

Minutes
The Board of Directors of the United Church of Christ
Marriott Cleveland Airport Hotel
Cleveland, Ohio
March 9 – 11, 2017

Members Present: Maritza Angulo de Gonzalez, Sue Artt, Caroline Belsom, Lynda Bigler, Traci Blackmon, Brian Bodager, Frank Bolden (Vice-chair), Dale Bonds (Chair), Geoffrey Brace, Carolyne Call, Dennis Coy, Edward Davis, Mike Denton, John Dorhauer, Robert (Bob) Frieberg, David Gaewski, Darrel Goodwin, Carla Gregg-Kearns, Don Hart, Richard Harter, Emily Heath, Alice Hunt, Wesley Hurt, Noah Jensen Tabor, Nesa Joseph, James Maki, Douglas McClelland, Brittnei Melius, Yesenia Menendez-Sanchez, Keith Mills, James Moos, Jorge Morales, David Nelson, Kevin Omi, Kevin Peterson, Michael Readinger, Inez Reid, Ernesto (Ernie) Reyes, Gary Schulte, Carol Shipley, Hannah Snyder-Samuelson, William Tanner, Norman Williams, Frances Wong, Yvette Wynn

Members Excused: Thea Racelis, Dwayne Royster

Members Absent: William Edwards, Gilberto Garcia-Rodriguez

Staff to the Board of Directors Present: Wayne Cherry, Lee Foley, Jan Gomoll, Richard Hilbrich, Stephen Jones, Ann Kiernozek, Heather Kimmel, Alisa Lewis, Linda Long, Christine Lucarelli, Ron Nowak, Mary Paxton, Denise Pittman, Dianne Roberts, Valerie Smith, Christina Villa, Cheryl Williams

THURSDAY, MARCH 9, 2017

FIRST BUSINESS SESSION

Dale Bonds, Chair of the United Church of Christ Board of Directors (UCCB), acting on the advice of the Registrar, Denise Pittman, declared a quorum present and called to order the First Business Session of the United Church of Christ Board of Directors, the time being 3:00 PM Eastern Time.

Dale Bonds invited the membership to approve the recommended Agenda with a change in the time of the Nominating Committee meeting. It was moved and seconded, and;

APPROVAL OF AGENDA

It was VOTED:

17-03-UCCB-01 to approve the Agenda as changed.

Dale Bonds invited the membership to approve the Consent Agenda, which consisted of the following:

UCCB-17-03-02a – Grant Voice Without Vote to the following staff and others making presentation to the Board of Directors: Wayne Cherry, Lee Foley, Jan Gomoll, Richard Hilbrich, Stephen Jones, Ann Kiernozek, Heather Kimmel, Alisa Lewis, Linda Long, Christine Lucarelli, Ron Nowak, Mary Paxton, Denise Pittman, Dianne Roberts, Valerie Smith, Christina Villa, Cheryl Williams

UCCB-17-03-02b – Grant Voice Without Vote to Non-Director Members of the Special Committee on Development: Ron Patterson, Shari Prestemon, Sue Wimer

UCCB-17-03-02c – Approval of the Minutes of the October 20-22, 2016 meeting of the Board of Directors

UCCB-17-03-02d – Approval of the Minutes of the December 7, 2016 meeting of the Board of Directors

It was moved and seconded, and;

APPROVAL OF CONSENT AGENDA

It was VOTED:
17-03-UCCB-02 to approve the consent agenda.

REMARKS BY BOARD CHAIR

Dale Bonds reported on the work of the Executive Committee and thanked the Board and all Committee members for the dedication and commitment to the good work of the Board.

REPORT OF GENERAL MINISTER AND PRESIDENT

John Dorhauer reported that the National Setting is charged with safe guarding and wisely stewarding the resources of the United Church of Christ. The National Setting is charged with a renewed sense of purpose. A consultant was recently brought in and given free rein to look at the work of the denomination. Questions about the efficiency and efficacy of our operations. A conceptual presentation to align our resources to being committed in purpose to the love of neighbor and justice for all. What does the embodiment of aligning our resources in that manner look like?

The vision of the UCC is seeing a just world for all, and in mission to love one another with justice and welcome to all. We are beginning an engagement of what it looks like to embody this at every level. We must respond faithfully to these commitments.

Recent history:

We have been a denomination, along with many others, that has been facing decades of shrinking budgets. There are budget cuts each year, there has been a reduction in the workforce, and the needs of the Church have dramatically been shifting over the last decades.

Our future:

The UCC Board's Implementation Task Force has been asking what a relevant, vital and healthy denomination will look like in ten years. A second task force is ready to receive the second phase of the implementation of that process. This will result in recommendations for future priorities of the United Church of Christ.

The time is now for the National Setting of the UCC to reposition its workforce.

The workforce must:

- Fulfill our current missional commitments.
- Not overly stress the budget and create space within the budget to put opportunities on the playing field that are flexible.
- Adapt to what has changed.
- Foster awareness and flexibility to address future change and to build the idea into the culture that more changes are coming.
- Align not with past commitments, but future needs and expectations.

Past models:

- Relied on the National Setting for expert response to the needs of local churches.
- Built separately funded departments with delineated responsibilities, work forces, boards and budgets.
- Relied on volunteer funding from local churches relayed via Conferences with independent authority to determine what portion of the gift would be sent to the National Setting.
- Forbade the National Setting from cultivating relationships with potential donors without explicit permission by Conference and Local Church leaders. (All of the work will be done in conjunction with and cooperation with the Conference Leaders.)
- Reduced the workforce via the lens of budget balancing versus a shared missional lens.
- Reassigned workloads from dismissed employees to remaining staff.
- Saw disproportionate reduction in workforce borne at lower end of pay scale.

Future focus:

A more robust National Setting would...

- Be clear about its mission.
- Adopt mission with the Local Church.
- Actively pursue donors with capacity to give beyond the Local Church who share with us an alignment with the United Church of Christ.

Organizational Structure should:

- Re-establish best practices for management to team member ratios.
- Encourage intersectionality among various departments.
- Promote collaborative efforts of employees.

At the National Setting:

- Workforce reductions should not increase the workloads of remaining workforce.
- Sustain and support positions deemed mission critical.
- Maintain balance in the organization structure.

Close Collaboration with the Counsel of Conference Ministers will ensure that:

- Workforce alignment responds to the needs of the Local Church.
- Output is consistent and missional intent.
- Mission remains one we are all invested in.

Collective workforce capacity around two essential functions:

- **Function 1:** The Narrative – why do we exist?
 - Establish the Metanarrative of the denomination.
 - Define the purpose, mission and vision in every day, in every age.
 - Curate the individual narratives articulated by the covenant partners of this denomination.
We need to hear what that looks like in their setting for ministry.

The National setting is no longer setting the agenda, but it is the place where the stories get told so that every partner grows with a sense of awareness and deepens and broadens the realization of what is going on in the UCC.

- **Function 2:** Capacity
 - Articulate clear pathways to development of 21st century leadership models.
 - Identify and cultivate relationships with partners in the movement toward mission fulfillment. We are part of a larger group that is committed to the love of God’s people and creation. The National Setting bears responsibility for building partnership with covenant partners who will work with us, walk with us and shows an affinity for the passions shared by the UCC. We are not in this alone, and we need to engage in building critical partnerships.
 - Create pathways for internal partners to network with external partners to connect towards building a Just World for All.

We believe that these are the questions that we need to each ask.

- How is what I do enabling the United Church of Christ to fulfill its mission?
- Is what I am doing aligned with the narrative and mission of the UCC?
- What partnership am I cultivating so that what I do enhances or is enhanced by the work of another?
- Whose narrative am I curating?
- Who is my intended audience?

We need to be curating our stories so that the narrative is attractive to a broader audience.

- How do I deliver an effective narrative audience?
- How does it move us closer to our alliance?
- What new partnerships am I able to build, cultivate, and maintain to enhance the collective missional effort of our local churches?

These Assumptions will:

- Assist in deploying a workforce that is consistent with our mission.
- Align with future needs.
- Adapt to changing expectations.
- Be responsible to good stewardship of resources.
- Be in good relationship with mission critical partners.

All toward creating a Just World for All.

REPORT OF THE COMMITTEE ON DISPOSITION

Caroline Belsom reported on behalf of the Committee on Disposition. The Committee was charged with the timely review of submitted resolutions, not on merit but on the criteria set forth in the Standing Rules. It is the responsibility of the Committee to make a recommendation on how to handle the way resolutions are submitted to General Synod.

Twenty Resolutions were submitted by the January 1, 2017 deadline for review.

The Committee on Disposition recommends and moves that:

The Committee on Disposition of the United Church Board received the following items of business submitted to the Thirty-First General Synod and recommends disposition as follows:

Resolution Number	Title	Designation	Recommendation for General Synod Action
1	On Enhanced Support of American Missionary Association Founded Churches That Participated in the Merger Forming the United Church of Christ	Prudential	To a Committee of General Synod
2	Calling for Participation with the Boy Scouts of America Through Inclusive Scouting Programs	Witness	Direct to Implementing Bodies
3	A Call for the United Church of Christ to Advocate for the Rights of Children Living Under Israeli Military Occupation	Witness	To a Committee of General Synod
4	On Corporal Punishment of Children in Homes and Institutions	Witness	To a Committee of General Synod
5	Bring Down the Wall in the Caribbean	Witness	To a Committee of General Synod
6	Resolution Declaring the Work of the Pattern of Giving in the United Church of Christ Complete	Prudential	To a Committee of General Synod
7	The Disparity of Rights of Adoptees to Access Birth Certificates for Adults	Witness	To a Committee of General Synod
8	Resolution in Support for Establishing Relationships Between United Church of Christ Settings and Community Development Federal Credit Unions	Prudential	To the UCC Board
9	On Proposing a New Framework for Covenantal Giving and Implementing Fundraising Best Practices	Prudential	To a Committee of General Synod
10	On Recognizing and Studying Gun Violence as a Public Health Emergency	Witness	To a Committee of General Synod
11	On Becoming an Immigrant Welcoming Church	Witness	To a Committee of General Synod
12	More Just Economy: Living Wages and Job Creation	Witness	To a Committee of General Synod
13	Manual on Ministry, Re-Visioned	Prudential	To the UCC Board

14	Resolution of Witness in Support of Legislation Authorizing Medical Aid in Dying	Witness	To a Committee of General Synod
15	Enact Minimum Wage Laws of \$15 Per Hour	Witness	To a Committee of General Synod
16	On Establishing Procedures for Cultural Diversity Training for Authorized Ministers	Witness	To a Committee of General Synod
17	Resolution of Witness in Support of Adult Survivors of Child Abuse and Neglect	Witness	To a Committee of General Synod
18	Affirming and Supporting the Authorized Ministries of Under-represented Clergy in Local Congregations: A Call for Greater Representation and Economic Justice	Prudential	To a Committee of General Synod
19	Toward Disability Justice: A Call to the Church and Churches	Witness	To a Committee of General Synod
20	Affirming the Coalition of Immokalee Workers' Boycott of Wendy's	Witness	To a Committee of General Synod

There was discussion regarding clarification that the vote was to approve the report of the Committee and how the Committee decided how to handle the Resolutions, not on whether the Resolutions are approved.

APPROVAL OF DISPOSITION OF RESOLUTIONS

It was VOTED:

17-03-UCCB-03 to approve the disposition of the resolutions as recommended by the Committee on Disposition.

David Anderson indicated that because of the current political climate and due to the fact that the deadline for submission of resolutions was January 1, it is likely that additional emergency resolutions will be submitted within the time frame allotted in June and on the floor of General Synod. The review and disposition of some of the emergency resolutions will likely be made up of a committee of some of the board members. Some board members will also be liaisons to the committee chairs.

Sue Artt provided a prayer and blessing of the meal, and the meeting was recessed, the time being 4:45 PM Eastern Time.

SECOND BUSINESS SESSION

Dale Bonds called the Second Business Session of the United Church of Christ Board of Directors to order, the time being 6:16 PM Eastern Time.

REPORT OF THE JWM EXECUTIVE MINISTER SEARCH COMMITTEE

Darrel Goodwin announced that he was bringing forth a candidate as the Executive Minister of Justice and Witness Ministries.

Darrel provided the full Board of Directors with an overview of the work of the Search Committee that involved a review of the position description, familiarizing the Committee with HR procedures and the portfolio of Justice and Witness Ministries, articulating hopes and visions of the qualities that are important for a leader in this critical time, and creating a timeline for the search process.

Darrel stated that the position was initially posted in July of 2016 and closed in September of 2016. The position description was circulated through the networks of the National Setting, Committee and Board. The Committee reviewed the applications for the role based on position qualifications and selected two finalists for phone interviews before deciding to invite one candidate for a final round interview.

The Committee's vision and hope was to find a candidate who would help the UCC continue to be grounded in Justice as an essential component in who we are and aspire to be. Someone who would be conversant in the justice issues of our time, and the range and diversity of the issues and concerns our world is facing. This person should also have the ability to articulate our justice narrative and fundraise for mission, be actively engaged in the work of justice, be a credible and meaningful player in the movement of transformational social justice, and maintain and expand the ongoing commitment to justice and change. In addition, the Committee sought out someone who would be team focused, collaborative, innovative, and one who could skillfully manage a team, while possessing executive experience with the ability to balance a comprehensive budget. This person would also need to be someone with the capacity to mobilize large groups of people to respond to real time issues in meaningful ways.

Darrell reported that the applicant pool was representative of the diversity of the United Church of Christ. Candidates possessed various leadership roles in local, state, and national organizations, were committed to justice work in expansive and inclusive ways, had significant and relevant educational backgrounds, and were committed to the mission of the United Church of Christ in the world.

Darrell announced that Traci Blackmon was the Committee's choice for JWM Executive Minister. The announcement was met with a standing ovation and applause by those gathered.

Dale Bonds thanked Darrell and the Committee for their thoughtful and good work.

INTRODUCTION OF THE CANDIDATE FOR JWM EXECUTIVE MINISTER

Traci Blackmon shared her vision for the United Church of Christ as the Candidate for the Executive Minister of Justice and Witness Ministries.

Dale Bonds called for a Motion to go into Executive Session, excusing staff.

It was moved and seconded to adjourn the meeting to go into Executive Session, the time being 6:55 PM Eastern Time.

EXECUTIVE SESSION

It was VOTED:
17-03-UCCB-04 to adjourn the meeting to go into Executive Session for discussion.

EXECUTIVE SESSION
(See Separate Minutes)

OPEN MEETING

Dale Bonds reconvened the Board of Directors in open session, the time being 7:15 PM Eastern Time.

It was moved and seconded to recommend Traci Blackmon for the position of Executive Minister of Justice and Witness Ministries.

APPROVE RECOMMENDATION OF TRACI BLACKMON, EXECUTIVE MINISTER OF JUSTICE AND WITNESS MINISTRIES

It was VOTED:
17-03-UCCB-05 to approve the recommendation of Traci Blackmon for the position of Executive Minister of Justice and Witness Ministries.

The vote was followed by a standing ovation and round of applause. Dale Bonds congratulated Traci Blackmon on behalf of the Board and thanked the Search Committee for the good work.

Dale Bonds called for a Motion to adjourn the meeting, the time being 7:20 PM Eastern Time and the Board of Directors moved into Executive Session for legal updates.

EXECUTIVE SESSION

It was VOTED:
17-03-UCCB-06 to adjourn the meeting to go into Executive Session for legal updates.

EXECUTIVE SESSION
(See Separate Minutes)

FRIDAY, MARCH 10, 2016

THIRD BUSINESS SESSION

Dale Bonds called the Third Business Session of the United Church of Christ Board of Directors to order, the time being 9:45 AM Eastern Time.

Dale Bonds called on Linda Long to make an announcement. Linda reported that the Board would be Standing in Solidarity with Standing Rock and all were asked to participate in a photo after the meeting.

NEW ASSOCIATION OF THE NEW YORK CONFERENCE

Dale Bonds called on David Gaewski to report on the New Association of the New York Conference.

David Gaewski reported that seven congregations of the Reformed Church in America and one agency have voted to add the United Church of Christ as an affiliate. David made a point that this process is not one in which we are putting RCA churches in a UCC wineskin. We are creating something different, even the possibility of creating a new polity. There are also some things in the system that would enhance our polity. The financial structure is one of the benefits, also the Book of Order may be an advantage. The new relationship is a blessing that goes both ways. We will find a new way of living together.

FIRST REPORT OF THE GOVERNANCE COMMITTEE

Dale Bonds called on Geoffrey Brace to give the first report of the Governance Committee.

Geoff Brace indicated that the Governance Committee recommends that the United Church of Christ Board of Directors elects the following people to the UCC Historical Council, each for a term of six years commencing on the date of election and ending at the conclusion of General Synod 2023: David Lewis Beebe, At-Large; Barbara Brown Zikmund, At-Large; Scott Holl, Eden Theological Seminary Archives; and Kara Tucina Olidge, Amistad Research Center.

ELECTIONS TO THE UCC HISTORICAL COUNCIL

**It was VOTED:
17-03-UCCB-07**

to accept the slate recommended by the Governance Committee to the UCC Historical Council, each for a term of six years, commencing on the date of election and ending at the conclusion of General Synod 2023: David Lewis Beebe, At-Large; Barbara Brown Zikmund, At-Large; Scott Holl, Eden Theological Seminary Archives; and Kara Tucina Olidge, Amistad Research Center.

The Governance Committee recommends that the United Church of Christ Board of Directors elects the following people to the General Synod Credentials Committee, each for a term of two years commencing on the date of election and ending at the conclusion of General Synod 2019: Jamie Binegar, Ohio Conference; Matt Carriker, Massachusetts Conference; LaVette Laboy, Connecticut Conference; Aaron Roberts, Kansas/Oklahoma Conference; and Kyna Shilling, Pacific Northwest Conference.

ELECTIONS TO THE CREDENTIALS COMMITTEE

**It was VOTED:
17-03-UCCB-08**

to accept the slate recommended by the Governance Committee to the General Synod Credentials Committee, each for a term of two years, commencing on the date of election and ending at the conclusion of General Synod 2019: Jamie Binegar, Ohio Conference; Matt Carriker, Massachusetts Conference; LaVette Laboy, Connecticut Conference; Aaron Roberts, Kansas/Oklahoma Conference; and Kyna Shilling, Pacific Northwest Conference.

The Governance Committee recommends that the United Church of Christ Board of Directors elects the following people to the Office of Communication, Inc. Board of Directors, each for a term of three years commencing on the date of election and ending upon the election of a successor at the March 2020 meeting of the UCC Board of Directors: Jim Antal, Sara Fitzgerald, Sandra J. Gadsden, Brian Lapis, and Earl Williams.

ELECTIONS TO THE OFFICE OF COMMUNICATION, INC. BOARD OF DIRECTORS

It was VOTED:

17-03-UCCB-09

to accept the slate recommended by the Governance Committee to the Office of Communication, Inc. Board of Directors, each for a term of three years commencing on the date of election and ending upon the election of a successor at the March 2020 meeting of the UCC Board of Directors: Jim Antal, Sara Fitzgerald, Sandra J. Gadsden, Brian Lapis, and Earl Williams.

The Governance Committee recommends that the United Church of Christ Board of Directors amends the Standing Rules (Rule 1) of the Thirty-First General Synod to reestablish the Council for Hispanic Ministries as eligible to form and send a four-person voting delegation to the Thirty-First General Synod, making the rule read:

THE MEMBERSHIP OF THE GENERAL SYNOD

The General Synod is the representative body of the United Church of Christ and is composed of delegates chosen by the Conferences, from among the members of its local churches, the 52 members of the United Church of Christ Board of Directors and 36 delegates, four each, from the Historically Underrepresented Groups: Council for American Indian Ministry, Council for Hispanic Ministries, Ministers for Racial, Social and Economic Justice, Pacific Islander and Asian American Ministries, United Black Christians, UCC Disabilities Ministries, Council for Youth and Young Adult Ministries, United Church of Christ Coalition for Lesbian, Gay, Bisexual and Transgender Concerns, and United Samoan Ministries; these shall constitute the Voting Delegates. There are also Associate Delegates who have voice without vote (United Church of Christ Constitution, paragraph 53, and Bylaws 194-195).

BACKGROUND: As the Council for Hispanic Ministries (CHM) moved through a period of institutional discernment as the UCC Latin Ministries Transition Team, with all indication the CHM structure no longer continued to function, with no objection from the members of CHM and with full transparency CHM was removed as an eligible Historically Underrepresented Group by the United Church of Christ Board of Directors when it adopted the Standing Rules of the Thirty-first General Synod at its March 2016 meeting. Members of the transition team have recently said it was unaware of the change and maintain CHM remains an active and functioning Historically Underrepresented Group of the United Church of Christ, as it goes about its structural discernment. In the interest of inclusion of a long-standing and faithful body of the United Church of Christ it is recommended the above amendment to the Standing Rules of the Thirty-First General Synod be adopted.

AMEND STANDING RULES OF THE THIRTY-FIRST GENERAL SYNOD (RULE 1)

It was VOTED:

17-03-UCCB-10 to accept the Governance Committee's recommendation to amend the Standing Rules (Rule 1) of the Thirty-First General Synod to re-establish the Council for Hispanic Ministries as eligible to form and send a four-person voting delegation to the Thirty-First General Synod.

The Governance Committee recommends that the United Church of Christ Board of Directors approves the proposed amendments relating to The United Church of Canada Full Communion Agreement.

APPROVAL OF PROPOSED AMENDMENTS RELATING TO THE UNITED CHURCH OF CANADA

It was VOTED:

17-03-UCCB-11 to approve the Governance Committee's recommendation to approve the proposed amendments relating to The United Church of Canada Full Communion Agreement.

The Governance Committee recommends the United Church of Christ Board of Directors, in accordance with paragraphs 74 and 75 of the Constitution, advises the General Minister and President of proposed amendments to the Constitution and Bylaws and directs the Secretary to submit the amendments in writing to the General Minister and President no later than March 13, 2017. The United Church of Christ Board of Directors further directs the General Minister and President to circulate the proposed amendments as prescribed in paragraphs 74 and 75 no later than April 1, 2017 so that the amendments may be brought before the Thirty-First General Synod, June 30-July 4, 2017.

ADVISE GENERAL MINISTER AND PRESIDENT OF PROPOSED AMENDMENTS

It was VOTED:

17-03 UCCB-12 to accept the Governance Committees recommendation to advise the General Minister and President of the proposed amendments and direct the Secretary to submit the amendments in writing to the General Minister and President no later than March 13, 2017 and further accept the Committee's direction to circulate the proposed amendments no later than April 1, 2017.

Dale Bonds thanked Geoff and indicated the Board's gratitude for the good work of the Committee.

REPORT OF THE FINANCE AND BUDGET COMMITTEE

Dale Bonds called on Bob Frieberg, Chair of the Finance and Budget Committee. Bob introduced Steve Jones, Chief Financial Officer.

Steve Jones gave an abbreviated report and encouraged the Board to review the documents previously posted on BoardMax.

Steve's summary included the following:

Revenue budget of \$22,411,193; actual revenue \$21,898,900; shortfall of \$512,293
Expense budget of \$22,322,281; actual expense \$20,913,742; positive \$1,408,539

Equals: \$985,158 surplus.

Dale Bonds thanked Bob and Steve for their report and the members of the Board of Directors expressed appreciation through applause.

Bob Frieberg indicated that the Board needed to vote on two items from the Finance and Budget Committee.

The first is the Thirty-first General Synod Rates for Delegate Travel Pool.

The Finance and Budget Committee recommends that the United Church of Christ Board of Directors approve the following revised rates by zone to be used in the calculation for 2017 Conference Delegate Travel Pool as follows:

0-499 miles	\$.05
500-999 miles	\$.06
1,0000 plus miles -	\$.08
Hawaii Conference	\$804 per voting delegate

REVISED RATES BY ZONE – 2017 CONFERENCE DELEGATE TRAVEL POOL

It was VOTED:

17-03-UCCB-13 to approve the Finance and Budget Committee’s recommendations for the 2017 Conference Delegate Travel Pool to General Synod.

0-499 miles	\$.05
500-999 miles	\$.06
1,0000 plus miles -	\$.08
Hawaii Conference	\$804 per voting delegate

The Finance and Budget Committee recommends that the United Church of Christ Board of Directors approve the revised Thirty-first General Synod budget of \$1,524,238.

Discussion ensued as to why revisions were needed, and it was stated that clarification and correction of some miscalculations from the original submission were required.

REVISED THIRTY-FIRST GENERAL SYNOD BUDGET

It was VOTED:

17-03 UCCB-14 to approve the revised Thirty-first General Synod Budget of \$1,524,238.

REPORT OF DEVELOPMENT COMMITTEE

Dale Bonds called on Nesa Joseph, Chair of the Development Committee, to give the Report of the Development Committee.

Nesa Joseph reported that the good news is that the total giving by the 52-members of the Board of Directors last year was \$56,000, which was \$8,000 more than the previous year. Nesa indicated that the bad news was that only about 75% of the members of the board gave. Nesa indicated that it is extraordinarily important to have 100% of Board Member support. The amount isn't nearly as important as the number of participants. Nesa asked that each one consider giving in accordance to what they are able and how they have been blessed. Nesa stated that they are asking non-board members serving on committees committed to the work of the United Church of Christ to give as well.

Nesa asked that the Board consider the resolutions previously passed unanimously on Changing the Pattern of Giving in the future be considered with the same importance as the governance changes. The resolution is one of those submitted for General Synod and is coming from the Board. Nesa asked that all Board members make an effort to support the Pattern of Giving resolution.

We have commitment \$2.3 million toward the goal of \$4 million for our 2017 Annual Giving. Our hope is to be able to announce that we have raised \$3 million before General Synod. Shaping our Future is about providing the dollars necessary to make our discipleship deliverable. The dollars will enable us to communicate our message and help develop the next generation of leaders. We would like to announce 100% participation by the Board and believe that as a Board we can raise \$100,000. We are already nearly one-third of the way there. It is about joy filled giving and now is the time.

REPORT OF THE COLLEGIUM RELATIONS COMMITTEE

Dale Bonds called on Maritza Angulo de Gonzales, Chair of the Collegium Relations Committee, to provide the Committee's report.

Maritza Angulo de Gonzales provided a report acknowledging the good work of the Board and a prayer of thankfulness and gratitude for all that is being done in the denomination.

IMPLEMENTATION TASK FORCE

Dale Bonds called on Darrell Goodwin, Chair of the Implementation Task Force, to report on behalf of the Task Force.

Darrell Goodwin reviewed the Strategic Taskforce document and asked that the Board think about the aspects that are an institutional imperative for our future. First, identifying the low-hanging fruit and items that need critical attention. Also, identify the components that are critical but can be remedied in the next few years. Identify the gaps in the way we currently function as a Church and how that might be a hindrance to moving forward with a robust agenda, as well as redistributing the original survey to include more diverse voices.

The survey was available October 3 – December 16, 2016. There were 423 respondents with an average age of 54 and 10.3% of the respondents were people of color.

Respondents were asked to order the importance of different values of faith communities, drawing on the moral foundations theory of how people make decisions. The answers of the first survey were affirmed and echoed in the second.

When asked to rate the attributes of what makes a spiritual/faith community important to the respondent, the top five answers for both surveys were as follows:

- Climate change
- Racial Justice
- Income inequality
- Immigration reform and immigrant rights
- Religious intolerance/violence

The re-issuing of the survey first issued to folks under the age of 40 has echoed the original results. For the most part, people are one accord about what the Church is, and what the Church can be moving forward.

STRATEGIC PRIORITIES OF THE UCC

Inclusive Excellence (IE) is the recognition that a community or institution's success is dependent on how well it values, engages, and includes the rich diversity of its constituents. More than a short-term project or single office initiative, this comprehensive approach requires a fundamental transformation of the institution by embedding and practicing IE in every effort, aspect, and level of functioning. The goal is to make IE a habit that is implemented and practiced consistently throughout an organization.

Proposed Focal Points are the realignment of the practices, processes and staffing models of the United Church of Christ to model and affirm our commitment to inclusive excellence.

- ONA Process
- Synod Resolutions
- Be The Church Commitment

Our capacity to effectively communicate our vision, identity, and values of a more peaceful and just world is one of the essential functions of all settings of the Church and, perhaps, what the world needs most at this moment. We must embrace the technological tools of our age—opportunities for creative worship, video conferencing, online learning, community organizing apps, social media messaging, etc. and use those tools as freely and effectively as most of us use pen and paper. Develop a Technology Assessment report and implement the recommendations aligning the National Setting's priorities around being technologically viable for a global and changing world. Develop strategies that involve the technological infrastructure, accessibility, and an orientation toward an engaged technological future.

We must see ourselves as uniting as opposed to simply united. A uniting church takes into consideration the changing national demographic in terms of race, ethnicity, sexuality, ability, sex, and gender identity as well as the social, political, economic and historical realities that our faith communities are situated within. This Church is aware that we are existing in a world that is globalized even if our systems and

practices have maintained a local viewpoint. A relevant Church is and will be at the forefront of these changes in terms of our awareness, knowledge, skills and action.

We need to cultivate resources that will speak to conflict mediation and promote conversation in times of anxiety, leveraging and assessing all levels of resources in alignment with our Vision, Mission, and Purpose. We need to promote and create curriculum and media resources for relevant Church issues of the present and the Church becoming.

The nature of our work can be enhanced through the inclusion of a diverse collection of ideas and perspectives. In successful organizational development there is a constant look at the possibilities that are ahead and the intentional space to glean those ideas.

We should use Synod as a place to brainstorm and dream about innovation and the future of the Church, finding ways to engage every expression of the Church to foster, celebrate and disseminate new and innovative, programs, services, ways of being organized and “being Church”.

All of our visioning points to a dynamic need for a nimble and changing Church. This is not a request for a fundamental abandonment of our Christo - centric paradigm, but rather a reimagining of its structures in awareness of the colonial, patriarchal, and oppressive context in which it was developed.

Strategic Alignment of budget, human and programmatic resources with the mission, vision and purpose of the Church, curate and stream a resource list of partnerships, networks, and collaborations to manage duplicate efforts, and dissolve systems that perpetuate work for a different kind of Church, and move towards a high impact model of support.

We request that the National Setting take appropriate steps to ensure that the Strategic Vision report is reviewed periodically over the next biennium for potential Phase 2 initiatives consistent with purpose, vision, and mission. We recommend that the National Staff curate the data received at Synod, and integrate it into future strategies to actualize our mission.

Darrell moved that the Board receive the report of the Implementation Task Force.

Discussion ensued and the question asked “What do we give up if we go this way?” John Dorhauer said that it is premature to ask that question. We are exploring ways that you can imagine that you will be more in alignment with the mission, vision, and purpose of the Church and inviting the staff to be a part of the innovative planning.

RECEIVE THE REPORT OF THE IMPLEMENTATION TASK FORCE

It was VOTED:

17-03-UCCB-15 to receive the report of the Implementation Task Force.

SECOND REPORT OF GOVERNANCE COMMITTEE

Dale Bonds called on Geoffrey Brace to bring the second report of the Governance Committee.

Geoff stated that there are no votes attached, just an update on the outreach and resources that are available to the Board Members, Conferences and Association regarding the Constitution and Bylaws.

Votes at General Synod related to the Constitution and Bylaws will not happen concurrently. A complete PowerPoint presentation is located on BoardMax.

Geoff thanked all those who took on the initiative to contact Local Churches, Associations and Conferences.

A multi-media function will be rolling out in early May. Concise, clear and accessible ones that help everyone get around the volumes and extensive paperwork that are part and parcel of governance. There is also a quick power point presentation available.

Dale Bonds again thanked Geoff and the Governance Committee for all of their work.

FOURTH BUSINESS SESSION

Dale Bonds called the Fourth Business Session of the United Church of Christ Board of Directors to order, the time being 1:30 PM Eastern Time.

Dale Bonds asked the Board to give a special thanks to Heather Kimmel and Richard Hilbrich for their work on behalf of the Church.

Brittini Melius shared a “feel-good” story with the Board.

JUSTICE AND WITNESS MINISTRIES (JWM) PRESENTATION

Dale Bonds called on Traci Blackmon to provide an update on Justice and Witness Ministries.

Traci Blackmon started off by saying that the purpose of taking the picture at the end of the last session is to show that we are standing in solidarity for Standing Rock. She stated that there is a march taking place in Washington, DC and, while there are many participants, the United Church of Christ has by far the largest contingency of representation.

A video was shown of Traci and Brooks Berndt’s trip to Standing Rock. Following the video, Traci stated that this movement was started by young people. The original people who started Standing Up Against DAPL were 24 and under. For that reason, JWM will be presenting an award called the Movement Award at General Synod. The recipient this year will be the Youth from Standing Rock for that movement.

Traci was asked for an update on Franklinton Center. Reservations were noted as being up approximately 80 percent. Franklin Center had the option of transferring all of their ministries to CHHSM and have done so. It turns out that they underspent their budget. They are doing extremely well. Their Board is functioning, and they have 100 percent participation.

REPORT OF THE PENSION BOARDS (PBUCC)

Dale Bonds called on Brian Bodager, President and Chief Executive Officer of the Pension Boards, to deliver a report on behalf of the Pension Boards.

Brian Bodager reported that at the October 2016 meeting of the UCC Board, the Pension Boards reported on organization-wide initiatives geared toward better serving the needs of the Church today and into the future.

At its February 10-11, 2016 meeting, the Pension Board's Board of Trustees received and endorsed a report detailing the work completed in the first year of its Strategic Plan. The Board acknowledged areas of progress and affirmed plans for continued implementation in 2017 and beyond.

The Trustees also approved a recommendation to proceed with a \$20 million capital campaign, to support the ongoing work of the historic Ministerial Assistance programs, including leadership development (NGLI, CREDO), and to guarantee the long-term sustainability of the financial literacy program that will be launched as part of the Lilly Endowment grant.

The Faith and Finance Advisory Group, comprised of PBUCC staff, Board Members, and representatives of the Conferences and Wider Church, will hold its third meeting in the Spring of 2017.

A key organizational objective is to enhance the quality of service provided to members. To achieve this goal, PBUCC's member-and employer-facing services unit underwent a re-organization in early 2017. In January, a Quality Control Manager was hired to monitor and evaluate calls made to PBUCC's call center, as well as to coach and train call center representatives.

Pension Boards representatives will meet with the Council of Conference Ministers prior to the meeting of the UCC Board. A goal is to hear from the Conferences about the challenges and opportunities faced, and to discuss additional ways in which PBUCC can serve as a resource in providing content and information at Conference events, including annual meetings and clergy gatherings.

In November, PBUCC received a \$1 million grant from the Lilly Endowment's National Initiative to Address Economic Challenges Facing Pastoral Leaders. Implementation of a five-year program addressing Personal Faith and Finance will begin in the second quarter of 2017. The Pension Boards has engaged in conversations with the Executive Minister of Wider Church Ministries to identify areas of collaboration between PBUCC and the National Setting of the Church. A project administrator will be contracted for the program. Two senior PBUCC staff members will attend an initial meeting for grant recipients to be held March 9-10, 2017 in Indianapolis.

The purpose of the grant project is twofold: 1) to help ease educational and other debt burden among UCC authorized ministers and increase their financial literacy and financial health, that they may serve their congregations and communities more effectively; and 2) to raise awareness of pastoral financial health in UCC congregations and encourage generosity through a program of matching grants for their ministers.

Part 1 is provided only to those who apply and are accepted into the program. It seeks to include 30 participants in each of three, three-year classes. The program includes a three-year curriculum of

financial education; professional financial planning services; incentive grants to assist in relief of educational and other debt; and seed grants to start, or add to, a pension accumulation account in the Annuity Plan for the United Church of Christ.

Part 2 of the program is open to all UCC authorized Local Church Ministers. This component of the project will provide \$1,000 to the minister, to be used for one of the approved purposes in accordance with criteria to be developed by PBUCC. Eligibility for the \$1,000 grant requires that the minister's employing congregation commit to raising a matching amount equal to or greater than the \$1,000 to be used in similar fashion. The goal of Part 2 of the project is to foster open discussion regarding pastoral finances within the congregation. It is our goal that this twofold approach will address the identified needs of UCC authorized ministers, while at the same time challenging congregations to show generosity in support of the important work of pastoral ministry. Through this project, PBUCC affirms its commitment to be an advocate for healthy pastoral leadership in partnership with UCC congregations, Associations, Conferences, seminaries, and the National Setting of the Church.

Brian stated that the Pension Boards is also asking for the United Church of Christ Board of Directors to give some thought to staffing the program with the Pension Boards.

John Dorhauer asked Brian for reflections on impressions and emotions that Brian felt from his trip to the Middle East. Brian indicated that he had participated in designing the itinerary that would be important to the Pension Boards. Brian shared that they were able to include visits to some of the organizations that the Pension Boards has invested in over the years. Brian found that he spent the majority of time in Palestine and Bethlehem meeting with business leaders, students, persons who have to live within the constraints and conditions imposed and to do it with energy. Brian admitted that it was very difficult to see. Brian stated that it was an emotional and moving, as well as valuable and eye opening, experience.

REPORT OF THE COUNCIL FOR HEALTH AND HUMAN SERVICE MINISTRIES (CHHSM)

Dale Bonds called on Michael Readinger, Executive Director of CHHSM, to provide a report on behalf of the Council for Health and Human Service Ministries.

Michael Readinger stated that he continues to experience many gifts from the CHHSM team, the Board, their membership, the UCC National Staff, Local Churches and the Wider Church and is proud of the vision we are crafting as we continue to seek ways to connect our diverse ministries with the Wider Church!

This is an exciting time for CHHSM Membership as two new members were welcomed: Joint Neighborhood Ministries in St. Louis and Franklinton Center at Bricks.

Michael asked that the Board of Directors and the UCC National Staff continue to send information about the health and human service ministries that might benefit from CHHSM membership. Michael indicated that nearly half of the leadership of CHHSM member organizations are ordained members of the United Church of Christ. That connection to the UCC is valuable in shared ministry. Nearly two-thirds of the leadership of member organizations are graduates of CHHSM's leadership formation programs.

The focus with these leaders is to maintain the connection to CHHSM and the UCC heritage of their ministry's founding. It is sometimes challenging, but always rewarding, to have the chance to tell the story of the UCC's core values.

Michael stated that they continue to live into the expression of their new Mission, Vision and Value Statements in a way that aligns their guiding principles with their newly created Value Proposition statement and graphics. The CHHSM tag line, "Bold Vision. Inspired Leaders. Shared Values" is a product of learnings from member ministries. They look to CHHSM to realize a vision, to change lives through CHHSM programs and services, and to inspire and support each other.

Communicating these prophetic statements is being accomplished through the new CHHSM website (launched in early March 2017), a reformatted electronic newsletter and the CHHSM Annual Report.

Michael stated that all of the CHHSM member ministries in attendance will be exhibiting in one large space at General Synod. In the center of the exhibit area they will host a series of TED type talks that will inform attendees about current trends in health and human service ministry.

CHHSM is also working with JWM to host a Health and Wholeness Advocacy luncheon, the Valerie Russell lecture, and have introduced a resolution calling for the recognition of gun violence as a health issue.

The Nollau Institute class for 2017-18 will begin with the first of three retreats the last week of April at the Cedar Valley Retreat Center outside Milwaukee. They are accepting participants in the class until the beginning of April. Anyone who seeks additional discernment and study around servant leadership and faith-based ministry is welcome to attend. All of the information is available at www.chhsm.org.

CHHSM continues to focus on UCC partnerships and engagement with the National Setting. One example of these partnerships is having Mary Paxton, Team Leader of the UCC's Office of Philanthropy and Stewardship, join the CHHSM Board of Directors. CHHSM will also continue to look for ways to expand the partnerships with the Covenanted Ministries and PBUCC, UCF, CF, CBLF, UCCIB and OPS. In mid-March CHHSM began meeting with other staff teams of the National Setting of the UCC to see how they might partner in the future. Wider Church engagement with CHHSM ecumenical partners is also a key to advancing the mission. The Interfaith Roundtable and UCC related health and welfare ministries are all becoming increasingly connected. The CHHSM Board remains committed to the UCC Core Values and how they are expressed in daily work as health and human service ministries of the Church. A number of videos will be submitted to the UCC in response to the call for sharing what a just world looks like in our ministry settings. The Board met in Cleveland in mid-November of 2016 and began the strategic planning process for the next few years. Six strategic priorities emerged from that conversation and work in these areas is already underway.

Michael asked for prayers for CHHSM member, Advocate Health Care in Chicago. They are defendants with a couple other large hospital systems in a case that is going before the U.S. Supreme Court. The case is basically challenging their right to exist and operate as "Church Plans" (specifically in terms of their pension plan). The outcome will have significant and immediate consequences to the

defendants and to all ministries of the UCC and other denominations. CHHSM, the Illinois Conference, and our Lutheran counterparts have joined together in support of their defense. Many thanks to Heather Kimmel for her input on writing the amicus brief which was submitted in late January.

WIDER CHURCH MINISTRIES (WCM) PRESENTATION

Dale Bonds called on Jim Moos to provide an update on Wider Church Ministries.

Jim Moos share many statistic and facts on the plight of refugees and displaced persons in the world today. He then showed a video and answered questions on the recent trip to the middle east.

REPORT OF THE GENERAL SYNOD PROGRAM AND PLANNING COMMITTEE

Dale Bonds called on Sue Artt, Moderator of the General Synod Program and Planning Committee, to report on the work of the Committee.

Sue Artt stated that General Synod planning is well underway. Synod starts at 1:00 PM, Friday, June 30, 2017. Sue stated that there will be some kind of witness at General Synod by Justice and Witness Ministries with regard to the current political scene. The workshop process is complete and will be posted on the website shortly. The General Synod speakers this year are Glennon Doyle Melton, and Aaron Mair.

There will be three stage presentations:

- Global Ministries, a shared ministry of the UCC and the Disciples, to unveil their Caribbean Initiative.
- Justice and Witness to honor its 2017 Movement Makers Award, the Youth Council of the Standing Rock Sioux Nation.
- Central Atlantic Conference's memorial for John Deckenback.

The three offerings received at General Synod will go to:

- The National Setting
- Ministry of the Host Conference
- The Antoinette Brown to forward opportunities for UCC women clergy.

There will be five hearings on various issues:

- Budget
- Nominating Committee
- Amendments to the Constitution and Bylaws
- Fossil Fuel
- Manual on Ministry

There have been 20 resolutions submitted. The Board will receive a recommendation of 17 going to committee, one of the remaining will be directed to an implementing body and has to do with the Boy

Scouts and two will go to the Board of Directors, including one on the Manual on Ministry and the second on Community Development.

There are two more opportunities to submit resolutions, three weeks before General Synod, and then again at the first business session there will be a final opportunity to submit. If resolutions are received during the first business session, special committees from the Board of Directors will be appointed to meet on Sunday.

There will be another Gala Celebration. Rev. William Barber will be the key-note. Rev. Barber started moral Monday, is the president of the NAACP, and has done a lot with justice issues. Sponsorships are currently at \$145,000, with a goal of \$280,000. Tables are \$1500 for private table sponsorship and individual tickets are \$150.

Registration is currently at 1,331, down slightly compared to two years ago due to a later registration open date, the downsizing in the number of national staff, and the increase in Host Conference Volunteers to date. Visitor numbers are down by 200, but these individuals are captured as Host Conference Volunteers. Of the 675 Conference Voting Delegates, 443 are registered. Housing is under control.

Stage design will be fabulous, with a slightly smaller main stage and a slightly larger area for the band. The Sunday choir will be off the stage, a change from previous years.

Preachers and Theological Reflectors for the four worship services are all in place, with Rev. Dr. Amy K. Butler, Rev. Dr. John C. Dorhauer, Rev. Dr. David Vasquez-Levy and Rev. Kim Kendrick.

There will be great music and musicians throughout General Synod. All the music has been chosen to Make Glad the City of God.

Most of the youth program is pretty well established. There has been a lot of positive feedback about the youth being incorporated into General Synod. The current challenge is to choose the three resolutions that the youth will speak on. Monday they will be honoring the Reformation and focus will be on social justice issues being fueled by young people.

General Synod will offer five service projects:

- Justice Walk (4 or 5 leaving each hour).
- Blue water Baltimore Service Group, urban foresting, tree planting and site management.
- Best Friends Animal Society Project – sanctuary headquartered in Utah, no kill shelters. Bring toys and treats for pets.
- Cold Weather Shelters, collecting hats, mittens, and blankets to be dropped off at the Local Arrangements Committee's booth in the Exhibit Hall.
- Blood Drive.

Dale Bonds called on John Dorhauer to make an announcement.

John Dorhauer announced that the Ecumenical Award will go posthumously to John Deckenbeck.

The meeting was recessed, the time being 4:30 PM Eastern Time.

SATURDAY, MARCH 11, 2017

FIFTH BUSINESS SESSION

Dale Bonds called the fifth business session of the United Church of Christ Board of Directors to order, the time being 9:20 AM Eastern Time.

Dale Bonds called on Cheryl Williams to make an announcement.

Cheryl Williams asked the gathered to think back to the time you were asked to share your story about a just world for all in your community. Through the lens of three great loves, love of neighbor, love of children and love of nature at General Synod all will be invited into a movement of three great loves. The National Setting of the Church will coordinate some select collaborate action items to tell the story how these three loves has transformed lives in our community.

REPORT OF THE UNITED CHURCH FUNDS (UCF)

Dale Bonds called on Don Hart, Executive of the United Church Funds, to provide the report on the United Church Funds.

In October of 2016, the UCF Board and staff engaged in a session of strategic planning. During that time together, there was in depth conversation regarding UCF's commitment to being a socially responsible investor, something UCF has been doing for many decades on behalf of the United Church of Christ. However, rather than it being something UCF does, it was decided this is at the core of who UCF is. Commitment to the United Church of Christ, caused UCF to look at the mission, purpose and vision statements of the United Church of Christ as approved by this board last October. Because UCF want its mission and vision to be in alignment with the UCC, UCF's proposed vision statement is "Responsible investment that creates a just world for all."

As the Church is being challenged to takes its social commitments seriously, UCF is in alignment with that commitment. We are leaders among other faith-based investors in the way we engage corporations around social justice issues and in the screens we have on our investment portfolios. Later the Investment and Endowment Committee will be considering a proposal from a task force for changes in the investment screens included in the Investment Policy Statements of UCCB and UCF. These changes are being suggested to reflect the values of the UCC in the context of today's Church.

The last two General Synods passed resolutions that affected the work that UCF does on your behalf—a call for an investment fund free of fossil fuels and a call for divestment from certain companies doing business in the occupied territories of Palestine. We worked with the proponents of these resolutions to

find a way UCF could implement these resolutions. As we seek to invest in accordance with the calls of the Church, we find ways to do it without sacrificing returns over a period of time.

United Church Funds is using its investor voice to be part of a coordinated effort of the UCC and United Church of Canada to reach out to the company PayPal which provides services to Israeli settlements in the Occupied Palestinian Territories but does not provide services to Palestinian businesses in the West Bank and Gaza.

We have been engaging pharmaceutical companies on deepening their efforts in the developing world to provide access to life-saving therapies and vaccines.

We are working with investors on issues of banning the box and improving hiring practices so that a history of incarceration does not automatically disqualify one from employment.

We also were a signatory of a letter to banks involved in financing the Dakota Access Pipeline encouraging them to advocate for a relocation of the pipeline.

Just two weeks ago Katie McCloskey and I were with a delegation that visited Palestine as you have heard from John Dorhauer. Jim Moos and Brian Bodager were also on that trip. Part of the purpose of that trip was to explore possible investments in Palestine that could be included in an impact investment fund UCF will open by the end of this year. During that trip, as John mentioned, we met with the Prince of Jordan. It was interesting that the Prince wanted to know why Americans seemed so interested in the issue of transgendered persons. John gave a very eloquent response. Later I was reminded by a person on staff that at the time we hired one of our managers a few years ago, the Chief Investment Officer of that firm was a transgendered person. We can talk about our experiences, you can hear about it, but until you visit, as reality, it doesn't have the same impact. Enjoy the place and take time to learn about the place and people.

UCF is committed to diversity. We are proud to report that our Board has great diversity as well as our staff.

REPORT OF INVESTMENT AND ENDOWMENT COMMITTEE

Dale Bonds called on Noah Jensen Tabor, Chair of the Investment and Endowment Committee, to report on behalf of the Investment and Endowment Committee.

The Investment and Endowment Committee recommends that the United Church of Christ Board approve the \$267,000 disbursement request from the Haiti Limited Term Endowment for programmatic initiatives (\$135,000) and two missionary appointments (\$132,000)

DISBURSEMENT REQUESTS FROM THE HAITI LIMITED TERM ENDOWMENT

It was VOTED:

17-03-UCCB-16

to approve the Investment and Endowment Committee's recommendation for disbursement requests from the Haiti Limited Term Endowment.

Questions were lifted up, “Is this in tune with the source of these funds?” and “Does it follow our practice to use the funds for missionaries?” The answer to both is yes. This does meet One Great Hour of Sharing criteria.

The Board called for a Report from the Common Fund entity that specializes in non-profit fund management to help frame the conversation.

A motion was made and seconded to give Katie McCloskey voice without vote.

VOICE WITHOUT VOTE TO KATIE MCCLOSKEY

It was VOTED:

17-03-UCCB-17 to give Katie McCloskey voice without vote.

Katie McCloskey stated that over the course of several meetings, beginning informally in 2014 and ending formally in January 2017, a task force made up of members of the United Church of Christ Board’s Investment and Endowment Committee, United Church Funds’ Board of Directors, United Church Funds Investment Committee members, members of the Collegium and relevant staff, contemplated the exclusionary screens that identify the industries and practices that United Church Funds and its investment managers should avoid when making investment decisions.

The primary motivation for changing the exclusionary screens is to better align our investment procedures to the United Church of Christ’s current teachings and values. The secondary rationale is to align our expectations of investment returns with our screening procedures, to place into the policy the ability to adjust the screening thresholds and methodologies when investment performance has been or is expected to be significantly hampered over the long term by our screens. The Task Force, during its work, studied the following UCF’s socially responsible investing (SRI) actions as the complete way to live our faith through our investments philosophy guiding the current exclusionary screening policy. The Task Force agreed that a policy shift should be grounded in two frameworks. One would identify those corporations who do not fit the UCC’s ideals of Just and Sustainable, which we have interpreted to signify care for humanity and care for our environment. The other would be of an Oversight nature, which gives UCF the responsibility to provide feedback to stakeholders, including the UCC Board, on negative performance impacts of screens. At its last meeting in January, the Task Force reacted positively to the following action platform as a visual representation of how to potentially view new exclusionary screens in tandem with the other UCF socially responsible investing actions. After that, the Task Force provided input into a draft of amendments to the UCC Investment Policy Statement and the UCF Investment Policy Statement (which have nearly identical statements on exclusionary screening). Respondents approved the changes.

The United Church of Christ’s efforts toward fostering a just and sustainable economic system and world include several effective strategies. Exclusionary screening is just one practice that examines the Environmental, Social, and Governance (ESG) impacts of the corporations in which we have invested. ESG considerations have always been a moral and performance issue for UCF, and the wider investing industry now increasingly acknowledges the importance of ESG factors. In addition to exclusionary screening, the United Church of Christ Board, through United Church Funds, utilizes shareholder advocacy, investor statements on public policy and regulations, and intentional proxy voting on behalf of the United Church of Christ’s assets. In an effort to drive positive outcomes, United Church Funds

also seeks opportunities in impact investing. The United Church of Christ Board endeavors to be a faithful representative of the principles of the United Church of Christ in its responsible investing program, but will always maintain the proper fiduciary controls over the assets entrusted to us. Our exclusionary screens reflect what is feasible and relevant for the Still Speaking faith. Due to significant negative impacts of the following on human health and dignity, environmental integrity and moral responsibility, in its selection process the investment manager should avoid securities of companies which derive a significant portion of their revenues from tobacco production, firearms/ammunition production, military/nuclear weapons production, private prison operation, coal extraction, and oil extraction via tar sand.

In addition, investment managers should avoid investment in companies whose practices within the following ESG impacts are unacceptable: worker safety, human rights conflict zones and supply chain management, environmental/greenhouse gas impacts on carbon emissions, toxic emissions/waste, and responsible water use.

In addition to these avoidances, the Beyond Fossil Fuels Fund and the Beyond Fossil Fuels Balanced Fund should avoid coal production companies, and companies that explore for and/or produce oil or gas. While long-term investment performance is not expected to be impacted by exclusionary screens, our exclusionary screening practices are holistically and regularly monitored and, when necessary, thresholds or methodologies may be adjusted for potential investment performance impacts.

The Investment and Endowment Committee recommends that the United Church of Christ Board approve the proposed changes regarding exclusionary screening in the UCC Board Statement of Investment Policy contingent on the United Church Funds approving the same changes to the UCF Statement of Investment Policy.

Discussion ensued regarding the re-thinking of alcohol and gambling screen. The tobacco screen will remain.

EXCLUSIONARY SCREENING

It was VOTED:

17-03-UCCB-18

to approve the Investment and Endowment Committee's recommendations for the proposed changes regarding exclusionary screening, contingent on the United Church Funds approving the same changes to the UCF Statement of Investment Policy.

Noah expressed thanks the staff and the Committee, and Dale Bonds thanked the Committee as well.

REPORT OF THE JWM MINISTRY COMMITTEE

Dale Bonds called on Carol Shipley to report on behalf of the JWM Committee.

Carol Shipley offered the report of the JWM Ministry Committee in place of Darrell Goodwin, Committee Chair.

Carol indicated that there was no formal action to come before the Board. Velda Love, Racial Justice Minister, spoke to the JWM Committee about involvement in sacred conversations on race, to be able to start implementation for congregations with racial justice issues. JWM hopes to development a Wider Church presence.

REPORT OF THE LCM MINISTRY COMMITTEE

Dale Bonds called on Kevin Peterson to report on behalf of the LCM Ministry Committee.

The LCM staff organization was addressed. There is still a sense of a loss of a named Executive.

John Dorhauer came forward and addressed the anxiety and grief expressed. “The truth is the entire National Setting is grieving because of the loss of staff. We are living through a time of enormous transition through a time of loss and grief. Despite the grief and chaos and sense of loss, people continue to give heart and soul on behalf of the organizations. The Holy Spirit envisions a future in which we matter. At some point it is going to dawn on us all that the Holy Spirit cares. We will begin to see unfolding before us the fruits of our labor and it won’t all be grief. Deep and grateful thanks to the team that Ben Guess built. We will work believing that our work continues to be a work that will abide.”

REPORT OF THE WCM MINISTRY COMMITTEE

Dale Bonds called on William Tanner to report on behalf of the WCM Ministry Committee.

William Tanner reported that the committee met and heard from Jim Moos about the Work in India.

The Committee asked how it may continue to work with the Board so that we can continue to work together. The time was meant to keep the Board educated about the Covenanted Ministries so that we might be the ambassadors and advocates to the Wider Church.

The Committee reminds members of the Board to go to go to GlobalMinistries.org to receive the weekly updates. Please encourage your churches to continue to keep up their giving to One Great Hour of Sharing, and dedicate yourself to doing the work of educating the Local Church on the work of the covenanted ministries.

REPORT OF THE UCC BOARD NOMINATING COMMITTEE

The Nominating Committee recommended Frank Bolden as the next Chair of the Board of Directors.

ELECTION OF FRANK BOLDEN, CHAIR

It was VOTED:

17-03-UCCB-19

to approve the UCC Board’s Nominating Committee recommendation of Frank Bolden as Chair of the Board of Directors.

Frank Bolden thanked the Board for the wonderful opportunity and said he is humbled and excited to lead the Church into a new era for the love of God, love of nature, and love of neighbor.

The Nominating Committee recommends Alice Hunt as the next Vice-Chair of the Board of Directors.

ELECTION OF ALICE HUNT, VICE-CHAIR

**It was VOTED:
17-03-UCCB-20**

to approve the UCC Board's Nominating Committee recommendation of Alice Hunt as the Vice-Chair of the Board of Directors.

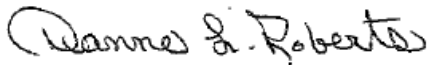
Alice Hunt thanked the Board for their confidence. Indicated it is a crucial time, and we have a clear focus and ministry.

John Dorhauer expressed excitement about the new leadership and thanked Dale Bonds and Sue Artt. John went on to say that we needed your smile and your gentle touch. You both had the wisdom to know when gentle touch or firm hand was needed. A word of gratitude to Sue for her leadership and the joy that she brings. Joy isn't just something that you impose but it emanates with a relationship that you have with your creator and savior and you are going to make glad the people in Baltimore.

Dale reminded everyone that the next meeting would be June 29, 2017 at the Hilton Hotel in Baltimore, Maryland.

The spring meeting of the Board of Directors of the United Church of Christ was adjourned, the time being 10:33 AM Eastern Time.

Respectfully submitted,



Dianne Roberts
Recorder

Office of the Secretary
United Church of Christ Board of Directors