

**MEETING MINUTES
UNITED CHURCH OF CHRIST BOARD
OCTOBER 21, 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, Rachel Chapman, Eleanore Chong, Tyler Connoley, Hannah Cranbury, Tom Croner, Courtney Dobbins, John Dorhauer, Jamar Doyle, Mark Dutell, Shernell Edney-Stilley, Derrick Elliott, Gabrielle Fields, Kevin Graham, Tim Hachfeld, Richard Hom, Tracy Keene, Onyx Kuthuru, Gloria-Ann Muraki, Shari Prestemon, Gordon Rankin, 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.

Absent: Faufau Alaelua, Molly Carlson, Jasmine Coleman Quinerly, Edward Davis, John Folk, Darrell Goodwin, Eric Jackson, Daniel Su'a, Lew Zeidner

Staff and Others Present: Andrew Wells-Bean, Brooks Berndt, Donyale Copeland, Chris Davies (guest), Cynthia Gaffney, Charles Jefferson, Heather Kimmel, Alisa Lewis, Tami Marinella, Kent Siladi, Cheryl Williams, Yvette Wynn (guest).

ROLL CALL and DECLARATION OF A QUORUM

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

WELCOME BY VICE CHAIR, JULIA GAUGHAN

Julia welcomed all members and thanked them for attending the meeting.

Opening devotional by Shernell Edney Stilley.

APPROVAL OF AGENDA

It was VOTED:

UCCB-22-10-01

To approve the Agenda.

Supporting Document: UCCB-22-10-01 Agenda_10.21.2022

MOTION CARRIED

APPROVAL OF CONSENT AGENDA

It was VOTED:

UCCB-22-10-02 To approve the Consent Agenda.

Supporting Document: UCCB-22-10-02a-e Consent Agenda 10.17.2022

UCCB-22-10-02a: to grant voice without vote to the following staff, guests and others making presentation to the UCCB: Andrew Wells-Bean, Brooks Berndt, Donyale Copeland, Chris Davies, Cynthia Gaffney, Charles Jefferson, Heather Kimmel, Alisa Lewis, Tami Marinella, Kent Siladi, Cheryl Williams, Yvette Wynn.

UCCB-22-10-02b: to approve that the Clergy Housing Allowance under Section 107 of the Internal Revenue Code and the regulations promulgated thereunder ("Section 107") during calendar year 2023 for each ordained minister in good standing with his or her respective denomination and any other "Minister of the gospel" within the meaning of Section 107, who is in the employ of a Covenanted Ministry of the United Church of Christ, shall be a sum equal to such employee's good faith estimate of the amount which will be excludible under Section 107 with respect to the providing of a home by such employee for such year; however, unless and until such employee shall provide in writing the estimate described above, the amount of said Clergy Housing Allowance for such employee shall be a sum equal to one third of such employee's gross salary compensation.

UCCB-22-10-02c: to authorize the United Church Board of Ministerial Assistance, the philanthropic arm of the Pension Boards-United Church of Christ, to provide supplementation of small annuities at an income level of \$42,250 for retired clergy and lay employees and \$33,200 for the surviving spouse/partner of deceased members, effective January 1, 2023.

Supporting document: UCCB-22-10-FB-06 Supp. Small Annuities

UCCB-22-10-02d: to elect the UCC Media Justice Nominees to the UCC Media Justice Board.

Supporting document: UCCB-22-10-GOV-05-UCC Justice Media BoD Nominees

Supporting document: UCCB-22-10-GOV-06 UCC Media Justice Bd Demographics

UCCB-22-10-02e: to receive the 501(c)(3) Group Exemption Compliance Report.

Supporting Document: UCCB-22-10-GOV-07 Group Exemption Compliance Report

MOTION CARRIED

APPROVAL OF UCCB SEPTEMBER SPECIAL MEETING MINUTES

It was VOTED:

UCCB-22-10-03

To approve the September 14, 2022 Special Meeting Minutes.

Supporting Document: UCCB-22-10-03-Draft-Special MtgMinutes-09.14.2022

MOVED: Emma Brewer-Wallin

SECONDED: Hannah Cranbury

MOTION CARRIED

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

Out of a desire to center different voices in leadership, Julia will lead the meeting. Cameron updated the Board with new committee assignments and new committees.

Julia spoke to the Join the Movement Campaign and the first wave effort; looking forward to the second wave.

GMP Report by John Dorhauer

John Dorhauer spoke on three matters before the Church:

The National Setting staff moved into the new Church House in the beginning of July. The Summit was held in September after one year of planning to explore and discover how we emerge as a Church from the pandemic. Join the Movement, the movement to undo racism for which we are the authors, has launched.

AGM Report: Justice and Local Church Ministries by Traci Blackmon

Traci Blackmon spoke of the racial justice work being done across the Church which includes Join the Movement, the Racial Justice Task Force, the work of Velda Love, and the work of Karen Georgia Thompson, and appealed to the Board to engage in 100% participation for Join the Movement.

Justice and Local Church Ministries is in a season of transition with the Faith Info Team leader, Chris Davies, going to serve the Southern New England Conference and the retirement of Mike

Schuenemeyer, the Team Leader for Health and Wholeness Advocacy Ministries. We are looking to fill these positions. We will be moving some of the ministries and renaming others.

Brooks Berndt and Andrew Wells-Bean of the Environmental Justice Ministry presented the climate hope postcard campaign to launch in January of 2023. Youth will submit art and turn it into postcards. Toolkits will be available for the postcard collection ([ucc.org/climate hope cards](http://ucc.org/climate-hope-cards)). The postcards will be submitted to Congress and the White House in April 2023. Environmental Justice is seeking to expand for a climate hope program next summer.

Traci expressed appreciation and gratitude to the leadership and design teams for their work on creating the new workspace at 1300.

AGM Report: Wider Church Ministries by Karen Georgia Thompson

Karen Georgia Thompson spoke of the critical issues in the global community: refugee crisis and climate change. Global Ministries is providing support with our international partners in 90 countries. Global Hope is offering humanitarian aid and development. There are disparities in the response to disasters. Every crisis needs the same response. Campaigns include Thursdays in Black to end violence and rape and Church World Service to end period poverty.

AGM Renomination Report for Karen Georgia Thompson by Julia Gaughan

Thank the committee who came together to do this work. Began in spring using the Standing Rules process. The recommendation is to renominate Karen Georgia Thompson as Associate General Minister.

It was VOTED:

UCCB-22-10-04 To renominate and recommend to the General Synod the re-election of Rev. Dr. Karen Georgia Thompson as Associate General Minister.

*Supporting Document: UCCB-22-10-AGM-RENOM-01 KGT
Renomination Report to UCCB Final*

APPROVED BY ACCLAMATION

Bob Sandman and Karen Georgia Thompson abstained.

COMMITTEE REPORTS

EXECUTIVE COMMITTEE

First Report

by Cameron Barr

The Committee met and had a general discussion about budget discussions and the resolution before General Synod celebrating anniversary of United Church of Christ Building & Loan Fund.

Concerns were raised about the investors mentioned in the resolution and if it puts CB&LF in conflict or competition with other campaigns. The Executive Committee raised the concern in their discussions and the members were satisfied that there would not be competition but more covenantal relationship. This resolution is celebratory and raises the strategic priorities of CBLF. There is a different relationship with CB&LF versus Cornerstone Fund. United Church of Christ Board controls the Board of CB&LF and the General Minister and President sits as president. CB&LF is part of this Board's responsibilities.

It was VOTED:

UCCB-22-10-05

To approve the submission to the Thirty-fourth General Synod of the Resolution Living into God's Economy: Celebrating the 170th Anniversary of the United Church of Christ Church Building & Loan Fund, as amended.

Supporting document: UCCB-22-10-ExCom-03 CB&LF 2023 Resolution

Motion comes from committee and needs no second.

MOTION CARRIED

Shernell Edney-Stilley, Tyler Connoley, Bob Sandman, Beth Walker and Jeanette Zaragoza abstained.

Following the vote, a point was raised about the Board not having sufficient time to do discernment on matters that come out of committee and whether space could be created for more dialog.

DEVELOPMENT COMMITTEE

By Lawrence Richardson

Work is being done on two capital campaigns: Join the Movement and the launch of Giving Tuesday for environmental justice. We are building capacity with the Disciples of Christ and the

Lake Institute of the Lily Fund. A case statement was created to speak to donors and potential donors.

Supporting Document: Our Why

INVESTMENT & ENDOWMENT COMMITTEE

by Cameron Barr

The Investment & Endowment Committee comes before the Board with its recommendation to raise additional monies needed from the endowment to address new expenses, namely, higher Cost of Living Adjustment, expansion of Development staff, the need to have competitive wages and a 35% reduction of OCWM since 2014. It is the final recommendation of the I&E Committee to approve the higher draw on the endowment to accommodate the need for additional monies.

Concerns were raised regarding protecting the endowment and how a higher draw would affect the endowment in the time of a down economy. The need for additional discernment was raised. Measurables and benchmarks for the success of the new staff members to be added to the Development staff will be necessary. It is the responsibility of the Board to stay informed as to the success of the new staff in Development.

Per the UCC Bylaws, the recommendation of the committee can only be overcome by a 2/3 vote; accordingly the UCCB must have 1/3 of the directors in support.

It was VOTED:

UCCB-22-10-06 To approve an additional \$2,627,806 for the 2023 budget.

Supporting document: UCCB-22-10-IE-03 Admin Fee

Supporting document: UCCB-22-10-IE-04 Draw Analysis 10.22.22 TPH

Supporting document: UCCB-22-10-IE-05 Email-Additional Materials for I&E Committee Meeting

ROLL CALL VOTE was taken: **YES** votes - 26

NO votes - 8

ABSTENTIONS – 4

Kearstin Bailey, Traci Blackmon, Jamar Doyle, and Karen Georgia Thompson abstained.

MOTION CARRIED

FINANCE & BUDGET COMMITTEE

By Mark Dutell

The Finance & Budget Committee met to consider the budget and the General Synod Budget.

Karen Georgia Thompson discussed the General Synod budget. Higher costs are being incurred than originally planned. Labor cost for the hall is higher than the fee schedule of 2020. We are estimating the attendance conservatively in the amount of 2000 registrants due to ongoing pandemic. The cost of travel and housing expenses are higher than before. The costs of WiFi need to be covered by usage fee of \$25/person. The General Synod budget is in a deficit because there is still information to be gathered. It comes before the Board with unanimous support of the Finance & Budget Committee.

It was VOTED:

UCCB-22-10-07 To approve the proposed 2023 General Synod budget fee schedule as presented in the Budget Narrative.

Supporting document: UCCB-22-10-FB-10 Budget Narrative

MOTION CARRIED

Karen Georgia Thompson abstained.

It was VOTED:

UCCB-22-10-08 To approve the proposed 2023 General Synod WIFI surcharge of \$25/person.

Supporting document: UCCB-22-10-FB-09 General Synod Memo

MOTION CARRIED

Karen Georgia Thompson abstained.

It was VOTED:

UCCB-22-10-09 To approve the proposed 2023 General Synod budget with total Revenues of \$1,216,280 and total Expenses of \$1,284,811.

Supporting document: UCCB-22-10-FB-11 Synod Proposed Budget

MOTION CARRIED

Karen Georgia Thompson abstained.

Tami Marinella explained the budget approved by the Committee.

It was VOTED:

UCCB-22-10-10 To approve the proposed 2023 UCCB Combined Unrestricted Funds Operating Budget with a total revenues of \$21,573,249 and total expenses of \$21,537,521.

Supporting document: UCCB-22-10-FB-04 2023 UCCB Budget

MOTION CARRIED

Jeanette Zaragoza abstained.

It was VOTED:

UCCB-22-10-11 To approve the National Basic Support allocation base of \$4,054,523 for 2023 with funding allocated to the Covenanted Ministries and the Pension Board as follows: Office of General Minister and President (OGMP) \$968,259 or 23.9%, Justice and Witness Ministries (JWM) \$1,854,523 or 45.7%, Local Church Ministries (LCM) \$300,000 or 7.4%, Wider Church Ministries (WCM) \$700,000 or 17.3% and The Pension Board \$231,741 or 5.7%.

Supporting document: UCCB-22-10-FB-05 NBS Allocation

MOTION CARRIED

Jeanette Zaragoza abstained.

MINISTRY COMMITTEE

Oral report by Emma Brewer-Wallin and Chris Davies

General Synod resolved by way of Prudential Resolution to convene a working group to draft a Manual on Church akin to the Manual on Ministry. The Ministry Committee is the board's liaison to the Manual on Church working group. The Manual on Church is estimated to be completed by General Synod 2025; it will be introduced for the first time for discussion and comment at AM21. A board game, Grow Your Church, has been created and will be introduced at AM21 this year and at General Synod next year.

Supporting Document: UCCB-22-10-MC-01 MOC Presentation

AUDIT COMMITTEE, 1ST REPORT

By Kevin Graham

The Audit Committee has engaged the auditing firm RSM for the next three years for audits of Combined Financial statements. The audit fairly represents the state of the church and they are in compliance with general accepted accounting principles.

It was VOTED:

UCCB-22-10-12 To receive the Combined Financial Report of the United Church of Christ Board and Certain Affiliated Entities dated December 31, 2021.

Supporting Document: UCCB-22-09-AU-03 UCCB Audit Report

Supporting Document: UCCB-22-09-AU-04 TCWG Report

MOTION CARRIED

RACIAL EQUITY TASK FORCE

Oral Report by Traci Blackmon and Yvette Wynn

The Racial Equity Task Force began two years ago and engaged a consultant and 900 people participated with the central point around self-examination. Next is implementation and sharing with the wider church and other settings. At the next Board meeting this task force will discuss the 3 dimensions in the state of finalizing the recommendations and the financial commitments to be expected.

GOVERNANCE COMMITTEE

By Marsha Williams

The Governance Committee is coming before the Board with two recommendations. The first recommendation will improve the accuracy of the Data Hub. It calls for the removal of inactive churches from the database and the circumstances of a removal of an inactive church.

It was VOTED:

UCCB-22-10-13 To adopt the proposed policy as set forth in Supporting Document UCCB-22-10-GOV-04-FINAL Policy Removed_and_Inactive Churches.

Supporting document: UCCB-22-10-GOV-04-FINAL_

Policy_Removed_and_Inactive Churches

MOTION CARRIED

The second recommendation coming from the Governance Committee are UCC Bylaws amendments recommending a change in the frequency of General Synod. For United Church of Christ Board members and General Synod Nominating Committee members, the Governance Committee recommends that one term is nine years. There will be a transition term because we are moving from a two-year General Synod term to a three-year General Synod term. The Class of 2027 will become the Class of 2028 and the Class of 2031 will serve 8 years. Church officer terms will depend on when they were elected. The goal is to have their term close to 12 years. Officers elected in 2025 will have a 12-year term. Other officer terms in related organizations will have the opportunity to determine how they want to handle the transitions.

It was VOTED:

UCCB-22-10-14

To approve and recommend to the General Synod the adoption of amendments to the United Church of Christ Bylaws as shown on Supporting Document UCCB-22-10-GOV-08, Proposed Amendments to UCC Bylaws, and to authorize the General Minister and President to do all things necessary to transmit the proposed amendments to General Synod delegates, Local Churches, and Conferences in compliance with Article XIV of the United Church of Christ Constitution.

*Supporting Document: UCCB-22-10-GOV-08-
Proposed_UCC_Bylaws_Amendments*

*Supporting Document: UCCB-22-10-GOV-
09_Memo_Proposed_Bylaws_Amendments*

MOTION CARRIED

Bob Sandman abstained.

GENERAL SYNOD PROGRAM & PLANNING COMMITTEE

By Bob Sandman and Karen Georgia Thompson

The General Synod website (generalsynod.org) has up since June. There you will find the news articles, Standing Rules, information on the marketing toolkit with official logo. Resolutions have been submitted which still need to undergo review. Plans are being made for youth and young adult programming. Workshops requests will be going out. The worship and keynote speaker have been determined. Registration will open in January 2023.

GMP SEARCH COMMITTEE

Oral report by Emma Brewer-Wallin

The GMP Search Committee has been meeting over the summer. A position profile was created and we are now in the process of discernment of the candidates. The committee would accept additional materials from candidates. Finalist interviews will be at the Franklinton Center at Bricks. The GMP candidate will be presented to the UCCB at the March meeting.

Q&A WITH AFFILIATED AND ASSOCIATED MINISTRIES

Pension Boards – UCC Inc. by Brian Bodager

Pension Boards has been working on the supplementation of small annuitants. The program was too restrictive and not providing enough support. Analysis was done and changes were made. Funding for supplementation comes from Veterans of the Cross, Christmas Fund, and OCWM and from the endowment from Board of Ministerial Aid.

United Church Funds by Charles Buck

The primary mission of United Church Funds is to support the mission of UCC. It is our goal to do responsible investing. We are having town halls. We work with the Brown Endowment which provides grants and scholarships for training national staff and ministers.

Council for Health and Human Service Ministries by Jamar Doyle

CHHSM's mission is to advance the work of all of the health ministries of UCC. The RDEI-J (Race, Diversity, Equity, Inclusion – Justice) Committee has hired Equius Group for an assessment and the Board will incorporate suggested principals into the CHHSM plan. The fellowship program has concluded. We will be meeting on the theme "Together Through Mountains and Valleys" from 3/7-9-2023 in Denver, Colorado. Registration will open in December. We are working on transforming churches into low-income housing and helping foster community development.

CCM UPDATE

Oral Report by Shari Prestemon

CCM is constantly in transition. Two-thirds of the Conference Ministers have transitioned out of the council. Two Conference Ministers will depart in the near future – Bill Lyons and Diane Weible. Lillian Daniel is the new Conference Minister for the Michigan Conference. The CCM has adopted a new pattern of meeting. All business matters meetings are virtual and in- person meetings are held for spiritual enrichment and discernment. The CCM will be having a retreat this December.

It was VOTED:
UCCB-22-10-15 To go into Executive Session.

MOTION: Emma Brewer-Wallin
SECONDED: David Ackerman

MOTION CARRIED

EXECUTIVE SESSION

It was VOTED:
UCCB-22-10-16 To return to Regular Session.

MOTION: Tyler Connoley
SECONDED: Multiple

MOTION CARRIED

It was VOTED:
UCCB-22-10-17 To authorize Karen Georgia Thompson, in consultation with the Office of General Counsel, to settle the lawsuit Jaffna College v. Trustees of Jaffna College Fund and Wider Church Ministries (a Covenanted Ministry of the United Church of Christ) by relinquishing any interest it has or may have as a contingent beneficiary of the Poor Fund in exchange for consideration deemed appropriate by Karen Georgia Thompson plus the payment of WCM's attorneys' fees as defendant in the case.

MOTION CARRIED

It was VOTED:
UCCB-22-10-18 To approve the minutes from the Executive Session from March 25, 2022.

MOVED: Kearstin Bailey
SECONDED: Emma Brewer-Wallin

MOTION CARRIED
Beth Walker and Jamar Doyle abstained.

It was VOTED:
UCCB-22-10-19 To adjourn.

MOVED: Beth Walker

SECONDED: Tom Croner

ACCEPTED BY ACCLAMATION

Adjourn 6:48pm

Respectfully submitted,

Heather Kimmel
Secretary