

**MINUTES**

**UNITED CHURCH OF CHRIST  
BOARD OF DIRECTORS**

**THE RADISSON HOTEL CLEVELAND-GATEWAY  
CLEVELAND, OHIO**

**MARCH 19-21, 2015**

Members Present: Ms. Maritza A. de Gonzalez, Ms. Sue Artt, Ms. Brittni Badger, Ms. Pat Barnes-McConnell, Ms. Joyce Bathke, Ms. Caroline Belsom, Ms. Lynda Bigler, 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. Robert (Bob) Frieberg, Mr. David Gaewski, Mr. J. Bennett Guess, Mr. Don Hart, Ms. Emily Heath, Mr. Brian Holeman, Mr. Wesley Hurt, Ms. M. Linda Jaramillo, Mr. Nesa Joseph, Ms. Julia LeBrell, Ms. Thea Mateu, Mr. Jim Moos, Mr. Kevin Omi, Mr. Ron Patterson, Mr. Kevin Peterson, Mr. Rich Pleva, Mr. Michael Readinger, Mr. Dwayne Royster, Mr. Gary Schulte, Ms. Carol Shipley, Mr. William Tanner, Ms. Jeanne Tyler, Ms. Elizabeth Walker, Mr. Norman Williams, Mr. Bernard Wilson, Ms. Kimberly Wood

Members Not Present: Mr. William Edwards, Mr. Kevin Finley, Mr. Gilberto Garcia-Rodriguez, Ms. Kira Geary, Ms. DeEtte (Dee) Lundberg, Ms. Christina Phillips, Mr. Ernesto (Ernie) Reyes

Committee Members Present: Mr. Richard Harter, Mr. Douglas McClelland, Ms. Yvette-Michelle Wynn

Mr. Wilson, Chair of the United Church of Christ board of Directors (UCCB), acting on the advice of the Registrar, Ms. Denise Shimell, declared a quorum present and called to order the First Business Session of the United Church of Christ Board of Directors meeting, the time being 2:30 PM Eastern Time.

**THURSDAY, MARCH 19, 2015  
FIRST BUSINESS SESSION**

**APPROVAL OF THE AGENDA AND CONSENT AGENDA**

Mr. Wilson invited the membership to approve the recommended Agenda and the Consent Agenda, with the addition of the Rev. Kent Siladi, Co-chair of the Search Committee, receiving voice without vote to this meeting. It was moved and seconded, and;

**It was VOTED:  
15-03-UCCB-01**

to approve the recommended Agenda and the Consent Agenda with the addition of Rev. Kent Siladi, Co-chair of the Search Committee, receiving voice without vote to the meeting of the United Church of Christ Board of Directors.

Mr. Wilson then acknowledged new members that were present, Mr. Wesley Hurt, Member at Large from the St. Louis area, Mr. Michael Readinger, Ex-officio Member and the new Council for Health and Human Services Executive; and Mr. Norman Williams, Member At Large from Chicago. These members are filling vacancies on the Board of Directors.

### **REMARKS BY THE CHAIR**

Mr. Wilson welcomed members to Cleveland and thanked everyone for their work leading up to this spring meeting of the Board. He described this meeting as significant with important work to accomplish. He then preceded the first report with prayer.

### **REPORT OF THE GENERAL MINISTER AND PRESIDENT**

Mr. Black gave thanks to all members on behalf of the entire Church. He framed his remarks with the Synod theme: "Unexpected Places," noting that since the last meeting of the Board of Directors everyone has been taken to unexpected places and witnessed and engaged with others in ministry and mission, including the mission of advocacy for justice and peace.

Mr. Black talked about various unexpected places and reviewed the work he and colleagues have experienced over the past year:

- The second AM21 Event in Savannah , Georgia, (formerly Search and Call) was held by the MESA Team of Local Church Ministries.
- He visited Carlisle, Pennsylvania, for MLK Day, where a local UCC church was the host for the community-wide Ecumenical event.
- The 2014 year ended with in an unexpected but welcomed place financially. It included ending with a draw rate of 4.87% against a budgeted rate of 6.63%. Expenses were down with a savings of approximately \$2.6 million across the ministries, including Common Services.
- He welcomed Michael Readinger as the new CHHSM Executive, and shared that he attended the CHHSM Annual meeting the previous week.
- He attended the meeting of the NCC Executive Committee in El Paso, Texas; bringing meeting participants in touch with the Church on the margins, and an opportunity to experience border ministry. He met partners from the Italian Waldensian Church, and he shared a photo he took at the border that serves as a faith statement.
- Tampa, Florida was the site of the meeting with the United Church of Canada to work on a full communion relationship.
- He talked about the General Synod Resolutions working group which looked at resolutions and considering alternative ways to look at issues of major concern to Church and society. The Future of General Synod working group, a re-do of the Form and Function Committee,

will come back to the Board with future considerations about General Synod. Conference Boundaries working group looked at conversations between and among conferences relating to conference setting, design and staffing.

- He has been engaged with Justice and Witness surrounding the incidents of the shooting of unarmed African Americans that have become commonplace. The UCC has been engaged beyond Cleveland. He has also hosted several conference calls to facilitate conversation among UCC leaders to form a network of local church leaders who are taking initiative to address this issue. As a result of a UC News story about the calls, he received an unexpected email from a UCC pastor who serves a church in Manhattan, Kansas. He shared the content of that email.
- There will be a pre-Synod event crafted by Justice and Witness Ministries to take the train to Cudell Playground on the West side of Cleveland and hold a vigil where Tamir Rice was killed.
- Reading Changes Lives is an important initiative and will be featured at General Synod as an effort to lift up literacy.
- The Collegium is in the process of consulting with each of the Historically Underrepresented Groups, and to date has met with the Council for Hispanic Ministries, United Black Christians, Ministers for Social, Racial and Economic Justice, the Coalition for LGBT Concerns, and Disabilities Ministries, on how to reshape relationships, ministry and mission together, to serve the whole Church.
- Leadership has been engaged with leadership development, from the work of MESA to JWM's Justice LED, to WCM's Young Adult Service Communities, and more.
- There has been a movement in the National Setting of the Church to break down the dividing walls between ministry teams, to move mission forward, and to get things done efficiently and effectively. Mr. Black termed this process as a word he made up. That word is "de-silo-ification."
- The Montana/Northern Wyoming UCC-Montana Region CCDOC partnership has been dissolved.
- Kimberly Whitney now serves as Minister for Covenantal Relations. She will coordinate an inter ministry team for Conference Relations.
- The Office for Ecumenical and Interfaith Relations will host a Consultation on Multiple Belonging, a Church-wide conversation regarding people who may embody within themselves or their families more than one religious and faith tradition. The meeting will be held here in Cleveland.
- Next week the UCC will host the annual partnership meeting with the leadership of the Christian Church Disciples of Christ.
- Next Month the Office of the General Minister and President, along with the Council of Conference Ministers, will host a consultation with Conference Ministers and Conference staff, who are people of color. The purpose of this gathering is to facilitate a network of mutual support and strategize about how to increase the diversity of people serving in Conference ministry.
- The Office of General Minister and President will host a gathering of African American Church leaders to explore the state of African American presence and participation in the United Church of Christ in April. They will also develop strategies to advance the Joe Evans Scholarship.

- The upcoming National Council of Churches Christian Unity Gathering in Washington D.C. With a focus on their program relating to mass incarceration.

Mr. Black concluded his report with news concerning his retirement. When he leaves office following General Synod this year, he will take a six month sabbatical. Following that, he has accepted an appointment to serve as a visiting professor at Eden Theological Seminary. He also plans to devote a portion of his time raising funds for the Joseph Evans Scholarship.

## **FIRST REPORT OF THE GOVERNANCE COMMITTEE**

Ms. Walker began the report by referencing a previous conversation about putting the National Office property on the market and how it relates to the 17<sup>th</sup> General Synod's reference to the National Office's move to Cleveland. The address of 700 Prospect is specifically included in the Resolution. Therefore, the Governance Committee recommends to the UCC Board of Directors, acting as the General Synod Ad Interim, the amendment of Synod Resolution 89-GS-56 by striking the words: 2. Locates the National Headquarters in the building located at 700 Prospect Avenue.

Mr. Wilson stated that this motion is coming from committee and doesn't need a second.

## **AMEND RESOLUTION REGARDING NATIONAL HEADQUARTERS LOCATION**

**It was VOTED:**

**15-03-UCCB-02** to amend Synod Resolution 89-GS-56 by striking the words: 2. Locates the National Headquarters in the building located at 700 Prospect Avenue.  
(1 abstention)

Ms. Walker then noted the recommendation to appoint members to the Historical Council. The Historical Council has reviewed and recommends that the following members are elected: Rev. Dr. Carolyne Call (at-large, for a term of six years, commencing on the date of election and ending at the conclusion of General Synod 2021) and Rev. K. Ray Hill (at-large, for a term of six years, commencing on the date of election and ending at the conclusion of General Synod 2021); and to elect Rev. Dr. Nancy Nollau Mack (class of 2019) as Chairperson of the UCC Historical Council for a term of two years commencing on the date of election and ending at the conclusion of General Synod 2017.

Mr. Wilson stated that this motion is coming from committee and doesn't need a second.

## **APPOINTMENTS TO THE HISTORICAL COUNCIL**

**It was VOTED:**

**15-03-UCCB-03** to accept the recommended action to elect the following people to the UCC Historical Council: Rev. Dr. Carolyne Call (at-large, for a term of six years commencing on the date of election and ending at the conclusion of General Synod 2021) and Rev. K. Ray Hill (at-large, for  
(1 abstention)

a term of six years commencing on the date of election and ending at the conclusion of General Synod 2021); and to elect Rev. Dr. Nancy Nollau Mack (class of 2019) as Chairperson of the UCC Historical Council for a term of two years commencing on the date of election and ending at the conclusion of General Synod 2017.

## **REPORT OF THE COMMITTEE ON DISPOSITION**

Mr. Brace reported that the Committee met by conference call previously and had a meeting the previous day. Ms. Shipley chaired the meeting due to his absence. Most of the resolutions are recommended for disposition to the committee process at General Synod. Two of the resolutions are recommended to go directly to the floor of plenary, and one to an implementing body. Some resolutions need care in the committee process.

The recommendation from the Committee on Disposition is that the United Church of Christ Board adopts the recommendation and that the Board receives the items of business submitted to the Thirtieth General Synod recommending the following positions:

- Resolution #1 – referral directly to a Plenary of the General Synod
- Resolution #2 – referral to a Committee of the General Synod
- Resolution #3 – referral to a Committee of the General Synod
- Resolution #4 – referral to a Committee of the General Synod
- Resolution #5 – referral to a Committee of the General Synod
- Resolution #6 – referral to a Committee of the General Synod
- Resolution #7 - referral to a Committee of the General Synod
- Resolution #8 – referral directly to a Plenary of the General Synod
- Resolution #9 – referral to a Committee of the General Synod
- Resolution #10 – referral to a Committee of the General Synod
- Resolution #11 – referral directly to a Plenary of the General Synod
- Resolution #12 – referral to a Committee of the General Synod
- Resolution #13 – referral to a Committee of the General Synod
- Resolution #14 – referral directly to implementing bodies
- Resolution #15 – referral to a Committee of the General Synod
- Resolution # 16 – referral to a Committee of the General Synod

Mr. Wilson stated that this motion is coming from committee and doesn't need a second.

## **RESOLUTIONS SUBMITTED TO THE THIRTIETH GENERAL SYNOD**

**It was VOTED:**

**15-03-UCCB-04**

To approve the recommended actions of the Committee on Disposition.

## **REPORT OF THE INVESTMENT AND ENDOWMENT COMMITTEE**

Ms. Belsom reported that there were no actions to be taken at this time. She then gave highlights of the committee meeting.

She noted that the Beyond Fossil Fuel Fund was put into place. It opened on November 3, 2014 with approximately \$20 million. Marketing efforts are underway to increase that fund.

The bulk of the meeting was to hear the 2014 performance of the two investment management companies. The main focus was on companies undergoing restructuring or other corporate transformations.

The report indicated that the 2014 performance of the WCM portfolio had a return of 6.2%, with a benchmark of 14.8%. The United Church Funds had two accounts with moderate funds, and as of December 31, 2014, there was a 3.16% return against the policy index of 4.33%. The alternative balance fund return was 4.77% against the policy index return of 4.44%.

### **DISCUSSION:**

#### **CANDIDATE FOR THE NEXT GENERAL MINISTER AND PRESIDENT**

Mr. Wilson proceeded stating the three phases of the discussion:

1. The discussion of Bylaw 214, and after considering its meaning, intent and interpretation, a decision will be called from the Board to address the implications of Bylaw 214, given the nominee coming before them. It will also lend time to think through the Bylaw before the candidate is presented to General synod;
2. Review of the search process;
3. Invite the nominee in to give a presentation, followed by a question and answer session with the Board. The Board will then enter a period of Executive Session for continued deliberation and discernment concerning the candidate.

Mr. Wilson stated that phase 1, relating to Bylaw 214, will be conducted in an open session, while phases 2 and 3 would be held in Executive Session and only representatives of the Board will be present.

Mr. Wilson declared the search process completed and gave thanks to the Co-chair, Mr. Kent Siladi, for his leadership and the remaining members for their diligence. He went on to note that it is now up to the Board to take into consideration the Search Committee's recommendation and affirm the recommended nominee to General Synod. He then made it clear that the very integrity of the Board is on the line.

Mr. Wilson continued by saying that Bylaw 214 has implications for the Church and the Board, far beyond the legal issue. He then made a request to each member of the Board to take responsibility for the Search Committee's recommendation, as the collegial core of leaders of the Church. It is critically important to enter into this meeting aware that each member of the Board is taking responsibility for the Search Committee's recommendation, discerning and making the

decision whether to affirm the candidate or not by a two-thirds vote of those present. No vote past or future will have the impact of this vote.

Mr. Wilson noted that the poll of the Board prior to the meeting for any questions relating to the process and nomination of the candidate had no bearing on the day's deliberation. It was just a way of discerning whether the Board had similar questions or concerns expressed by other parts of the Church.

Mr. Wilson suggested a look at the bylaw to come to a common understanding of what it means to the discussion. The bylaw was then read aloud before the session was opened to questions and or concerns relating to the bylaw.

Ms. Alisa Lewis responded to initial questions relating to diversity of the pool of candidates and how the affirmative action portion of the bylaw was addressed within the Committee and the search process.

Ms. Lewis stated that the affirmative action provisions require that there is targeted outreach and advertisement to underrepresented groups to give them the opportunity to participate in the search process. This was the main focus of the affirmative action piece and was included in the initial part of the search process. There are very limited circumstances that permit an organization to state a preference in the affirmative action process. The United Church of Christ doesn't fall under either of the circumstances, therefore, making it illegal to state a preference.

Ms. Lewis assured members that the goal was to assure diversity in the pool of candidates, as well as the members who served on the Search Committee. There were 18 members on the search committee. Of the members, 50% were people of color and 40% were female. All members of the Search Committee were present and active in the process.

There were originally 15 candidates in the pool of candidates, and 13 in the final pool. It was a very diverse pool. Two of the candidates didn't have clergy status, so they were not considered.

Mr. Wilson asked that Mr. Don Clark respond to the question, "legally, what happens if there is no diversity in the membership of the Collegium?"

Mr. Clark stated with 100% certainty that there is no viable or legal claim that could be made if the current nominee for General Minister and President is affirmed. The same holds true if the Board doesn't affirm the nominee. He also stated that the Board can't decide to suspend, ignore or not apply this or any other bylaw of the United Church of Christ. The affirmation of this nominee doesn't ignore or violate the pertaining bylaw as written. In fact, there presently is diversity among the collegium of officers that is represented in three of the positions. It exists in gender, race and sexual orientation. The diversity will exist if the nominee is affirmed until October 1, 2015. At that time, Ms. Jaramillo's retirement will be effective, creating a vacancy in

Justice and Witness Ministries. At that time, the Board will need to decide to fill the vacancy and increase the amount of diversity among the officers. If the Board decides not to fill the vacancy, the amount of diversity that exists will be by the action of this Board, and would not be tied directly to the current nominee for General Minister and President.

Mr. Clark then shared his opinion that the bylaw is vague and ambiguous. It doesn't clearly define diversity. Therefore, it is not clear whether it includes gender, race, sexual orientation, age or persons with disabilities. Nevertheless, whatever the decision on October 1, 2015, there will be diversity among the three remaining officers. The bylaw doesn't define the amount of diversity required in any of the categories. There is compliance with the bylaw as written.

The conversation continued to reflect on language relating to the definition of diversity and whether there is language in the Standing Rules that might influence how the bylaw is interpreted. The response to the question was no.

There were Board Members who shared concerns with Human Resource guidelines and questioned whether the Historically Under-represented Groups (HUGS) and communities were adequately solicited for response to the application process. Ms. Lewis' response was that the process was very intentional on outreach to the HUGS and communities that went beyond emails and ads, but included face to face invitations to candidates that were initiated by Committee members.

Following further conversation and discernment, the guiding question was how to move forward with loyalty when decisions are divided. The answer was articulated that loyalty means that members choose to advocate for the decision made by the Board and own that decision. The Board must also trust the work of Committee and the work that they have been selected to do.

Following very detailed conversation, there was an agreement to create a statement that acknowledges that the search process followed the affirmative action process of the Church and has met the criteria of Bylaw 214 in the selection of a candidate. Various members of the Board agreed to wordsmith the statement for submission.

Mr. Wilson then outlined the evening's business session. There was then a motion to call the order of the day. It was moved and seconded, and;

## **ORDER OF THE DAY**

**It was VOTED:**

**15-03-UCCB-05** to call the order of the day.

Mr. Wilson called the meeting adjourned at 4:48 PM Eastern Time, and there was a blessing of the evening meal.



## **SECOND BUSINESS SESSION**

Mr. Wilson called the second business session of the United Church of Christ Board of Directors to order, the time being 6:30 PM Eastern Time. He then outlined the order of the evening's session.

A working group met relating to the question on Bylaw 214. It was determined that it would not be effective or appropriate to create a statement on behalf of the Board until after the candidate for the General Minister and President has been presented and voted on. Doing so would take away the validity of individual considerations regarding the intent and spirit of the segment of the Bylaws that speaks to diversity within the Collegium, and the discernment and voting process. It would make assumptions of the process before it occurs. Therefore, a meeting was scheduled after the evening's session to draft a statement on behalf of the Board, to be presented to the Board for consideration and approval the following morning.

### **PROCESS**

Mr. Wilson called upon Ms. Linda Jaramillo to give a report on the search process.

Ms. Jaramillo talked about the process and shared her thoughts around how the decision was made to select the current candidate for the General Minister and President. She also thanked the Board for the opportunity to serve on the Search Committee.

Ms. Jaramillo represented the Collegium on the Search Committee. The search process began last fall with the Committee gathering to review and define the position description. That description came from the Executive Committee for approval, and was subsequently sent on to the Board.

There was a vigorous recruitment effort, both personal and collective. The deadline for profiles and information was December 1, 2014. There was then an opportunity for the two teams that were put together to review the background information of all candidates. The information was reviewed to determine the list of semifinalist and Committee then interviewed the semifinalist by phone, followed by a discernment process to determine the final pool of candidates. The finalist pool was then invited to face to face interviews in mid-February, followed by discernment by the Committee. Discernment was both intentional and prayerful. Ms. Jaramillo was clear that there was diversity and appreciative of the amount of work put into the process to determine the candidate.

Ms. Jaramillo shared her story of how she experienced the nominee, Rev. John Dorhauer, and his leadership in the life of the Church. Throughout the search process, information was shared about Mr. Dorhauer that included his preaching, writing and sharing, all outlining a key list of skills that the Committee looked for in all of the candidates. The attributes that they

looked for in each candidate were:

- Someone that is pastoral and has a pastoral presence;
- Someone who can preach the prophetic word, and be a prophet in our midst;
- One who is passionate and loves the United Church of Christ;
- Someone who has a presence and is a partner;
- Someone who is a possibility thinker, who dreams of the future, thinks of the future, discerns the future, and hopes for anew.

Ms. Jaramillo went on to say that Mr. Dorhauer embodies all of the stated attributes. He exhibits a behavior of connectiveness and church unity. Mr. Dorhauer has guided connection of churches that seemingly have nothing in common. His passion and love for justice drives him. His entire ministry has been a response to the call to help recreate the Church in the image of a God who shows no partiality. It was in that spirit that she presented the Search Committee's nominee for General Minister and President, The Rev. Dr. John C. Dorhauer.

Mr. Black came forward to receive Mr. Dorhauer and shared his experience of his working relationship as a colleague and friend with Mr. Dorhauer, as that of collegiality and commitment to issues.

### **NOMINEE'S REMARKS**

Mr. Dorhauer began by saying that "because I love my Church," answers the question of why he answered the call to serve. He didn't grow up in the United Church of Christ tradition, but in that of the Catholic Church. After eight years of study in a Catholic seminary, teaching briefly in a Catholic high school, and after two years as a painting contractor, he showed up on the campus of Eden Seminary and had the opportunity to have a conversation with, the then Dean of Students, Mr. David Greenhaw.

One reason that he decided not to continue studies at the Catholic seminary was because he spent many years asking hard questions about the teachings of his faith, and the consistent response was that the teachings have been the same for over 2000 years and that it wasn't his place to question them.

One of the things that made him feel at home after his conversation with Mr. Greenhaw was that he was encouraged to question everything. He felt as though a new spiritual pathway had opened for him.

He fell in love with this Church because:

- The UCC is the Church of so many firsts. The first to ordain the first black man, the Church to ordain the first woman, the first to ordain the first gay man, lesbian woman and transgendered male.
- This is the Church of Yvonne Delk, Rollin Russell and Holly Near, and others who are the voice of Christian activists and advocates.

- This is the Church of the New Century Hymnal, a historic piece that gives voice to the worship community that recognizes that language matters, and that all God's children are incarnated, embodied and reflected in the face of their creator.
- This is the Church of the abolitionist poet who wrote that we must move onward and upward to keep abreast of truth.
- This has become the Church of the Comma and the still speaking God.
- This is the Church known for its clear commitment to justice, where he had the opportunity to stand alongside Valerie Russell, Peg Jacobs, Wally Ryan Kuroiwa and others who demonstrate what it means to show courage in the struggle.
- This is the Church that continues to provide a bold public voice. Commitment to securing that legacy of social action must continue.
- This is the Church of Extravagant Welcome. The Church that welcomes you wherever you are on life's journey.
- This is the Church that manifests the gifts of the Holy Spirit.
- This United Church of Christ is rich in history, replete with a list of firsts that set it apart from all others.
- The United Church of Christ is strong in traditions, both theological and liturgical, that grounds and gives a firm foundation.

Mr. Dorhauer then challenged those serving this Church on all levels to know, understand and fully commit to the missional priorities of the United Church of Christ. He will encourage the building and maintaining of relationships. For those who are employed at the National Setting, each day, this would mean placing a random call to a local church or someone engaged in ministry outside of the local church, for no other reason than to remind us all that our connection and relationship matters.

Mr. Dorhauer then outlined his intent within his first 90 days to set up meetings with the President Fellows, the 20/30 Clergy, Seminary Presidents and others, to talk about what to do about the needs of the changing world.

Mr. Dorhauer took a moment of personal privilege to thank the Board of Directors and the Collegium for their outstanding leadership and work that they have done. He then identified what he perceives as the immediate challenges as he takes office:

1. To commit to multicultural, multiracial, open and affirming and accessible to all values;
2. To maintain clarity and focus on the missional imperatives of Extravagant Welcome, continuing testament and changing lives, while committing fully to funding a new and more creative way, then wisely stewarding the shared assets entrusted for the sake of that mission;
3. To discover pathways to systemic changes that afford relevance and credibility in a radically different world without sacrificing those things that have sustained the faithful through the ages and without crumbling the foundation of which this denomination was built.

In closing, Mr. Dorhauer stated that these challenges will be faced with hope, conviction, passion, creativity, love, and a prayerful and gentle spirit. "We are the United Church of Christ. We have mattered, we do matter and we will matter."

Mr. Wilson then opened the session to a question and answer session.

Mr. Dorhauer responded to question relating to inclusion of persons with disabilities and mental health concerns, strategic planning to incorporate accessibility, his understand of the role of the National Office, his vision for the conferences, youth and young adult issues, and what he perceives will be the challenges of his position.

### **EXECUTIVE SESSION**

At the conclusion of the question and answer session, Mr. Wilson declared the meeting to be in Executive Session, the time being 7:38 PM Eastern Time.

### **OPEN SESSION**

The Board reconvened in Open Session, the time being 8:13 PM Eastern Time.

There was a motion to take the vote by ballot, to recommend the Rev. Dr. John C. Dorhauer as the candidate for General Minister and President. It was seconded, and;

**It was Defeated:** to take the vote by ballot, to recommend the Rev. Dr. John C. Dorhauer as the candidate for General Minister and President.

There was a motion to take the vote by affirmation and approve the recommendation of the Rev. Dr. John C. Dorhauer as the candidate for General Minister and President. It was seconded, and;

### **AFFIRMATION OF REV. DR. JOHN C. DORHAUER AS CANDIDATE FOR GENERAL MINISTER AND PRESIDENT**

**It was VOTED:**  
**15-03-UCCB-06** to vote by affirmation and approve the recommendation of the Rev. Dr.  
(1 no vote) John C. Dorhauer as the candidate for General Minister and President of  
(3 abstentions) the United Church of Christ.

Mr. Wilson invited the return of non-Board members to the room, followed by Mr. Dorhauer.

There was a standing ovation given as affirmation of the Board's vote.

Mr. Black gave the closing prayer to adjourn to the reception for Mr. Dorhauer.

Mr. Wilson called the meeting adjourned, the time being 8:25 PM Eastern Time.

**FRIDAY, MARCH 20, 2015  
THIRD BUSINESS SESSION**

The third business session of the United Church of Christ Board of Directors was called to order by Board Chair, Mr. Wilson, the time being 9:46 AM Eastern Time.

An opening devotion was given by Ms. Sheldon Culver.

**ADHOC WORKING GROUP**

Mr. Wilson called upon the adhoc group to report on the draft letter relating to the recommendation of the Search Committee's nominee, Rev. Dr. John C. Dorhauer.

The previous evening, six Members met as an adhoc group representing all sides of the conversation. The content of the drafted letter was presented by Ms. Emily Heath, and the content read by members of the group. Following the reading of the draft, members of the Board were solicited for questions, thoughts, or suggested changes to the letter.

The group was thanked for their work on the letter that represented fully the conversation that was held the previous day. The letter was thought to be very transparent.

The conversation that followed centered specifically on the point of whether the Board was trying to reach consensus and whether the content of the letter represents the Search Committee's process well enough. Mr. Wilson noted no extensive disagreement with the letter. He stated that the letter will be edited with suggested changes and confirmed that the letter will then go out the full Board, and the Board will determine whether to post it to the Wider Church before presenting to General Synod. It will go out at the earliest convenient time.

**FINANCE & BUDGET COMMITTEE**

Joyce Bathke began her report by reviewing National Basic Support and Special Mission Offerings as of 2014. There was a 2-year comparison done. Expenses came in considerably under budget, and the Collegium worked to keep the budget down.

**It was VOTED:**

**15-03-UCCB-07**

that the United Church of Christ Board adopt and recommend to General Synod for adoption (1) a National Basic Support allocation based on \$6.007 million for the budget year 2016 and \$5.785 million for the budget year 2017; and ( 2) that the percentage allocations for 2016 and 2017 be based on the recommendation by the United Church of Christ Board.

## STATE OF THE SOUTHERN CONFERENCE

Edward Davis talked about gathering as a board a year ago, at the same time the United Church of Christ was embarking on a historic moment that would further cement its position as “the Church”. A church committed to justice and equality, not only in this country, but in the world.

He then recaptured the moment when the Board was given the news that it would vote on the idea of launching a lawsuit against the state of North Carolina. He believed it to be the right thing to do. It was filled with excitement and optimism, as well as a sprinkling of uncertainty. While the victory was celebrated for those who were suffering and being denied their basic rights, the voices of those affected in the Southern Conference weren't heard. After the announcement of the lawsuit, the response was swift and intense. Some Pastors were caught off-guard and were confronted with outrage and disappointment from parishioners.

Mr. Davis and his staff have spent countless hours meeting with churches and ministerial groups to lessen the tension around the lawsuit. Most of the churches and clergy felt that it was handled wrong. There should have been enough trust among us in this covenant to move forward with them knowing the particulars sooner. Four congregations were lost due to the lawsuit. He thanked Mr. Black who was willing to come and discuss and engage the Southern Conference, even enduring some hostility and negative comments at times. Mr. Davis then shared a video from one of the pastors, Rev. Bob Thompson, Hickory, North Carolina, who pastors a United Church of Christ congregation. He has met with and communicated with the various strains in the conference. He then went on to sum up the mood. In closing he challenged the Board to hear and represent the other voices that are part of the UCC. He suggested the possibility of creating a task force of board members, national staff members and pastors, to help them feel and become more a part of the UCC, and to engage more of the Church.

Mr. Davis noted that the Southern Conference will soon gather to celebrate 50 years together, featuring their diversity, which will include theological differences a gift the Conference brings to the UCC and not a liability.

One response to Mr. Davis' report was to give sensitivity to the pain, while taking a look at the theological diversity of the UCC, to pick up the challenge and find a way to address it. Not just in North Carolina, but across the Church.

Mr. Wilson and Mr. Black agreed to take back to the Executive Committee a request to draft a response.

Following Mr. Davis there was a conversation relating to matching the original legal defense fund's \$50,000 as a one-time contribution to offset costs resulting from the lawsuit against North Carolina.

There was a brief conversation relating to the contribution, followed by Mr. Wilson suggesting a motion.

There was a motion to defer the vote on recommended action relating to funding to the Southern Conference to offset costs resulting from the lawsuit against North Carolina.

### **DEFER VOTE ON RECOMMENDED ACTION RELATING TO FUNDING TO THE SOUTHERN CONFERENCE**

It was moved and seconded, and;

**It was VOTED:**

**15-03-UCCB-08** to defer the vote to the motion on the floor relating to funding to the Southern Conference to offset costs resulting from the lawsuit against North Carolina until the evening's session.

### **REPORT OF THE AUDIT COMMITTEE**

The recommended actions of the Audit Committee were stated, followed by a review of the recommended actions. Mr. Tom Croner talked about the performance of the present audit company and the Audit Committee's satisfaction with their good management practices. Although the current audit company provides excellent service, it is a good idea to periodically put out requests for proposals to other companies as a way of accomplishing new ways of thinking and breaking the chain of connection with an organization. Seeking other competitive bids can also lead to potential savings.

It was suggested to put out a request for proposals every 7-10 years. To honor that, 10 firms have been identified that could possibly meet the Committee's requirements. The proposals will be reviewed and narrowed to two firms that will be selected for in person interviews. The Committee will then consider which firm to hire for the next auditing sequence.

The audit will be finished from this year in preparation for after General Synod, followed by the request for proposals.

Mr. Croner made a motion to receive the report and recommendations of the Audit Committee.

Mr. Wilson stated that this motion is coming from committee and doesn't need a second.

### **RECEIVE REPORT OF THE AUDIT COMMITTEE**

**It was VOTED:**

**15-03-UCCB-09** to receive the report of the Audit Committee and the recommendations as outlined in the proposal.  
(1 No Vote)

## **REPORT OF THE GENERAL SYNOD PROGRAM & PLANNING COMMITTEE**

Mr. Brian Holeman provided a review and update of General Synod since the previous March and October meetings. Educational Intensives will be conducted on Friday and will be the official start of General Synod. It is suggested that these be re-considered by the next planning team due to the added time and expense required. Mr. Holeman shared the news that Mr. Cliff Aerie has returned as the Artistic Director for staging, giving a softer and more Church-like feeling to the Plenary Hall. Speakers, preachers and theological reflectors are all in order, and registration is ahead of Long Beach, with total attendance anticipated to top 4,000 (including those who will attend worship on Sunday). Mr. Holeman reviewed all things Synod from the Worship Palooza event, Reading Changes Lives service project, Synod 101 hosted by Hans Holznagel, the Exhibit Hall including mini workshops, ground transportation, "A Place Like This" gala, the Saturday night big Synod dance, Sunday Hearings, celebrations of Mr. Black, Ms. Jaramillo and Mr. Michael Down's ministries, volunteers, communion sets, wifi at the Convention Center and cookies. Yes, there will be cookies!

In closing, Mr. Holeman encourages members to refer to assisted devices or actions as special accommodations and not as special needs. Sign language interpreters will be available at all plenary sessions and worship sessions.

## **REPORT OF THE DEVELOPMENT COMMITTEE**

Mr. Ron Patterson and Mr. Frank Bolden, Chair and Vice-chair of the Development Committee, shared in giving the report of the Committee.

An electronic version of plans for the coming year was shown. They noted the plans for the Office of Philanthropy which includes stabilizing fundraising, minimizing decline, strengthening special offering promotion and support for OCWM, benchmarking 2016 forecasting, strengthening major gifts and soliciting major gifts.

Cards were distributed and members were encouraged to give with 100% participation in all streams of fundraising, whether financially or in-kind. Members were also encouraged to buy seats at the Gala Table. There was an offer of support to those who are unable to take on the cost of attendance.

Mr. Patterson moved the acceptance of the Gift Acceptance Policy.

Mr. Wilson stated that this motion is coming from committee and doesn't need a second.

## **GIFT ACCEPTANCE POLICY**

**It was VOTED:  
15-03-UCCB-10**

to approve the Gift Acceptance Policy as recommended by the Development Committee.



Mr. Patterson noted discussion at the last Synod around seminary education and support for indebtedness and support for future leaders. The Board took on the responsibility to initiate a discussion about this issue. He asked Mr. Guess to present the proposal to repurpose the Strengthen the Church offering.

Mr. Guess stated that after General Synod met in Long Beach, it was very apparent that there needs to be something done to assist the members in discernment with educational expenses. The proposal to create a fifth special offering was met with resistance due to the difficulty with congregations to buy into a new offering. Instead a proposal was presented to the Cabinet of Conference Ministers that would challenge a fresh look at the Strengthen the Church Offering. The offering would be split equally with the conferences and the National Setting, for a variety of purposes within Local Church Ministries. There was a request submitted to assemble a taskforce that would include five Conference Ministers, two Seminary Presidents, one representative of MESA and one representative of the Office of Philanthropy and Stewardship. It would include remittance of all receipts to the National Setting and would be a pass through for two purposes, direct financial support for members in discernment who are engaged in educational programs toward authorized ministry and competitive grants for those congregations selected to receive new and renewing grant projects.

There was a motion to approve the Development Committee's recommended action to re-purpose, effective 2015, the Strengthen the Church special mission offering, so that 100% of the receipts are to be remitted to the National Setting in support of two distinct purposes. (1) 50% to direct grants to United Church of Christ Members in Discernment, who are pursuing authorized ministry in the United Church of Christ. (2) 50% to competitive grants to select new and renewing congregations, recognizing this action may require time for conferences and Local Church Ministries to adjust to this change. The expectation is that all settings will reach full participation by 2017. Local Church Ministries and the Office of Philanthropy and Stewardship are charged with overseeing development of strategies for implementation and distribution.

Mr. Wilson stated that this motion is coming from committee and doesn't require a second.

## **RE-PURPOSE THE STRENGTHEN THE CHURCH OFFERING**

### **It was VOTED:**

**15-03-UCCB-11** to approve the proposal to re-purpose the Strengthen the Church Offering  
(5 No Votes) as recommended by the Development Committee.  
(3 abstentions)

A report was given on the Taskforce on Giving that was appointed by the Development Committee. The Taskforce met the previous day to reconsider the covenant of giving. The taskforce is comprised of UCC members nationwide, clergy, lay, Conference Ministers and congregational pastors. The meeting was to explore the potential for increasing support and to bring a development program that will look at the present situation and develop a better program for the future. The goal is to have something to present to the Board at its fall meeting and to take to the 2017 General Synod.

## **REPORT OF THE UNITED CHURCH FUND EXECUTIVE**

The report of the United Church Funds Executive, Don Hart, will be shared electronically with the Board of Directors.

### **STAFF RECOGNITION**

Mr. Black opened the session to staff. This year the National Ministries began a Common Recognition Program to honor employees for their longevity and commitment to the United Church of Christ.

Employees completing a milestone anniversary received a personalized letter of appreciation from the General Minister and President, a cash bonus, and a commemorative pin marking their years of service.

Mr. Black provided the closing prayer and Mr. Wilson called the meeting adjourned, the time being 12:18 PM Eastern Time.

### **FRIDAY, MARCH 20, 2015 FOURTH BUSINESS SESSION**

Mr. Wilson called the fourth business session of the United Church of Christ Board of Directors to order, the time being 1:30 PM Eastern Time. He then invited Mr. Michael Denton and Mr. Dwayne Royster to present their motions relating to funding of the North Carolina lawsuit.

Mr. Royster presented the following motion: “In recognition of the financial impact on the Southern Conference due to the lawsuit against the state of North Carolina, the United Church of Christ Board authorizes \$50,000 from the Executive Council (EC) Fund to be shared with the Southern Conference.” It was seconded and;

### **FUNDS AUTHORIZED TO SOUTHERN CONFERENCE**

**It was VOTED:**

150-03-UCCB-12      to approve the motion for the United Church of Christ Board to authorize \$50,000 from the Executive Council (EC) Fund to be shared with the Southern Conference in recognition of the financial impact on the Southern Conference, due to the lawsuit against the state of North Carolina.

Mr. Royster presented the following motion: “The United Church of Christ Board calls for the formation of a task force to address the theological spectrum of opinions within the United Church of Christ, to discover ways to live in covenant together.” It was seconded and;

There were comments that agreed with the intended direction of the motion but suggested that it reaches beyond theology. It may be theological, biblical and cultural aspects that should be included. Narrowing it to theology may not reach far enough.

There was a motion to amend the previous motion to include the words “biblical, cultural and ethical”, following theological. It was seconded and;

### **TASKFORCE TO DISCOVER WAYS TO LIVE IN COVENANT**

**It was VOTED:**

**15-03-UCCB-13** to amend the previous motion, adding the words “biblical, cultural and ethical” following theological.  
(1 Abstention)

There was a motion to approve the previous motion as amended. It was seconded and;

**It was VOTED:**

**15-03-UCCB-14** to approve the following amended motion: “The United Church of Christ Board calls for the formation of a task force to address the theological, biblical, cultural and ethical spectrum of opinions within the United Church of Christ, to discover ways to live in covenant together.”  
(1 No)  
(1 Abstention)

### **THE SECOND REPORT OF THE GOVERNANCE COMMITTEE**

Ms. Walker began the report of the Governance Committee, by recognizing the members of the Committee and thanking them for their work.

Ms. Walker noted the first recommended vote: The Governance Committee recommends to the UCC Board of Directors and on to the General Synod that the following groups be accorded voice without vote at the Thirtieth General Synod, under provisions of Rule IX of the Standing Rules: the Ministry for God’s Animals, Faithful and Welcoming Churches, the Association of United Church Educators, and UCC Military Chaplains.

Mr. Wilson stated that this motion is coming from committee and doesn’t require a second.

### **VOICE WITHOUT VOTE – THIRTIETH GENERAL SYNOD**

**It was VOTED:**

**15-03-UCCB-15** to approve the recommendation of the Governance Committee to accord the following groups, voice without vote at the Thirtieth General Synod, under provision of Rule IX of the Standing Rules: the Ministry for God’s Animals, Faithful and Welcoming Churches, the Association of United Church Educators, and UCC Military Chaplains.

Ms. Walker presented the next recommendation from the Governance Committee for the nomination of Ms. Jean Avison, Ms. Marilyn Pagan-Banks, Mr. Christopher Rankin and Mr. Joseph Sejnoha for election by the Thirtieth General Synod as members of the General Synod

Nominating Committee, Class of 2021, noting as a matter of record that Ms. Marilyn Pagan-Banks was nominated by the United Black Christians.

The Chair of the United Church of Christ Board will also select two Board members to serve.

Mr. Wilson stated that this motion is coming from committee and doesn't require a second.

### **NOMINATIONS FOR ELECTION – GENERAL SYNOD NOMINATING COMMITTEE (CLASS OF 2021)**

**It was VOTED:  
15-03-UCCB-16**

to approve the recommendation of the Governance Committee to nominated the following persons for election by the Thirtieth General Synod as members of the General Synod Nominating Committee, Class of 2021: Ms. Jean Avison, Ms. Marilyn Pagan-Banks, Mr. Christopher Rankin and Mr. Joseph Sejnoha, and noting as a matter of record that Marilyn Pagan-Banks was nominated by the United Black Christians.

Ms. Walker moved on to the proposed changes and amendments to the Constitution and Bylaws. She then gave a little background information on a few changes made in the morning's Governance Committee meeting.

The changes were presented in groups. The first group was general amendments to bring the Constitution and Bylaws into current form that works for the Board and the governance structure, the leadership at the National Setting and authorized ministry. It also discusses changes in the leadership structure of the National Setting, removing the Collegium and putting in place a General Minister and President who is accountable to the Board, with the Executive Ministers accountable to the General Minister and President. There are also a few changes on how the Board functions, eliminating the designated covenanted ministries committees to allow the Board to create committees as effective for the Board to do its work. The second group relates to Synod timing. The third package has to do with changes in the clause concerning determination of unrestricted endowment draw rates.

The reason for the packaging is that when this gets to Synod, the packages will be voted up or down. Amendments will not be allowed. The changes should be done before presented to Synod.

Ms. Walker noted other various Bylaw changes:

- putting the Lord's supper back in the preamble,
- changes in paragraph 204 in the Bylaws, relating to the Committee of Disposition,
- changes in paragraph 211, reinstating the responsibility of the Executive Ministers as leaders,
- paragraph 297 relating to the Samoan Ministries,
- Sections about Synod that do not relate to timing, but are crucial to working together as a Church.

There was a question surrounding whether the conferences where the Samoan Ministries are located, have been in dialogue with the Governance Committee. The response was yes. There has been conversation following the previous Synod with leadership in Hawaii and Southern California. Rev. Karen Georgia Thompson, Minister for Ecumenical and Interfaith Relations has also met with leadership who are working to come into accord.

The discussion moved on to changes relating to Members in Discernment and the timing of approval for ordination pending call. There was a question on whether the one year timing is enough, and the suggestion was to change this to two years.

Mr. Wilson called for a motion to grant Holly MillerShank voice without vote to speak to the background information relating to the timing of approval for ordination pending call. It was moved and seconded, and;

### **GRANT VOICE WITHOUT VOTE TO HOLLY MILLERSHANK**

**It was VOTED:**

**15-03-UCCB-17** to grant Holly MillerShank voice without vote.

Ms. MillerShank reviewed background information to the particular addition to the Constitution and Bylaws surrounding the timing of the approval for ordination pending call. The reason for the one year timing was to track persons awaiting call. When the period has been extended, often times it is difficult to track some of those awaiting call and contact can be lost. The practice is have individuals check in to confirm whether they are actively seeking call or have moved on. She then stated that she didn't think there would be a problem with changing the timing to two years, with the understanding that it is just for administration purposes to track where individuals are in the call process. This is not meant to be a process of re-examination.

There was a motion to paragraph 106 after "may be renewed", to add the words "without re-examination," that Ms. MillerShank cautioned against, feeling the phrase could be misinterpreted and could hinder ethic violations. It would also appear that the Board is instructing the Associations and conferences how to do their work.

The conversation continued with concerns expressed relating to the Bylaw changes and whether the Collegium was intimately involved and informed enough in the changes. The answer was that Ms. Jaramillo is on the Governance Committee and Mr. Black attended the February meeting and feedback was received from the Collegium. Mr. Moos and Mr. Guess received a draft copy in advance of those received by the Board, but hadn't been involved in the discussion. The Collegium was not involved in the sub-committee work. The sub-committee consisted of Mr. Brace, Mr. Clark, Ms. Kimmel, Ms. Walker, Mr. Foley and Ms. Shimell. Some of the proposed changes came from places other than the sub-committee. There were instances where the Executive Officers had input by virtue of their participation on

the Executive Committee. The Collegium wasn't responsible for writing changes. Changes were delegated to a particular section of the Board.

In response to concerns that not enough feedback was shared with the Board, it was stated that feedback was shared with the committees as an informational and not a decision making piece. This was done so that the Board would then receive consolidated feedback from the committees.

Ms. Walker explained that these aren't just sweeping changes, the national office has lived into some of the changes over the past two years. The changes are to merge the ministries together and to weave into one Church. The General Minister and President will serve as leadership that will bring all staff into accountability.

Varying opinions and feedback with other changes prompted Mr. Wilson to add words of caution that not supporting the Bylaw changes could lead to a setback. He then called for a break to give members time to reflect and come back with further questions, concerns and discussion.

After the break Mr. Wilson called for a motion to enter into Executive Session. It was moved and seconded, and;

## **EXECUTIVE SESSION**

**It was VOTED:**

**15-03-UCCB-18** to enter into executive session.

(2 No)

When reconvening after Executive Session there was a motion to suspend the agenda for a period of time to allow members to come to a place of healing and then move on to a discussion on how to do that. It was moved and seconded, and;

**It was Defeated:** to suspend the agenda for a period of time to allow members to come to a place of healing and then move on to a discussion on how to do that.

To move the discussion forward, Ms. Walker suggested that perhaps it would be easier to move through each change line by line and address specifics, instead of generalities. The members then took a brief break.

After the break Mr. Wilson suggested time to get into the substance of the document. Ms. Walker did so by beginning with the first packet of changes and inviting questions or suggestions.

-Clarity was provided relating to leadership accountability, with the General Minister and President as well as the Executive Ministers.

-The General Minister and President is not responsible for individual hiring but has accountability. There is a delineation between those who are hired and those who are called. It was made clear that General Synod determines who the Officers of the Church will be.

-The Executive Committee does act on behalf of the Board.

-The determination of committees according to the Standing Rules will be made by the Executive Committee and brought to the Board. There is a clause pertaining to strategic planning that can be referred to for direction.

-The change with the makeup of the Executive Committee has changed to include the chairs of the standing committees. The change allows the chairs to become members, opposed to being invited and to reflect the diversity of the Church.

There was a motion to add the word “age” after reflecting in paragraph 235f. It was moved and seconded, and;

## **CHANGES TO CONSTITUTION AND BYLAWS**

**It was VOTED:**

**15-03-UCCB-19** to add the word “age” after reflecting, to paragraph 235f.

After a question about why “the leadership” is included in paragraph 235f. There was a motion to change the words “leadership,” to “membership” in paragraph 235f. It was moved and seconded, and;

**It was VOTED:**

**15-03-UCCB-20** to change the word “leadership,” to “membership,” in paragraph 235f.

(1 No)

The conversation moved on to revisit line 106 relating to members in discernment. “Approval for ordination pending call shall be granted for one year and may be renewed.” There was a motion to change from one year to two years. It was moved and seconded, and;

**It was VOTED:**

**15-03-UCCB-21** to change one year to two years, in line 106 of the Constitution and Bylaws, and also noting year to years.

There was clarification given as to accountability of General Counsel, which is to the Oversight Committee. General Counsel isn't counsel to a person, but to client(s) or multiple entities such as: General Synod and the United Church of Christ Board, which are represented on the Oversight Committee. Neither the GMP nor the Executive Officers are specifically identified as clients. Every entity that has retained the services of General Counsel has the right to terminate the relationship.

Mr. Wilson then called for a motion to approve the amendments that have been presented. It was moved and seconded;

**It was VOTED:**

**15-03-UCCB-22** to approve the Constitution and Bylaws as amended, that have been presented.  
(2 Abstentions)

Ms. Walker moved on to the package that includes changes that relate to General Synod frequency by removing reference to "biennial" and "2 year," and replacing with "regular meetings," along with attending information relating to changing the term of Board Members, Officers and Delegates that relate to General Synod scheduling. There is a working group that will come back with recommendations on General Synod, specifically the frequency portion.

There was a motion to approve these Constitution and Bylaw changes.

Mr. Wilson stated that this motion is coming from committee and doesn't require a second

**It was VOTED:**

**15-03-UCCB-23** the General Synod proposed changes, removing all reference to "biennial," and "2year" set timing, and replacing with "regular meetings." And changing the attending information relating to the terms of Board members, officers and delegates that relate to General Synod scheduling.  
(4 Abstentions)



There were several concerns with this vote and how it will be received by Synod. The frequency of Synod is still under debate. With reduced staff, the total cost of General Synod hasn't been determined. The Board that is responsible for the financial resources of the Church on behalf of General Synod is in the best place to make that decision. There may be recommendations coming for a change in Synod in some sort of way. If this recommendation is approved by Synod, it is turning over the responsibility to the Board and this should be made clear.

The third package was about changing the language in paragraphs 223a and 240c of the Bylaws regarding the mechanism for voting on the draw rate from unrestricted endowment. The current process includes a recommendation from the Investment and Endowment Committee to the United Church of Christ Board. The only way to change from the recommended amount is two votes of more than 85% of the United Church of Christ, held at least 12 hours apart. The reasoning behind this vote is that the Board is responsible for strategic planning, policy making and the wellbeing of the Church.

Mr. Wilson stated that this motion is coming from committee and doesn't require a second. There was a suggestion to change to a two thirds vote.

After a detailed discussion, Ms. Walker reminded Board members that the only way that the recommendation relating to the draw rate can be changed is to amend the recommendation. There was then a comment that it shouldn't be easy to change the draw rate, but it shouldn't be impossible. The core mission is the mission of the Church, so decisions should be made in full awareness of the impact it will have on the Ministries of the Church. Therefore there was a request for a motion calling for a two thirds majority vote from the Board.

There was a motion to accept the recommendation from the Investment and Endowment Committee with the following changes to 240e: Recommendations as to the annual draw rate and as to the allocation of the annual dollar amounts resulting from the application of the annual draw rate to each of the restricted endowment funds and to each of the historic donor intended uses of each of the unrestricted endowment funds referred to in paragraph 243f, shall be accepted unless modified by the United Church of Christ Board upon a two thirds vote of the members present of the full Board. It was moved and seconded to vote on the amendments to the original amendment, and;

**It was VOTED:**

**15-03-UCCB-24** to approve the acceptance of amended changes to the original amendment.

**It was VOTED:**

**15-03-UCCB-25** to approve the original amendment as amended with the changes to  
(1 No) one vote two thirds (66.7%) vote and a period after Board, in  
(1 Abstention) paragraph 243f.

There was a motion to strike the words “referred to in paragraph 243f” in paragraph 243e. It was moved and seconded, and,

**It was VOTED:**

**15-03-UCCB-26** to strike the words “referred to in paragraph 243 f” in paragraph 243e. (the same changes to page 20, 223a)

There was a motion to recommend to General Synod the amendments to paragraphs 223a and 243e as amended here today.

Mr. Wilson stated that this motion is coming from committee and doesn't require a second.

**It was VOTED:**

**15-03-UCCB-27** to recommend to General Synod the amendments to paragraphs 223a and 243e as amended here today.

Mr. Wilson stated formal notice of amendment 6a: In accordance with paragraphs 74 and 75 of the Constitution, I am formally notifying the General Minister and President of recommended amendments to the Constitution and Bylaws, and directing the Secretary to submit these recommended amendments in writing to the General Minister and President, no later March 25, 2015, and directing that the recommended amendments to the Constitution and Bylaws be made available to the Conferences, local churches and Delegates to the General Synod, no later than April 10, 2015.

Mr. Wilson called a motion to enter into Executive Session. It was moved and seconded, and;

## **EXECUTIVE SESSION**

**It was VOTED:**

**15-03-UCCB-28** to move into Executive Session

Mr. Wilson declared the session adjourned, the time being 5:24 PM Eastern Time.

## **SATURDAY, MARCH 21, 2015 FIFTH BUSINESS SESSION**

Mr. Wilson called the fifth business session of the United Church of Christ Board of Directors to order, the time being 9:21 AM Eastern Time. He then invited Ms. Bonds to present the report of the Collegium Relations Committee.

## **REPORT OF THE COLLEGIUM RELATIONS COMMITTEE**

Ms. Bonds greeted the Board and noted that the Collegium Relations Committee met over dinner on Thursday and acted as a pastoral relations committee and, therefore, the report is confidential.

Mr. Wilson then invited Mr. Croner to give the report of the Nominating Committee.

## **REPORT OF THE UCC BOARD OF DIRECTORS NOMINATING COMMITTEE**

Mr. Croner stated that the Committee met the previous evening and acknowledged his colleagues on the Nominating Committee.

He then added that they came together, not expecting anything, but as they looked at the rules they were bound by in the Standing Rules, they had a roadmap to follow. They asked for interested members of the Board to submit their names if they wanted to serve in a leadership capacity as vice and co-chairs of the United Church of Christ Board. They also asked each Board Member to provide input and suggestions for those they would like to serve in that capacity. After considering each interested individual to serve in the positions of Chair and Vice-chair, the Committee came together with consensus with the following names: Ms. Dale Bonds as Chair and Mr. Frank Bolden as Vice-chair. He then presented the nominees for approval.

Mr. Wilson confirmed that Ms. Bonds was willing to serve as Chair of the United Church of Christ Board, and asked that she be excused as the Board prepared to vote on her nomination.

Mr. Wilson stated that this motion is coming from committee and doesn't require a second.

## **DALE BONDS ELECTED AS CHAIR OF THE UCC BOARD OF DIRECTORS**

### **It was VOTED:**

**15-03-UCCB-29** to accept the nomination of Ms. Dale Bonds as Chair of the United Church of Christ Board.  
(2 No)

Mr. Wilson confirmed that Mr. Bolden was willing to serve as the Vice-chair of the United Church of Christ Board, and asked that he be excused as the Board prepared to vote on his nomination.

Mr. Wilson stated that this motion is coming from committee and doesn't require a second.

## **FRANK BOLDEN ELECTED AS VICE-CHAIR OF THE UCC BOARD OF DIRECTORS**

**It was VOTED:**

**15-03-UCCB-30** to accept the nomination of Mr. Frank Bolden as Co-Chair of the United Church of Christ Board.

Ms. Bonds invited Ms. Matea forward to give the report of the Justice and Witness Committee.

### **REPORT OF JWM MINISTRY COMMITTEE**

Ms. Mateu gave recognition of fellow committee members before she began the report. She then continued by sharing some of the highlights of some of the work of the Committee and pointed members to the staff reports that are located on BoardMax.

-The priorities for the Washington, D.C. office is voting rights, reducing defense spending, economic justice and the living wage, campaign finance reform, criminal justice, mass incarceration and environmental justice.

-Acting on the role of the Church as opening and affirming, there is coordination of work relating to the Boy Scouts of America memorandum, and working with congregations to address violence against the Lesbian, Gay, Bisexual, Transgender, Queer communities. The national weekend of prayer for the freedom to marry is April 24-26.

-Recognition of the amendment to environmental justice.

-Training for justice leadership.

-The UCC's presence at the Climate Change March in New York.

-Franklinton Center is exceeding all revenue goals in 2014.

-There is a prayer pilgrimage that will be held during General Synod for Tamir Rice.

-There is a petition and press conference scheduled during Synod, encouraging the local baseball team to change their name and mascot.

-Reading Changes Lives initiative is happening.

-Building collaboration among staff and covenants of mutual accountability with conferences.

In closing, Ms. Mateu gave thanks for the work and wisdom of Ms. Jaramillo's ministry.

Ms. Bonds called on Mr. Downs to give the report of the Pension Boards.

### **REPORT OF THE PENSION BOARD EXECUTIVE**

Mr. Downs greeted the members and gave thanks to those who serve on the Board. He then noted that Mr. Black and Ms. Culver served on the Search Committee to fill his position. Mr. Downs referenced Hebrews 12:1, "...and let us run with endurance the race that is set before us..." This has been his devotional text in thinking about the race that has been set before him. He noted that this text was also selected for their Annual Report and that each one of us has a different race before us.

- The race to improve financial planning for members is finally done. He reviewed the three screen shots of how that work was done with the financial planning program that will be launched the day after Easter and is ready to go live. There will be approximately 50 people

enrolled to test the program.

- Half of the Pension Boards displays at General Synod will be with financial planners.
- The “Commitment to Your Well Being” brochure supports the next generation of leadership initiative and the initiative known as Credo that is targeted for mid-career clergy between the ages of 35 and 55, in partnership with the Episcopal Church.
- There was a \$50,000 grant awarded by the Lilly Endowment for clergy leadership and financial literacy.

Mr. Downs highlighted the important role of women that is represented in the effectiveness of staff that has helped him. He has been surrounded by women who have encouraged, advised and kept him on the right path. He then went on to note his support of the Pension Board’s investment in small companies in Palestine that are managed by women. He has been an advocate in the corporate sense, for women in the board room and will continue to do so.

In closing, a brief video was shown of a story of a Palestinian photo journalist who tells her story with the pictures she takes, from politics, fashion, and cinema to sports. A Palestinian company produced the video.

Ms. Bonds invited Ms. Culver to deliver the report of the Local Church Ministries Committee in Mr. Joseph’s stead.

## **REPORT OF LOCAL CHURCH MINISTRIES COMMITTEE**

Ms. Culver talked about the Manual on Ministry, a resource used by associations to authorize persons for ministry in the United Church of Christ. She followed with information on the process of developing studies and understanding leading into what is presently being done with Habakkuk. This initiative is not to rewrite the manual on ministry, but is a re-visioning of what the United Church of Christ is about. It’s not just rewording. It is about what holds the UCC together theologically and ecclesiastically. It focuses on how to move with discernment in ministry that serves the Church in the twenty-first century. It takes a look at both the ecumenical and interfaith landscape, and how that landscape speaks to authorization of persons in ministry globally.

Ms. Culver invited committee members and the Executive Minister of Local Church Ministries to stand and be recognized for their work. She then requested the showing of a video that gave a sense of what the move of Habakkuk is about.

In closing she talked about the new church congregation that is part of the Amistad Chapel which is approximately 15 months old, the Extravagance UCC which is the online Church, the new Data Hub and the updated pastoral profile system.

Ms. Bonds invited Mr. Readinger to give the report of the Council for Health and Human Services Ministry (CHHSM).

## REPORT OF THE CHHSM EXECUTIVE

Mr. Readinger read the mission statement for CHHSM and noted the importance of starting there. He lifted up the Council for Health and Human Services (CHHSM) and its ministry partners.

- There are 71 corporations that own, operate and manage nearly 400 communities that serve people who have needs in a variety of settings around acute care, affordable housing, independent living, hospice care, developmental ministries, orphanages, and children and family services. These are ministries of CHHSM and this Church.

-Yearbook stats show that in 2014, services were provided to nearly 7 million people in the United States, and employing approximately 57,000 in the U.S., spending over \$7 billion per year in operations, and over \$700 million in uncompensated care to the needy.

Mr. Readinger invited all to reach out to him and promised to be present along with his staff to engage with the Wider Church. He encouraged everyone to go to [chhsm.org](http://chhsm.org) and sign up for the newsletter to learn about the work their member groups are doing throughout the country.

Mr. Readinger was installed as the Executive to CHHSM two weeks prior to the Board meeting and Mr. Black and others were present. His installation service marked the end of CHHSM's 77<sup>th</sup> annual meeting.

CHHSM is presently focusing on transformation and engagement. It's about how organizations who have shared core values, work together to take care of the Church's business. It is also about giving back.

Core values are important. On March 7<sup>th</sup>, an announcement was given to membership that CHHSM, as an organization, will pursue becoming an open and affirming corporation of the United Church of Christ. This is a big step, and the CHHSM Board will vote in June with the full affirmation of membership. CHHSM also called on its membership to consider becoming open and affirming bodies of the United Church of Christ.

CHHSM also provides leadership programs for its organizations. Some of these programs have existed for over 20 years. The Transformation Leadership Program became the Faith Based Leadership Institute and there's the Nollau Leadership Institute that is responsible for training leadership.

Mr. Readinger invited everyone to join in the Synod chalk wall in the exhibit area. It will give attendees the opportunity to reflect what their faith means to them. There will also be other daily themes that will represent the shared ministries of the United Church of Christ.

In closing Mr. Readinger responded to a question about how his transitioning is going in his new position. His response was very positive and he feels the transition hasn't affected membership.

Ms. Bonds invited Mr. Carlson to give the Wider Church Ministries Committee report.

## **REPORT OF WCM MINISTRY COMMITTEE**

Mr. Carlson began by asking for prayers for Dee Lundberg. He then acknowledged committee members and gave thanks to Mr. Moos and the Wider Church Ministries staff. He noted that the written report is available.

He stated that during the committee meeting, Mr. Moos gave an update on the ministry and noted that WCM is the administrator for One Great Hour of Sharing and acts to promote it. The dollars are used for refugee settlement, sustainable development and disaster ministry.

-Most recently, Mr. Moos met with the Waldensians and Mr. Carlson asked him to give some brief background information. He described them as close global partners. Their social witness is very close to that of the United Church of Christ. An agreement has been signed with their head of communion to provide funding in the amount of 350,000 Euros per year for 3 years. Their key issue is human migration. While in the U.S. they spent time on the US/Mexican border. Mr. Peter Makari and Mr. Moos have a trip planned for the Middle East and will meet with the Waldensians in Italy afterwards,

-The report included information on work with partners in the Philippines in the aftermath of the typhoon. The work is three to five years, and is working towards have typhoon proof homes.

-One Great Hour of Sharing (OGHS) is working with the Syria refugee response.

-Work is being done on advocacy and transitioning to a personalized funding model.

-WCM is in the process of publishing a book on post-colonial missions which should be available by General Synod.

-Mr. Moos and Mr. Manchala, Area Executive for Southern Asia recently returned from a trip to Southern Asia.

## **TRANSPARENCY WORKING GROUP**

Ms. Bonds spoke on the working group that assembled to consider next steps and invited them to give their report. This was a volunteer group of the Board who came together to determine a way to come together and operate under a spirit of trust, particularly in relation to the recommendations from the Board going to Synod relating to the Constitution and Bylaw changes. It is important to be able to stand as a unified Board, in a manner to feel strong together with a plan of action.

They came up with the following as a plan of action:

- That the chair expediently appoint a task force consisting of five interested and willing members of the current Board, working directly with the General Minister and President, tasked to examine the issues of secrecy and to develop best practices for transparency for our continued work as a Board on behalf of the General Synod of the United Church of Christ, and in conjunction with the National Staff. This task force would consist of no more than one member of the Executive Committee and, if possible, at least one of our Conference Minister members. And would make a written report to the Board at least two weeks prior to the meeting in June.

There was a motion to accept the stated plan of action. It was moved and seconded.

There was a question and conversation on the rationale of the plan which left a lot of unanswered questions following the process conversation the previous day, with no plan of action.

There was further conversation relating to wording, Board culture and how people would be appointed. Especially because the current Chair's term will conclude at Synod. In response, clarification was given that this is intended to be a short term group as a way of inviting the Board into conversation about a long term process, and to help the move forward.

There was a motion to amend the original motion by removing the word "secrecy" and replacing it with "accountability." It was moved and seconded, and;

**It was VOTED:**  
**15-03-UCCB-31** to approve the amendment to the original motion.

There was a motion to approve the original motion as amended. It was moved and seconded, and;

**It was VOTED:**  
**21-03-UCCB-32** that the chair expediently appoint a task force consisting of five interested and willing members of the current Board, working directly with the General Minister and President, tasked to examine the issues of accountability, and develop best practices for transparency for our continued work as a Board on behalf of the General Synod of the United Church of Christ. And in conjunction with the National Staff, this task force would consist of no more than one member of the Executive Committee and, if possible, at least one of our Conference Minister Members, and would make a written report to the Board, at least two weeks prior to our meeting in June.  
(2 No)

Ms. Bonds called for a motion for the Board to enter into Executive Session. It was moved and seconded, and;

## **EXECUTIVE SESSION**

**It was VOTED:**  
**15-03-UCCB-33** for the Board to enter into Executive Session.

Ms. Bonds declared the Fifth Business session adjourned, the time being 10:45 AM Eastern Time.

Respectfully submitted,

Michell Farrow  
Recorder