

MEETING MINUTES
United Church of Christ Board
March 11, 2022

BUSINESS SESSION

Members Present: Cameron Barr, Chair, Julia Gaughan, Vice-Chair, David Ackerman, Kearstin Bailey, Joyce Bathke, Traci Blackmon, Brian Bodager, Emma Brewer-Wallin, Charles Buck, Molly Carlson, Rachel Chapman, Eleanore Chong, Tyler Connoley, Hannah Cranbury, Tom Croner, Edward Davis, Courtney Dobbins, John Dorhauer, Mark Dutell, Shernell Edney-Stilley, Derrick Elliott, John Folk, Darrell Goodwin, Tim Hachfeld, Richard Hom, Eric Jackson, Tracy Keene, Onyx Kuthuru, Gloria-Ann Muraki, Shari Prestemon, Gordon Rankin, Michael Readinger, Lawrence Richardson, Bethany Ruhl, Bob Sandman, Rushan Sinnaduray, D'Angelo Smith, Kylie Steever, Paul S. Tch , Karen Georgia Thompson, Elizabeth Walker, Careina Williams, Marsha Williams, Jeanette Zaragoza De Leon.

Non-Board members with special expertise: Lawrence Bashe, Ron Patterson.

Excused: Lew Zeidner.

Absent: Faufau Alaelua, Jasmine Coleman Quinerly, Kevin Graham, Daniel Su'a

Staff and Others Present: Donyale Copeland, Sharon Fennema, Gabrielle Fields, Cynthia Gaffney, Chante Jones, Heather Kimmel, Velda Love, Tami Marinella, Kent Siladi, Lisa Tabor, Cheryl Williams, Yvette Wynn.

Heather Kimmel, Secretary of the United Church of Christ Board, declared a quorum.

Opening devotional by Shernell Edney Stilley.

WELCOME

Cameron Barr, Chair of the United Church of Christ Board, extended a welcome and thank you to the Board.

APPROVAL OF AGENDA

It was VOTED:

UCCB-22-03-01 To approve the Agenda.

Supporting Document: UCCB-22-03-01 Agenda_03.10.2022

APPROVAL OF CONSENT AGENDA

It was VOTED:

UCCB-22-03-02 To approve the Consent Agenda.

Supporting Document: UCCB-22-03-02a-m Consent Agenda 03.11.2022

UCCB-22-03-02a: to grant voice without vote to the following staff, guests and others making presentation to the UCCB: Donyale Copeland, Sharon Fennema, Gabrielle Fields, Cynthia Gaffney, Heather Kimmel, Velda Love, Tami Marinella, Kent Siladi, Lisa Tabor, Cheryl Williams, Yvette Wynn, Chante Jones, Larry Bashe, Ron Patterson.

UCCB-22-03-02b: to adopt the Governance Committee's recommendation that the United Church of Christ Board adopts the distribution for Conference Delegates to the Thirty-fourth General Synod, totaling 677.

Supporting Document: UCCB-21-11-GOV-03 GS 34

UCCB-22-03-02c: to adopt the Governance Committee's recommendation that the United Church of Christ Board continues to hold the following UCCB Executive Session Minutes as confidential for later review due to ongoing litigation: October 26, 2019, October 3, 2020.

UCCB-22-03-02d: to adopt the Governance Committee's recommendation that the United Church of Christ Board continues to hold the following UCCB Executive Session Minutes as confidential indefinitely due to a personnel matter: October 27, 2019; March 27, 2020; October 2, 2020.

UCCB-22-03-02e: to adopt the Governance Committee's recommendation that the United Church of Christ Board continues to hold the following UCCB Executive Session Minutes as confidential indefinitely due to a board member matter: October 3, 2020.

UCCB-22-03-02f: to adopt the Governance Committee's recommendation that the United Church of Christ Board approve the election of Rev. Charlene M. Hill and Rev. Dr. Gregory James Edwards to the Board of Directors of the Local Church Ministries Church Building and Loan Fund.

Supporting document: UCCB-22-02-GOV-08 CBLF Charlene Hill Bio

Supporting document: UCCB-22-02-GOV-09 CBLF Gregory James Edwards Bio

Supporting document: UCCB-22-02-GOV-10 CBLF Demo_Info 02.17.2022

UCCB-22-03-02g: to recommend that the United Church of Christ Board approve Philip Salmon and Frank Van Gansbeke to be eligible for election to the Board of Trustees of The Pension Boards - United Church of Christ, Inc. when a vacancy occurs.

Supporting document: UCCB-22-02-GOV-05 UCCPB Philip Salmon Bio

Supporting document: UCCB-22-02-GOV-06 UCCPB Frank Van Gansbeke Bio

Supporting document: UCCB-22-02-GOV-07 UCCPB Demo_Info 02.17.2022PB

Nominees

UCCB-22-03-02h: to recommend that the United Church of Christ Board approve the following rates by zone to be used in the calculation for the 2023 Conference Delegate travel pool as follows:

0-499 Miles \$0.04/mile

500-999 Miles \$0.06/mile

1,000 + Miles \$0.07/mile

Hawaii Conference \$14,000.00

Supporting document: UCCB-22-02-FB-05 GS34 Travel Pool

UCCB-22-03-02i: to approve the Executive Committee's recommendation that the UCCB elect Traci Blackmon and Karen Georgia Thompson as vice presidents of the United Church of Christ Board corporation, with powers and duties as delegated by the President of the corporation.

UCCB-22-03-02j: to approve the Executive Committee's recommendation that the United Church of Christ Board, sitting as the board of directors of Justice and Witness Ministries (a Covenanted Ministry of the United Church of Christ) elects Traci Blackmon and Karen Georgia Thompson as vice presidents of Justice and Witness Ministries (a Covenanted Ministry of the United Church of Christ), with powers and duties as delegated by the President of the corporation.

UCCB-22-03-02k: to approve the Executive Committee's recommendation that the United Church of Christ Board, sitting as the board of directors of Local Church Ministries (a Covenanted Ministry of the United Church of Christ) elects Traci Blackmon and Karen Georgia Thompson as vice presidents of Local Church Ministries (a Covenanted Ministry of the United Church of Christ), with powers and duties as delegated by the President of the corporation.

UCCB-02-03-02l: to approve the Executive Committee's recommendation that the United Church of Christ Board, sitting as the board of directors of Wider Church Ministries (a Covenanted Ministry of the United Church of Christ) elects Traci Blackmon and Karen Georgia Thompson as vice presidents of Wider Church Ministries (a Covenanted Ministry of the United Church of Christ), with powers and duties as delegated by the President of the corporation.

UCCB-22-03-02m: to receive the minutes and written reports from the following Committees and Task Forces:

Financial Sustainability Task Force

Supporting document: UCCB-22-03-FinSusTF-01-Report-02.2022

APPROVAL OF UCCB OCTOBER MEETING MINUTES

It was VOTED:

UCCB-22-03-03 To approve the minutes of the October 22, 2021 meeting of the United Church of Christ Board.

Supporting Document: UCCB-22-10-03-Draft-10.22.2021-MtgMinutes-11.02.2021

Chair and Vice-Chair Remarks by Cameron Barr and Julia Gaughan

Cameron Barr introduced Gabrielle Fields as a nominee to the Board.

Appreciation was expressed for the financial participation of the Board in the church. Thirty-four thousand dollars was raised among members of the Board in 2021 with 94% participation.

John Dorhauer, General Minister and President, has invited the Board for a time of building community and covenant in Cleveland in June. There will be an opportunity to bless new workspace of the National Setting. All are encouraged to attend.

The Board received a letter from Climate Justice Council on divestment on fossil fuel companies. We would like to be completely divested by General Synod. Jim Antal has been promised a report of where the Board is on this. We will want to move this forward in the weeks and months ahead. Conversation is before the I&E Committee and UCF.

Gratitude was expressed to all the Committees for their hard work.

Join The Movement Update by Velda Love and Sharon Fennema

At General Synod 33, we resolved to be an anti-racist church. Stories are central to creating ways of lasting change. Join The Movement is a hub of anti-racist stories, resources and theological reflection. It is a faithful way to respond to what is happening in our world. We have invited partners to join us on the journey. The capital campaign will involve JWM. We have developed a case statement and have been working with the marketing team. Seventy-five percent of the money will go into an endowment for the future and twenty-five percent will be used for existing work. Co-chairs of Join The Movement are Naomi Washington Leapheart, Rev. Otis Moss III, and Starsky Wilson. In the call to action, everyone is asked to sign up for communications, contribute or connect with stories, faithful reflections, use the resources and let us know how you are using them, help in the creation of partnerships, donate to the campaign, and attend upcoming webinar events.

TASK FORCE AND SPECIAL COMMITTEE REPORTS

RACIAL EQUITY ADVISORY TASK FORCE

Oral Report by Yvette Wynn, Chair; Traci Blackmon and Lisa Tabor

The Diamond Inclusiveness Assessment has been completed by CultureBrokers. Lisa Tabor of CultureBrokers made a presentation and identified three areas of further focus – Financial Investment, Political Capital and Cultural Capital. The Task Force needs to make decision on where to focus for improvement. The Task Force will be meeting again to discuss the area of Cultural Capital. The goal is to create an Equity Strategic Action Plan (ESAP) in the next 4-6 weeks, and adopt the ESAP by May 1st. Once adopted, the plan can be implemented and within a year, have measurable results. A focus of the work is to be a model for our local churches and how to replicate the plan in other settings. There needs to be a commitment to 100% participation in training.

GENERAL SYNOD FREQUENCY COMMITTEE

Oral Report by Yvette Wynn, Chair

The discussion of the General Synod frequency has been an ongoing one. Before the question of frequency comes the question of form and function – what do we want General Synod to be? The task of the committee is to come back with recommendations from a variety of sources. There may be proposed new structures, bylaw changes, and structural changes and building recommendations around General Synod as an ecclesiastical gathering, a business gathering and how the UCC is called to fulfill its mission and public witness of resolutions.

SPECIAL COMMITTEE ON RESOLUTION ON CHURCH WORKERS

By Julia Gaughan, Chair

The Special Committee was appointed by the Board to act as General Synod. There are concerns that as written that it conveys legal advice and has polity issues. This is the primary reason for a recommendation to vote no. Prior to the submission of the resolution, feedback had been given to the proponents about different ways to address the issues in the resolution and while some changes were made, the legal and polity issues were not resolved. The intent of the resolution appears to be regarding moral and ethical issues. The committee will convey this back to the proponents and set out recommendation for a resolution for the next GS.

It was VOTED:

UCCB-22-03-04

To vote no on the Resolution on Protecting Workers at Churches and provide the proposed correspondence to the proponents of the Resolution outlining suggestions for possible future action.

Supporting document: UCCB-22-01-Special Committee-03_Recommended Action

SEARCH & TRANSITION TEAM: GMP SEARCH PROCESS

By Emma Brewer-Wallin, Chair

The Team acknowledges that the GMP search process is a significant decision in the life of the church and needs intentionality for the next GMP to be elected and successful. The work of the team identified need for excellent and legitimacy in the process and in the candidate.

The framework for an excellent search committee included a diversified committee with the balance of lay and ordained, small and large congregations and those with a range of experience working on committees and those working as executives. Nominations were received from all but three of the groups. The Team struggled with representation by those identifying as Latinx, Samoan and young adult.

A task before the Team was to locate a search firm that would uphold the values of the Church and succeed in living out the commitment to DEI. The Team interviewed two search firms and identified Isaacson, Miller (IM) as the preferred firm. Its record on DEI is excellent. It is women owned and led. Kate Kennedy and Ernest Brooks are the firm partners for this engagement.

Lew Zeidner led the negotiations with IM. The contract with IM is for \$75,000 to be paid in 3 installments. The Finance and Budget Committee have been apprised along the way. Additional costs to be incurred would be for the travel for finalists and members of the search committee.

During the March 2023 UCCB meeting there will be a vote on Search Committee recommendation, and opportunity to meet the candidate. The vote before General Synod will be in July of 2023.

It was VOTED:

UCCB-22-03-05 To approve the Search Committee as presented.

Abstentions: John Dorhauer
Bob Sandman

Supporting document: UCCB-22-03-Search&Transition-01

It was VOTED:

UCCB-22-03-06 To approve the engagement with the search firm Isaacson, Miller.

Abstentions: John Dorhauer

Supporting document: UCCB-22-03-Search&Transition-02

GMP SUPPORT, EMPOWERMENT, AND STRUCTURE TEAM

By Darrell Goodwin, Chair

The Team is charged with evaluating the GMP position and the senior leadership structure for the GMP's support. The Team is focused on the dual nature of the position, as a theologian and an executive; the current gifts required and the opportunities for growth. The Team expresses a key desire to reduce the supervision components for the GMP.

Recommendations in the report for future consideration include: AGMs and the GMP invest in relationship building across the settings of the church; strengthening the relationships to commit to be an outward facing presence; rethink supervision roles; creation of chief operating officer for day to day administration. The report also recommends an officer relations committee. The vote is to receive the report and allow for more conversation.

It was VOTED:

UCCB-22-03-07 To receive the report of the GMP Support, Empowerment, and Structure Team.

Supporting document: UCCB-22-03-ExCom-03 PP

COMMITTEE REPORTS

EXECUTIVE COMMITTEE

Oral report by Cameron Barr, Chair

The Executive Committee took four administrative actions concerning empowering the AGMs to act as officers of the corporation. These are in the Consent Agenda. The Committee also had a conversation on the GMP job description. The Committee will reconvene and have a decision to go to the Search and Transition Team.

MARKETING COMMITTEE

Oral Report by Onyx Kuthuru, Chair

The Committee has decided to meet every quarter as a committee to consider what roles the Committee can take to support MarCom.

FINANCE & BUDGET COMMITTEE

By Derrick Elliott, Chair

The Committee met in March to go over National Basic Support projections and preliminary 2023 projections. The budget will be finalized at the October Board meeting. In the past two years, funds and revenue have been affected the outcome of the church as a whole. Revenues are down for 2021. Annual mileage rate was approved. GS Budget is not ready since more information is needed.

**It was VOTED:
UCCB-22-03-08**

To receive the National Basic Support projections and the preliminary and unaudited Income Statement and Balance Sheet, as presented.

Supporting document: UCCB-22-02-FB-04 Preliminary and unaudited Income Statement and Balance Sheet

DEVELOPMENT COMMITTEE

Oral Report by Lawrence T. Richardson, Chair

The Task Force on Sustainability has met frequently. Two positions have been added. The Committee has been successful in fundraising. The Committee is working on the General Synod resolution on the ecology of giving, with the Pension Boards for Securing the Future campaign, and on the Join the Movement campaign. The Committee continues to work on basic support, legacy giving, and sustainability.

GOVERNANCE COMMITTEE

Oral Report by Marsha Williams, Chair

The Governance Committee met on four separate occasions. Actions on the Consent Agenda coming from the Governance Committee include review of executive session minutes and approval of delegate distribution for General Synod. Diversity demographic form was created for other boards which this Board nominates or elects. Pension Boards shared their DEI goals and brought forth candidates. The Committee is hard at work on the GS Standing Rules and changes will be brought forward at a special meeting.

GENERAL SYNOD PROGRAM & PLANNING COMMITTEE

Oral Report by Rushan Sinnaduray, Assistant Moderator

The General Synod Program & Planning Committee met to determine the theme, scripture and logo for General Synod 34. In the spirit of celebrating renewal after Covid, it was decided that Making All Things New is the theme from the Scripture Isaiah 43:18-19. The logo was created to capture the new beginning. The Committee has been talking about technology for those observing online and will work on investigating so that more can participate. Voting delegates to be present in Indianapolis and observers can be online. In thinking about GS34, the educational intensives online were well received. Question of cost, access, and opportunity.

MINISTRY COMMITTEE

Oral Report by Emma Brewer-Wallin, Chair

The Ministry Committee is relaying an update on Manual on Church working group which is like a corollary to the Manual on Ministry, and was established pursuant to a General Synod resolution. The working group is robust and grounded in relationships and on the same page in ecclesiology and polity. The drafting will continue over the coming months as the Manual on Church continues their work. Expect joint conversation with other committees.

Q&A WITH AFFILIATED AND ASSOCIATED MINISTRIES

Pension Boards – UCC Inc. by Brian Bodager

Supporting document: UCCB-22-03-PB-01 DEI Report

Supporting document: UCCB-22-03-PB-02 2021 Annual Report

Supporting document: UCCB-22-03-PB-03 Sustainability Report 2022

United Church Funds by Charles Buck

Supporting document: UCCB-22-03-UCF-02 2021 Annual Report

Supporting document UCCB-22-03-UCF-01-Report-03.04.2022

Council for Health and Human Service Ministries by Michael Readinger

Michael Readinger reflected on his time as CHHSM as Pres. and CEO. His successor, Jamar Doyle, has started at CHHSM. The events of the annual meeting are on Facebook and will be on archived on the CHHSM website.

CCM UPDATE

Oral Report by Shari Prestemon

The CCM met together as a group in Dec. 2021 in Arizona. For business matters, the CCM will continue to meet online; in-person gatherings are for strategic and reflective work. A retreat is planned in Dec. 2022 in the Atlanta area. CCM elected new officers into their roles as of Jan. 31, 2022. Freeman Palmer is the Treasurer, Franz Rigert is the Vice Chair, and Shari Prestemon is the Chair.

UCC OFFICERS' REPORTS

General Minister and President Report by John Dorhauer

John Dorhauer reviewed the accomplishments of his term to date and goals for the remainder of his term. He discussed the successes of 3 Great Loves, Shaping Our Future, the creation of a fellowship program, and the research and development department. The hotel was sold. The budgets were balanced without reducing the size of the national staff. He led through the season of pandemic and worked on being church while quarantining.

Six items remain in his focus for the rest of his term:

- (1) Complete the sale of 700 Prospect and move into 1300 East Ninth St. and develop the workforce.
- (2) Continue to reimagine the future funding patterns and shift development to donor centered giving; develop the department to handle the donor centric philanthropy.
- (3) Engage leaders to discuss the space after pandemic; hybrid summit event to discuss the architecture of the church.
- (4) Continue culture setting in the National Setting.
- (5) Establish a resource that lists all of the events that the GMP is responsible to attend.

(6) Support Join the Movement.

Supporting document: UCCB-GMP Report March 2022

AGM Report: Justice & Local Church Ministries by Traci Blackmon

Traci Blackmon highlighted work done in the Justice & Local Church Ministries. National Setting joined with churches in navigating new ways of engagement. The ministries provided webinars on Tuesdays and Thursdays. Frontline Faith offers 68 courses. There is a new ministerial profile system. A youth ministry gathering was held.

In 2021 we worked with scholars and MRSEJ to create a curriculum on sexuality and the Black Church; that has reached the military in Kuwait.

Supporting document: AGM JLCM Report to UCCB-March 2022

AGM Report: Wider Church Ministries by Karen Georgia Thompson

We are living through a history-defining moment:

- Russian invasion into Ukraine: 1.7 million people are crossing out of Ukraine.
- The global refugee migration crisis: 75 congregations providing resettlement assistance.
- Over 300 sanctuary churches have been identified.
- Flooding events in areas around the world.
- Pandemic highlights the disparity in our world in vaccine access and distribution.
- Witness increasing violence against women.

One Great Hour of Sharing offering supports domestic and international disasters. 2020 affected the offering; it was 40% below expected.

The Ukraine Relief Fund to be the first utilized for Ukraine; OGHS funds will be used when needed.

Decade of African Descent: signing MOU with UNICEF; currently working on social media campaign.

Common Global Ministries works in 90 countries; currently working on aligning the CGM board standing rules with the UCCB.

Supporting document: AGM Report to UCCB-March 2022

INVESTMENT & ENDOWMENT COMMITTEE

Oral report by Tim Hachfeld, Chair

Met with UCF and investment professionals for training on fiduciary responsibilities. There was a financial review, and we are seeing significant volatility in the markets recently but we are in good shape. We are focused on: What are we missing? What do we need to focus on to best serve the mission of the church?

The committee is working on the UCC Climate Action GS29 Resolution and on racial equity. The committee is updating investment policies.

Closing prayer by John Dorhauer for all online in this public component.

It was VOTED:
UCCB-22-03-09 To go into Executive Session.

EXECUTIVE SESSION

It was VOTED:
UCCB-22-03-10 To return to Regular Session.

It was VOTED:
UCCB-22-03-11 to approve Executive session minutes from October 2021.

Final goodbye from Michael Readinger.

Adjourn 6:27pm

Respectfully submitted,

Heather Kimmel
Secretary