fund for the Armenian Missionary Association of America for church projects in Armenia at \$139,088.25 and \$46,362.75 for church and educational needs in Syria and Lebanon.

Ms. Belsom then moved for the United Church of Christ Board to approve the restricted funds disbursement.

Mr. Wilson stated that this motion came from committee and does not require a second. He then called for a vote.

It was VOTED:

UCCB-14-03-04

to approve the Restricted Funds Disbursement of \$185,451 from the Donchian Fund for the Armenian Missionary Association of America for church projects in Armenia (\$139,088.25) and for church and educational needs in Lebanon and Syria (\$46,362.75)

Ms. Belsom reported that in addition to taking that vote, the Committee discussed whether this vote should be taken annually. The Investment and Endowment Committee decided that a formal vote for income distribution of the Donchian Fund isn't necessary, but an annual reporting of distribution to the Committee will be required hereafter.

Ms. Belsom then turned the report to the spending rate as outlined in the Bylaws, authorizing the Investment and Endowment Committee to report and recommend an annual draw rate. This issue came up in the fall and the following actions and discussions have taken place by the Committee since November.

- Recommended that the Board authorize the 2014 draws be calculated using the former or existing Board policies of the covenanted ministries.
- Recommended that staff begin utilizing a 5-year moving average to calculate the draws effective with the 2015 budget year.
- Requested that the staff provide spending models utilizing the 4% and 5% draw rate as well as a secondary calculation utilizing an inflationary based spending cap. It was decided that the inflationary based spending cap, after reviewing the work done by staff, does not have a significant impact, so it was excluded from continued discussion.
- Requested that staff determine the impact if the draw rates were reduced from 5% to 4% first over a 5-year period, and do a similar calculation over a 10-year period.
- Discussion about the recent agreement with the Collegium to recommend what time frame would be preferable to be considered. The Collegium recommended that the discussion be revisited no later than the fall of 2015, with possible changes to be incorporated into the 2017 budget. The rationale for their recommendation included work that was already in progress on financial sustainability, staff morale, further work on determination of the right draw rate, policy and strategic planning and discussion on revenue enhancement.

- The three experts on investment finance (Mr. Edward Bedrosian, Mr. Mark Pathemer, and Ms. Yvette Wynn) that are seated on the Committee, offered to come up with recommendations for the Committee based solely on fiscal responsibility, narrowing the focus just to the finances. They would then come back with recommendations upon which the committee could base their discussions, to then make recommendations to the Board.
- There are expectations from the committee that there will be a report coming from the consultants in June and followed by the Investment and Endowment Committee possibly by the end of summer and there will be something ready to submit to the board meeting in October.
- Discussions arise out of any impact of changes that are recommended. That impact may be on an operational level, may impact ministerial decisions, and become much broader than the Investment and Endowment Committee.
- The average draw rate for 2014 is at 6.16%. The objective is to be at 5% across the ministries when the changes are made. The goal is to get recommendations to the Board for 2015. These budget implementation will have some effect and will be approved at General Synod for the 2016 budget.
- In reference to the 4% sustainable draw rate, the aforementioned experts from the Investment and Endowment Committee will take a look at the 5 or 10 year spread, and look at the various ways in which the 4% sustainable draw rate can happen and come back with recommendations to the committee to assist in making a final decision for the best course of action to make that recommendation to the board.
- The financial experts will take a look at draw rates and time frames and how to get to the best numbers for 2015, recognizing the strategies and activities that the Collegium currently have in place.
- Clarification that the \$2.4 million reductions were outlined for 2014, with the understanding that conversations would be done with other partners that would mean that the impact and realizations of the reductions may not be realized by the end of 2014.
- The agreed draw rate for the \$2.4 million reduction was approximately 6.4%, coming into 2013 unaudited at 6.2% which is a \$2.4 million deficit. It was budgeted at 6.8% on a combined basis for 2013. This includes all the accrued summer packages related to the reductions in force. The draw rate is approximately 6.4% or 6.5% for 2014.
- Based on projections, the impact of 1% in the draw rate from 5% to 4% is about \$1.6 million for 2015.
- \$1.3 million in adjustments have been made.

As the discussion following the Investment and Endowment Committee report concluded, Mr. Wilson instructed the Executive Committee to meet after this session to discuss, for clarification, some of the questions that were raised. He then shared that the Collegium will move forward with their work relating to the major reductions.

Mr. Wilson invited Mr. Black to share the vision of a project he and Mr. Wilson are working on.

AD HOC COMMITTEE REGARDING RESOLUTIONS AND CONFERENCE BOUNDARIES WORKING GROUP

Mr. Black reported on a proposal for creation of a working group to address sensitive issues that are raised by General Synod resolutions. There have been several instances where General Synod has generated resolutions that were cause for deep tension among various settings of the United Church of Christ, when adopted. Each were complex and difficult among constituency groups in divisive ways.

The current process for developing, debating and submitting resolutions is no longer serving the UCC's need. General Synod is not a forum prepared to sort through such complex issues and provide satisfactory resolution on behalf of the Church as a whole.

Mr. Black proposed a working group that can examine the process of submitting these complex and difficult resolutions and design a new way of bringing stakeholders to the table prior to Synod. A shared resolution would be constructed that would include equal concerns of all parties and demonstrate that there are multiple ways to address concerns for justice.

The outcome of the working group work will be piloting a revised process for the Thirtieth General Synod, and then revising the process and recommending changes to the Standing Rules at the Thirty-first General Synod.

The plan is for the working group to have three face to face meetings as well as conference calls for the remainder of its work. There are substantial commitments for funding for this process, and Mr. Black put the recommendation before the Board for affirmation and adoption to move forward.

Ms. Jaramillo added that the Governance Committee met a few weeks ago and has adopted changes to the Standing Rules that do call the UCC into some ways in which resolutions are formed and brought to General Synod. She then followed by asking how the level of intensity of resolutions will be determined?

Mr. Black answered Ms. Jaramillo's question by saying that it would be an intuitive process that can also be tested within the life of the Church on what a resolution might mean and how they might respond to it.

Ms. Jaramillo recommended a look at the document that was prepared by a group of people on the process for prophetic witness and prophetic ministry in the life of the Church. It would prove to be very helpful.

Ms. Jaramillo also shared that a comprehensive review has been done of all General Synod resolutions that have come to Justice and Witness Ministries over the past 13 years. There were 72 resolutions. The supporting paperwork can be very informative and helpful to this committee.

Mr. Tanner expressed concern that this group should not become a gate keeper to what resolutions would make it to General Synod, but expressed support for the process.

In response to a question raised by Mr. Denton relating to funding, Mr. Black noted that funding for this committee will come from the Strategic Initiatives budget line which can be used for work supporting the Church, along with possible funding from the other covenanted and affiliated ministries.

Ms. Wood questioned whether this effort should be tabled until the revisions are made to the Standing Rules. It seems unclear as to what the task of this committee will be. The proposed revisions could serve to define the role of this committee.

Ms. Jaramillo shared that background information was sent to the Governance Committee, along with an abbreviated form of the Standing Rules, that can guide the work of this group.

Question and answer with consultants:

Q: Mr. Frieberg inquired whether there are any end or accountability points in place for the work the consultants are doing.

A: Ms. Dudley responded by saying that between now and June recommendations and a plan will be submitted to the Collegium around how they will execute the process as outlined in the report. They were still collecting data as recently as the previous day. At that point there will be expected deliveries and expected outcomes. The process is expected to happen in stages, with a check in point around the three to four month mark. Also, through collaboration with the Collegium a timetable will be established to identify communication points.

Q: A comment was made that when talking about interviewing stakeholders, conversation seems to stall at the Conference Minister level, when some of the largest stakeholders are the Local Church, Board members and ministry partners. Will there be continued interviews to include them?

A: Ms. Dudley stated that there was conversation during the last Cabinet of Conference Ministers Retreat relating to the most efficient and effective way to have these conversations. It would prove beneficial for the Conference Ministers to assist with some of the data collection. It will be cost effective and will get the Conference Ministers more engaged in the process so that decisions can be made more collaboratively.

Mr. Frank Bolden delivered the blessing of the meal, and Mr. Wilson then declared the First Plenary of the United Church of Christ Board adjourned, the time being 4:15 PM EDT.

SECOND BUSINESS SESSION

The second business session was called to order by the Chair, Mr. Wilson, presiding, the time being 6:30 PM EDT, Thursday, March 13, 2014.

CONTINUING EDUCATION/DISCERNMENT-CORPORATE RESPONSIBILITY

Mr. Rick Walters began by sharing greetings via a video clip from his home church Coral Gables United Church of Christ. He gave his report on behalf of the Pension Boards and the United Church Foundation.

Mr. Walters talked about the movement of Church 2.0 to Church 3.0. He referenced the article by Mr. John Dorhauer, which talks about what the Church is leaving behind and moving toward. The article sums up the thoughts of many people. The concern is not with just the death of the institution, but the possible disappearance of the gospel that might die with it. If the Church dies, who will carry the good news forward?

In reference to Mr. Dorhauer's article, "The Blue Yarn, Church 3.0" Mr. Walters question to the board was, "who or what carries the good news forward of social justice with passion and commitment?" It's about bringing about real change to our environment, human rights, health and economic equality, in the context of an increasingly complex, global, interconnected, low carbon, multicultural world. There is also the need for prophetic imagination to see a new reality over and against the dominant culture of our day, a low carbon future economy where actualization of each of God's creatures is maximized into all that they can be and where everyone has enough to make the journey.

Mr. Dorhauer talked about how the Church is doing those things to make a change. It begins with corporate social responsibility as a faith based movement. One such movement was to address apartheid in South Africa, by asking shareholders to leave, leading to conversation with American companies in South Africa. This dialogue resulted in something called the Sullivan Principles. The Sullivan Principles desegregated the work place in South Africa. This also led to the shareholder movement.

Mr. Dorhauer talked about Mr. Timothy Smith who worked in the predecessor group of Justice and Witness Ministries, The Council for Social Action. He did on a much grander scale what Mr. Dorhauer thought about. Working with the National Council of Churches two organizations merged to make up the Interfaith Center on Corporate Responsibility (ICCR), which is still in operation today. The Pension Boards was a founding member of ICCR, and for 42 of the Pension Boards 100 years has been engaged in shareholders practices.

The Pension Fund is unique to other church related funds, including United Church Funds (UCF). There is a sharp distinction between pension funds and church owned funds. The assets held in trust by the Pension Boards are not church owned assets. These funds represent earned compensation paid into the plan by members. Every member has an account of his or her deferred compensation for retirement purposes. These funds are held in trust, but not owned by the Pension Boards.

The Pension Board owns the shares that enable them to attend shareholders meetings and speak on behalf of constituents and the social justice agenda of the United Church of Christ. Shareholders activism works right in the middle of where shareholders and the media are present, creating tremendous pressure on companies to make important changes.

There are other things that are happening such as the shift in young adults coming aboard with different sensitivities and ideas about the world and with this, companies are creating sustainability staff team whose focus is on social responsibility relating to the environment and human rights.

Shareholding engagements involve a process of establishing a standard generally accepted in the vocal community and measuring the progress of the company and its accomplishments. Things happen as a result of faith based practices and shareholder policy.

These policies also allow funding to be directed toward problematic legislative causes like “stand your ground,” voter suppression, marriage equality, and anti-immigration laws. The idea is to pass shareholder resolutions that ask corporations to reveal the sources of their giving to groups with respect to those types of activities. This causes their reputational risks to come into view and corporations begin to think about support for those organizations.

A group of 140 companies, including Apple, EBay, Gap and Intel, last week issued an updated version of the climate declaration orchestrated last year by sustainable investors including the ICCR. The numbers are now massive to influence climate policy on a large scale. There are 142 shareholder resolutions that are presently pending, with American corporations that are non-compliant.

The amount of assets that the Pension Boards along with ICCR have, gives them a tremendous amount of leverage. Pension Boards, ICCR along with other socially responsible investors that are pooling their assets together, possess combined assets that are close to 11 trillion dollars.

What does 3.0 look like in the future? Its transformation is not just taking a prophetic stand; it's having a strategy that is developed in dialogue with companies to create real social change. It's more crucial that Church 3.0 happens everywhere, at every table with partners just like us.

Ms. Katie McCloskey of United Church Funds shared her report on the link between social responsibility, socially responsible investing and the role of the United Church Board. She began by sharing comments on the role of the Board as it relates to oversight, socially responsible investing and the Board being the convening force.

The United Church of Christ Board guides the witness and is the leaders that are charged with the oversight of the way the Church lives into its call to the General Synod. The Board brings all of the

communities that each member represents. The Board is the glue. It is responsible for the interfaith and ecumenical relationships of this Church. The Board is responsible for shepherding the assets of the covenanted ministries and the assets of the United Church of Christ Board. The Board holds and balances the needs of the assets under its care, with the social aims of this denomination.

Ms. McCloskey continued by sharing information about United Church Funds (UCF). UCF holds and balances the financial needs of its clients with the UCC vision of a just, peaceful and secure role. The practices of socially responsible investing help many investors, including UCF to aspire to that vision.

Socially responsible investment practices are external to the scope of fiduciary responsibilities. With respect to personal trusts, foundations or endowments, failure to consider socially responsible investments could be a breach of state law.

As leaders, she asked the Board to embrace its fiduciary responsibility. It gives rise to mission, and it provides a language of service to stakeholders to understand that they are in good hands.

Socially responsible investing (SRI) is the belief that investors have both a financial and social obligation to be involved and become active stewards of their resources. From a financial perspective, a sustainable and responsible investor believes that environmental, social and governance issues are material. They have impact on companies in portfolios, and affect long term portfolio value.

The Gospel calls for the use of resources to address poverty and injustice and to remain faithful stewards of all God's gifts to us.

UCF offers nine traditional funds and two alternative funds. Clients include 872 local churches, 29 ministries, 25 conferences, 24 associations, 24 CHHSM ministries, four seminaries and colleges of the covenanted ministries, and the Pension Boards. All board volunteers are UCC members. The UCF president is a member of the United Church of Christ Board, in ex-officio status. There is cross membership with two committees of the UCC Board of Directors; the Investment and Social Responsibility Committees. UCF also holds shared responsibilities with the Pension Boards.

UCF offers investing services to the UCC Ministries. The Pension Board offers services to clergy and staff. Both have shared resources, but different missions.

Mr. Brian Holeman spoke to this model which is a clear example of how divergent opinions in the name of God can come together and create compromise that does not compromise integrity. Mr. Jim Antal and Mr. Don Hart came together with this model, and this shows just how legislation within the UCC should work. Mr. Holeman ended by thanking them both.

Ms. McCloskey continued by sharing that in 1969, the Council on Financial Investments of the General Synod argued that the position of ownership was a preferable way to create change. To consider this investment was completely at odds with the moral understandings of the Church. To get to the groundbreaking moment, the Interfaith Center for Corporate Responsibility was formed and the UCC was recognized as a founding partner. The United Church Board for World Ministries is one of the earliest filers of shareholder resolutions.

A mutual understanding was reached in 2001 with the covenanted ministries when they decided to invest in the United Church Foundation. Around this, a roundtable was formed to standardize the understandings of UCF's socially responsible investment practices.

In 2006, as many ecumenical partners were hearing similar calls for divestment from companies profiting from occupation of Palestine, UCF became one of the founding members of the ecumenical action group for "Just Peace" in Israel Palestine.

In 2012, UCF invited leadership of the UCC which included the Collegium and Executive Council, representatives of the UCF Board and the Investment and Social Responsibility Committees, to discuss the enduring rationales for the decisions regarding industries and practices that don't meet guidelines. It was a breakthrough conversation, and the body recommended waiting until this conversation to allow a new look at what those enduring needs for exclusionary screens are. Some of the things that surfaced in that conversation were, are some of the screens based on a model that is outdated, and what would the Still Speaking Church say about some of the industries that are supported by investments?

In 2013 we were living into urging divestments along with other strategies for fossil fuel companies of the General Synod resolution. The hope is for a model legislation for the UCC and an opportunity for continued conversation initiated by Mr. Antal and the author of the resolution. The breath of the necessary responses about climate change and any other issues include all parties of the denomination.

All of this work impacts human rights and corporate governance. The work as socially responsible investors still remains the best way to invest for long term investments like endowments, that UCF has been entrusted with.

Mr. Walters invited Board members to share any dialogue or questions relating to Ms. McCloskey's report.

In response to a question relating to how UCF determines when to take action against a corporation, Mr. Walters stated that cues are primarily taken from General Synod, but UCF also tries to keep an ear to the ground to find out what is happening generally in terms of the human rights movement.

This is done by listening to things that members bring to their attention and those at the grassroots of churches and congregations. ICCR is really the key, when tapping into the resources that it has.

Mr. Walters stated that one of the things driving social change is the governance of companies and how executive compensations are tied to meeting social goals and other types of commitments. A significant amount of time is spent dealing with those particular issues and how companies treat employees. The issues addressed with companies go well beyond the hot button issues.

When the UCF isn't a shareholder on various issues there are ecumenical partners who do that work. Both the UCF and the Pension Boards have proxy voted guidelines.

Mr. Wilson thanked the United Church Foundation and Pension Boards for their reports, and Ms. Sheldon Culver provided the evening prayer.

Mr. Wilson declared the Second Plenary of the United Church of Christ Board adjourned, the time being 7:36 PM EDT.

THIRD BUSINESS SESSION

The third business session was called to order by the chair, Mr. Wilson, presiding, the time being 8:30 AM EDT, Friday, March 14, 2014.

Ms. Elizabeth Walker led the morning prayer with excerpts from pastor of Old First Reformed UCC in Philadelphia, Michael Caine's How "Ashes to Go" Went: Old First E-pistle.

Mr. Wilson introduced Ms. Shimell, Associate for Governance and General Synod Administration, who shared information relating to photos taken of Board members last October. The pictures are located on BoardMax and will also be in the Yearbook. Ms. Shimell said that she would like to place them on the Board's public site with nothing more than name and class. Those who feel uncomfortable with their photo being displayed can request that their photo is excluded and their name and class only will be posted.

Ms. Dale Bonds, Vice-chair, called on Mr. Wilson to deliver the executive committee report.

EXECUTIVE COMMITTEE REPORT

Mr. Wilson noted the first item of business, a motion to adopt the resolution giving the Chief Administrative Officer signing authority to sign contracts on behalf of the United Church of Christ Board of Directors and General Synod.

Mr. Wilson reviewed complete background information and asked the Board to vote in favor of the resolution.

Ms. Bonds stated that the resolution is coming from committee and needs no motion to second.

IT WAS VOTED

UCCB-14-03-05 to adopt the policy giving the Chief Administrative Officer explicit authority to sign contracts on behalf of the United Church of Christ Board of Directors and General Synod.

Mr. Wilson stated the next order of business, the “Memorandum of Understanding to the Boy Scouts of America.” The understanding is intended to permit scout troops and packs chartered by the UCC local churches and other settings to operate in a manner consistent with UCC beliefs and practices in general and with respect to the participation in those chartered troops and packs, of gay and lesbian troop scout leaders in particular. Similar agreements have been entered into by the Boy Scouts and other faith communities. Mr. Wilson then asked the Board to vote in favor of submitting this proposed “Memorandum of Understanding to the Boy Scouts of America.”

In response to Ms. Bonds’ call for questions, Mr. Michael Schuenemeyer spoke to the question raised relating to line 43 and conversation around the Boy Scouts and their attitude around sexual orientation. Mr. Schuenemeyer shared that the language defined in the Memorandum of Understanding is taken from the Boy Scout website and policies that they have adopted and agreements already entered into. The Boy Scouts have stated that they don’t have an agenda. The Boy Scout language does express the language of the United Church of Christ and we trust that our values will be respected when entering into this agreement.

It was moved and seconded and;

IT WAS VOTED

UCCB-14-03-06 to approve that the United Church of Christ Board of Directors proposal of the Memorandum of Understanding be submitted to the Boy Scouts of America.

Mr. Wilson stated the next item of business was to adopt a motion consenting to the termination of the restricted endowment fund of Pilgrim Congregational Church in St. Louis, MO. This item came to the Board from Pilgrim Congregational .

Pilgrim Church set up a restricted endowment fund in 1919 with contributions solely from members of the congregation. Terms of the trust allow termination of the trust by the board of the Church, any time after 50 years. The terms also indicate that if the Church is no longer in existence when the trust

is terminated, the funds would go to the congregational owned missionary society, predecessor of Local Church Ministries (LCM). The trust is written in such a way that can be interpreted to require payment of the funds to LCM upon termination of the trust, even while the Church is in existence. Pilgrim has asked for LCM to consent to the termination of the trust, and that the funds be paid to Pilgrim upon termination. The Executive Committee recommends that the Board vote in favor of consenting to the termination of the trust.

Ms. Bonds stated that the recommendation comes from committee and needs no motion to second.

IT WAS VOTED

UCCB-14-03-07 to consent to the termination of the Pilgrim Congregational Church trust.

Mr. Wilson introduced one last item coming from the meeting of the Executive Committee as a result of the two executive sessions held the previous day. He called upon the Moderator of General Synod, Mr. Holeman, to speak to that work.

Mr. Holeman acknowledged the members of the Executive Committee and thanked them for their work. He then followed with remarks to clarify apparent confusion with the Board that followed the Collegium's report. At the October 2013 Board meeting an action was taken, directing the Collegium to address the income shortfall of \$2.3 million anticipated for fiscal year 2014. The anticipated deficit was due to continuing decline in Basic Support from OCWM giving. The result of this decline in Basic Support from OCWM giving is a continued and unsustainable draw upon investment assets to support National Church operations and mission. The Board passed the 2014 budget, and with it a \$2.3 million income shortfall. This established an effective average draw rate of 6.63%.

The good news to celebrate today, thanks to the efforts of the Collegium, is that over \$1.3 million has been cut from actual 2014 expenses. This cut of \$1.3 million from actual 2014 expenses reduces the projected average draw rate from 6.63% to 5.76%.

The Executive Committee asks the Board to recognize that an achievement of this magnitude includes many difficult decisions; reductions in force with national staff, leaving retirement and resignation vacancies unfilled, redesigning positions and asking remaining employees to work harder and to do more. He then asked the Board to join the Executive Committee in thanking the Collegium and national staff for their hard work that has produced significant progress on this journey toward financial health.

It is important to understand that the current financial problems are as the result of more than a decade of decline in revenue. Revenues of \$12 million in the year 2000 fell to nearly half that, and a projected \$6.3 million for 2014. It is now clear that the National Setting is not structured for that

sudden income decline. It is also clear that this Board is now charged immediately with the task of addressing this decline. In two sessions the previous day, the Executive Committee came to clarity around two critical thoughts.

1. While the Collegium continues to seek ways to achieve the additional cost savings goal of roughly \$900,000 it has become clear that at least some of these savings will not be realized during the fiscal year 2014. There will be further necessary cuts that will impact mission. The expectation to erase a \$2.3 million deficit in one year was unrealistic. The short term financial solvency is in no way threatened. The \$160 million in unrestricted reserves is adequate, should achieving the \$900,000 savings prove ill-advised or impractical.
2. The additional and sustained cost savings and ultimate reduction of the draw rate to the desirable 4% or 5% will require that the shared mission priorities be established first and a realistic budget be designed to flow to those mission priorities. Establishing these priorities is the responsibility of this Board as a way of balancing financial assets alongside ministry goals.

Ms. Sue Artt spoke to the Collegium's 2014 report. The Collegium requested in the report that the UCC Board of Directors formalize a process of determining mission mandates for the National Setting by the fall 2014 meeting. These mandates must be developed alongside these parallel streams; the Investment and Endowment Recommendation Taskforce, continued reductions that the Collegium will identify in 2014, and efforts of the DHA consultants.

In summary, the Executive Committee believes it is their responsibility to lead the integration and formation of this process on behalf of the Board to determine mission mandates. On behalf of the Executive Committee, Ms. Artt asked for the Board's endorsement.

Appreciation was expressed relating to the transparency of the reports over the past day, but the suggestion was that it would be more helpful to communicate information more broadly across the Church.

Mr. Wilson responded in the affirmative that additional members would be added to the Executive Committee to assist with the process and acknowledged the request that members receive reports more in advance so that they can respond more responsibly.

Ms. Bonds called for the endorsement and affirmation of the Executive Committee's proposal and report. It was moved and seconded, and;

It was VOTED**14-03-UCCB-08** to endorse and affirm the proposal and report of the Executive Committee.**UNITED CHURCH FUNDS**

Ms. Bonds called upon Mr. Hart, Chief Executive of United Church Funds to give his report.

Mr. Hart began his report by talking about the United Church Fund's (UCF) investment management program and an endowment for which UCF is responsible. The investment management program is aimed at UCC institutions, local churches and other entities of the United Church of Christ.

In 2014 there are hopes to provide service to other faith based organizations that are not part of the UCC. There are eleven different investment funds offered by UCF. These funds range from cash equivalent funds, multiple equity funds, fixed income funds, and alternative investments. UCF also provides four balanced funds.

At the end of December, UCF was managing approximately \$775 million of funds belonging to churches in the United Church of Christ. Of that amount, \$252 million belonged to local churches. The number of local churches currently investing with UCF is 864. The average account is \$291,000. The total reported assets in the yearbook that are not currently invested in UCF are over \$900 million. So the number of churches not currently investing is 4,712. He encouraged Board members to become ambassadors for the investment program of the United Church of Christ in their local churches. It is important to increase the size of assets to lower management of accounts. In 2001, the covenanted ministries and Executive Council moved their investments into United Church Funds. They realized that pooling assets and increasing the asset base of UCF, would help local churches.

Mr. Hart talked about the Brown Endowment Pastoral scholarships. This is a \$5 million endowment received in the mid 1990's by the late Helen and Richard Brown who were lifelong members of the UCC. They gave this money with instructions to provide pastoral scholarships. Under the policy about two thirds of the annual scholarship funds support those who are preparing for ministry, including UCC seminarians, seminarians in global overseas partner churches, international seminarians studying at UCC seminaries, and those preparing for licensed ministries within the UCC.

In 2013, help was provided to 25 UCC seminarians, 11 males and 14 females. There were 10 Caucasians, 11 African Americans and 4 Hispanics. He pointed this out because although it wasn't instructed as part of the will, it was important to provide opportunities to people of color. The remaining 35% of the endowment income is going to nurture the ongoing work of working pastors. The endowment is also earmarked for continuing education events, study programs approved by UCC conferences, and providing funds for continuing education for global overseas partner churches.

Over the past 15 of years, the distribution arrangement has helped others at home and abroad to become better equipped with the challenges that they face. In addition it helped UCC seminarians to pay for tuition and books.

The committee of the UCF Board that oversees this endowment met earlier this week to take a look at the distribution policy. The committee realized that the current distribution policy does not reflect current multiple paths to authorized ministry in the United Church of Christ, and will be revised by the October board meeting.

Ms. Bonds called upon Mr. Bryan Sickbert to give the report of the Council for Health and Human Services Ministry (CHHSM).

COUNCIL FOR HEALTH AND HUMAN SERVICES MINISTRY

Mr. Sickbert, Chief Executive Officer of the Council for Health and Human Services Ministry, began his report by noting the recently held 76th annual meeting in Scottsdale, AZ two weeks ago. He then went on to share a fundamental concern and driving question at the center of every conversation of why the Council for Health and Human Services Ministry (CHHSM) exists. He referenced an article by Eboo Patel in Sojourners magazine which raises concern as a non-Christian about what will happen to civil society and our social and educational infrastructure which is largely supported by faith based institutions in this country, as pews empty out? Who is going to carry on that ministry?

Mr. Sickbert also noted a personal article that helps to focus on what are the central purposes of the CHHSM organization, and who are they as faith based health and humans services providers related to the United Church of Christ? The point he made is that over the past few decades, it has been irrelevant for many health and human services agencies rooted in faith traditions to be in relationship with faith based organizations. The question that CHSSM keeps asking is, what is the reason for being included in this Church? The work of CHHSM can be done without the Church. Senior leadership is drawn less and less from the United Church of Christ. Why continue with the irrelevant factors?

The Mission of CHHSM is to sustain and advance the ministry of the church of Jesus Christ. There has been a suggestion to end the aforementioned statement after the word ministry, but that has been resisted. CHHSM's covenantal inclusion in the United Church of Christ is important and needs nurturing for accountability. In supporting the fundamental values of Christian faith CHHSM is providing ministry, not as part of any particular faith tradition.

The Council of Health and Human services is trying to shift the paradigm.

- How does the connection with the Church make CHHSM distinctive in what it does in relationship with the Church and challenge them in what they do? CHHSM is trying to look at the core values of the United Church of Christ and what those values mean as an organization.
- What normative and cultural industry assumptions are organizations operating in within the industry? What industry assumptions and practices do these values call into question? How do we affirm the transformative leadership values within our organization?

There is a need to address these questions collaboratively within the United Church of Christ.

- What is the marketing value that can be derived from all of this? What are the kinds of first steps that can be taken together that could lead toward a significant change in our organizations and differentiate CHHSM in the industry market place? These are strategic as well as value questions.
- Finally, what kind of engagement with colleagues in the Church would be of mutual benefit as CHHSM seeks to ground identity in the values of the UCC? That is the work CHHSM is about.

Mr. Sickbert gave the final portion of his report by interpreting the 2013 service statistics.

Ms. Bonds noted the order of the day and stated that committees would now be in session. She then declared the Third Plenary of the United Church of Christ Board of Directors in recess, the time being 9:25 AM EDT. The Board will reconvene at 2:30 PM.

FOURTH BUSINESS SESSION

The fourth business session was called to order by the Chair, Mr. Wilson, presiding, the time being 2:30 PM EDT. He then invited Ms. Walker to give the report of the Governance Committee.

GOVERNANCE COMMITTEE

Ms. Walker began her report by thanking the members of the Governance Committee.

The first action that Ms. Walker referenced was a housekeeping item relating to article IV, I of the UCAN bylaws where the words “and the Chairperson of the Board of Directors of WCM” were not omitted, and should be removed from the amendment to the UCAN Bylaws.

Mr. Wilson stated that the above item came from committee and does not need a motion to second.

IT WAS VOTED

UCCB-14-03-09

to remove the words “and the Chairperson of the Board of Directors of WCM,” from the UCAN Bylaws article IV, I.

Ms. Walker then proceeded to report on the General Synod Standing Rules that are revised every two years and presented to the Board of Directors for adoption at its spring meeting in the year prior to General Synod. Adoption at this meeting allows for enough time for the rules to be circulated prior to the many deadlines. Every two years prior to those reviewed by the Governance Committee, rules for the previous Synod are circulated for comment along with proposed amendments from those who manage the business of Synod.

Ms. Walker named the following who participated in the process: Mr. David Anderson, Chief of Staff to the Committee Process Team; Ms. Artt, Assistant Moderator; Mr. Don Clark, General Counsel; Mr. Lee Foley, Chief Administrative Officer and General Synod Administrator; Mr. Brian Holeman, Moderator; Ms. Denise Page Hood, Parliamentarian; Ms. Kathy Houston, Chief Financial Officer and Treasurer; Ms. Heather Kimmel, Associate General Counsel; Mr. Corey Larson, Agenda Coordinator; and Ms. Valerie Smith, Associate for Coordinated Administration and General Synod Planning. Ms. Jaramillo, Executive Minister for Justice and Witness Ministries, also contributed to the recommended changes related to the submission of the business coming before General Synod.

Many of the changes to the Standing Rules for the Thirtieth General Synod meet the deadlines and revisions reflect the calendar years 2014 and 2015. The rules will reflect new governance structure language with rules that replace Executive Council with Board of Directors and Office of General Ministries with the Office of the General Minister and President, etc.

There are substantial changes to new Rule 11. Rule 11 has been amended to replace the burden of necessity for those who are presenting business for General Synod. This burden of necessity comes on the recommendation of the two year study at the request of Justice and Witness Ministries, the ministry most often charged with implementation of General Synod resolutions.

There are also substantial changes and major deletions to the rules relating to floor nominations while General Synod is in session. These changes or deletions are recommended to reflect the intent of the framers of the proposal for single governance, and foundation for the 2011 General Synod voted amendments to the Constitution and Bylaws that enable the new governing structure of the Church. These recommended changes can be found in the old Rule 26 through new Rule 29. Other, less substantial changes, include Rule 5 that clarifies the status of the six Conference Ministers who are seated on the Board of Directors, and new Rule 42 that clarifies reimbursement for members of the Board of Directors, General Synod volunteers and General Synod staff.

Mr. Wilson stated the above motion comes from committee and does not need a motion to second. Before the vote he called for questions or discussion.

Mr. Nesa Joseph commented on the hard work of the committee but questioned why language on line 528 was changed as compared to the previous language. He felt the previous language to be equally important, particularly the Biblical grounding. He would like the word "Biblical" to be inserted back into the text.

Ms. Walker's response was that the language wasn't done to take away the Biblical rationale and it's not to say that you can't have a resolution that includes a Biblical reference. The idea was to be just inclusive in that theology would include that we are informed by scripture, but in our theology and proclamation, God is still speaking so it didn't have to be inclusive to Biblical in its base.

Ms. Emily Heath expressed similar concerns, that when common language is no longer used, the impact is diminished. As a Church we have to quote scripture, because God is still speaking, and if that common language is no longer used, we are diminished in our witness, especially to other denominations.

Ms. Jaramillo referenced the background document that is available for perusal. She then read some of the text that is not included in the standing rules, but could be. "We are grounded in biblical and theological understandings of God's mission in the world. We guide our inspiration and truth of the scriptures in experiencing each other and the world around us." She then said that since it is in the background document, it might be helpful to add something related to that background.

Mr. Joseph proposed and moved that the word "Biblical" be added back to the document in the places where it was deleted, so that people can see it when trying to frame resolutions.

Ms. Walker spoke to and recommended line 528 be changed as follows: The Biblical, theological and historical grounding describes how this action reflects the historic roots of the United Church of Christ and connects it to current identity and theology, noting the current engagement of various settings of the Church.

It was moved and seconded to vote on the original motion to add the word "Biblical" back to places in the Bylaws document where it had been deleted.

IT WAS VOTED

UCCB-14-03-10

to change the amendment to add the word "Biblical" back to places in the Bylaws document where it had been deleted.

It was moved and seconded and;

IT WAS VOTED

UCCB-14-03-11

to change the wording on line 528 to, the Biblical, theological and historical grounding describes how this action reflects the historic roots of the United Church of Christ and connects it to current identity and theology, noting the current engagement of various settings of the Church.

Mr. Foley responded to a question on the rationale of the Standing Rules relating to the Bylaws 188-192 portion "no Conference employee or other substitute may at any time occupy a vacant Conference delegation seat intended for use by the Conference Minister who is seated with the Board

of Directors.” He noted that it was to discourage the other Conference staff from filling the Conference chair that is vacant because the Conference Minister may physically be momentarily absent. There should be delegates and associate delegates seated there.

Ms. Walker stated the next item was coming from the Board of Trustees of the Pension Boards to recommend the election of Mr. Joel Strulk to the Pension Board’s Board of Trustees.

Mr. Wilson stated that the motion comes from committee and does not need a motion to second.

IT WAS VOTED

UCCB-14-03-12 to declare Mr. Joel E. Strauch eligible for election to the Pension Board’s Board of Trustees – United Church of Christ, Inc.

Ms. Walker noted the next two items for recommendation, the Conflict of Interest Policy and the Whistle Blower Policy.

Mr. Wilson called for questions on both polices and then called for the votes on each of the policies.

IT WAS VOTED

UCCB-14-03-13 to adopt the Conflict of Interest Policy.

IT WAS VOTED

UCCB-14-03-14 to adopt the Whistle Blower Policy.

Mr. Wilson called on Mr. Michael Downs, Chief Executive of the Pension Board, to give his report.

PENSION BOARDS

Mr. Downs began in the spirit of the Pension Board’s 100th anniversary by noting that there are 28 members over the age of 100. Twenty-six of these members are women and two are men. Two of these members are 108 years of age.

The 100 year anniversary was launched at the past General Synod, and will conclude here in Cleveland next month, April 23rd, at the Marriott Hotel. There is an expected attendance of approximately 250. The Marriott Hotel will also be the headquarters hotel for the next General Synod. There were three other celebration dinners set up for predecessor groups in St. Louis, Philadelphia and Boston.

Mr. Downs expressed the honor and privilege of leading at this time of the 100th anniversary of the Pension Boards, and noted that it happens to be the best year in the 100 years.

- Assets now are \$3.3 million,
- The Pension Board is rated 440th in the top 1,000 pension plans in America,
- 7th of the top 50 church retirement plans,
- The member base is 21,775. The largest it has ever been,
- The highest number of customer satisfaction scores for the medical plan administered by Highmark,
- The Christmas fund is \$80,000 up from last year and now at its highest level,

Mr. Downs' report concluded with a video created internally by the Pension Board's staff to highlight its 100 year history.

Mr. Wilson called Mr. Croner, Chair of the Audit Committee, to give his report.

AUDIT COMMITTEE

Mr. Croner noted that the Audit Committee has met over the previous two days. Part of the discussion was on the Conflict of Interest and the Whistle Blower policies. They had a discussion with the auditors to determine what their responsibilities are and what their expectations are of this committee.

There is the hope to add that element of transparency that everyone is looking for and give some assurance that things are operating as expected.

Mr. Croner called to the Board's attention, in the spirit of stewardship and saving dollars for the Board and the whole greater Church operation, to pay close attention to discounts when making travel plans by making travel arrangements 30 days prior to travel in order to save considerable dollars.

Mr. Wilson called Mr. Ron Patterson, Chair of the Development Committee, to give his report.

DEVELOPMENT COMMITTEE

Mr. Patterson named the members of the committee. This committee is unique in that there are only a few members of the Board. Because of the important nature of the tasks of this committee, it also has four special members.

The charge of this committee is to strategize around fundraising and stewardship and to set policies and directives in this important area of the Church's life.

He thanked Ms. Powell who has acted as the interim director for the Office of Philanthropy and Stewardship. The following Monday, the Collegium and a member of this committee will interview a number of candidates for the Director's position. The hope is to select a collaborative leader who is

familiar with the best practices in stewardship and fundraising. It will be someone who is donor centric, someone who can lead with confidence and is familiar with the latest technology. Also this person will be someone who can equip the board and leadership within the Church to take part in the necessary functions.

This Church has to continue to expand the endowments and gather the resources needed for the generations to come to enable them to plan the alternatives for their future.

He reported that since July 1, 2013, Board members have pledged or given \$101,289, representing 43 of the 52 Board and 7 Committee members. This is pretty impressive. The Committee will ask the board to give again in the fall, and to consider a leadership gift in the life of this denomination.

Some of the things that can be done are to engage in conversations around strategic development plans, hold conversations about the look of good stewardship and the importance of volunteer philanthropy. As a group, the committee will help the new Director of Philanthropy develop a case statement and are hopeful that members of this board will partner with them in tasks that will include helping the Collegium to identify potential donors, being mission interpreters to people, talk about the importance of philanthropy and endowment going forward, and to be public advocates for ministry and mission of the United Church of Christ.

Mr. Wilson called Executive Session, the time being 3:19 PM EDT, and stated that the Board will reconvene the following morning at 9:30 AM EDT.

FIFTH BUSINESS SESSION

Ms. Dale Bonds convened the Fourth Plenary of the United Church of Christ Board of Directors, the time being 9:30 AM EDT on Saturday, March 15, 2014. She then invited Mr. Holeman, Moderator of the Thirtieth General Synod to give the report of the General Synod Program and Planning Committee.

GENERAL SYNOD PROGRAM AND PLANNING

Mr. Holeman began his report by quoting text from Genesis 28. “Know that I am with you and will keep you wherever you go, and will bring you back to this land, for I will not leave you until I have done what I have promised you. Then Jacob woke from his sleep and said, surely God is in this place and I did not know it. “

Mr. Holeman invited the members of the General Synod Program and Planning Committee to stand. He then thanked them for their service.

He reported that on Wednesday, March 12th, the committee met for a full day's meeting. Ohio Conference Minister, Mr. Phil Hart, and Co-chairs of the Local Arrangements Committee, Ms. Sue Wimer and Mr. Derry Wimer, were also present for the meeting. Ms. Casey Glenn of Positively Cleveland, a convention and tourism resource person, was also present for the morning session.

Mr. Holeman spoke in support of national staff members serving the Committee for their advance work before members arrived in Cleveland. Support included collaboration with members of the Local Arrangements Committee, initiation of contract negotiations with hotels, contracting space at the Cleveland Convention Center, initial drafting of the General Synod format, and preparation of options for a theme. He then named the national staff members who supported the Committee's work; Mr. Foley, Ms. Kathy Houston, Ms. Ann Poston, Ms. Shimell, Ms. Valerie Smith, Ms. Ivy Beckwith, Ms. Susan Blain, Mr. Scott Ressman, Ms. Waltrina Middleton, Ms. Jan Gomoll, and Ms. Ann Kiernozek.

The Committee toured downtown Cleveland, including the area surrounding the convention center, the location for the next General Synod. Committee members were welcomed and led through the various venues, including those contracted for General Synod. The contracted space includes registration, youth activities, meeting services, plenary sessions, ballrooms, meeting rooms and the exhibit hall. All lodging for General Synod is within walking distance of the convention center. There is no hotel more than a half mile from the convention center.

The schedule for the Twenty-ninth General Synod held in 2013 was considered when drafting the schedule for Thirtieth General Synod relating to time segments and venues. The Committee also considered statistics from the evaluation survey, completed by Twenty-ninth General Synod participants that addressed various elements of the General Synod experience.

Highlights of the committee's decisions are as follows:

-The dates for the Thirtieth General Synod are June 26 – June 30, 2015.

Friday, June 26, 2015

- A small number of attendees have expressed concern that on the first day of General Synod, worship should be the first event, instead of the first plenary, which convenes at 3:00 PM.

-Others have expressed disappointment with the evening welcoming music followed by business, then followed by worship.

-The committee has taken under advisement the coordination of the afternoon and evening events, so worship and business can be more fluid.

Saturday morning, June 27, 2015

-The business session will be conducted for 2 hours.

-National staff will work in coordination with the organizers of the Cleveland Gay Pride parade, so that General Synod attendees can participate in the parade and at various gay pride festival activities in the afternoon, all of which will take place just a short walk from the convention center.

- Literacy will be the major theme for the community service project, carrying out one of the initial strategies of the Vision Plan.
- Reading Changes Lives related service projects will be offered at the convention center and other locations within walking distance, such as the Cleveland Public Library and garden.
- A book donation and collection site will be located throughout Synod in the street level ballroom.
- Workshops related to resolutions and other matters will be offered at the same time as service projects.
- A fundraising dinner will take place Saturday evening and a concert and other entertainment will be offered on Saturday night.

Worship

- The committee considered the traditional format for worship which is typically comprised of five services, each of slightly different character.
- Friday will be the introduction of the theme; Saturday is centered on morning prayer; Sunday is the big service with Holy Communion and is open to the community; Monday is artistically focused; and Tuesday is the wrap up with the theme for the future.

The Committee considered the It Is Well service which is traditionally presented by an outside group prior to the opening of General Synod. The committee will deliberate the possibility of holding the service offsite and/or reaching out to the It Is Well worship leaders about alternatives such as including them in one or more General Synod Worship services.

The Committee also discussed concerns relating to the length of the Friday evening worship message. The worship specialist and the Moderator will work in collaboration with speakers regarding honoring time frames.

The Committee addressed the high cost of staging and the creation of safe space. Both are highly valued by General Synod participants. National staff will maintain concerns about stewardship as staging and the creation of safe space is addressed.

Budget

The Committee was facilitated by chief financial officer, Ms. Houston. General Synod funding sources included OCWM basic support, registration fees, sponsorships in collaboration with the Ohio Conference, and income from sponsored meals.

The anticipated registration for General Synod is 4,000.

Major expense considerations include staff and UCC Board of Directors delegate travel, housing and meals, Conference delegate travel, convention center costs, worship expenses, event productions, and staging services.

The proposed budget for the Thirtieth General Synod is \$1.36 million, which represents a modest budget increase of 3.6% over the Twenty-ninth General Synod, but it is significantly lower than the Twenty-ninth General Synod actual expenses which came in at \$1.5 million.

Major cost factors in 2013 not envisioned for 2015 include facility rental, California union labor costs, and the cost of transportation from the outlying hotels into Long Beach. The current budget does include an expense item for shuttle service between the hotels and the convention center, and the convention center and 700 Prospect. It also includes a projected surplus around \$20,000.

The General Synod Program and Planning Committee accepts the proposed Thirtieth General Synod budget and recommends the Budget and Finance Committee recommend it to the United Church of Christ Board of Directors.

The Twenty-ninth General Synod survey indicates that 61% of attendees attend sponsored meals. Half of those who did not attend indicated that costs were prohibitive. The committee discussed costs, value and sponsorship of sponsored meals. Guests have expressed confusion about the need to purchase separate tickets for these meals, and the fact that the cost for these tickets aren't included in General Synod registration fees.

The committee considered that covenanted ministries' sponsored meals lose money, but are valuable as an opportunity to network, encourage development opportunities, and provide information about the covenanted ministries. Therefore, sponsored meals will be offered at the Thirtieth General Synod, and hosted by external and internal entities. National staff will designate names and process to clearly indicate that the cost of the meal is not included in the cost of registration.

Youth and young adult programming usually begins on the Wednesday before General Synod begins. It primarily offers an opportunity to introduce the group to UCC identity, history, polity, Synod functions, and to engage in interactive fun. There was also conversation about whether this group can be engaged in the business of Synod, including a presence on stage. The goal is for them to be integrated in the life of all of General Synod.

The Committee decided that within the next few weeks, the Youth and Young Adult Planning Team will determine whether all programming can be integrated into the 5 days of Synod, thus eliminating the need for pre-Synod programming. Perhaps a compromise could be that the youth and young adult programming can begin on Thursday, opposed to Wednesday.

Mr. Holeman then reminded the Board of the provision in the 2013 Bylaws, paragraph 189, pertaining to the number of Conference Delegates allocated to each Conference by the United Church of Christ Board of Directors, along with the need to reflect the UCC commitment to affirmative action. The delegates shall be representative of racial and ethnic persons, women and particularly youth and young adults.

The Committee also took up the issue of honored guests, in considering cost savings by ending the practice of subsidizing their costs in full or in part with Synod registration fees, housing and travel. These honored guests include former officers, moderators, instrumentality executives, ecumenical delegates, etc. The total expense based on the Twenty-ninth General Synod data is approximately \$20,000. The Committee weighed two alternatives. In the first option, the UCC would pay the registration fee and the guests would pay all other costs. In the second option, the UCC staff would ask the guests if they are able to assist with the costs due to General Synod budget issues. If the guests are unable to assist with costs, then the UCC would proceed with covering all costs. The committee decided to pursue the latter course of action.

Selection of General Synod keynote speakers is of utmost importance because it impacts attendance, energy, revenue and donor potential. During the next 30 days, the Committee will consider the names of speakers. The Committee urges Board members to think of potential speakers.

The convention center will allow the UCC to bring in cookies for the duration of Synod.

Mobility scooters will also be available for rental.

General Synod will be promoted heavily. The sooner speakers are announced, the better the promotion potential will be. It is very important that local churches promote General Synod to their congregations.

Theological reflectors at 2013 Synod were well received and will be continued. Ideas for theological reflectors for General Synod should be forwarded to national staff within the next 30 days.

National staff, General Synod Moderators, and Local Arrangement Committee members will participate in a walkthrough in May of 2015.

Mr. Holeman invited Ms. Artt to give the remainder of the report. She began by unveiling the General Synod theme, "Unexpected Places." When selecting the theme, the communications team felt the theme should have a faith formation component, as well as a marketing component. People will be intrigued by and want to come and find out more about it. This theme is seen through the lens of the Spirit. God is speaking in the places where we are, in our homes, in our place of work, in our churches and everywhere, in all those "unexpected places." She also noted the onscreen artwork that surrounds the theme. The hope is to inspire conversation, inspire donors, inspire people to a greater level of faith, to a greater experience at General Synod, and to a place never gone in their church.

The Committee offered the following comments on the "Unexpected Places" theme:

- A global partner keynote would fit into this theme,
- Delighted that people who have never been to Cleveland will have a chance to see the home office,

- The dark places in the artwork symbolize the “unexpected places,”
- The theme is unexpected and bold and speaks to the American populous today,
- The theme offers a wide variety of possibilities,
- It is different than the action themes typically used,
- It is more of an inviting in and exploring out theme,
- The hope is that the theme will have a life well beyond Synod,
- It is tuned into today’s culture,
- There is also the hope to have an impact well beyond Synod that will give legs to testimonials throughout the year.

Ms. Bonds called upon Mr. Doug McClelland to report on the meeting of the Working Group.

WORKING GROUP

Mr. McClelland began by reminding members that during the Executive Committee report presented by Mr. Wilson the previous morning, the Board passed a motion by which it agreed to formulate a process for determining the mission mandates for the National Setting. This process has to be completed by the Board’s next meeting in October. Mr. Wilson moved forward immediately and by noon the previous day had appointed a working group to begin work on this important project. Members appointed to the working group are: Mr. McClelland, Ms. Artt, Ms. Culver, and Mr. Hart. Ex-officio members who met with the group included Mr. Black, and Mr. Wilson, and staff included Mr. Foley and Ms. Shimell. The meeting lasted two hours.

During the meeting a number of things were decided:

- “Priorities” is the preferred term as opposed to “mandates.” There is a feeling that this term provides a little more flexibility,
- An email survey of a broad spectrum will be conducted in the Church to include Board members as well as several hundred others. The hope is that the survey will be ready to go via email by April 15th with a two week response period, so that by the first of May there will be staff members led by Ms. Kristina Lizardy- Hajbi who will be able to start interpreting the response data. Preliminary responses will be available for use by the Collegium for their June meeting.
- Mr. Wilson will appoint additional members to the working group, with a maximum of 12 members. The Working Group will meet again in Cleveland on July 14, 2014 with conference calls in the interim. The meeting will enable Working Group members a chance to analyze the data in detail, and to decide the number of priorities that should be adopted by the National Setting. A report will be done during the meeting that will go out one month prior to the October Board meeting.
- Three or four different groups have been identified to participate in the survey. The group will rely on Ms. Lizardy Hajbi’s assistance to prepare the survey. The group will seek input from the Conferences. The survey form will not be used for conference input, but two to three leading questions will be presented to them to use for discussion of this important subject at their Board meetings to provide feedback.

Ms. Bonds called on Ms. Thea Mateu, Chair of the Justice and Witness Ministry Committee, to give the report of the Committee.

JUSTICE AND WITNESS MINISTRY COMMITTEE

Ms. Mateu was joined by Vice-Chair, Mr. Kevin Peterson. Time for the Committee was focused on getting a broad understanding of what Justice and Witness Ministries is doing. There was a full presentation on Franklinton Center. She then went on to share some of the highlights outlined by a slide presentation.

The Franklinton Center has provided services since the 1800s and is built on a former plantation where unruly slaves were brought to be disciplined. It later became the sight of a school project, and has now become a faith based conference and retreat center that provokes social justice by empowering people through training, education, community development and direct action.

The community surrounding Franklinton Center is very impoverished and includes a number of issues. There is poor school performance and it is the second largest food desert in the country. Community engagement is important. Food justice is one of the issues and Franklinton Center is really engaging and utilizes the space to provide locally grown food to the community. Literacy is seen as a spiritual imperative and is part of their work through literacy projects. There is a swimming pool, giving young people an opportunity to learn to swim in a neighborhood where this opportunity may not be available. Youth programs and activities are an important part of the work of Franklinton Center.

Ms. Mateu mentioned the conversation that was held around Centro Romero and looking at the role of Justice and Witness Ministries in focusing on the covenant between Centro Romero and the Southern California Nevada Conference. There have been some shifts in the relationship and the Conference office is in the process of working on its part moving forward with the renewal of the covenant. This will more than likely involve the Board and the Justice and Witness Ministries Committee as they discern how to be of service in helping the covenant move forward.

Mr. Peterson joined in the report by talking about the legislative priorities that Justice and Witness Ministries will be focusing on. They are working on getting away from the wanting to do everything model, and instead focusing on three key areas; economic equality, restoring voting rights and military spending. Immigration was not part of the focus because it is clear that it will not be taken up this spring by congress.

Mr. Peterson noted the literacy campaign and other all Church events such as Mission 4/1 Earth. The Church is called upon to become more theologically literate and more engaged in reading education.

A video on literacy was shared.

Ms. Bonds called on Mr. Joseph, Chair of the Local Church Ministries Committee, to give the report of the Committee.

LOCAL CHURCH MINISTRY COMMITTEE

Mr. Joseph noted the meeting that was held the previous day was staffed by Mr. Guess and the Local Church Ministry team. There are 18 members on this committee and the co-chair is Mr. Noah Jensen Tabor. There were 14 members of the Committee present for the meeting along with the full Local Church Ministry team.

The first meeting was held this past October, and looked at the activities of Local Church Ministries around the country and listed 10 priorities that should be the focus. They specifically looked at two programs, one here in the national office which is the updated profile system that has had a big impact within the last six weeks. There have been 1,100 people who have visited the updated website and there are 200 currently using the site.

Mr. Joseph noted the Old and Renewing Church functions. There are still seeds to plant and support. There were over \$320,000 in scholarships available, with \$20,000 in scholarship monies going to each participant over the past 18 months. He expressed excitement about the Ministry's support of what is called an "Open Church" that ministers to the homeless in Phoenix, AZ.

At the end of the meeting, there was a question on the budget cuts and how the Ministry is organizing itself around the anticipated cuts. Mr. Guess responded to the question stating that there will be repositioning and organizing with staff to continue the focus in the Ministry.

Ms. Bonds called Ms. Dee Lundberg, Chair of the Wider Church Ministry Committee, to give the report of the Committee.

WIDER CHURCH MINISTRY COMMITTEE

Ms. Lundberg began by giving highlights of the meeting.

The Committee spent time talking about relief efforts in the Philippines and some of the ways that the relief can and cannot be helpful. The Committee talked about the need to coordinate through the denomination rather than the desire to do individual work through the Local Church. The Disaster Ministries of the denomination usually includes the first responders and the last people to leave.

Ms. Bonds called the annual meeting of the Corporation of UCAN to order, referencing the Bylaws of UCAN that state that at any meeting of the Corporation, the presence of a majority of the Board of Directors of the network of Wider Church Ministries shall constitute a quorum for the transaction of business. With a majority of Board members being present, Ms. Bonds declared a quorum.

**BOARD TO SIT AS WIDER CHURCH MINISTRIES BOARD
(UCAN ANNUAL MEETING)**

Prayer was offered by Ms. Joyce Bathke.

Ms. Bonds called Mr. Moos, Executive Minister of Wider Church Ministries, to give the Nominating Committee report.

Mr. Moos presented his report as a UCAN Board member and not as the UCAN Executive. The Executive of UCAN is Mr. Schuenemeyer.

As stated in the UCAN Bylaws, their terms will be for three years. Mr. Moos then moved, on behalf of the UCAN Board of Directors, the slate of nominees as presented in the report.

Ms. Bonds stated that since the recommendation comes from the Board, it does not need a second.

UCCB-14-03-15

VOTED: The slate of nominees as presented in the UCAN report, for a term of three years.

Ms. Bonds then called on Mr. Schuenemeyer to give his report.

Mr. Schuenemeyer began his report by giving a brief history on UCAN, which was founded in 1988 by the United Church of Christ. It has been the primary vehicle for HIV and AIDS response from the National Setting. In 2008, it was established as a 501(c)3 by Wider Church Ministries.

The mission of UCAN (The United Church of Christ HIV and AIDS Network) is to build a network of people, congregations and organizations within and beyond the United Church of Christ for care giving, education and prevention in response to the HIV and AIDS pandemic by:

- Providing technical assistance to help congregations and other settings of the Church start and build their capacity and programs,
- Offering training in the use of the UCC's comprehensive HIV and AIDS curriculum, Affirming Persons, Saving Lives, as well as other HIV and AIDS educational resources,
- Giving leadership for education and information on public policy concerns; and
- Prioritizing its work to bring critical presence to those most affected by HIV and AIDS in the United States and throughout the world.

Mr. Schuenemeyer went on to discuss the differences in HIV and AIDS and the ways that they can be transmitted, the percentage of those who are living with AIDS throughout the United States and the world, the statistics relating to those who have died due to AIDS, those who are living with AIDS, and those who aren't aware that they are living with the virus.

Mr. Schuenemeyer stated that some of the things that are pushing new infections include the lack of access to prevention, treatment, care and support. Also, poverty is a major concern. People living in poverty don't have access to food or employment and often resort to survival behaviors. They may also struggle to get medications and food that are needed in order for the drugs to be effective.

Stigma and discrimination, especially in key populations, is also a major concern. Some of those communities include men who have sex with men, those who engage in injection drug use and sex workers. The goal throughout the world is to reach zero infections, zero HIV related deaths and zero discrimination. The General Synod resolution adopted in 2009 aligns with these strategic visions of how we are going to get there.

These are some of the things that General Synod has encouraged the whole Church to do:

- Become knowledgeable about HIV and AIDS,
- Understand how AIDS is transmitted,
- Work to prevent its transmission,
- Reduce stigma and discrimination,
- Help the Church to increase its HIV positives,
- Know your HIV status,
- Develop and implement best practices with HIV prevention programs,
- Give special attention to the at risk population.

UCAN has engaged several models for the work that is done in local settings, both in church and communities. One is the Spiritual Outreach Services model. (SOS) It was developed in collaboration with the AIDS service center of New York, and we are the secretariat for the New York City and the National Faith in Action Coalition for HIV and AIDS. This model allows us to act in a multi-faith context.

UCAN also encourages the use of the SAVE method of HIV prevention. SAVE stands for Safer Practices, Access to prevention treatment, care and support, Volunteering testing and counseling and Empowerment.

UCAN also engages in global advocacy. This is primarily in partnership with the Ecumenical Advocacy Alliance HIV Strategy Group, which is a program of the World Council of Churches.

Resource information is available at UCANinc.org on the UCAN Facebook page and Twitter.

UCAN has a Board of Directors for governance, strategic planning, fund developing and other fiduciary duties, and a leadership team for program development, implementation and evaluation.

Wider Church Ministries is the primary funder of UCAN and other contributions are received from churches, individuals, and grants that are received from private foundations. Applications have been submitted for public funding, but haven't received funding from this source to date.

In 2013, finances included an income of approximately \$64.5 thousand, with expenses of approximately \$60,000 and a surplus of \$4,200. This year began with a deficit of just under \$1,000 and will close the year with a \$3,400 net asset which will carry over to the next fiscal year.

In 2014 the budget is \$70,484 and is a balanced budget against expenses.

The vision of ending the HIV epidemic is no longer a pipe dream. We have the knowledge and the science, but the question is whether everyone will apply themselves, resources and energies to do it. Everyone doing their part with God's help can end this epidemic.

Ms. Bonds declared the Annual Meeting of the UCAN Corporation adjourned.

Ms. Bonds then called on Ms. Bathke, Chair of the Finance and Budget Committee, to provide the Committee's report.

FINANCE AND BUDGET COMMITTEE

Ms. Bathke expressed that the charge of the Finance and Budget Committee is to take a close look at how monies are being spent and assure that resources are used wisely. She then gave thanks to Ms. Houston for the work put into preparing the reports.

The Committee met the previous day and reviewed the unaudited figures through December. The role of the Board of Directors today is to vote on three recommendations coming from this Committee. The first is to approve the rates by zone to be used in the calculation of the 2015 Delegate travel pool.

Ms. Bonds stated that the recommendation is coming from Committee, therefore, a seconded motion is not needed.

UCCB-14-03-16

VOTED: to approve the rates for the calculation of the 2015 Delegate travel pool.

Ms. Bathke stated that the second vote was to approve the recommendation for the General Synod registration fees.

Ms. Bonds stated that the recommendation is coming from Committee, therefore, a seconded motion is not needed.

UCCB-14-03-17

VOTED: to approve the recommendation for the General Synod 2015 registration fees.

Ms. Bathke stated the third vote was to approve the Finance and Budget Committee's recommendation to approve the 2015 General Synod budget totaling \$1,361,914.

Ms. Bonds stated that the recommendation is coming from Committee, therefore, a seconded motion is not needed.

UCCB-14-03-18

VOTED: to approve the recommendation of the Finance and Budget Committee to approve the 2015 General Synod budget totaling \$1,361,914.

Ms. Bathke ended the report by noting that an extensive report on Franklinton Center was received and is included in the Board's information packet.

Mr. Sickbert raised a question relating to the total assets of the National Setting of the United Church of Christ. Mr. Sickbert feels that it is the responsibility of the Board to take into consideration the full scope of assets and insure that they are being used in the most effective way for the mission priorities. It would be helpful to have a comprehensive overview of the total assets.

Ms. Bonds affirmed that Mr. Sickbert's questions and suggestions would be taken under advisement.

Ms. Bonds called on Mr. Foley for the final piece of business.

INVITATION FOR THE THIRTY-FIRST GENERAL SYNOD

Mr. Foley, reporting as the General Synod Administrator, introduced Mr. John Deckenback, Conference Minister of the Central Atlantic Conference, who extended an invitation to serve as the host to the Thirty-first General Synod in 2017, in Baltimore, MD. Mr. Deckenback talked about the excitement in Baltimore surrounding the 2017 General Synod. A video presentation followed.

Mr. Foley reported on the process of selecting the Host Conference for General Synod, stated that there are certain criteria that determine the selection.

- The Conference must want to host General Synod,
- The Conference must have the infrastructure to support General Synod,
- It must have the finances to help support General Synod,
- The city must have facilities to support General Synod, such as hotels and a convention center,

- The city must have a convenient and cost effective airport,
- There must be financial incentives. The Convention and Visitors Bureau gave the UCC a \$20,000 signing bonus, along with rebates on hotel rooms,
- There must not be labor issues.

It was moved and seconded to accept Baltimore as the site of the Thirty-first General Synod.

UCCB-14-03-19

VOTED: to accept Baltimore as the site for the Thirty-first General Synod.

Mr. Deckenback called Mr. Black forward and presented him with a cap and a donation of \$12,870 to the UCC National Setting on behalf of the Central Atlantic Conference.

Ms. Bonds took an opportunity to give thanks and recognize the staff for their assistance and support of the Board's meeting.

Mr. Black offered parting thoughts. This meeting is the second United Church of Christ Board of Directors meeting, and Mr. Black noted the tremendous amount of work that needs to be done, and the vast amount of information to take in. This Board of Directors is doing the work once done by three or four bodies. It is a tremendous responsibility and job. There is much to be learned. Mr. Black affirmed Mr. Sickbert's view that it is important for the Board of Directors to have knowledge of the entire breath of the assets of the National Setting. There will be continuing education. The things shared thus far are those of top priority. The hope is to raise transparency in the life of the Board of Directors and the life of the United Church of Christ.

Mr. Black talked about how communication strategies and guidelines are being developed, and invited the members to take the initiative to reach out to people in their surroundings to give them some understanding about the information that was shared during the meetings. Some information may be appropriate for social media.

He shared his prayer along with many, that the Holy Spirit would move among this group and empower and embrace everyone. His hope is that this will be an agile and nimble board that is able to respond to the needs of the Church and the need for further positioning, creatively and dynamically and not become stuck. The Executive Committee and Board leadership has been that kind of nimble and flexible group to try to attend to the dynamic of the meeting in a way to move forward constructively and positively. In that, this group has been blessed with the presence of the Holy Spirit. It is about God's mission in the world.

Ms. Bonds declared that all business had been concluded and adjourned the meeting, the time being 11:09 AM EDT.

Respectfully Submitted,

Michell Farrow,
Executive Assistant to the General Minister and President
Recorder–UCC Board of Directors