PENN NORTHEAST CONFERENCE
United Church of Christ

FIFTY-SIXTH ANNUAL MEETING
April 14, 2018
Union United Church of Christ
5550 Route 873
Neffs, PA

EXPLORATION!
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BUSINESS GUIDELINES FOR CONFERENCE MEETING

(1) All proceedings of the annual Conference meeting shall be governed by the parliamentary procedures in Robert's Rules of Order, Newly Revised 10th Edition, unless otherwise provided for in these guidelines.

(2) Anyone in attendance may be granted the right of voice on the floor of the meeting. Those who want to speak shall secure permission from the Moderator.

(3) Those who want to speak on the floor of the Conference meeting shall stand at a microphone and, when recognized, identify themselves by name, church, and status as to delegate, alternate, youth representative, visitor, etc.

(4) In order to cast a vote, one must have been named by a local church as its delegate (or alternate if the delegate is absent), or be an ordained, commissioned or licensed minister with standing in the Penn Northeast Conference, or be a lay member of the Board of Directors of the Conference.

(5) Only the votes of those qualified to vote and within the declared bar of the house will be counted on any issue. Voting will be done by the raising of the official delegate card. Delegates are responsible for providing alternate delegates with that card in the event the delegate is absent from the floor.

(6) When a motion is introduced, the person speaking shall be limited to a maximum of five (5) minutes for the initial presentation. Anyone speaking to an issue already introduced shall be limited to a maximum of two (2) minutes. No previous speaker to a specific issue shall be permitted to speak again until all who want to speak to that issue have had an opportunity to do so.

(7) The right to limit the time for discussion shall be vested in the presiding officer.

(8) All amendments and main motions, from the floor, shall be presented in writing to the Secretary.

(9) Nominations for any position may be made from the floor within the bar of the house. The Moderator will not accept nominations from the floor unless those nominated have consented to serve if elected. The person making the nomination shall provide full name, address, telephone number, and home church of the nominee to the Conference Secretary.

(10) Members of the Budget Committee shall be available at the Conference meeting to discuss any pertinent items relating to the proposed budget.

(11) The Resolutions Committee and the officers of the Board of Directors will serve as the Business Committee of the Conference prior to the annual meeting. It will receive all business items, recommendations, overtures, proposals, resolutions, etc., and determine when they are to be considered by the Conference. It shall also arrange business items in such a way that duplication may be avoided and the agenda expedited.

(12) All resolutions, proposals, etc. submitted should be in the Conference Office prior to the annual meeting. These resolutions will be reviewed by the Resolutions Committee and may be forwarded to the Conference attorney for a legal opinion should that be needed. Resolutions accepted under the resolutions guidelines then become a part of the Advance Reports mailed to those registering for the annual meeting.

(13) The Resolutions Committee may request that the proposer of a resolution provide sufficient supportive material for distribution to delegates.

(14) The Board of Directors and officers shall serve as the Business Committee during the Conference meeting.

(15) Any resolution not accepted for consideration shall be referred to the Board of Directors for consideration and possible referral to the Conference at a later meeting.
Moderator Barbara Hanks called the 55th Annual Meeting business session to order at 10:15 a.m. after worship and welcomed all in attendance. Rev. Robert Stevens was appointed as Parliamentarian.

2017-PNEC AM-1 It was moved by Rick Guhl and seconded by Ernie Shaffer to adopt the agenda as presented. Motion carried.

2017-PNEC AM-2 It was moved by Rick Guhl and seconded by Bill Albright to adopt the Business Guidelines as outlined on Page 3 of the Advance Reports. Motion carried.

The bar of the house was defined as the entire church sanctuary.

Registrar’s Report
Phyllis Hamm gave the Registrar’s Report:
Total Registration - 220
  PNEC Staff – 4
  Authorized Ministers – 95
  Lay Delegates – 54
  Youth Delegates, Alt. & Youth Visitors & Advisors – 8
  Alternate Delegates and Visitors – 59
  Child Care/Children’s Program – 0
  Total Churches Represented – 86

The moderator declared a quorum was present.

Introduction of Guests:
Rev. Alan Miller announced Guests in attendance:
  Rev. Bill Worley, PSEC Conference Minister
  Rev. Barbara Pence, PSEC Moderator
  Victor Makari, Global Ministries
  Chuck Hollingsworth, representing the Cornerstone Fund
  Rev. Albert Martin, representing Phoebe Ministries
  Rev. Dave DeRemer, representing Moravian Theological Seminary
  Hillary Davenport and Kirsten Keim-Shendge, Bethany Children’s Home
  Rev. Robert Naylor, Workshop Leader

Thank you’s
Rev. Alan Miller expressed gratitude to:
  Rev. James Gottwald, St. John’s UCC, Laurys Station
  Bill Ayers, St. John’s UCC, Laurys Station
  Paul Prass, St. John’s UCC, Farmersville
  PNEC Board and Officers

Minutes of the 2016 Annual Meeting and Advance Reports
The Moderator requested a motion to adopt the minutes of the 2016 Annual Meeting as found in the Advance Reports.

2017-PNEC AM-3 It was moved by Dave Schnaars and seconded by Rick Guhl to approve the minutes as presented. Motion carried.
2017-PNEC AM-4 It was moved by Karen Yonney and Seconded by James Robison to accept the remainder of the reports found in the Advance Report except for the Treasurer’s Report and the Proposed 2018 Budget which will be addressed later on the agenda. Motion carried.

State of the Conference Report
Alan Miller began his remarks by holding up the 40 years of dedicated service to the Conference given by Patty Rehrig. She was presented with flowers and a standing ovation.

He then continued by reflecting on his fifteen years of service as the Conference Minister of PNEC. He summarized those years as “building community”, and he highlighted the mission that the strength of that community has inspired. He held up the PNEC Disaster Response Ministry as one of the strongest in the United Church of Christ, and the clinic being built to meet the medical needs of the residents surrounding Monte Margarita in northwest Guatemala because of the efforts of PNEC. He also highlighted the model program that has prepared and supported such a large number of individuals who have been called into authorized ministry through the conference, and the outstanding number of youth in the conference who have been given the opportunity to attend regional and national youth events and work camps to demonstrate how they can make a positive difference in the world.

Alan stressed that the strength of the PNEC community is fostered by the relationships within the organization. He stated his belief that the vitality of these relationships will carry this community forward into an uncertain but hopeful future filled with possibility. He feels confident in that future after witnessing the strength that sustained PNEC during his many months of illness, and knows it will carry this community forward to great things. In closing, he thanked all for letting him journey with the organization and be a part of the PNEC community.

PSEC/PNEC Transition Team Resolution
The Moderator called on Joanne Marchetto to report on the work of the Transition Team in their efforts to discern the possibilities for future ministry in a joint effort as a combined Eastern Pennsylvania Conference. She highlighted the conversations around a common vision, mission, and purpose, and stressed how the goal was to have these guiding principles emerge from the collective missions of our local churches. She explained that a planned series of small group meetings to gather input from congregations across both conferences will help to assure this “bottom up” process is honored. She then introduced the resolution that came out of the Transition Team which gave support to the Team’s continued efforts to model a new, merged conference and develop a new understanding of conference ministry, identity, purpose and mission. The exact same resolution will be presented at the PSEC Conference meeting in early June of this year. The Moderator explained that the resolution would be discussed and voted upon in the afternoon business session.

Nominating Committee Report
Doug Lander began by thanking the Conference for the opportunity to lead the Nominating Committee for the past eight years.

2017-PNEC AM-5 He then referred to the report of the Committee in the Advance Reports for the list of nominees for the upcoming year, and moved to have the Nominating Report accepted. Todd Fennell seconded the motion. The Moderator asked if there were any further nominations from the floor. Hearing none, she called the vote and the motion carried with a unanimous vote.

Treasurer’s Report & Presentation of Proposed 2018 Budget
2016-PNEC AM-6 John Pfeiffer drew attention to the Treasurer’s report found in the Advance Reports and pointed out several positive highlights, including the fact that for the past two years, the Conference ended the
fiscal year in the black. At the end of 2016, this surplus was slightly more than $41,000. Part of that was attributable to strong investment performance and careful spending on the part of the staff. Sandy Murphy offered a motion to accept the Treasurer’s Report and Christian Creyer seconded it. Motion carried.

John went on to present the proposed 2018 budget as approved by the Board of Directors and forwarded to the Annual Meeting for final approval. He reminded the audience of the challenge in proposing a spending plan in late 2016 when the year-end figures aren’t even tabulated and such a large portion of giving happens in the month of December. So, some adjustments will undoubtedly be necessary by the time this budget is in effect. He mentioned that he kept income at the same level as in 2017, and that staff salaries increased by 2% as directed by the Board. An opportunity was given for questions and comments. The vote on the budget was scheduled for the afternoon business session.

After a presentation by Rev. Robert Naylor, entitled Re:formation! What is It, James Gottwald offered grace, and delegates went to enjoy lunch at various workshop sessions. Upon reconvening, the group heard a continuation of Rev. Naylor’s presentation focusing on the Marks of a Thriving Church.

Ministry Recognitions and Remembrances
Upon resuming the business session, the Moderator called on James Robison and Alan Miller to recognize anniversaries of ministry and remembrances of those who passed away during the past year. Alan also highlighted anniversaries of congregations and listed closed congregations.

Approval of 2018 Budget

2017-PNEC AM7 The Moderator again referred delegates to the proposed budget for 2018 and asked for a motion to accept this budget. It was moved by Frank Schaffer and seconded by Bill Albright. Motion carried.

2017-PNEC AM8 The Moderator called for a motion to adopt the PSEC/PNEC Resolution Titled, “A Vision for a New Eastern Pennsylvania Conference of the United church of Christ”. James Robison made the motion and Lynn Breedy seconded it. The floor was opened for any questions regarding the resolution. Hearing no questions, the vote was called. Motion carried by unanimous vote.

Designated - Term Conference Minister Search Committee
The Moderator then asked Steve Engelhardt, Chairperson of the Designated-Term Conference Minister Search Committee, for a report on the committee’s work. He listed those serving on the committee, and mentioned that, at their first meeting in January, Lee Albertson, Conference Minister Search Coordinator of the National Church joined them. He helped the committee to set up a time line, advised on creating a profile of the conference and how to advertise the position across the UCC. The February meeting was dedicated to creating the profile and 3/1 to 4/15 was designated as the window for receiving candidate profiles. They received and reviewed 14 profiles and, in April, narrowed the candidates to three individuals. During May, the committee will conduct phone interviews and then in-person interviews. Their goal is to present the recommended candidate to the Board of Directors at the June 8th meeting.

Close of Business
The Moderator called for a motion to adjourn the 55th Annual meeting of the Penn Northeast Conference. It was moved by voice vote to adjourn the meeting whereupon a closing worship was led by Heather Kurtz, including the installation of PNEC leaders elected during the meeting.

Submitted by Helena Lindquist,
PNEC Board Secretary
The PNEC Board of Directors met seven times since the date of the last Annual Report, submitted March 15, 2017. Those meetings were held on April 5, 2017, June 8, 2017, August 30, 2017, November 1, 2017, October 12, 2016, December 12, 2017, and February 20, 2018. Between those meetings, the Executive Committee of the Board met three times, on September 25, 2017, December 6, 2017, January 24, 2018, with numerous sub-group meetings of the Exec. Committee convening during the period. All meetings were held at the PNEC office in Palmerton, except the August meeting which was hosted by St. Matthew’s UCC in Kunkletown, and they were all led by Moderator Barbara Hanks.

Core functions of the Conference Board continue to be oversight of the work of the committees on ministry, monitoring OCWM giving that supports the PNEC budget, as well as other funds that are the responsibility of the Conference, and overseeing ministries and programs supported by the PNEC. The 2017 year-end financial reports indicate that the Conference operations budget finished with a surplus. Other fund balances increased, largely due to improved investment performance.

The two primary PNEC outreach ministries, the Disaster Recovery Ministry Team and the Guatemala Partnership Team, have continued to make progress toward their mission goals during the past year. The Disaster Recovery group has most recently loaned the refurbished tool trailers to covenant partners in the Port Arthur, TX area to address flood damage. The Guatemala Partnership has reached their fund-raising goal to complete the medical clinic/community facility that is under construction. Additional monies will be raised to support travel for volunteers to help complete the building, and subsequent medical mission trips to the facility at Monte Margarita.

Having announced his retirement last year, Conference Minister Alan Miller’s last day at the office was July 31st, and a celebration of his 15 years of service to PNEC was held on July 23rd. At the June Board meeting the Rev. Dr. Bonnie Bates was introduced as the recommended candidate for the Designated Term Minister position by the Search Committee. The Board approved her to fill the position and a contract was signed for a term of three years with a start date of September 1st.

At the 31st General Synod meeting in July the National Church launched the 3 Great Loves initiative lifting up UCC’s historic and ongoing: love of neighbor, love of creation and love of children. A PNEC Coordinator was chosen in August and the combined report will be presented at General Synod 32 in July 2019. Also at the August meeting, the Board accepted with regret a letter of resignation from Treasurer John Pfeiffer, to take effect at the end of 2017, and a search for a candidate to fill the position began. At the December meeting, the Rev. Christian Creyer was appointed to fill the term.

In addition to changes in personnel, the Board has also instituted some changes in the Conference’s governance structure, given the Executive Committee a more active role and undertaken a review of numerous policies and procedures finding many that were outdated. Several revisions are in process and, in some cases, amendments to the constitution and/or by-laws may also be required.

The resolution presented at the April 2017 Annual Meeting to continue conversations toward a Vision for a New Eastern PA Conference was approved by PNEC, and the same resolution was also approved by PSEC at their Annual Meeting in June. Since then the Joint Conference Vision and Development Team has met nearly 20 times, surveyed congregants in both conferences, held town hall meetings, interviewed Conference staff members, and met with the governing bodies of each conference. Input gathered from these activities is being compiled to be shared with the spring annual meetings of each Conference. The team has also supported numerous opportunities to join forces at events open to both conferences, including information exchanges, training sessions, congregational partnerships, and justice forums over the past several months. This has
fostered beneficial relationships that can flourish regardless of the future of a New Eastern Pennsylvania Conference.

Significant actions taken by the Board after the date of this report but before the April 14, 2018 Annual Meeting will be detailed at the meeting and in the Annual Meeting Minutes.

Respectfully submitted,
Helena K. Lindquist, PNEC Secretary

Nominating Committee Report to the 2018 Annual Meeting

Officers:
*Moderator – Class of 2019* – Rev. Joanne Marchetto (2), 5658 Wood Lane, Allentown, PA 18106
*Assistant Moderator – Class of 2019* – Mr. Douglas Taylor, 26 Willow Drive, Belvidere, NJ 07823

BOARD OF DIRECTORS – Class of 2021
Rev. Martin Nuscher (1), 37 South Third Street, Coplay, PA 18037
Mr. Randy Lentz (1), Licensed Minister, 8048-1 PA Route 873, Slaton, PA 18080
Mrs. Linda Lenhart (2), 5747 Whitemarsh Drive, Macungie, PA 18062
Mrs. Connie Rought (2), 4553 Newburg Road, Nazareth, PA 18064

Youth – Class of 2019
Ms. Tori Schoenberger, 5602 Oak Lane, Zionsville, PA 18092
Mr. John Zangari, 1847 Main Street, Northampton, PA 18067

STAFF & PERSONNEL COMMITTEE – Class of 2021
Rev. Scott Brooks-Cope (2), 1732 Brandywine Road, Allentown, PA 18104
Ms. Karen Yonney (2), Licensed Minister, 4332 Belmont Circle, Whitehall, PA 18052
Rev. Frank Schaffer (1), 112 Spruce Street, Emmaus, PA 18049

NOMINATING COMMITTEE – Class 2021
Mrs. Donna Field (2), 3146 Woodlea Road, Orefield, PA 18069
Rev. Lee Schleicher (2), 1302 South Second Street, Allentown, PA 18103
Rev. Todd Fennell (1), 48 Ridgewood Road, Easton, PA 18045

ORDAINED CHURCH & MINISTRY COMMITTEE – Class of 2021
Mr. Jeff Carlton (2), 4352 King George Drive, Nazareth, PA 18064
Rev. Jameson Baxter (1), 566 Elmhurst Avenue, Unit B, Bethlehem, PA 18017
Rev. Mia White (1), 839½ West Tilghman Street, Allentown, PA 18102

ORDAINING MEMBER IN DISCERNMENT COMMITTEE – Class of 2021
Rev. William Seaman (2), 572 Riverwoods Way, Bethlehem, PA 18018

LICENSED/COMMISSIONED MINISTRY COMMITTEE – Class of 2021
Rev. Lamar Handwerk (2), 875 Poplar Road, Hellertown, PA 18055
Rev. Jeff Brinks (2), 4241 Shadowstone Drive, Easton PA 18040
Mr. Steve Myers (1), 978 Barbara Drive, Coplay, PA 18037
LICENSING/COMMISSIONED MEMBER IN DISCERNMENT COMMITTEE – Class of 2021
Rev. Cecilia Baxter (2), 566 Elmhurst Avenue, Unit B, Bethlehem, PA 18017
Rev. Richard Teitsworth (1), 1070 Detweiler Avenue, Hellertown, PA 18055
Rev. Bruce Stevenson (1), 1216 Pennsylvania Avenue, Bethlehem, PA 18018

GWILYM T. WILLIAMS SCHOLARSHIP FUND COMMITTEE – Class of 2021
Mrs. Bonnie Falla (1), 810 ½ North 9th Street, Allentown, PA 18102
Mr. Keith Lenhart (2), 5747 Whitemarsh Drive, Macungie, PA 18062
Mrs. Marilyn Steckel (1), 2625 Scouthouse Road, Slatington, PA 18080

General Synod Delegates – Class of 2019 and 2021

Clergy - Need Five
Rev. Cecilia Baxter, 566 Elmhurst Avenue, Unit B, Bethlehem, PA 18017
Rev. Judy Brandon, 978 North 33rd Street, Allentown, PA 18104
Rev. Christian Creyer, 2642 27th Street SW, Allentown, PA 18103
Rev. Kayli Freeman, 1790 Timothy Court, Kutztown, PA 19530
Rev. Heather Kurtz, 3662 Tower Circle, Northampton, PA 18067
Rev. James Robison, 324 N. Franklin Street, Allentown, PA 18102
Rev. David Quinn, 3571 Southwood Drive, Easton, PA 18045
Rev. Lee Schleicher, 1302 South Second Street, Allentown, PA 18103
Rev. Virginia Schlegel, 85 Cambridge Place, Catasauqua, PA 18032
Rev. David Schnaars, 223 South Walnut Street, Slatington, PA 18080
Rev. Bruce Stevenson, 1216 Pennsylvania Avenue, Bethlehem, PA 18018
Rev. Wendy Williams, 5616 Route 873, P.O. Box 6, Neffs, PA 18065

Laity – Need Four
Mr. Gary Barraco, 5634 Sullivan Trail, Easton, PA 18040
Mr. Jeff Carlton, 4352 King George Drive, Nazareth, PA 18064
Mrs. Donna Field, 3146 Woodlea Road, Orefield, PA 18069
Mrs. Brenda Hobson, 491 Bossardsville Road, Stroudsburg, PA 18360
Ms. Joyce Kohler, 2145 Montgomery Street, Bethlehem, PA 18017
Mr. Robert Koons, 795 Edgemont Avenue, Palmerton, PA 18071
Mr. Thomas Moyer, 2633 Amy Way, Whitehall, PA 18052
Mrs. Janet Newitt, 919 North Leh Street, Allentown, PA 18104
Mr. Adam Randis, 742 Pole Road, Ringtown, PA 17967
Mrs. Suzanne Schaeffer, 62 Franklin Street, Hazleton, PA 18201
Mrs. Donna Schoenberger, 5602 Oak Lane, Zionsville, PA 18092
Mrs. Diane Schnaars, 223 South Walnut Street, Slatington, PA 18080

Youth – Need Three
Ms. Rachel Eichman, 977 Hollow Court, Allentown, PA 18104
Ms. Kendra Kemp, 7613 Chestnut Hill Church Road, Coopersburg, PA 18036
Ms. Aria Newett, 919 North Leh Street, Allentown, PA 18104
Mr. Nick Riedy, 314 Jefferson Street, Whitehall, PA 18052
Ms. Jordan Smith, 1815 Church Road, Allentown, PA 18104
Nominating Committee Biographical Report to the 2018 Annual Meeting

Officers:
**Moderator – Class of 2019** – Rev. Dr. Joanne Marchetto (2), 5658 Wood Lane, Allentown, PA 18106
Co-Pastor, The Barn, Allentown; Member of Grace UCC, Northampton
Currently Serving: PNEC Board of Directors Assistant Moderator
Past experience: PNEC Board of Directors; PNEC Licensing and Commissioning Member in Discernment Committee; GEM Fund Team; UCC Pension Board Next Generation Leadership Initiative class of 2022; General Synod Delegate class of 2015; General Synod Youth Delegate, class of 2003
jomarchetto@rcn.com cell: 610-703-5897

**Assistant Moderator – Class of 2019** – Mr. Douglas Taylor, 26 Willow Drive, Belvidere, NJ 07823
Douglas Taylor has served in various leadership roles at his local churches including youth advisor, Church School teacher, council/consistory member, and President. He served for 7 years on the NJ Association Church Renewal & Support Commission and 6 years as chair. As chair, he also served on the NJ Association’s Council and the Central Atlantic Conference’s Church Development Committee. Presently he is the co-executive director of the New Jersey Chapter of the Prader-Willi Syndrome Association, having served as President for 6 years. He is President of the Consistory at St. John UCC, Riegelsville. He is also one of the founders of the Bridge of Faith Foundation, which assists schools, children’s homes, and health-related projects in Awka, Nigeria. You might have seen this group selling African and recycled crafts at the PNEC or General Synod meetings.

Raised in northern NJ, he received his BA in Instrumental Music Education from Lakeland University in WI, a UCC affiliated college and his MEd in Creative Arts Education from Rutgers. He has taught music for over 36 years, working with a wide range of students - from first grade through high school, drum & bugle corps, school and community theater. Currently, he plays in his church Praize Band, sings in its choir, plays in the Slate Belt Band, and has judged pipes, fifes, and marching bands for the last 12 years at the NYC St. Patrick’s Day Parade.

Mr. Taylor is married to Marjorie Royle, a former UCC national staff member and has one daughter Heather.

**BOARD OF DIRECTORS – Class of 2021**
Rev. Martin Nuscher (1), 37 South Third Street, Coplay, PA 18037
2005 Graduate of LTS Ordained April 2006
Pastor of St. Paul’s UCC of Indianland, Cherryville since May, 2006
Pastor of First UCC of Palmerton since November, 2012
Member of Licensed and Commissioned Ministry Team, serving two terms as well as 2 years as co-chair.
Co-mentor of the Authorized Licensed Ministers Group for PNEC
Volunteer for Northampton Area Food bank and Meals on Wheels of Northampton County
Avid bowler and struggling golfer.

Mr. Randy Lentz (1), Licensed Minister, 8048-1 PA Route 873, Slatington, PA 18080
Currently a member St John’s UCC Laurys Station, formerly St John’s Howertown and St Paul’s Indianland.
PNEC Licensed Minister – served at St John’s Howertown, associate pastor and Bethel UCC Slatington, stated supply, currently licensed to PNEC serving as supply pastor in numerous churches.
Local church – Mission Committee, Worship and Music Committee, Family Promise Committee, Annual Meeting Delegate, Consistory member, Consistory President, VBS, Youth group leader, Sunday school teacher.
Mrs. Linda Lenhart (2), 5747 Whitemarsh Drive, Macungie, PA 18062
Local church: Member of St. Johns UCC Allentown, Sunday School Teacher, Christian Education Committee, Benevolence Committee, Budget & Finance Committee, and Youth advisor.
Staff: Faith UCC Allentown, Director of Educational Ministries and Faith UCC Center Valley as Director of Youth Discipleship (retired)
PNEC: Commissioned Minister Christian Education, Commissioned Minister Disaster Ministries, Partner In Education, Youth advisor, Gem Fund Committee, Chair Disaster Ministries, Lay Woman of the Year, General Synod Delegate and Certified Educator, National UCC: Coordinator Disaster Ministries and Certified Educator Committee.
home #610-841-7454   cell#484-223-9177  llenhart@ptd.net

Mrs. Connie Rought (2), 4553 Newburg Road, Nazareth, PA 18064
Member: St. John's UCC, Nazareth where I am a Sunday school teacher 6-8th grade, youth group co-leader of 4 & 5th and leader of 6-8th grade.
PNEC: Member of the Nominating Committee, Search Committee for Alan Miller, Active in youth events; 610-216-3693, hotair7@hotmail.com

Youth – Class of 2019
Ms. Tori Schoenberger, 5602 Oak Lane, Zionsville, PA 18092
Mr. John Zangari, 1847 Main Street, Northampton, PA 18067

STAFF & PERSONNEL COMMITTEE – Class of 2021
Rev. Scott Brooks-Cope (2), 1732 Brandywine Road, Allentown, PA 18104
Serves as Director of Pastoral Care for Phoebe Ministries
PNEC: Staff & Personnel Committee, General Synod Delegate
Represent Phoebe at Council for Health and Human Service Ministries UCC
Married to Rev Suzanne Brooks-Cope
Cell: 904-568-2052

Ms. Karen Yonney (2), Licensed Minister, 4332 Belmont Circle, Whitehall, PA 18052
Licensed Minister in PNEC currently celebrating her 13th year as Pastor at Heidelberg Church in Slatington this year. In the past Karen has served several years on the PNEC Board of Directors, was involved in the Christian Education both in the local church and in the PNEC for many years and currently a member of the PNEC Staff and Personnel committee. Cell Phone 484-554-9261

Rev. Frank Schaffer (1), 112 Spruce Street, Emmaus, PA 18049
Pastor, Solomon's, Macungie
PNEC: Former Moderator; delegate to PNEC/PSEC Ecumenical Relations Team; General Synod delegate 1981 (as an alternate)
Local Church: Stated Supply Pastor
Cell Phone: 610.533.1719; Email address: solomonspastor@aol.com

NOMINATING COMMITTEE – Class 2021
Mrs. Donna Field (2), 3146 Woodlea Road, Orefield, PA 18069
Member United Church of Christ, Greenawalds, Allentown
PNEC: Current - Nominating Committee; Past - Board of Directors, Staff & Personnel Committee, Annual Meeting Delegate, Conference Partners
Local Church: Current - Elder, Mission Committee, Women’s Group, Fundraising, Fellowship, Recruit Volunteers, Communications for Newsletter, Family Promise Committee, Mission Trip Coordinator
Past: Ministry Council, Pastoral Relations, Christian Education, Search and Call Committee
Home Phone  610-395-0821   Cell 610-570-5596   Email  dgfield67@yahoo.com

Rev. Lee Schleicher (2), 1302 South Second Street, Allentown, PA 18103
M.Div Lancaster Theological Seminary 1984. Retired in June 2017 after almost 25 years as the UCC Pastor at Cedar Union Church, Cetronia. PNEC: served on Board of Directors, Nominating Committee, Conference Minister search committee OTHER: serves on Board of Bethany Childrens Home, was on Board of Lehigh Conference of Churches.
Telephone  610-437-9954   Email  schleicherlee@gmail.com

Rev. Todd Fennell (1), 48 Ridgewood Road, Easton, PA 18045
Pastor, St.Paul's UCC, Northampton, PNEC Board of Directors and Convenor of Northampton Ministerium.
Member of Bach Choir of Bethlehem, St. Luke's Singers and St.Paul's Senior Choir.
My cell is 908-507-0824 and email  tnjfnl@gmail.com.

ORDAINED CHURCH & MINISTRY COMMITTEE – Class of 2021
Mr. Jeff Carlton (2), 4352 King George Drive, Nazareth, PA 18064
Member, Trinity UCC, Bethlehem
PNEC: Member of Church & Ministry Committee
Local Church: Treasurer, Consistory Member, Past Consistory Chair, Church School Teacher, Annual Meeting Delegate
Other Affiliations: Board President of Family Connection of Easton PA(http://www.familyconnectionofeaston.org/), Board Member of Bethlehem Emergency Sheltering(http://www.bethlehememergencysheltering.org/), Hospice volunteer

Rev. Jameson Baxter (1), 566 Elmhurst Avenue, Unit B, Bethlehem, PA 18017
Pastor of New Creation, Easton and St. Lukes, Belfast, Nazareth
PNEC: Former Youth Minister, Artist in Residence and Pilgrim Point Camp counselor (MN Conference)
Local Church: Faith Formation Teacher, Choir, Drummer, Guitarist, Worship Team, Liturgist, Preacher
Cell Phone: 610-428-8653;   Email Address: jamesonbaxter@gmail.com

Rev. Mia White (1), 839 ½ West Tilghman Street, Allentown, PA 18102
Pastor, Hope Church United Church of Christ-Allentown
General Synod Delegate 2017
Cell Phone: 610-751-2627;   Email Address: pastormia@hopeuccallentown.org

ORDAINING MEMBER IN DISCERNMENT COMMITTEE – Class of 2021
Rev. William Seaman (2), 572 Riverwoods Way, Bethlehem, PA 18018
Member: Hope UCC, Allentown
Retired Pastor in PNEC; Served many interims in PNEC
LICENCED/COMMISSIONED MINISTRY COMMITTEE – Class of 2021
Rev. Lamar Handwerk (2), 875 Poplar Road, Hellertown, PA 18055
Pastor of St. Peter’s UCC, Seemsville, Northampton.
Served on Board of Directors, General Synod, Nominating Committee and all of the old divisions of the Conference
email lahenn009@aol.com 610-657-0068

Rev. Jeff Brinks (2), 4241 Shadowstone Drive, Easton PA 18040
Sr. Pastor of St. John’s UCC, Nazareth
PNEC: Board of Directors, Annual Meeting Planning Committee, General Synod Delegate (2x) Ordaining In-Care Committee, Budget Committee, Stewardship Team, Confirmation Study Group, Licensed/Commissioned Ministry Committee.
(H) 610.438-0030 (c) 610.393.4441 pastor@sjuccnaz.org

Mr. Steve Myers (1), 978 Barbara Drive, Coplay, PA 18037
Member of Grace UCC, Northampton
Organist and Choir Director at Grace UCC, Northampton

LICENSING/COMMISSIONED MEMBER IN DISCERNMENT COMMITTEE – Class of 2021
Rev. Cecilia Baxter (2), 566 Elmhurst Avenue, Unit B, Bethlehem, PA 18017
Pastor of New Creation UCC, Easton and St. Luke’s UCC, Belfast
UCC PNEC: Licensed/Commissioned MID Committee, Congregational Vitality Team, Annual Meeting Worship Team UCC National: Next Generation Leadership Initiative
Cell Phone: 610-360-7332; Email Address: ceciliafbaxter@gmail.com

Rev. Richard Teitsworth (1), 1070 Detweiler Avenue, Hellertown, PA 18055
Richard Teitsworth (retired) is an ordained minister of the United Church of Christ (1975). He and his wife Jackie have been married for 46 years. They have three grown sons and three grandsons. Rich has served churches in the PNEC since 1983 and has served on Conference committees during that time, including the Church and Ministry and Board of Directors. For over twenty years was the PNEC representative to the State Pastor’s Conference Planning Committee. He and Jackie reside in Hellertown, PA.

Rev. Dr. Bruce Stevenson (1), 1216 Pennsylvania Avenue, Bethlehem, PA 18018
Lead Pastor Faith U.C.C. Center Valley, PA
PNEC: Church and Ministry Committee, Joint Conflict Resource Team, Board of Directors, Staff and Personnel Committee Chair, Response Team, General Synod Delegate 2003, 2005, 2007, 2011, 2015
Local Church: Pastor
Cell: 610.248.5586 email: pastorbruce@faithchurchucc.org

GWILYM T. WILLIAMS SCHOLARSHIP FUND COMMITTEE – Class of 2021
Mrs. Bonnie Falla (1), 810 ½ North 9th Street, Allentown, PA 18102
Member, St. John’s UCC, Allentown
Active in local church activities; Volunteers at the Jubilee Breakfast
Bonnie.falla@gmail.com

Mr. Keith Lenhart (2), 5747 Whitemarsh Drive, Macungie, PA 18062
Member of St. John’s, Allentown. Deacon, elder, chair of Board of Christian Education, and consistory
president at St. John’s. Serve on Disaster Ministry Committee, Ordained Church and Ministry Committee, Ministerial Compensation Committee, and Gwilym T. Williams Scholarship Committee for PNEC.

Mrs. Marilyn Steckel (1), 2625 Scouthouse Road, Slatington, PA 18080
Member, St. John’s UCC, Slatington
Local Church: Co-Chair of the 150th Anniversary Committee; Confirmation Teacher; Facilitates Women’s Bible Study
Retired Northern Lehigh Elementary School Teacher
Phone: 610-760-0178   mspuffin85@aol.com

General Synod Delegates – Class of 2019 and 2021
Clergy – Need Five
Rev. Cecilia Baxter, 566 Elmhurst Avenue, Unit B, Bethlehem, PA 18017
Pastor of New Creation UCC, Easton and St. Luke’s UCC, Belfast
UCC PNEC: Licensed/Commissioned MID Committee, Congregational Vitality Team, Annual Meeting Worship Team
UCC National: Next Generation Leadership Initiative
I have never been to General Synod as a PNEC Delegate
Cell Phone: 610-360-7332; Email Address: ceciliabaxter@gmail.com

Rev. Judy Brandon, 978 North 33rd Street, Allentown, PA 18104
Pastor UCC Greenawalds, Allentown, PA
PNEC: Congregational Vitality Group
Previous: St. John UCC Melbourne, IA and Gilman Community Church, IA
Iowa Central Association Committee on Ministry, Facebook Admin for the Conference
Served as Chaplain, Hospice Austin, TX
I have never been a delegate from PNEC. I attended GS in Hartford 2009 as a seminarian.
Cell Phone: 484-705-5710   Email Address: pastorjudy.ucc@gmail.com

Rev. Christian Creyer, 2642 27th Street SW, Allentown, PA 18103
Pastor, Chestnut Hill Church, Coopersburg
PNEC: Treasurer, Board of Directors, Executive Committee, Budget and Finance Committee, Investment Team, Clergy Convocation Planning Team
Local Church: Pastor, Confirmation Leader, Spiritual Leader
I was never a delegate for Penn Northeast Conference.
Cell Phone: 484-866-5229;  Email Address: pastorxn@hotmail.com

Rev. Kayli Freeman, 1790 Timothy Court, Kutztown, PA 19530
Newly ordained; in my first call @ Union UCC, Neff’s as Associate Pastor.
Not yet super involved in PNEC, but want to be in the future.
I have never attended General Synod as a delegate, or in any other capacity.
Cell phone: 610-390-8768   pastorkayli@unionucc.org

Rev. Heather Kurtz, 3662 Tower Circle, Northampton, PA 18067
Member and Pastor at Grace UCC, Northampton
PNEC: Licensing and Commissioning Committee, Chair, Coach, Vitality Team, Organizer for NYE, Annual Meeting Committee. I have not been to General Synod as a PNEC Delegate;
cell phone: 610-360-3430; Email Address: revgraceucc@rcn.com

14
Rev. James Robison, 324 N. Franklin Street, Allentown, PA 18102
Pastor of Good Shepherd UCC, Slatedale & Supply Pastor of St. Paul's Big Creek, Lehighton
PNEC: Ordained Church & Ministry Co-Chair, Blue Mountain Area Mission Council Convener
Local Church: Confirmation Teacher, Youth Advisor
I have been to General Synod as a PNEC Delegate in 2001 and 2003.
Cell Phone: 484-571-6083; Email Address: jadaro@juno.com

Rev. David Quinn, 3571 Southwood Drive, Easton, PA 18045
Interim Pastor, St John's, Palmerton, and Interim Visitation Pastor St John's, Fullerton. PNEC: former Board of Directors, former Church and Ministry, former Joint Conflict Resource Team, provider of Children's Sermons for This Week in PNEC. I have been a General Synod Delegate four times.

Rev. Lee Schleicher, 1302 South Second Street, Allentown, PA 18103
M.Div Lancaster Theological Seminary 1984. Retired in June 2017 after almost 25 years as the UCC Pastor at Cedar Union Church, Cetronia. PNEC: served on Board of Directors, Nominating Committee, Conference Minister search committee OTHER: serves on Board of Bethany Childrens Home, was on Board of Lehigh Conference of Churches.
Telephone 610-437-9954 Email schleicherlee@gmail.com

Rev. Virginia Schlegel, 85 Cambridge Place, Catasauqua, PA 18032
Pastor St John's Mickley's
PNEC: Mutual Ministry Conversation participant, member Allentown Clergy Group, member Boehm Clergy Group; Annual Meeting Delegate
Attended 2017 General Synod as an alternate delegate.
Cell Phone: 610-442-4223 Email Address: pastorvee13@gmail.com

Rev. David Schnaars, 223 South Walnut Street, Slatington, PA 18080
Interim Pastor at Dryland UCC
PNEC: Youth Ministries, Stewardship, Board of Directors, Ordaining Member in Discernment Committee CAC: Board of Directors General Synod Delegate 2005
Cell Phone: 570-498-4273; email address: drschnaars@live.com

Rev. Dr. Bruce Stevenson, 1216 Pennsylvania Avenue, Bethlehem, PA 18018
Lead Pastor Faith U.C.C. Center Valley, PA
PNEC: Church and Ministry Committee, Joint Conflict Resource Team, Board of Directors, Staff and Personnel Committee Chair, Response Team
Cell: 610.248.5586 email: pastorbruce@faithchurchucc.org

Rev. Wendy Williams, 5616 Route 873, P.O. Box 6, Neffs, PA 18065
Retired Clergy, Member St. John's Allentown
PNEC: Board of Directors, Moderator, In-Care Committee, Annual Meeting Planning Committee, Chair Annual Meeting Worship Committee, Conference Minister Search Committee, Conflict Resolution Task Force (the very 1st one, trained by nat'l UCC)
Local Church: St. John's Allentown - Consistory, Benevolence Committee, Coordinator Partnership with Central Elementary School
I was a delegate to three General Synods: 1989 in Fort Worth, TX; 1991 in Norfolk, VA; and 1993 in St. Louis.
Cell phone: 484-225-6708 email: windwend1@gmail.com
Laity – Need Four
Mr. Gary Barraco, 5634 Sullivan Trail, Easton, PA 18040
Member, Forks UCC Stockertown
Gary has served the United Church of Christ in many ways, currently he is the 3 Great Loves Ambassador for the Penn Northeast Conference and has a seat on the PNEC Board of Directors.
He has served his local congregation as director of outreach ministry and other roles.
He has never attended General Synod and has been on the ballot for the past two years.
Email: garybarraco@verizon.net

Mr. Jeff Carlton, 4352 King George Drive, Nazareth, PA 18064
Member, Trinity UCC, Bethlehem
PNEC: Member of Church & Ministry Committee
Local Church: Treasurer, Consistory Member, Past Consistory Chair, Church School Teacher, Annual Meeting Delegate
Other Affiliations: Board President of Family Connection of Easton PA (http://www.familyconnectionofeaston.org/), Board Member of Bethlehem Emergency Sheltering (http://www.bethlehememergencysheltering.org/), Hospice volunteer
I have never been to General Synod.

Mrs. Donna Field, 3146 Woodlea Road, Orefield, PA 18069
Member United Church of Christ, Greenawalds, Allentown
PNEC: Current - Nominating Committee; Past - Board of Directors, Staff & Personnel Committee, Annual Meeting Delegate, Conference Partners
Local Church: Current - Elder, Mission Committee, Women’s Group, Fundraising, Fellowship, Recruit Volunteers, Communications for Newsletter, Family Promise Committee, Mission Trip Coordinator
Past: Ministry Council, Pastoral Relations, Christian Education, Search and Call Committee
Home Phone 610-395-0821 Cell 610-570-5596 Email dgfield67@yahoo.com
My experience serving PNEC has always been a positive one and I have enjoyed working with people from other churches as well as the staff to further the work of the conference. My local church at UCC Greenawalds has provided the foundation for my faith, allowing me to serve and lead whenever called to do so. My faith continues to be strengthened through the variety of opportunities in which I serve as a volunteer beyond the local church. Through several interactions with UCC national staff, I have an interest to experience the General Synod gathering and would be proud to serve as your delegate.
I have never been elected as a General Synod Delegate from PNEC.

Ms. Brenda Hobson, 491 Bossardsville Road, Stroudsburg, PA 18360
Member: Zion, Stroudsburg
Local Church: Mission Team, Music & Worship, Choir, Women’s Guild, PPR
I have never been to General Synod as a PNEC Delegate.
Cell Phone: 610-871-0443; Email Address: brendastarr630@hotmail.com

Ms. Joyce Kohler, 2145 Montgomery Street, Bethlehem, PA 18017
Member: Grace UCC, Northampton, PA
PNEC: Nominating Committee; Church & Ministry Committee; Licensed/Commissioned Ministry MID Committee; General Synod Delegate 2003, 2005; General Synod Visitor 2007, 2009, 2011, 2013, 2017; Spiritual Renewal Partners; Disaster Response Ministry Team.
Local Church: Consistory Member (Deacon & Elder); Hand Bell Choir; Outreach Committee; PNEC Annual Meeting Delegate; Home Communion Ministry Team; Confirmation Student Mentor; Candy Making Crew Member.
Home Telephone: 610-867-4191 Cell Telephone: 610-360-7437 E-mail: geojoy@aol.com
Mr. Robert Koons, 795 Edgemont Avenue, Palmerton, PA 18071
“Bob” Koons Sr., Member Good Shepherd UCC, Slatedale Pa
Consistory: President-2 years; Elder-4 years; Deacon 5 years; Personnel Committee Chair Person 3 - years;
Worship Committee - still serving, and very active in the productions of the Hanging of the Greens Service and
The Good Friday Service. Attend Penn Northeast Conference Annual Meetings.
Cell Phone: 610-360-5338  Home: 610-826-7845  r.koons@att.net
I have never been to Synod.

Mr. Thomas Moyer, 2633 Amy Way, Whitehall, PA 18052
Member St. John’s UCC Fullerton
PNEC: Church & Ministry Committee, Staff & Personal Committee, Response Team
Local Church: Financial Secretary since 1978, Adult Sunday School Teacher, Annual Meeting Delegate,
Consistory Member
I have been to General Synod at Hartford as a visitor but never elected as a delegate
Home Phone: 610-432-3372; E-Mail: thomasmoyer@rcn.com

Mrs. Janet Newitt, 919 North Leh Street, Allentown, PA 18104
Member of St. John's, Allentown
PNEC: MID, Annual Youth Retreat Planning Team, Coordinator Faith Formers, Youth at GS Coordinator 2013
Local Church: Served as Faith Formation and Evangelism lead for the last 14 years
Attended General Synod with Youth in 2017. I have never been elected a delegate from PNEC.
Cell phone: 610-657-2189  Email address: janetnewett@gmail.com

Mr. Adam Randis, 742 Pole Road, Ringtown, PA 17967
Adam has been a member of Faith U.C.C. Hazleton since its founding. He has never been a delegate to General
Synod, but has been a youth and adult representative for his church at annual Penn Northeast Conference
Meetings, was a long-time camp counselor at PNEC Unity Camp, and served as an adult advisor/chaperone to
PNEC Youth Events. Adam is an adjunct professor of History at Luzerne County Community College and also
works with the ChildFirst Services child care/group home agency.

Mrs. Suzanne Schaeffer, 62 Franklin Street, Hazleton, PA 18201
My name is Suzanne Schaeffer. I am a Licensed Professional Counselor in Pennsylvania working in private
practice. I am a member of Faith UCC in Hazleton, PA and am currently studying to become a Licensed Lay
Minister. I will graduate from the Crossroads Lay Leadership Program at Moravian Seminary in May. I have
been a delegate to Penn Northeast Conference Annual Meetings for several years. I have not yet been a delegate
to General Synod - although I attended 2017 General Synod as a visitor and was able to witness this amazing
process we have in the UCC.
Cell (and only phone): 570-401-5822  suzannesmc@ptd.net

Mrs. Donna Schoenberger, 5602 Oak Lane, Zionsville, PA 18092
Member, Faith, Center Valley

Mrs. Diane Schnaars, 223 South Walnut Street, Slatington, PA 18080
Member Union UCC, Neffs
PNEC: Planning Committee for annual meeting
Local church: (where my husband serves as minister) Sunday School teacher, choir member, participant in
Prayer Shawl Ministry
I have never been a delegate to General Synod, but visited in 2005.
Phone: 610-760-9505; email: drschnaars@live.com
Ms. Rachel Eichman, 977 Hollow Court, Allentown, PA 18104
I am a freshman studying Chemical Engineering at Cornell University. My local church is St. John's UCC, Fullerton. There I have been a peer mentor for confirmation classes, and previously, I served as youth deacon on consistory and youth delegate to the PNEC annual meeting. I have also attended a youth group mission trip to Philadelphia. When at school I regularly attend Protestant Cooperative Ministry services and activities. PCM is a co-operative on campus of the UCC, United Methodist, American Baptist, and Presbyterian USA denominations, and is supported by churches in the community. In addition to attending services, I am involved in their book group, Sunday lunches, and outreach within the Ithaca community. I also participated in PCMs mission trip to San Antonio in January. For PNEC I have previously served on the annual youth retreat planning committee, attended the sleep-out for homelessness four times, and participated in the National Youth Event. I have never attended General Synod.
Phone: (610) 462-3919 Email: eichmanr@hotmail.com

Ms. Kendra Kemp, 7613 Chestnut Hill Church Road, Coopersburg, PA 18036
Hi my name is Kendra Kemp. I am a current student at Eastern University and will graduate in 2020. I am an early ed with special ed major. I grew up in Trinity Great Swamp UCC of Spinnerstown and I am a official member of that church now for 5 years. The church has recently got involved with PNEC in past few years but I have tried to get involved in as much as possible. The first event I went to with PNEC was the conference at Susquehanna a few years ago. This is when I realized that there are a lot more church with the same denomination. I never realized how big UCC is. Since then I have gone on a few retreats with and without our church youth group to be a youth and also a chaperone. I have never been to Synod but I have done some research and it seems like an amazing event that I can learn from and help our church grow!

Ms. Aria Newett, 919 North Leh Street, Allentown, PA 18104
Ms. Aria Newett, Member of Christ Church, Bethlehem
17 years old, Attends Lehigh Valley Charter High School for the Performing Arts
PNEC: Annual Youth Retreat participant in 2015, 2016, and 2017, AYR Planning Team member 2018
Local Church: Youth Group, Faith Formation teacher, National Youth Event 2014
Attended General Synod as a youth visitor in 2017
Cell phone: 215-837-1253 Email Address: Anewett2019@student.charterarts.org

Mr. Nick Riedy, 314 Jefferson Street, Whitehall, PA 18052
Hi, my name is Nick Riedy. I am in 9th grade at Whitehall-Coplay High School where I am actively involved in the High School Marching Band and Theatre. I play the tuba and trombone. Music is what moves my soul! My proudest music moment is when our band took home the championship this past year! I have also been acting in local theatre groups since the age of 9. My current role is as Lurch in The Addams Family Musical. I have been continually active in my church, St John's UCC Fullerton, since we joined when I was two. My peers and mentors in the church have become a second family to me. I love that our congregation is always growing; there are always new people to meet and groups forming. I was able to attend the conference in Disney World, as well as, various mission trips that have all helped me to gain a different life perspective. This is my first time being nominated as a youth delegate for the General Synod.

Ms. Jordan Smith, 1815 Church Road, Allentown, PA 18104
Jordan Smith, Member Jordan UCC, Allentown
PNEC: Board of Directors
Local Church: Sunday School Teacher, VBS Director, Nursery Aide, Children’s Choir Director, Mission Trips
I have been to general synod several times as a visitor and as a youth, not yet attended as a delegate.
1 THE CONSTITUTION OF THE UNITED CHURCH OF CHRIST

2

3 PREAMBLE

4 1 The United Church of Christ, formed June 25, 1957, by the union of the Evangelical and
5 Reformed Church and The General Council of the Congregational Christian Churches of the
6 United States in order to express more fully the oneness in Christ of the churches composing it, to
7 make more effective their common witness in Him, and to serve His kingdom in the world,
8 hereby adopts this Constitution.

9

10 2 The United Church of Christ acknowledges as its sole Head, Jesus Christ, Son of God and
11 Savior. It acknowledges as kindred in Christ all who share in this confession. It looks to the Word
12 of God in the Scriptures, and to the presence and power of the Holy Spirit, to prosper its creative
13 and redemptive work in the world. It claims as its own the faith of the historic Church expressed
14 in the ancient creeds and reclaimed in the basic insights of the Protestant Reformers. It affirms the
15 responsibility of the Church in each generation to make this faith its own in reality of worship, in
16 honesty of thought and expression, and in purity of heart before God. In accordance with the
17 teaching of our Lord and the practice prevailing among evangelical Christians, it recognizes two
18 sacraments: Baptism and the Lord’s Supper or Holy Communion.

19

20 3 The provisions herein define and regulate the General Synod, the United Church of Christ
21 Board and those Covenanted Ministries, Affiliated Ministries, and Associated Ministries, as
22 hereinafter set forth, of the United Church of Christ which are related to the General Synod and
23 describe the free and voluntary relationships which the Local Churches, Associations,
24 Conferences and ministers sustain with the General Synod and with each other. The pattern of
25 relationships and procedures so described is recommended to Local Churches, Associations,
26 Conferences and authorized ministers, to enable them more effectively to accomplish their tasks
27 and the work of the United Church of Christ.

28

29 ARTICLE I. NAME

30 4 The name of this Church shall be UNITED CHURCH OF CHRIST.

31

32 ARTICLE II. STRUCTURE

33 5 The United Church of Christ is composed of Local Churches, Associations, Conferences and
34 the General Synod.

35

36 ARTICLE III. COVENANTAL RELATIONSHIPS

37 6 Within the United Church of Christ, the various expressions of the church relate to each other in
38 a covenantal manner. Each expression of the Cchurch has responsibilities and rights in relation to
39 the others, to the end that the whole Cchurch will seek God’s will and be faithful to God’s
40 mission. Decisions are made in consultation and collaboration among the various parts of the
41 structure. As members of the Body of Christ, each expression of the Cchurch is called to honor
42 and respect the work and ministry of each other part. Each expression of the Cchurch listens,
43 hears, and carefully considers the advice, counsel, and requests of others. In this covenant, the
44 various expressions of the United Church of Christ seek to walk together in all God’s ways.

45

46 ARTICLE IV. OFFICERS OF THE UNITED CHURCH OF CHRIST

47 7 The Officers of the United Church of Christ shall be a General Minister and President, an
48 Executive Minister for Local Church Ministries, an Executive Minister for Wider Church
49 Ministries, an Executive Minister for Justice and Witness Ministries, the Associate General
50 Ministers, and such other Officers as the General Synod may from time to time determine. They
2
shall be responsible to and called by election of the General Synod as Officers of the United Church of Christ.

52

54 **Collegium of Officers**

55 8 Composed of the Officers of the United Church of Christ shall attend to the quality of relationships among the United Church of Christ Board and the Covenanted Ministries. The General Minister and President is the presiding Officer. The Officers of the United Church of Christ support and consult with the United Church of Christ Board and the Covenanted Ministries in carrying out their work in a spirit of coordination and cooperation. Led by the General Minister and President, the Officers of the United Church of Christ are responsible for providing leadership for the mission programming of the United Church of Christ and for the proper implementation of General Synod actions. The Officers of the United Church of Christ coordinate research, long-range planning, program evaluation, and report on the ongoing programs of the United Church of Christ. The election of Officers of the United Church of Christ shall reflect the commitment of the United Church of Christ to be an inclusive church. Meeting as peers, the Collegium of Officers is responsible for providing leadership for the mission programming of the United Church of Christ and for the implementation of General Synod actions. The General Minister and President is the presiding officer of the Collegium. The Collegium shall attend to the quality of relationships among the United Church of Christ Board and the Covenanted Ministries and foster a climate of respect, collaboration, and collegiality among various expressions of the church. The Collegium provides a setting for mutual accountability, for mutual reporting, and for assessing the ongoing programs of the United Church of Christ. It shall reflect the commitment of the United Church of Christ to be an inclusive church.

74

75 **ARTICLE V. LOCAL CHURCHES**

76 9 The basic unit of the life and organization of the United Church of Christ is the Local Church.

77 10 A Local Church is composed of persons who, believing in the triune God, accepting Jesus Christ as Lord and Savior, and depending on the guidance of the Holy Spirit, are organized for Christian worship, for the furtherance of Christian fellowship, and for the ongoing work of Christian witness.

82 11 In accordance with the custom and usage of a Local Church, persons become members by (a) baptism and either confirmation or profession of faith in Jesus Christ as Lord and Savior; (b) reaffirmation or reprofession of faith; or (c) letter of transfer or certification from other Christian churches.

87 12 All persons who are or shall become members of a Local Church of the United Church of Christ are thereby members of the United Church of Christ.

90 13 Congregational Christian Churches and the Evangelical and Reformed Church unite in the United Church of Christ without break in their respective historic continuities and traditions.

94 14 The following Local Churches compose the United Church of Christ:

96 a) The Local Churches of the Evangelical and Reformed Church;

98 b) The Local Churches of the Congregational Christian fellowship which vote to become a part of the United Church of Christ, or which vote to approve this Constitution;
c) Any Congregational Christian Local Church which, although it has not voted to become a part of the United Church of Christ, or to approve this Constitution, votes to join the United Church of Christ after this Constitution is declared in force;

d) Any Local Church which, after this Constitution is declared in force, is accepted, on any basis other than that described in paragraph 16, into an Association, or Conference, of the United Church of Christ;

e) The Local Churches of any denomination which, after this Constitution is declared in force, unites with the United Church of Christ; and

f) Any Local Church in a category not otherwise defined in this article, received upon its request, subject to such provisions as in consultation with the Conference may be specified by the Association within whose bounds it is located, and which are not inconsistent with this Constitution and the Bylaws of the United Church of Christ.

15 Local Churches of the United Church of Christ are represented in the General Synod by the delegates from the Conferences to which they belong.

16 An Association or a Conference of the United Church of Christ may, under such provisions as it deems wise, admit, or continue to fellowship with, any Congregational Christian Local Church which is not part of the United Church of Christ. The names and statistics of such churches shall be kept separately; their members shall not be counted in determining the number of delegates which the Conference is entitled to send to the General Synod or hold elective office in that body. No ordained minister who has full standing or ordained ministerial standing in the United Church of Christ shall be ineligible to be a delegate to the General Synod or to hold elective office in that body. No direct or indirect participation by any such Local Church in, or support of, the work of the United Church of Christ, or of any of its Covenanted Ministries, The Pension Boards—United Church of Christ, United Church Funds, or of any Conference or Association, shall be construed as making it a Local Church of the United Church of Christ.

17 The Local Churches of the United Church of Christ have, in fellowship, a God-given responsibility for that Church, its labors and its extension, even as the United Church of Christ has, in fellowship, a God-given responsibility for the wellbeing and needs and aspirations of its Local Churches. In mutual Christian concern and in dedication to Jesus Christ, the Head of the Church, the one and the many share in common Christian experience and responsibility.

18 The autonomy of the Local Church is inherent and modifiable only by its own action. Nothing in this Constitution and the Bylaws of the United Church of Christ shall destroy or limit the right of each Local Church to continue to operate in the way customary to it; nor shall be construed as giving to the General Synod, or to any Conference or Association now, or at any future time, the power to abridge or impair the autonomy of any Local Church in the management of its affairs, which affairs include, but are not limited to, the right to retain or adopt its own methods of organization, worship and education; to retain or secure its own charter and name; to adopt its own constitution and bylaws; to formulate its own covenants and confessions of faith; to admit members in its own way and to provide for their discipline or dismissal; to call or dismiss its pastor or pastors by such procedure as it shall determine; to acquire, own, manage and dispose of property and funds; to control its own benevolences; and to withdraw by its own decision from the United Church of Christ at any time without forfeiture of ownership or control of any real or
personal property owned by it.

19 Actions by, or decisions or advice emanating from, the General Synod, a Conference or an Association, should be held in the highest regard by every Local Church.

ARTICLE VI. THE MINISTRY

The United Church of Christ recognizes that God calls the whole Church and every member to participate in and extend the ministry of Jesus Christ by witnessing to the Gospel in church and society. The United Church of Christ seeks to undergird the ministry of its members by nurturing faith, calling forth gifts, and equipping members for Christian service.

The United Church of Christ recognizes that God calls certain of its members to various forms of ministry in and on behalf of the church for which ecclesiastical authorization is required. Recognizing God’s call, the ecclesiastical authorization is granted by an Association through the rite of ordination, through commissioning, licensing, granting either ordained ministerial standing or ordained ministerial partner standing and other acts of authorization.

Ordination is the rite whereby the United Church of Christ through an Association, in cooperation with the person and a Local Church of the United Church of Christ, recognizes and authorizes that member whom God has called to ordained ministry, and sets that person apart by prayer and the laying on of hands. By this rite ordained ministerial standing and recognition as an Ordained Ministerial Partner is conferred and authorization given to perform the duties and exercise the prerogatives of ordained ministry in the United Church of Christ.

An Ordained Minister of the United Church of Christ is one of its members who has been called by God and ordained to preach and teach the gospel, to administer the sacraments and rites of the Church, and to exercise pastoral care and leadership.

Ordained ministerial standing is an ongoing covenant of mutual accountability, as described in Paragraph 25 herein, which recognizes and continues the authorization of that person to perform the duties and exercise the prerogatives of ordained ministry. Ordained ministerial standing in the United Church of Christ is granted by and held in an Association in cooperation with a Local Church and confers voting membership in the Association.

The Call of an Ordained Minister or Ordained Ministerial Partner (see Article VII) to a Local Church establishes a covenantal relationship among the Ordained Minister or Ordained Ministerial Partner, the Local Church, and the United Church of Christ as represented by an Association. The Call of an Ordained Minister or Ordained Ministerial Partner to other forms of ministry recognized by an Association of the United Church of Christ establishes a covenantal relationship among the Ordained Minister or Ordained Ministerial Partner, the calling body, the United Church of Christ as represented by an Association and the Local Church where the Ordained Minister or Ordained Ministerial Partner is a member.

Commissioning is the act whereby the United Church of Christ through an Association, in cooperation with a person and a Local Church of the United Church of Christ, recognizes and authorizes that member whom God has called to a specific church-related ministry which is recognized by that Association, but not requiring ordination or licensing. By this act the status standing of Commissioned Minister is conferred and authorization granted to perform duties necessary to and for the specific ministry, and voting membership in that Association is granted.
27 A Commissioned Minister in the United Church of Christ is one of its members who has been called by God and commissioned for a specific church-related ministry.

28 Licensing is the act whereby the United Church of Christ through an Association, in cooperation with a person and a Local Church of the United Church of Christ, recognizes and authorizes that member whom God has called to perform specified duties in a designated Local Church or within that Association, mainly preaching and conducting services of worship, for a designated time within a covenant of mutual accountability that includes appropriate supervision and guidance of that Association. The license may be renewed. Voting membership in that Association is granted.

29 A Licensed Minister of the United Church of Christ is one of its members whom God has called and who has been recognized and authorized by an Association to perform specified duties in a designated Local Church or within that Association, mainly preaching and conducting services of worship, for a designated time within a covenant of mutual accountability that includes appropriate supervision and guidance of that Association. The license may be renewed.

30 A Member in Discernment is a member of the United Church of Christ who has been called by God and who is, in covenant with that member’s Local Church and Association, engaging in a time of discernment of that call and preparation for the potential of authorized ministry in response to that call.

ARTICLE VII. RECOGNITION AND RECONCILIATION OF THE ORDAINED MINISTRIES OF THE UNITED CHURCH OF CHRIST AND THE CHRISTIAN CHURCH (DISCIPLES OF CHRIST)

31 The United Church of Christ and the Christian Church (Disciples of Christ) recognize the ordained ministries of the other church to be efficacious ministries of grace within that church and these ministries to be valid and full ministries of the one Church of Jesus Christ.

32 The ordained ministries of the United Church of Christ and the Christian Church (Disciples of Christ) are reconciled. An ordained minister with ordained ministerial standing in one church may function, whenever invited, and as established procedures permit, as an ordained minister to the other.

33 The designations “Ordained Ministerial Partner” and “Ordained Ministerial Standing” manifest the corporate and individual nature of the recognition and reconciliation of the ordained ministries of the United Church of Christ and the Christian Church (Disciples of Christ).

34 Each member of the Christian Church (Disciples of Christ) who holds ordained ministerial standing in the Christian Church (Disciples of Christ) is an Ordained Ministerial Partner of the United Church of Christ.

35 Each member of the United Church of Christ who holds Ordained Ministerial Standing in the United Church of Christ is an Ordained Ministerial Partner of the Christian Church (Disciples of Christ).

36 Ordained Ministerial Standing is authorization granted to an ordained minister with ordained ministerial standing in the Christian Church (Disciples of Christ).
252 Christ) who has a call to perform the duties and exercise the prerogatives of ordained ministry in
253 the United Church of Christ. This authorization assumes knowledge of, and appreciation for, the
254 history, polity, and practices of the United Church of Christ. Ordained Ministerial Partner
255 Standing provides ongoing ecclesiastical authorization to perform the duties and exercise the
256 prerogatives of ordained ministry in the United Church of Christ.

257 [New ARTICLE]. RECOGNITION AND RECONCILIATION OF THE ORDAINED
258 MINISTRIES OF THE UNITED CHURCH OF CHRIST AND THE UNITED CHURCH
259 OF CANADA

260 [New ¶] The United Church of Christ and The United Church of Canada recognize the ordained
261 ministries of the other church to be efficacious ministries of grace within that church and these
262 ministries to be valid and full ministries of the one Church of Jesus Christ.

263 [New ¶] The ordained ministries of the United Church of Christ and The United Church of
264 Canada are reconciled. An ordained minister with ordained ministerial standing in one church
265 may function, whenever invited, and as established procedures permit, as an ordained minister to
266 the other.

267 [New ¶] The designations “Ordained Ministerial Partner” and “Ordained Ministerial Partner
268 Standing” manifest the corporate and individual nature of the recognition and reconciliation of
269 the ordained ministries of the United Church of Christ and The United Church of Canada.

270 [New ¶] Each member of The United Church of Canada who holds ordained ministerial standing
271 in The United Church of Canada is an Ordained Ministerial Partner of The United Church of
272 Christ.

273 [New ¶] Each member of the United Church of Christ who holds Ordained Ministerial Standing
274 in the United Church of Christ is an Ordained Ministerial Partner of The United Church of
275 Canada.

276 [New ¶] Ordained Ministerial Partner Standing is authorization granted to an ordained minister
277 with ordained ministerial standing in The United Church of Canada who has a call to perform the
278 duties and exercise the prerogatives of ordained ministry in the United Church of Christ. This
279 authorization assumes knowledge of, and appreciation for, the history, polity, and practices of the
280 United Church of Christ. Ordained Ministerial Partner Standing provides ongoing ecclesiastical
281 authorization to perform the duties and exercise the prerogatives of ordained ministry in the
282 United Church of Christ.

283 ARTICLE VIII. ASSOCIATIONS AND CONFERENCES

284 37 Associations and Conferences are bodies organized on a territorial basis to perform functions
285 in accordance with the provisions of the Constitution and the Bylaws of the United Church of
286 Christ.

287 Associations

288 38 An Association is that body within a Conference of the United Church of Christ which is
289 composed of all Local Churches in a geographical area, all Ordained Ministers holding Ss
290 Ministerial Standing therein, all Commissioned Ministers and Licensed Ministers in that Association.
Subsequent to the initial organization of Associations in the United Church of Christ, the boundaries of any new Association, or any adjustment of boundaries between Associations, shall be determined by the Associations concerned with the approval of the Conference or Conferences involved. The standing of an Association as a body of the United Church of Christ is determined by the Conference in which it is located.

An Association is the body which determines, confers, and certifies to the standing of the Local Churches of the United Church of Christ within its area.

An Association is the body which grants authorization that is required for various forms of ministry in and on behalf of the Church. Such authorization is granted through the rite of ordination, through commissioning, licensing, granting either Ordained Ministerial Standing or Ordained Ministerial Partner Standing and other acts of authorization. Such authorization may be terminated by the Association.

An Association may retain or secure its own charter, and adopt its own constitution, bylaws and other rules which it deems essential to its own welfare and not inconsistent with this Constitution and the Bylaws of the United Church of Christ.

An Association is related to the General Synod through its Conference.

Meetings of the Association are held annually and at such other times as may be necessary for the discharge of its responsibilities.

Conferences

A Conference is the body of the United Church of Christ which is composed of all Local Churches in a geographical area, all Ordained Ministers holding Standing or Ordained Ministerial Partner Standing in its Associations or in the Conference itself when acting as an Association, all Commissioned Ministers and Licensed Ministers in its Associations.

Subsequent to the initial organization of Conferences in the United Church of Christ, the boundaries of any new Conference, or any adjustment of boundaries between Conferences, shall be determined by the Conferences concerned with the approval of the General Synod. The standing of a Conference as a body of the United Church of Christ is determined by the General Synod.

A Conference may retain or secure its own charter, and adopt its own constitution, bylaws and other rules which it deems essential to its own welfare and not inconsistent with this Constitution and the Bylaws of the United Church of Christ.

A Conference is related to the General Synod as described in the Bylaws of the United Church of Christ.
representing the Local Churches of that Conference, all Ordained Ministers holding Standing or Commissioned Ministers and Licensed Ministers in its Associations, and such additional members as may be specified by the Conference.

Meetings of the Conference are held annually and at such other times as may be necessary for the discharge of its responsibilities.

Conferences Acting as Associations

A Conference may exercise the functions of an Association when they are delegated to it by an Association or where no Association exists.

ARTICLE IX. THE GENERAL SYNOD

The General Synod is the gathering of a faith community representative of the wider church to listen for and discern the call of God to the United Church of Christ. The General Synod deliberates, discerns, and identifies the mission of the wider church of the United Church of Christ in God’s world and receives and offers suggestions, invitations, challenges, and assistance in covenant with Local Churches, Conferences, and other settings as they engage in mission together. The General Synod is the representative body of the United Church of Christ and is composed of voting delegates, as described in the Bylaws of the United Church of Christ. A quorum for the conduct of business shall consist of one-third of the voting delegates, provided that in this number at least two-thirds of the Conferences are represented by at least one delegate each. There shall also be associate delegates and ecumenical delegates, without vote, as determined by the Bylaws of the United Church of Christ or action of the General Synod.

Powers and Responsibilities of the General Synod

The General Synod has the following powers and responsibilities, provided, however, that no power vested in the General Synod shall invade the autonomy of Conferences, Associations, and Local Churches, or impair their right to acquire, own, manage, and dispose of property and funds:

a) To carry on, directly and through the United Church of Christ Board, as well as through the Covenanted, Affiliated, and Associated Ministries and other bodies, the work of the United Church of Christ, and to provide for the financial support of this work;

b) To create such bodies, temporary or permanent, incorporated or unincorporated, suitable for the discharge of its responsibilities;

c) To organize as required for the transaction of business;

d) To call and elect Officers of the United Church of Christ who shall be chosen from the membership of the United Church of Christ and who shall serve as Officers of the General Synod;

e) To elect all the at-large members of the United Church of Christ Board, which shall act as the General Synod ad interim and carry out the United Church of Christ Board’s other responsibilities as described in the Bylaws of the United Church of Christ;

f) To establish and maintain national headquarters for the United Church of Christ;

g) To establish a Treasury, which shall receive funds contributed to the General Synod for the support of the United Church of Christ and for its Covenanted Ministries;
402 403 h) To determine the relationships of the United Church of Christ with ecumenical organizations, 404 world confessional bodies, interfaith and other interdenominational agencies;
405
9
i) To encourage conversations with other communions and when appropriate 406 to authorize and
407 guide negotiations with them, looking toward formal union;
408
409 j) To amend this Constitution as hereinafter provided; and
410
411 k) To adopt Bylaws for the United Church of Christ and, as hereinafter provided, to amend them.
412
413 Meetings of the General Synod
414 55 The General Synod shall hold meetings at regular intervals as provided in the Bylaws of the
415 United Church of Christ. Special meetings may be called in the manner provided in those Bylaws.
416
417 Correlation
418 56 a) The General Synod and the United Church of Christ Board shall consider the work of all
419 Covenanted, Affiliated, and Associated Ministries. It shall also correlate their work, publicity and
420 promotion, preventing duplication and effecting economies of administration, so as to secure
421 maximum effectiveness and efficiency through careful stewardship of personnel and financial
422 resources.
423
424 b) The General Synod and the United Church of Christ Board and each of the Board of Directors
425 of all Covenanted, Affiliated, and Associated Ministries shall assure that due protection shall be
426 given to all assets, trust funds, including pension funds so that the legacy/historic restrictions on
427 the use of restricted funds and the intended use restrictions of the unrestricted funds of each of the
428 historic ministries are monitored, accounted for, maintained and reported to the United Church of
429 Christ Board to assure that the use of all such assets and funds will be allocated and used based
430 on donor intent, whenever that can be determined.
431
432 ARTICLE XI. UNITED CHURCH OF CHRIST BOARD
433 57 The United Church of Christ Board is the successor to and agent for the Executive Council
434 and the Office of General Ministries (including its predecessor offices and bodies: President,
435 Secretary, and Director of Finance and Treasurer of the United Church of Christ; Commission on
436 Development; Stewardship Council; Office of Communication; and ministries of research
437 formerly conducted by the United Church Board for Homeland Ministries), and as such continues
438 the work, mandates and legacies of these predecessor bodies and offices. The members of the
439 United Church of Christ Board shall serve as the directors of each of the Covenanted Ministries.
440 The United Church of Christ Board shall be responsible for strategic planning and policymaking.
441 The United Church of Christ Board shall be responsible, with the General Minister and President,
442 for the ecumenical and interfaith relationships of the United Church of Christ in the national
443 setting. In all its work, the United Church of Christ Board shall be guided by the policies
444 established by the General Synod. The United Church of Christ Board shall be incorporated in
445 order to carry out its mandates and responsibilities, including without limitation, performing all
446 legal functions of the General Synod, as set forth in the Constitution and Bylaws of the United
447 Church of Christ. The members of the United Church of Christ Board shall be elected and or
448 serve ex officio appointed and shall serve as provided in the Bylaws of the United Church of
449 Christ.
450
451 ARTICLE XII. COVENANTED MINISTRIES
The United Church of Christ recognizes the call to proclaim the good news of Jesus Christ in word and deed through the work of Local Churches; Associations; Conferences; national expressions; and global, ecumenical, and interfaith relationships. The United Church of Christ is and seeks to be an inclusive, multiracial, multicultural church, accessible to all, engaging in ministries of justice, witness, healing, teaching, and preaching. There are three Covenanted Ministries as defined and set forth in the Constitution and the Bylaws of the United Church of Christ: Local Church Ministries, Wider Church Ministries, Justice and Witness Ministries. A Covenanted Ministry may retain or secure its own charter and adopt its own bylaws and other rules which it deems essential to its own welfare and not inconsistent with this Constitution and the Bylaws of the United Church of Christ and in accordance with advice and counsel given from time to time by the General Synod.

**Powers and Responsibilities of Covenanted Ministries**

Each Covenanted Ministry shall have the following powers and responsibilities:

a) To carry out the Covenanted Ministry’s programmatic work, including the historical mandates of its predecessor bodies, as set forth in its Charter and Bylaws, or referred from the General Synod, or as set forth in the Constitution and the Bylaws of the United Church of Christ;

b) To retain responsibility for all legacies and other property received, maintained or held by it, and to approve any use, expenditure or disposal of its legacies or other property;

c) To work in covenantal relationship with the General Synod, the United Church of Christ Board, and other Ministries to fulfill its mandates;

d) To participate through its Executive Minister in the Collegium of Officers;

e) To participate in the Mission Planning Council;

f) To nominate and elect its Executive Minister as set forth in paragraph 61b;

g) To organize itself as it deems necessary to carry out its programmatic work, including the fulfillment of historical mandates, which shall be carried out in accordance with this Constitution and the Bylaws of the United Church of Christ, through the United Church of Christ Board;

h) To determine its budget to be submitted to the United Church of Christ Board in accordance with the Bylaws of the United Church of Christ;

i) To adopt its own charter, bylaws, and rules of procedure which it deems essential to its own welfare, not inconsistent with the Constitution and the Bylaws of the United Church of Christ;

j) To hold in highest regard actions by, or decisions or advice emanating from, the General Synod, the United Church of Christ Board, another Covenanted Ministry, a Conference, an Association, or a Local Church.

Each Covenanted Ministry shall be incorporated in order to fulfill its mandates; fulfill all normal, lawful purposes; and receive, hold, manage, and distribute real and personal property, endowments, and restricted funds in compliance with the terms, conditions, and requirements of said funds. The voting membership of each Covenanted Ministry shall be the members of that corporation’s Board of Directors.
The corporation documents of Local Church Ministries, Justice and Witness Ministries, and Wider Church Ministries shall reflect their covenantal relationship with the General Synod and shall provide:

a) that the members of the United Church of Christ Board comprise the Board of Directors of the Covenanted Ministry;

b) that the Covenanted Ministry shall vest the General Synod with the power to call by election the Executive Minister of the Covenanted Ministry;

c) that any modification of the provisions or powers in a or b above shall be authorized only after consultation with the Collegium of Officers and the United Church of Christ Board and after presentation to the General Synod, and shall require an affirmative vote of not less than two-thirds of all voting members of the Covenanted Ministry;

d) that the Covenanted Ministry must approve any use, expenditure or disposal of its legacies or other property;

e) that dissolution of the Covenanted Ministry shall occur only with an affirmative vote of not less than two-thirds of all members of the Covenanted Ministry, after advice and consultation with the General Synod, and only with provision for the transfer of the ownership, management, control of its assets and funds to a successor corporation that is legally obligated and empowered to own and carry out the obligations, terms, conditions, and requirements of said assets and funds, as the Board of Directors shall determine. In keeping with the covenantal basis of the United Church of Christ, such successor corporation shall be related to the United Church of Christ whenever legally permissible and appropriate, all as determined by the Board of Directors of the Covenanted Ministry.

The General Synod, in covenant with a Covenanted Ministry, may, from time to time, delegate or assign to a Covenanted Ministry such responsibilities as fall within that Covenanted Ministry’s purpose and mission as set forth in the Constitution and the Bylaws of the United Church of Christ and in that Covenanted Ministry’s corporate documents.

Each Covenanted Ministry of the United Church of Christ shall report its finances annually to the United Church of Christ Board and to each regular meeting of the General Synod. Each Covenanted Ministry shall submit to the United Church of Christ Board, acting as the Budget Committee of the General Synod, a detailed request for support of its work through funds allocated from the biennial income goal to be recommended to the General Synod.

Incorporation of Existing and Prior Agencies

The Covenanted Ministries listed in paragraph 58 above, acting as successors to and agents for all predecessor bodies related to the United Church of Christ, continue the work, mandates, and legacies previously carried on by the American Board of Commissioners for Foreign Missions, the Board of International Missions, the Commission on World Service, the Congregational Christian Church Building Society, Congregational Church Board of Christian Education and Publication, Board of Business Management, Board of Home Missions of the Reformed Church in the U. S., the American Missionary Association, Congregational Church Building Society, Congregational Education Society, Congregational Home Missionary Society, Congregational Publishing Society, The Congregational Sunday School Board, and other related bodies.
School Extension Society, the Congregational Women’s Home Missionary Federation, the United Church Board for Homeland Ministries, Coordinating Center for Women in Church and Society, Commission for Racial Justice, Office for Church Life and Leadership, Office for Church in Society, Stewardship Council, and Office of Communication.

Local Church Ministries

The purpose and mission of Local Church Ministries, to be carried out in accordance with the Bylaws of the United Church of Christ, shall be to encourage and support the Local Churches of the United Church of Christ in the fulfillment of God’s mission. Specifically, Local Church Ministries continues the work of, and acts as agent for, the following predecessor bodies: the Office for Church Life and Leadership, the Coordinating Center for Women in Church and Society, the Stewardship Council, the United Church Board for Homeland Ministries, and its predecessor bodies: The Board of National Missions, Board of Christian Education and Publication, Board of Business Management, Board of Home Missions of the Reformed Church in the U.S., the American Missionary Association, Congregational Church Building Society, Congregational Education Society, Congregational Home Mission Society, Congregational Publishing Society, The Congregational Sunday School Extension Society, the Congregational Women’s Home Missionary Federation.

Justice and Witness Ministries

The purpose and mission of Justice and Witness Ministries, to be carried out in accordance with the Bylaws of the United Church of Christ, shall be to enable and encourage Local Churches, Associations, Conferences, and the national expressions of the United Church of Christ to engage in God’s mission globally by direct action for the integrity of creation, justice, and peace. Justice and Witness Ministries continues the work of, and acts as agent for, the following predecessor bodies: the Office for Church in Society, the Commission for Racial Justice, the Coordinating Center for Women in Church and Society. It also continues the following: ministries of public policy advocacy in the area of communications formerly conducted by the Office of Communication, ministries of prophetic service and action formerly conducted by the Division of the American Missionary Association of the United Church Board for Homeland Ministries, ministries of global advocacy in the U.S.A. formerly conducted by the United Church Board for World Ministries.

Wider Church Ministries

The purpose and mission of Wider Church Ministries, to be carried out in accordance with the Bylaws of the United Church of Christ, shall be to encourage and support Local Churches, Associations, Conferences, and the national expressions of the United Church of Christ to participate in the global, multiracial, multicultural church, and to support United Church of Christ ministries around the world and the nation. Wider Church Ministries continues the work of, and acts as agent for, the following predecessor bodies: the United Church Board for World Ministries, the American Board of Commissioners for Foreign Missions, the Board of International Missions, the Commission on World Service, and the Congregational Christian Service Committee. It also continues the following: ministries of volunteer services formerly conducted by the Division of the American Missionary Association of the United Church Board for Homeland Ministries; ministries of the Health and Welfare Coordinating Council formerly related to the United Church Board for Homeland Ministries.

ARTICLE XII. AFFILIATED AND ASSOCIATED MINISTRIES

An Affiliated Ministry of the United Church of Christ is a nonprofit corporation which provides services to or for the United Church of Christ, and whose Board of Trustees is elected by
its corporate membership, and which was recognized previously as an Instrumentality by the General Synod.

An Associated Ministry of the United Church of Christ Board of the General Synod of the United Church of Christ is a nonprofit corporation which provides services to or for the United Church of Christ, and whose corporate membership is nominated and elected by the United Church Board, and which was recognized previously as an Instrumentality by the General Synod.

Pension and Relief Activities

The pension activities of the United Church of Christ are administered by a nonprofit membership corporation(s) known as The Pension Boards—United Church of Christ and designated as an Affiliated Ministry of the United Church of Christ. The control of each such corporation lies in its members through a Board of Trustees chosen by the members from a list of persons whose names have been presented to and approved by the General Synod or by the United Church of Christ Board in accordance with the Bylaws. Persons for this list may be proposed by any member of the corporation(s) or by the Trustees thereof. Such corporation(s) shall report its program and finance annually to its members and to the United Church of Christ Board and to each regular meeting of the General Synod. The General Synod shall from time to time make examination of the practices and developments of such corporation(s).

The ministerial relief activities of the United Church of Christ, by whatever corporate bodies administered, are coordinated with the pension activities of the Church through corporation(s) above described. The pension and the relief corporation(s) shall submit to the United Church of Christ Board, acting as the Budget Committee of the General Synod, a request for allocation of sufficient funds, from the budget to be approved by the United Church of Christ Board, for the payment of ministerial relief benefits and such other benefits as the United Church of Christ Board may provide. Payment of such benefits shall be limited to the funds received for that purpose.

The United Church Funds, Inc., is designated as an Associated Ministry of the United Church Board to receive gifts from individuals and organizations, to hold such funds and property as may be entrusted or conveyed to it by the General Synod and other organizations, and administer, invest, and reinvest the same and other funds in trust or otherwise, as set forth in the Bylaws.

The United Church Funds shall report its program and finances annually to the United Church Board and to each regular meeting of the General Synod, and shall submit to the United Church of Christ Board, acting as the Budget Committee of the General Synod, a detailed request for support of its work through funds allocated from the biennial income goal to be recommended to the General Synod.

ARTICLE XIII. AMENDMENTS

Amendments to this Constitution may be proposed by a Conference, the General Synod or the United Church of Christ Board. Such proposed amendments shall be submitted in writing to the General Minister and President of the United Church of Christ at least three months prior to a meeting of the General Synod to which they are to be presented. At least two months prior to the
meeting of the General Synod, the General Minister and President shall transmit such proposed
amendments to the delegates, to the Conferences and to the Local Churches. Adoption of an
amendment to the Constitution shall require a two-thirds affirmative vote of those present and
voting in the General Synod and, before the next regular meeting of the General Synod, an
affirmative vote of two-thirds of the Conferences. If so approved the General Synod, if in session,
or the United Church of Christ Board, shall declare the amendment adopted and in force.

The Bylaws

Amendments to the Bylaws of the United Church of Christ may be proposed by an
Association, a Conference, the General Synod, or the United Church of Christ Board. Such
proposed amendments shall be submitted in writing to the General Minister and President of the
United Church of Christ at least three months prior to the meeting of the General Synod to which
they are to be presented. At least two months prior to the meeting of the General Synod, the
General Minister and President shall transmit such proposed amendments to the delegates, to the
Conferences and to the Local Churches. Any Bylaw that is contingent upon a
Constitutional provision shall not be effective until after the Constitutional provision is ratified
and declared in force. Adoption of an amendment to the Bylaws shall require a two-thirds
affirmative vote of those present and voting in the General Synod, and shall be effective upon
adoption unless otherwise set forth in the vote.

The General Synod declared the original Constitution of the United Church of Christ in force June, 1961, upon
ratification of 2/3 of the Synods of the Evangelical and Reformed Church and by 2/3 of the Congregational Christian
churches voting.

In effect July 3, 2017 (tracked changes awaiting ratification by the Conferences pursuant to United Church of Christ Constitution para.
75)
The Committee on Ministry of the member’s Association interviews the member to decide whether to join with the member and the Local Church in a covenant of discernment. The goal of discernment is to determine whether the member is called to authorized ministry, what the specific character of that ministry might be, and, if authorization is appropriate, what steps are to be taken toward authorization. Normally a covenant of discernment leading to authorization is expected to be for not less than two years.

The Association and the Local Church are in a mutual covenant with the Member in Discernment to offer support, counsel, and direction during this time of decision making and preparation.

A Member in Discernment who is called to authorized ministry will follow a plan of preparation for that ministry which has been prepared with the Association Committee on Ministry. With respect to ordained ministry, a bachelor’s degree and Master of Divinity may be included in the plan.

Ordained Ministry

Not more than six months prior to the completion of theological preparation for authorization, a Member in Discernment preparing for the ordained ministry applies with the Member in Discernment’s Local Church to its Association for approval as a candidate for ordination. If the service of ordination is to be performed within an Association other than that of the Member, the procedure, including that described in the following paragraph, is initiated by that Association after consultation with the Association which is in covenant with the Member in Discernment.

The Committee on Ministry of the Association examines the Member in Discernment with respect to Christian faith; character; ability to do the work expected; preparation to meet the responsibilities of the office; educational and theological attainments; and knowledge of the history, polity, and practices of the United Church of Christ. If, following this examination, the committee is satisfied with the fitness of the Member in Discernment, it makes an affirmative recommendation to the Association. In turn, upon receipt of this recommendation, the Association may opt for further examination or proceed immediately to authorize the ordination, subject to a call recognized by the Association.

Ordination by an Association of the United Church of Christ, in cooperation with the Local Church, confers Ordained Ministerial Standing as an Ordained Minister of the United Church of Christ and recognition as an Ordained Ministerial Partner of the Christian Church (Disciples of Christ) and The United Church of Canada.

After the ordination or in anticipation of it, a certificate is issued bearing the signatures of the proper officers of the Association and the General Minister and President of the United Church of Christ.

Ordained Ministerial Standing

An Ordained Minister moving from the bounds of one Association to another applies for a transfer of Ordained Ministerial Standing to the new Association.

An Ordained Minister engaged in Local Church ministry has standing in the Association in which the Local Church served has standing. An Ordained Minister engaged in other than Local Church ministry has standing in the Association where the Ordained Minister’s Local Church
An Ordained Minister engaged in a ministry requiring prolonged absence from the United States, or one that does not permit a fixed residence, may apply to have Ordained Ministerial Standing in the Association of the Ordained Minister’s choice.

An Ordained Minister who withdraws from active service in the ordained ministry prior to retirement applies to the Ordained Minister’s Association for Leave of Absence. The Association may grant such Leave of Absence for one year at a time. Except in special cases such Leave of Absence is not granted for more than five years in succession.

An Ordained Minister retiring from active service by reason of age or disability retains Ordained Ministerial Standing in the Association of the Ordained Minister’s choice. Membership in a Local Church must be maintained.

An Ordained Minister of the United Church of Christ serving a church not affiliated with the United Church of Christ, or the Christian Church (Disciples of Christ), or The United Church of Canada, or serving a local church of the Christian Church (Disciples of Christ) or The United Church of Canada without Ordained Ministerial Partner Standing retains Ordained Ministerial Standing in the United Church of Christ so long as the Ordained Minister’s Association approves.

The church membership of an authorized minister serving in Local Church ministry shall be in the Local Church served. The church membership of an authorized minister serving in a setting other than Local Church Ministry, or of an authorized minister without fixed residence shall be in a Local Church of the United Church of Christ in the Association where the authorized minister holds or seeks authorized ministerial standing.

**Ordained Ministers from the Christian Church (Disciples of Christ)**

An ordained minister from the Christian Church (Disciples of Christ) may hold Ordained Ministerial Partner Standing in the United Church of Christ only when serving a United Church of Christ calling body or serving in a ministry capacity directly relating to the United Church of Christ.

Upon demonstrating knowledge of, and appreciation for, the history, polity, and practices of the United Church of Christ to the Association in which the person resides, an Ordained Ministerial Partner from the Christian Church (Disciples of Christ) may seek a call in the United Church of Christ.

An Ordained Ministerial Partner from the Christian Church (Disciples of Christ) who accepts a call in the United Church of Christ joins a Local Church in the United Church of Christ and applies for Ordained Ministerial Partner Standing to the Association in which Local Church membership is held.

An ordained minister from the Christian Church (Disciples of Christ) who holds Ordained Ministerial Partner Standing in an Association shall maintain ordained ministerial standing within the Christian Church (Disciples of Christ) Region in which the United Church of Christ calling body is located.

In the United Church of Christ, Ordained Ministerial Partner Standing is granted by the Association where the ordained minister from the Christian Church (Disciples of Christ) is called.
to serve and is for the period of call for which it is granted. If a new consecutive call to perform the duties and exercise the prerogatives of ordained ministry in the United Church of Christ is extended, then Ordained Ministerial Partner Standing may be transferred across Associations pursuant to the process for transferring standing.

Ordained ministers from the Christian Church (Disciples of Christ) holding Ordained Ministerial Partner Standing in the United Church of Christ are expected to maintain requirements for ongoing ministerial standing from both denominations.

Primary oversight of an ordained minister from the Christian Church (Disciples of Christ) holding Ordained Ministerial Partner Standing is with the United Church of Christ. In the event of a fitness review, the Region of the Christian Church (Disciples of Christ) in which the person’s ordained ministerial standing is maintained shall be informed and invited to participate in the procedures.

United Church of Christ Ordained Ministers Serving in the Christian Church (Disciples of Christ)

An Ordained Minister of the United Church of Christ who holds Ordained Ministerial Partner Standing in the Christian Church (Disciples of Christ) shall maintain Ordained Ministerial Standing in the United Church of Christ. Ordained Ministerial Standing shall be held in the Association in which local church membership is held;

(b) shall hold local church membership in a local church of the Christian Church (Disciples of Christ); and

(c) shall relate to the Christian Church (Disciples of Christ) for the Ordained Minister’s primary support and accountability in ordained ministry.

Ordained Ministers from the United Church of Christ holding Ordained Ministerial Partner Standing in the Christian Church (Disciples of Christ) are expected to maintain requirements for ongoing ministerial standing from both denominations.

Primary oversight of an Ordained Minister from the United Church of Christ holding Ordained Ministerial Partner Standing in the Christian Church (Disciples of Christ) is with the Christian Church (Disciples of Christ). In the event of a disciplinary procedure, the United Church of Christ Association in which standing is held shall be informed and invited to participate in the procedures. The Association may accept the procedures and outcome of the Region or utilize its own procedures to determine the person’s ongoing standing in the United Church of Christ.

When a person no longer has Ordained Ministerial Standing in either the United Church of Christ or Christian Church (Disciples of Christ), that person is no longer an Ordained Ministerial Partner and no longer has Ordained Ministerial Partner Standing.

Ordained Ministers from The United Church of Canada

An ordained minister from The United Church of Canada may hold Ordained Ministerial Partner Standing in the United Church of Christ only when serving a United Church of Christ calling body or serving in a ministry capacity directly relating to the United Church of Christ.
Upon demonstrating knowledge of, and appreciation for, the history, polity, and practices of the United Church of Christ to an Association, an Ordained Ministerial Partner from The United Church of Canada may seek a call in the United Church of Christ.

An Ordained Ministerial Partner from The United Church of Canada who accepts a call in the United Church of Christ joins a Local Church of the United Church of Christ, and applies for Ordained Ministerial Partner Standing to the Association in which Local Church membership is held.

An ordained minister from The United Church of Canada who holds Ordained Ministerial Partner Standing in an Association shall also maintain ordained ministerial standing within their current presbytery of The United Church of Canada.

In the United Church of Christ, Ordained Ministerial Partner Standing is granted by the Association where the ordained minister from The United Church of Canada is called to serve and is for the period of call for which it is granted. If a new consecutive call to perform the duties and exercise the prerogatives of ordained ministry in the United Church of Christ is extended, then Ordained Ministerial Partner Standing may be transferred across Associations pursuant to the process for transferring standing.

Ordained ministers from The United Church of Canada holding Ordained Ministerial Partner Standing in the United Church of Christ are expected to maintain requirements for ongoing ministerial standing from both denominations.

Primary oversight of an ordained minister from The United Church of Canada holding Ordained Ministerial Partner Standing is with the United Church of Christ. In the event of a fitness review, The United Church of Canada Ministry Personnel Office shall be informed and invited to participate in the procedures.

An Ordained Minister from the United Church of Christ who holds Ordained Ministerial Partner Standing in The United Church of Canada

(a) shall maintain Ordained Ministerial Standing in the United Church of Christ.

Ordained Ministerial Standing shall be held in the Association in which Local Church membership is held.

(b) shall hold Local Church membership in a Local Church of the United Church of Christ and in a presbytery of The United Church of Canada.

(c) shall relate to The United Church of Canada for the Ordained Minister’s primary support and accountability in ordained ministry.

Ordained Ministers from the United Church of Christ holding Ordained Ministerial Partner Standing in The United Church of Canada are expected to maintain requirements for ongoing ministerial standing from both denominations.

Primary oversight of an Ordained Minister from the United Church of Christ who holds
Ordained Ministerial Partner Standing in The United Church of Canada is with The United Church of Canada. In the event of a disciplinary procedure, the United Church of Christ Association in which standing is held shall be informed and invited to participate. The Association may accept the procedures and outcome of The United Church of Canada or utilize its own procedures to determine the person’s ongoing standing in the United Church of Christ.

When a person no longer has Ordained Ministerial Standing in either the United Church of Christ or The United Church of Canada, that person is no longer an Ordained Ministerial Partner and no longer has Ordained Ministerial Partner Standing.

Ordained Ministers from Denominations Other than the Christian Church (Disciples of Christ) or The United Church of Canada

An ordained minister of a denomination other than the Christian Church (Disciples of Christ) who desires to enter the ordained ministry of the United Church of Christ applies for Privilege of Call to the Association within whose bounds the minister resides.

The Committee on Ministry of the Association examines the applicant as to the applicant’s abilities, reasons for desiring to enter the ordained ministry of the United Church of Christ, educational and theological attainments, knowledge of the history, polity, and practices of the United Church of Christ, and Christian faith and experience. If the applicant is found to be qualified, the Association grants Privilege of Call, thereby declaring said applicant eligible to seek a call in the United Church of Christ. Privilege of Call shall be granted for a period of one year and may be renewed. After accepting a call, the ordained minister applies for Ordained Ministerial Standing in the United Church of Christ to the Association of which the Local Church of membership is a part.

An ordained minister of another denomination other than the Christian Church (Disciples of Christ) or The United Church of Canada who wishes to retain ordained ministerial standing in that denomination and who has become pastor of a Local Church of the United Church of Christ, or serves in a Covenanted, Affiliated or Associated Ministry of the United Church of Christ, or has become pastor of a yoked charge or a federated church one part of which is affiliated with the United Church of Christ, or has been called to an ecumenical ministry one constituent of which is the United Church of Christ, may apply to the Association for dual ordained ministerial standing which is limited to duration of that pastorate or that responsibility, and during that period may have all the rights and privileges of such membership.

Commissioned Ministers

A Member in Discernment seeking initial recognition and authorization as a Commissioned Minister applies with the Member in Discernment’s Local Church to the Association of which that church is a member.

The Committee on Ministry of the Association examines the Member in Discernment with respect to Christian faith, character, ability to do the work expected and preparation to meet the responsibilities of the office to be filled, and make its recommendation of fitness to the Association. If upon acceptance of the recommendation or upon further examination and decision by the Association itself, the applicant is found to be qualified, commissioning thereby is authorized.

Commissioned Ministers are listed separately from Ordained Ministers and from Licensed
Ministers on the rolls of the Association.

133 A Commissioned Minister moving from the bounds of one Association to another and who continues in the specific church-related ministry, applies for a transfer of the commission to the new Association.

134 A Commissioned Minister seeking to be commissioned for a new or different church-related ministry applies to the Association for commissioning for the new ministry.

135 A Commissioned Minister who ceases to function in the specific church-related ministry to which the minister was commissioned resigns the commission or applies to the Association for Leave of Absence. Leave of Absence is granted for one year at a time, but not more than three consecutive years.

136 A Commissioned Minister who retires from service as a Commissioned Minister may be recognized by the Association as a Retired Commissioned Minister of the United Church of Christ. Voting membership in that Association is thereby granted. Such recognition is regularly reviewed.

Licensed Ministers

137 A Member in Discernment seeking recognition and authorization as a Licensed Minister applies with the Member in Discernment's Local Church to the Association of which that church is a member.

138 The Committee on Ministry of the Association examines the Member in Discernment with respect to Christian faith, character, ability to do the work expected, preparation to meet the responsibilities of the office, educational and theological attainments, and knowledge of the history, polity, and practices of the United Church of Christ. If the applicant is found to be qualified, a license is granted by the Association for not more than one year to serve in a designated Local Church or within that Association. Following a review by the Committee on Ministry, the license may be renewed annually for two more years after which the Association may grant the license for a time determined to be appropriate.

At the request of the Local Church which the person serves, the Association may grant the Licensed Minister the right to administer the sacraments and rites of the Church for this Local Church.

Licensed Ministers are listed separately from Ordained Ministers and from Commissioned Ministers on the rolls of the Association.

A Licensed Minister who retires from service as a Licensed Minister may be recognized by the Association as a Retired Licensed Minister of the United Church of Christ. Voting membership in that Association is thereby granted. Such recognition is regularly reviewed.

Calling, Installing and Terminating a Pastor

It is the responsibility of a committee of the Local Church to seek a candidate for a vacancy in the office of pastor.

In filling a vacancy or in securing pastoral services during the period of a vacancy, the committee of the Local Church, through its Conference Minister, obtains counsel and access to
the services of the “Search and Call” process of the United Church of Christ.

144 The committee of a Local Church requests the Conference Minister to secure relevant information about any Ordained Minister, Ordained Ministerial Partner, or Licensed Minister whom it wishes to consider or who requests to be considered for the vacancy.

145 Any Ordained Minister, Ordained Ministerial Partner, or Licensed Minister may confer with the Conference Minister concerning a pastoral vacancy. At the Ordained Minister’s request or at the request of the Ordained Ministerial Partner, that person’s name shall be submitted by the Conference Minister for consideration by the committee of any Local Church where there is a pastoral vacancy.

146 All vacancies within the Conference shall be reported promptly to the designated administrative office in the National Setting of the Church.

147 The committee of the Local Church presents to the Local Church the name of a candidate it recommends to fill the vacancy. The Local Church determines whether or not it wishes to call the person recommended.

148 In the call agreement the terms of the pastoral relationship are stated, including the agreement of the Local Church to participate in the pension fund on the pastor’s behalf. The pastor, the Local Church, Association Committee on Ministry, and the Conference Minister should each receive a copy of the call agreement. The Conference Minister shall inform the designated administrative office in the National Setting of the Church when the call has been accepted.

149 When an Ordained Minister or Licensed Minister accepts a call to a Local Church, the Minister and the Local Church join in requesting the Association to arrange for a service of installation or recognition.

150 Report of the service of installation or recognition is signed by the proper officer of the Association and by the Conference Minister, and is reported to the designated administrative office in the National Setting of the Church.

151 When a pastor or a Local Church decides to terminate the pastoral relationship, notice of the decision is sent to the Conference Minister and the Association. The Association takes action appropriate to the dissolution of the pastoral relationship. The Conference Minister promptly informs the designated administrative office in the National Setting of the Church.

Ministerial Accountability

152 All authorized ministers of the United Church of Christ are active partners in a covenant of mutual accountability with their Association of standing, their Local Church, and, in the case of those serving in settings other than a Local Church, with their calling body. Such a covenant includes, but is not limited to, mutual support and care, continued discernment of call, and lifelong learning.

153 All authorizations for Ordained Ministerial Standing, for Ordained Ministerial Partner Standing, and for commissioned and licensed ministry granted by an Association are subject to oversight by that Association, including periodic consultation and review.

154 The ecclesiastical oversight of Ordained Ministers, persons with Ordained Ministerial Partner
ARTICLE II. ASSOCIATIONS AND CONFERENCES

Associations

155 An Association elects officers and elects or appoints such committees as it deems necessary for the transaction of its business and the correlation of its work with that of the Conference and the General Synod.

156 An Association determines its own method for securing financial support.

157 An Association is concerned with the welfare of all Local Churches within its boundaries.

158 An Association seeks ways and means to assist Local Churches when they are undergoing unusual difficulties requiring help beyond their own resources.

159 An Association offers encouragement, guidance, and assistance in the organization of new Local Churches.

160 An Association, with the counsel of the Conference, receives Local Churches into the United Church of Christ.

161 An Association covenants with members of the United Church of Christ within that Association as together they discern God’s call to authorized ministry and prepare for ordination, commissioning or licensing.

162 An Association ordains, commissions, and licenses qualified candidates; grants standing as a covenantal relationship with Ordained Ministers, Licensed Ministers, Commissioned Ministers, and persons with Ordained Ministerial Partner Standing; certifies to, transfers, and terminates Ordained Ministerial Standing, Ordained Ministerial Partner Standing, commissioned ministerial standing and licenses; installs Ordained Ministers and persons with Ordained Ministerial Partner Standing; covenants with Licensed Ministers, Commissioned Ministers, and the Local Churches to which they are called; grants Privilege of Call and Leaves of Absence; reviews and ecclesiastically oversees Ordained, Commissioned, and Licensed Ministers and persons with Ordained Ministerial Partner Standing; and verifies that an Ordained Ministerial Partner has demonstrated knowledge of, and appreciation for, the history, polity, and practices of the United Church of Christ.

163 An Association receives and acts upon business referred to it by its Local Churches, its Conference, the General Synod, and other bodies.

164 An Association may petition and overture its Conference or the General Synod.

Conferences

165 A Conference elects officers and elects or appoints such committees as it deems necessary for the transaction of its business and the correlation of its work with that of the General Synod.

166 A Conference employs such salaried personnel as its program may require.
Churches, Associations, the General Synod, and other bodies.

A Conference provides names to the General Synod Nominating Committee as requested. A Conference may petition and overture the General Synod. A Conference chooses delegates and alternate delegates to the General Synod in accordance with the Constitution of the United Church of Christ and these Bylaws. A Conference receives from the Local Churches contributions for denominational support and keeps detailed records of the same. A Conference consults on a regular basis with the General Minister and President, or the General Minister and President’s designee, acting on behalf of the General Synod, to reach mutual agreement upon the percentage, or the dollar amount, of the undesignated gifts for denominational support to be retained for its own support.

Upon the basis of the agreed upon percentage, or dollar amount, the Conference each month retains the amount necessary for its own support and forwards the balance to the treasury office of the National Setting.

A Conference, in the interest of the Local Churches, discharges those duties and provides those services which will strengthen the witness of the United Church of Christ, such as:

a) Coordinating the work and witness of the Local Churches and Associations;

b) Rendering counsel to Local Churches and ministers in situations calling for help beyond their own resources;

c) Rendering an advisory service to Local Churches and to ministers with reference to pastoral search;

d) Establishing and maintaining Conference offices, Conference centers, institutions, and other agencies needful to its growth and welfare;

e) Sponsoring in-service training for ministers; and

f) Conducting conferences, retreats, clinics, and workshops.

A Conference maintains ecumenical and interfaith relations within its boundaries with other fellowships to the end that mutual understanding and cooperation may be advanced.

ARTICLE III. THE GENERAL SYNOD

Meetings of the General Synod

Regular meetings of the General Synod shall be held biennially. Special meetings of the General Synod may be called by resolution of the General Synod, by the United Church of Christ Board, or upon receipt of a petition from at least twenty percent of the Conferences. A special meeting so petitioned shall be convened not earlier than three months nor later than four months after the petition is received by the General Minister and President of the United Church of Christ Board.
the United Church of Christ. The petition and the call for a special meeting shall contain a statement of the purpose of the meeting. In any special meeting only such business may be transacted as is specified in the call.

178 The time and place of all meetings of the General Synod shall be determined by the United Church of Christ Board unless otherwise directed by the General Synod.

179 The call for any meeting of the General Synod shall be signed by the General Minister and President of the United Church of Christ. Such call shall be issued at least six months prior to a regular meeting and at least three months prior to a special meeting of the General Synod. All calls shall be sent to the Conferences and the Covenanted, Affiliated, and Associated Ministries, and notice of these calls shall be transmitted to the Local Churches by the Conferences.

180 All proceedings of the General Synod shall, unless otherwise provided for, be governed by the current edition of Robert's Rules of Order Newly Revised, as amended.

181 Expenses of General Synod delegates, including travel expenses for meetings of the General Synod, shall be the responsibility of the sending groups, except expenses of Conference voting delegates as negotiated with the Conferences shall be borne by the General Synod.

Membership of the General Synod

182 The membership of the General Synod shall consist of voting delegates and associate delegates. Visitors shall be welcome.

Voting Delegates

183 Voting delegates shall consist of Conference delegates, all members of the United Church of Christ Board, and delegates named by the Historically Underrepresented Groups, as these are hereinafter defined. All voting delegates shall be members of a Local Church of the United Church of Christ. Each voting delegate to the General Synod shall be entitled to a single vote at the General Synod.

Conference Delegates

184 The number of Conference delegates shall be allocated to each Conference by the United Church of Christ Board on the basis of the number of persons who have membership in the Local Churches of the Conference. There shall not, however, be fewer than three delegates allocated to any Conference. The total number of Conference delegates in any biennium shall not be fewer than 675 nor more than 725. Delegates and alternate delegates shall be chosen by each Conference from among its authorized ministers in full standing and persons with Ordained Ministerial Partner Standing and the members of its Local Churches. Conferences may initiate and consider nominations from the Associations. From each Conference, except in Conferences having three delegates, (a) lay persons shall constitute at least fifty percent of the delegates and (b) the delegation shall reflect the United Church of Christ’s commitment to affirmative action; it shall be representative of racial and ethnic persons (Blacks, Hispanics, American Indians, Asian Americans, and Pacific Islanders), women and youth and young adults (at least twenty percent of each delegation shall be under 30 years of age at the time of the commencing of their terms, and where possible, be represented equally by (1) youth, persons of high school age; and (2) young adults, persons graduated from high school or over 19 years of age). In Conferences with three delegates the above requirements for representation are recommended but shall not be mandatory.

Despite any lack of exact compliance with these requirements, actions of a General Synod which is constituted in substantial compliance with these representation requirements, as determined by
522 the United Church of Christ Board, shall be valid.
523
524 185 The term of Conference delegates, other than any elected to fill unexpired terms, shall begin
525 at the opening of the next regular meeting of the General Synod following their election and shall
526 continue for a period of four years, terminating at the opening of the third regular meeting of the
527 General Synod following such election; provided, however, that each Conference delegation shall
528 be divided into two classes with terms expiring in alternate bienniums. When the number in one
529 class from a given Conference exceeds the number in the other class by more than one, the
530 Conference shall at the earliest possible opportunity make use of a two-year term for one delegate
531 or fill any delegate vacancy that may occur in such a way as to equalize the two classes. No
532 delegate who has served a full term shall again be elected until after at least two years have
533 elapsed. Delegates shall be members of all regular and special meetings of the General Synod
534 which are held during their term of office unless they have become separated from the
535 Conference which elected them.
536
537 **United Church of Christ Board Delegates**
538 186 The members of the United Church of Christ Board shall be voting delegates at the General
539 Synod, and their term shall be concurrent with their terms as members of the United Church of
540 Christ Board.
541
542 **Historically Underrepresented Groups Delegates**
543 187 There shall be thirty-six (36) Historically Underrepresented Groups delegates, four (4) from
544 each of the Historically Underrepresented Groups: Council for American Indian Ministry;
545 Council for Hispanic Ministries; Ministers for Racial, Social and Economic Justice; Pacific
546 Islander and Asian American Ministries; United Black Christians; UCC Disabilities Ministries;
547 Council for Youth and Young Adult Ministries; the United Samoan Ministries; and the Open and
548 Affirming Coalition of the United Church of Christ. The term of Historically Underrepresented
549 Groups delegates, other than any elected to fill unexpired terms, shall begin at the opening of the
550 next regular meeting of the General Synod following their election and shall continue for a period
551 of four years, terminating at the opening of the third regular meeting of the General Synod
552 following such election. No delegate who has served a full term shall again be elected until after
553 at least two years have elapsed.
554
555 **Associate Delegates**
556 188 Unless otherwise serving as a voting delegate to
557 the General Synod, the chairperson of the governing body and the principal minister(s) or
558 executive(s) of each Conference; the chairperson of each Task Force created by the General
559 Synod not otherwise represented on the United Church of Christ Board; th 559 e chairperson of each
560 General Synod standing committee; a representative of the Christian Churches (Disciples of
561 Christ); and one representative of each of the seminaries of the United Church of Christ not
562 otherwise represented, chosen by the seminary, shall be Associate Delegates, with voice but
563 without vote.
564
565 **Ecumenical Delegates**
566 189 In each biennium the United Church of Christ Board may invite a representative from each of
567 its U.S. and Canada full communion partners as an associate delegate to the General Synod of the
568 United Church of Christ. In addition, the United Church of Christ Board may invite a
569 representative from up to three other partner churches in the United States. These representatives
570 shall be accorded the same privileges as Associate Delegates.
Moderators of the General Synod

190 The Moderator shall be elected by the General Synod. The office of Moderator shall be filled alternately by lay persons and authorized ministers or persons with Ordained Ministerial Partner Standing. The Moderator shall take office upon the adjournment of the regular meeting at which the Moderator is elected and shall hold office through the next regular meeting or until a successor has been qualified and installed.

191 The Moderator shall preside at the sessions of the General Synod.

192 There shall be elected an Assistant Moderator of the General Synod to assist the Moderator in presiding at sessions of the General Synod. The Assistant Moderator shall take office upon adjournment of the regular meeting at which the Assistant Moderator was elected and shall hold office through the next regular meeting. The Assistant Moderator will be eligible for nomination and election to the position of Moderator, upon completion of the term of Assistant Moderator.

193 The Moderator and Assistant Moderator shall include an authorized minister or a person with Ordained Ministerial Partner Standing and a layperson, and shall reflect the diversity to which the United Church of Christ is committed.

Committees of the General Synod

194 The General Synod shall have such Committees as it may deem necessary, including but not limited to those named hereafter.

195 Nominating Committee The Nominating Committee shall consist of 16 members elected by the General Synod as follows:

a) Ten members will be elected from a pool of nominees provided by the Conferences, as follows: At least nine months before each regular meeting of the General Synod, the United Church of Christ Board shall invite each Conference not currently represented on the Nominating Committee to submit the name of an authorized minister or a person with Ordained Ministerial Partner Standing and the name of a layperson for possible membership on the Nominating Committee as an at-large member. The United Church of Christ Board shall submit these names, to the General Synod. Not more than one of the at-large members of the Nominating Committee shall be from any one Conference. Notwithstanding this requirement, if a member of the Nominating Committee moves to a Conference from which there is another member of the Committee currently serving, the member moving to the Conference currently served by another member shall continue to serve as a member of the Nominating Committee until the end of the biennium. The position on the Nominating Committee held by the member who moved becomes vacant at the end of the biennium during which the above change in Conference occurs.

b) Four members will be elected from a pool of nominees provided by the following groups: the Council for American Indian Ministry; the Council for Hispanic Ministries; Ministers for Racial, Social and Economic Justice; Pacific Islander and Asian American Ministries; United Black Christians; United Samoan Ministries, the Open and Affirming Coalition of the United Church of Christ; UCC Disabilities Ministries; and the Council for Youth and Young Adult Ministries. At least nine months before each regular meeting of the General Synod, the United Church of Christ Board shall invite each of the five groups not currently represented on the Nominating Committee to submit the names of an authorized minister or a person with Ordained Ministerial Partner Standing and a
layperson for possible membership on the Nominating Committee. The United Church of Christ Board shall submit to the General Synod for election the number of names needed to maintain four members from these groups on the Nominating Committee. Two members will be an authorized minister or a person with Ordained Ministerial Partner Standing and two members will be laypersons. The Conference affiliations of the representatives from these groups will not affect the determination of the Conference affiliation of the at-large members elected in accordance with paragraph 201a.

c) Two members will be appointed from among the members of the United Church of Christ Board.

d) The diversity of the Nominating Committee shall reflect the diversity requirements for the United Church of Christ Board, as set forth in these bylaws.

e) A member of the Nominating Committee who has served a full term shall not be eligible for re-election until a biennium has elapsed. Terms of members shall begin at the close of the General Synod at which the members have been elected and continue to the close of the third regular General Synod after their election. The Chairperson of the Nominating Committee shall be named by the United Church of Christ Board from the members of the Nominating Committee within six months after each regular meeting of the General Synod.

The Nominating Committee of the General Synod, prior to the call for nominations, reviews the composition of the continuing membership of the United Church of Christ Board and determines the needed nominations. In its call for suggestions of names, the Nominating Committee will indicate the criteria consistent with the provisions of these Bylaws which will be used for filling positions on the United Church of Christ Board. Each Conference or group to be represented shall provide at least two names for each of the positions.

The Nominating Committee shall make all nominations for election by the General Synod for which the Constitution and Bylaws do not otherwise provide. The Nominating Committee shall consider, but not be limited to, such attributes as candidates’ leadership, a wide range of life experience and background including socio-economic, cultural competency, financial knowledge, fund raising experience, community building skills, commitment to justice, and understanding of good governance. The Nominating Committee shall maintain records of suggested nominees and their qualifications.

The Nominating Committee is responsible for ensuring that the membership of the United Church of Christ Board embodies the commitment of the United Church of Christ to diversity and balance, both in its overall composition and in its internal segments. In order to achieve this end, the Nominating Committee may, if necessary, approach any group submitting and/or recommending names with the request that they assist in that task by presenting additional names.

When selecting candidates for offices, the Nominating Committee shall consider all names submitted.

The Nominating Committee shall submit its report to the General Synod at least twenty-four hours before the elections are scheduled to take place, unless the General Synod, by a three-fourths vote, consents to an earlier election.
Credentials Committee

201 The Credentials Committee shall consist of ten delegates to the General Synod, five of whom shall come from each of the two classes of General Synod delegates. At least three months before each regular meeting of the General Synod the United Church of Christ Board shall appoint five members from the latest class of delegates and shall designate one of the ten members of the Committee as chairperson. Terms of members shall be for four years, beginning with their appointment and terminating with the appointment of their successors. The Credentials Committee will review the composition of the Conference and other voting delegations for compliance with the composition requirements of these Bylaws and is empowered to request changes in membership to all voting delegations so that said delegations and the Delegation as a Whole will be in compliance with the provisions of these Bylaws.

Budget Committee, Business Committee, and Committee of Disposition

201 The Budget Committee, the Business Committee, and the Committee of Disposition at each regular and special meeting of the General Synod shall be the United Church of Christ Board or persons designated by the United Church of Christ Board from its own membership. The role and scope of the Budget Committee, Business Committee and the Committee of Disposition shall be determined by the United Church of Christ Board.

Officers of the United Church of Christ

203 The General Synod shall call by election, from among the members of the United Church of Christ, the following Officers of the United Church of Christ who shall also be members of the Collegium of Officers, the Mission Planning Council, the United Church of Christ Board, and General Synod: General Minister and President, Executive Minister for Local Church Ministries, Executive Minister for Justice and Witness Ministries, and Executive Minister for Wider Church Ministries, the Associate General Ministers, and such other officers of the United Church of Christ as the General Synod may from time to time determine.

204 Each Officer of the United Church of Christ serves at the will of the General Synod, and may be terminated as an Officer of the United Church of Christ by the United Church of Christ Board acting as the General Synod ad interim in accordance with the United Church of Christ Board’s procedures.

205 The term of each Officer of the United Church of Christ shall be two regular meetings of the General Synod, terminating at the opening of the third regular meeting of the General Synod following such election, not to exceed three terms, and shall commence within ninety days following call by election by the General Synod. Officers of the United Church of Christ shall hold office until their successors have been elected and qualified and have assumed the duties of their office. Officers of the United Church of Christ may be reelected, but not more than twice, subject to the call by election of the General Synod.

General Minister and President

206 The General Minister and President, who shall have Ordained Ministerial Standing or Ordained Ministerial Partner Standing, is called to ministry in and on behalf of the United Church of Christ upon election by the General Synod.

a) Spiritual Leader of the Church:

The General Minister and President is the spiritual leader and pastor of the Church, charged with the care and nurture of the spiritual life of the Church. The General Minister and President is responsible for the unity and well-being of the Church, and for nurturing
its covenantal life and ecumenical and interfaith relationships, and leading the visioning,
planning, coordination and implementation of the total mission of the United Church of
Christ.

b) Theological Interpreter:
The General Minister and President is the principal leader in interpreting the theological
perspectives and values of the United Church of Christ as guided by the General Synod
and in consultation with the Collegium Officers of the United Church of Christ. The
General Minister and President is the chief representative of the United Church of Christ
in the public square and at ecumenical, interdenominational and interfaith tables.

Convener:
The General Minister and President will convene and preside at the meetings of the
Collegium Officers of the United Church of Christ. The General Minister and President is
responsible for coordinated communication, fund raising and planning in collaboration
with the Executive Ministers Associate General Ministers. The General Minister and
President is a member of the Mission Planning Council.

d) Chief Executive Officer:
The General Minister and President is the Chief Executive Officer of the General Synod
and is its principal spokesperson. The General Minister and President oversees the
administration of the National Setting offices. The General Minister and President leads
directs the work of the Associate General Ministers and the Officers of the United
Church of Christ. The General Minister and President is the executive ultimately
responsible for all hiring and termination decisions in the National Setting of the United
Church of Christ. The General Minister and President may from time to time delegate
administrative responsibilities as the needs of the Church and good judgment dictate.

The General Minister and President serves as the corporate President of the United Church of
Christ Board, each of the Covenanted Ministries, the Common Services Corporation of the
United Church of Christ, and all other corporations related to the Covenanted Ministries. The
General Minister and President determines the delegation and direction of the work of the
Covenanted Ministries to the Associate General Ministers, with the affirmation of the United
Church of Christ Board.

The General Minister and President serves as an ex-officio member in all meetings of the
Affiliated and Associated Ministries. The General Minister and President shall serve as an ex-officio member, with voice, but not vote, in the meetings of all Commissions, Councils, and
Committees of the United Church of Christ, except as otherwise provided in the Constitution and
Bylaws of the United Church of Christ; except that the General Minister and President shall not
participate in the work of the Search Committee for the General Minister and President. The
General Minister and President shall be the official representative of the Church in ecumenical,
interdenominational, and interfaith relations. The General Minister and President may appoint a
representative for such occasions as the General Minister and President deems advisable.

The General Minister and President is accountable to the General Synod and the United
Church of Christ Board, acting as the General Synod ad interim.

The candidate for the position of General Minister and President is nominated for an initial
term by a search committee of the United Church of Christ, broadly representative of the Church,
and appointed by the United Church of Christ Board. The search committee includes at least one Conference Minister named by the Council of Conference Ministers and one representative of the Council for Racial and Ethnic Ministries to be selected, in the first instance, from the COREM members on the United Church of Christ Board, each with voice and vote. At least one member shall be a youth or young adult. The affirmative action commitment of the Church is to be fully respected in the search process and diversity maintained in the membership of the Colle

376 gium of Officers of the United Church of Christ. The candidate chosen by the search committee is confirmed by a two-thirds vote of the United Church of Christ Board before the candidate’s name is placed before the General Synod. Only one nominee may be presented for election, and nominations may not be made from the floor. An affirmative vote of at least sixty percent of the General Synod is necessary for election and call. The General Minister and President does not participate in the work of the search committee choosing a successor. The General Minister and President is evaluated regularly through a process approved by the United Church of Christ Board. In the event that the General Minister and President is unable to discharge the responsibilities of that Office, or if there is a vacancy in that Office, the United Church of Christ Board shall name one of the Executive Ministers an Associate General Minister to serve as Acting General Minister and President until the General Minister and President returns to service or is replaced by a successor elected by the General Synod after a search process.

Executive Ministers of Justice and Witness Ministries, Local Church Ministries, and Wider Church Ministries

An Executive Minister may be a lay person, an authorized minister, or a person with Ordained Ministerial Partner Standing. Each Executive Minister serves as an appointed member of the United Church of Christ Board and accordingly as a member of the Board of Directors of each Covenanted Ministry.

Each Executive Minister will be responsible for the work of the 800 Covenanted Ministries, as delegated and directed by the General Minister and President and affirmed by the United Church of Christ Board of Directors.

As led by the General Minister and President, each Executive Associate General Minister will be involved in the overall functions of the National Setting, including visioning and planning, communications, development and management of budgets, development and leadership of staff, and implementation of policies adopted by the General Synod and the United Church of Christ Board.

Each Executive Associate General Minister will be accountable to the General Synod through the United Church of Christ Board. Each Executive Associate General Minister serves at the will of the United Church of Christ Board and may be terminated by the United Church of Christ Board, acting as the General Synod ad interim, in accordance with its procedures.

As an Officer of the Church, each Executive Minister is a member of the Collegium of Officers. Each Associate General Minister is an Officer of the United Church of Christ.
822 selected, in the first instance, from the COREM members on the Board of Directors and one
823 representative of the UCC Disabilities Ministries to be selected, in the first instance, from the
824 UCC Disabilities Ministries member on the Board of Directors, each with voice and vote. At least
825 one member shall be a youth or young adult. The affirmative action commitment of the Church is
826 to be fully respected in the search process and diversity maintained in the membership of the
827 College of Officers Officers of the United Church of Christ. The candidate chosen by the
828 search committee is to be confirmed by a two-thirds vote of the United Church of Christ Board of
829 Directors before the candidate’s name is placed in nomination before the General Synod. Only
830 one nominee may be presented for election, and nominations may not be made from the floor. An
831 affirmative vote of at least sixty percent of the General Synod is necessary for the call by election.
832 An Executive Associate General Minister does not participate in the work of the search
833 committee choosing a successor. The Executive Minister Associate General Minister is evaluated
834 regularly by a process approved by the United Church of Christ Board of Directors. The
835 evaluation process shall include the General Minister and President, with voice and vote. Terms
836 of office shall begin within ninety days following their election. An Executive Associate General
837 Minister shall hold office until the Associate General Minister’s successor has been elected and
838 qualified and has assumed the duties of the Office.
839
840 215 In the event that an Executive Associate General Minister is unable to discharge the
841 responsibilities of that position, or if there is a vacancy in the office, the United Church of Christ
842 Board of Directors, in consultation with the General Minister and President, may appoint an
843 Acting Executive Associate General Minister, who shall be an Acting Officer of the Church,
844 according to its rules and procedures acting as the General Synod ad interim. An Acting
845 Executive Associate General Minister shall serve until the Executive Associate General Minister
846 returns to service, or is replaced by a successor called by election by the General Synod.
847
848 United Church of Christ Board
849 216 The United Church of Christ Board continues the work of, and acts as agent for, predecessor
850 bodies, and continues other ministries, as specified in the Constitution of the United Church of
851 Christ.
852
853 217 The United Church of Christ Board shall consist of up to 52 members. Thirty-six members
854 shall serve in at-large positions and up to 16 members shall be appointed members with voice and
855 vote. The composition of the United Church of Christ Board shall embody the commitment of the
856 United Church of Christ to be a multicultural and multiracial Church, reflecting the racial and
857 ethnic diversity of society with a balance of leadership between women and men, open and
858 accessible to all. All members of the United Church of Christ Board shall be voting members,
859 except as legally proscribed and noted below.
860
861 218 The 36 at-large members, nominated by the General Synod Nominating Committee, and
862 elected by the General Synod as members of the United Church of Christ Board, shall reflect the
863 following composition at the time of their election:
864
865 18
866 18
867 • 50% or more 865 shall be persons of color.
868 • 50% or more shall be women.
869 • 1/3 shall be authorized ministers or persons with Ordained Ministerial Partner Standing.
870 • 1/3 shall be laymen.
871 • 1/3 shall be laywomen.
872 • 20% shall be under 30 years of age. To the extent possible, the under 30 years of age members
873 shall include both youth of high school age and young adults. All such members shall be voting
members except as legally proscribed.

• At least one member shall be a person who self-identifies as having a disability.

• At least one member shall be a person who self-identifies as gay, lesbian, bisexual, or transgender.

a) At-large members shall serve one term of three regular meetings of the General Synod, which shall commence at the close of the General Synod at which the person is elected and qualified and shall terminate at the close of the General Synod in which a successor is elected and qualified. At-large members shall be divided into three classes of 12 members each, with a class of 12 members being elected at each General Synod. No at-large member who has served more than one-half of a full term shall be nominated to serve again until at least one regular meeting of the General Synod has elapsed.

Nominations for the at-large positions shall be solicited from all entities and organizations within the United Church of Christ. There shall not be more than three at-large members from any one Conference at the time of an individual’s election.

b) The General Synod Nominating Committee nominates these persons after submission of names, according to the procedures established in these Bylaws, and criteria determined by the Nominating Committee. In order to fulfill its responsibilities to ensure that the membership of the United Church of Christ Board reflects the diversity to which the United Church of Christ is committed, the Nominating Committee may ask for additional names to be submitted.

219 Appointed members of the United Church of Christ Board with voice and vote shall include:

a) The Officers of the United Church of Christ.

b) The Moderator and the Assistant Moderator of the General Synod.

c) One member designated by the Christian Church (Disciples of Christ) to serve a term of two years. Any such member shall be eligible to serve up to two additional terms and not to exceed three terms.

d) Six principal ministers of Conferences, one to be elected from each Region by the Council of Conference Ministers for a term of two years, not to exceed two consecutive terms. If any such member ceases during the member’s term of office on the United Church of Christ Board to be the principal minister of a Conference within the Region from which said member was elected, a vacancy shall be thereby created to be filled by election by the Council of Conference Ministers.

e) The Executive of the United Church Funds, Inc.

f) The Executive of The Pension Boards—United Church of Christ

g) The Executive of the Council for Health and Human Service Ministries

220 Although members of the United Church of Christ Board may be nominated or selected by particular groups, each member serves on behalf of, and bears responsibility for, the well-being of the whole Church.
The United Church of Christ Board shall elect, from its members who are elected by the General Synod, a chairperson and a vice-chairperson according to its own Standing Rules.

The United Church of Christ Board shall appoint a Secretary and a Treasurer, who shall not be members of the United Church of Christ Board, and shall have voice but no vote. The Secretary and the Treasurer may be appointed from staff members at the National Setting, who shall report to the General Minister and President, who is directly accountable to the United Church of Christ Board.

The Secretary and the Treasurer shall have the customary duties of a corporate secretary and treasurer to the General Synod of the United Church of Christ.

Responsibilities of the United Church of Christ Board

The United Church of Christ Board shall act for the General Synod ad interim, and, in cooperation with the Collegium of Officers of the United Church of Christ, shall provide coordination and evaluation of the work of the Church and shall carry out such other responsibilities as may be from time to time delegated to it by the General Synod or as provided for in these Bylaws or the Constitution.

a) The United Church of Christ Board shall be responsible for strategic planning and policymaking. The Committees of the United Church of Christ Board shall make recommendations to the members of the United Church of Christ Board for strategic planning, policymaking, and oversight purposes. The United Church of Christ Board shall receive recommendations from the Investment and Endowment Committee regarding the annual draw rate on invested funds that may be used to carry out the mission entrusted to the Covenanted Ministries. Recommendations as to the annual draw rate and as to the allocation of the annual dollar amounts resulting from the application of the annual draw rate to each of the restricted endowment funds and to each of the historic donor intended uses of each of the unrestricted endowment funds shall not be modified by the United Church of Christ Board except upon a two-thirds vote of the members present of the full Board.

b) The United Church of Christ Board is responsible for policies relating to the mission of the United Church of Christ in its National Setting. It shall support the on-going work of the General Synod through its various ministries, planning for and encouraging cooperation among those ministries, with Local Churches, Associations, and Conferences, and with other expressions of the Church which contribute to and embody God’s mission in Jesus Christ. It shall support the spiritual and financial health of the Church, and shall ensure the presence and implementation of policies which contribute to the health of the Covenanted Ministries in relationship with one another and their accountability to the General Synod. It shall receive reports from the Collegium of Officers of the United Church of Christ and provide oversight and support for the work of that body. It shall facilitate the business of the General Synod and assume such other tasks as may be assigned to it by the General Synod. It shall be a focal point for decision making, overall planning and evaluation, and budgeting in the National Setting. It shall receive and report upon divergent points of view and maintain an open channel for the consideration of minority or dissenting opinion. It shall submit a report of its work to the General Synod at each regular meeting. In cooperation with the Covenanted, Affiliated, and Associated Ministries it shall make an annual informational report to the Local Churches and the Conferences about the total program of the Church in the National Setting.
972 Setting.

973

974 225 Vacancies occurring in offices, commissions, or committees of the General Synod, or in the 975 membership of the United Church of Christ Board, shall, unless otherwise provided, be filled by 976 the United Church of Christ Board acting as the General Synod ad interim, such actions to be 977 reported to the next General Synod.

978

979 226 The United Church of Christ Board shall make such elections, nominations or appointments 980 as these Bylaws or action of the General Synod may require.

981

982 227 Acting as the Budget Committee for the General Synod, the United Church of Christ Board 983 shall determine the allocation of funds from denominational support. The United Church of Christ 984 Board, acting as the Budget Committee, shall also receive and review the past and projected use 985 of denominational funds allocated to each Covenanted Ministry and recommend the 986 denominational support threshold amount for the each General Synod regular meeting interval. 987

988 228 The United Church of Christ Board shall be an incorporated body in order to ensure that it 989 may effectively and expeditiously perform all legal functions of the General Synod and all of its 990 other functions as provided for in the Constitution and Bylaws of the United Church of Christ. 991 The membership of the Corporation shall consist of those persons described in the Bylaws as 992 members of the Board of Directors of the United Church of Christ, who shall be elected or 993 affirmed in the manner therein provided and who shall have the right to vote only to the extent 994 granted by the Bylaws. Those members shall also be the Directors of the Corporation. The 995 Corporation shall have such officers as required by law and as provided in these Bylaws. The 996 Corporation may adopt for its government and the management of its affairs bylaws and rules not 997 inconsistent with its Articles of Incorporation nor with the Constitution, Bylaws, Rules and 998 regulations of the General Synod of the United Church of Christ.

999

1000 229 The United Church of Christ Board shall serve as the Business Committee of the General 1001 Synod during its sessions, and as such shall prepare the agenda and schedule for all meetings of 1002 the General Synod, recommend changes therein during sessions, and appoint committees not 1003 otherwise provided.

1004

1005 Administration of the National Setting Offices

1006 230 The General Minister and President shall oversee the administration of the National Setting 1007 offices.

1008

1009 Committees of the United Church of Christ Board

1010 231 The United Church of Christ Board shall have such other Committees as it may deem 1011 necessary, including but not limited to those named hereafter, and each may draw on expertise 1012 beyond the Board if necessary.

1013

1014 Ministry Committees

1015 232 The United Church of Christ Board shall establish committees relating to the mission and 1016 ministry of the United Church of Christ (the Ministry Committees). Each Ministry Committee 1017 shall make recommendations to the United Church of Christ Board regarding ministry priorities 21

and policy. The Ministry Committees will honor the diversity commitments 1018 of the United Church 1019 of Christ and work in covenant with each other and National Setting staff. To the extent possible 1020 while still maintaining expertise needed on the Ministry Committees, the composition of each 1021 Ministry Committee shall embody the commitment of the United Church of Christ to a
multicultural and multiracial Church, with leadership reflecting race and gender diversity, open
and accessible to all. To the extent possible while still maintaining expertise needed on the
Ministry Committees, each United Church of Christ Board member will be assigned to a Ministry
Committee based on that individual’s experience, expertise, personal passion and spiritual calling.
Individuals also will be considered based on the role that they may serve as members of the
Common Global Ministries Board, the mission partnership between the United Church of Christ
and the Christian Church (Disciples of Christ). Each Ministry Committee will elect a chairperson
and a vice-chairperson, subject to the requirement that at least one of these positions must be held
by a person of color in each Ministry Committee.

Executive Committee
The Executive Committee shall consist of up to 16 members of the United Church of Christ
Board, as follows:

a) Chairperson and vice-chairperson of the United Church of Christ Board
b) Chairperson of the Audit Committee, Finance and Budget Committee, Governance
Committee, Investment and Endowment Committee, and Development Committee
c) The Officers of the United Church of Christ
d) One Conference Minister
e) Moderator of the General Synod
f) Three additional at-large members, one from each of the three classes
g) To the extent possible while still maintaining diversity and expertise, the composition
of the Executive Committee shall embody the commitment of the United Church of
Christ to a multicultural and multiracial Church, with membership reflecting age, race,
and gender diversity, open and accessible to all.

The Executive Committee shall have the responsibility to ensure that visioning and strategic
planning be done on behalf of the National Setting of the Church. It will lead the United Church
Board in developing and articulating comprehensive and integrated strategies and goals
for the National Setting. The Executive Committee will facilitate the United Church of Christ
Board’s identification of concerns and ideas related to communications, identity, fundraising,
fund development, strategic planning, evangelism, and other critical issues for the life of the
whole Church. The decision-making power and authority of the Executive Committee shall be
governed by the standing rules of the United Church of Christ Board.

Finance and Budget Committee
The Finance and Budget Committee shall consist of up to 12 members of the United Church
Board, including:
a) Chairperson or vice-chairperson of the United Church of Christ Board
b) Six representatives of the United Church of Christ Board
c) General Minister and President
The duties and responsibilities of the Committee include:

a) Reviewing the annual available resources and being responsible for financial planning.

b) Reviewing the proposed Annual Budget recommended by the General Minister and President in consultation with key staff and mission partners, such as Common Global Ministries.

c) Recommending the Annual Budget to the United Church of Christ Board.

d) Receiving and reviewing regular financial reports.

Investment and Endowment Committee

The Investment and Endowment Committee shall consist of up to 14 members and shall be members of the United Church of Christ Board (except as noted below), including:

a) Six representatives from the United Church of Christ Board

b) The Officers of the United Church of Christ

c) The Executive of the United Church Funds, Inc., with voice but without vote

d) The United Church of Christ Board, by vote of its membership, may add up to three individuals with legal and/or investment expertise who are not members of the United Church of Christ Board but are members of the United Church of Christ.

The duties and responsibilities of the Committee include:

a) Assuring that the legacy/historic restrictions on the use of restricted funds and the intended use restrictions of the unrestricted funds of each of the historic ministries are monitored, accounted for, maintained and reported to the United Church of Christ Board annually. The Committee shall monitor and oversee the allocation of both restricted and unrestricted funds to ensure that they will be allocated based on donor intent, whenever that can be determined and to provide the full Board an overview of all funds in order to encourage the most effective collaborative and holistic use of those funds to meet the missional needs of the Church.

b) Recommending to the United Church of Christ Board investment policies including investment screens that reflect the commitment of the United Church of Christ to corporate social responsibility.

c) Managing the investment of the endowed funds and other assets including real property in accordance with investment policies approved by the United Church of Christ Board.

d) Monitoring and reporting on the management of invested funds to the United Church of Christ Board.

e) Recommending to the United Church of Christ Board the annual draw rate on invested funds.
funds that may be used to carry out the mission entrusted to the Covenanted Ministries.

Recommendations as to the annual draw rate and as to the allocation of the annual dollar amounts resulting from the application of the annual draw rate to each of the restricted endowment funds and to each of the historic donor intended uses of each of the unrestricted endowment funds shall be accepted by the United Church of Christ Board unless modified by a vote of two-thirds of the members present of the full Board.

f) Reviewing, monitoring and recommending to the United Church of Christ Board the allocation of the annual dollar amounts resulting from the application of the spending rate to each of the restricted endowment funds and to each of the historic donor intended uses of each of the unrestricted endowment funds.

g) Providing Board representation to the Investment Committee of the United Church Funds, Inc.

**Audit Committee**

The Audit Committee shall consist of such members as determined by the United Church of Christ Board, provided that members of the Board must comprise a majority of the members of the Audit Committee. The United Church of Christ Board, by vote of its membership, may include on the Audit Committee individuals with legal and/or financial expertise who are not members of the United Church of Christ Board but are members of the United Church of Christ. All Committee members shall be voting members.

The duties and responsibilities of the Committee include:

a) Retaining the audit firm to perform the annual financial audit.

b) Receiving and reviewing the audit report from the auditors and reporting to the United Church of Christ Board.

c) Such other duties as assigned by the United Church of Christ Board.

**Regions**

The United Church of Christ Board shall make an appropriate assignment of the several Conferences into Regions. The Regions as thus determined shall form the basis for Conference representation on national bodies wherever required by the Bylaws.

**Organization of the United Church of Christ Board**

The United Church of Christ Board shall organize itself as it deems necessary to carry out its responsibilities and fulfill its mandates.

**Advisory Commissions**

The United Church of Christ Board may provide for special advisory commissions on subjects of pervasive interest to the entire Church on which the United Church of Christ Board and/or the General Minister and President need policy or substantive advice. Members of such commissions and its chairperson shall be appointed by the United Church of Christ Board pursuant to its Standing Rules and shall include at least one member of the United Church of Christ Board.

**Common Services**
In covenant with the Covenanted Ministries, the United Church of Christ Board, through and by the Common Services Corporation of the United Church of Christ, shall provide for common services, including, but not limited to, common treasury services, accounting services, personnel services, logistical services, information services and office support services. It shall also provide for a common salary program and shall provide common personnel policies.

Each Covenanted Ministry shall use the aforementioned common services, program and policies whenever legally permissible and otherwise appropriate, all as determined by its own board of directors.

A nonprofit corporation shall be formed for the purpose of providing the above-described common services. The corporation, to be named the Common Services Corporation of the United Church of Christ, shall be governed by its articles of incorporation, rules, and bylaws, and the Constitution and Bylaws of the United Church of Christ. The General Minister and President shall be the principal executive of the Common Services Corporation of the United Church of Christ. The number of directors of the Common Services Corporation of the United Church of Christ shall be up to ten, consisting of:

1. Two representatives of, and selected by, Local Church Ministries;
2. Two representatives of, and selected by, Justice and Witness Ministries;
3. Two representatives of, and selected by, Wider Church Ministries;
4. General Minister and President; and
5. Key operations, financial services, and human resources personnel as deemed necessary by the General Minister and President.

The directors of the Common Services Corporation of the United Church of Christ shall be the members of the corporation. The board of directors shall appoint such committees, with such responsibilities, as it deems necessary to carry out its work. The corporate officers of the Common Services Corporation of the United Church of Christ shall be the following:

(i) General Minister and President, who as President of this corporation shall be accountable to the board of directors;
(ii) A Secretary, who shall be appointed by and report to the General Minister and President;
(iii) A Treasurer, who shall be appointed by and report to the General Minister and President.

Policy decisions related to the Common Services Corporation of the United Church of Christ shall be the responsibility of the board of directors of the Common Services Corporation of the United Church of Christ.

ARTICLE IV. ORGANIZATION

The work of the United Church of Christ shall be carried out by the United Church of Christ Board, the Covenanted, Affiliated, Associated Ministries, Councils, and other such bodies as may
from time to time be created by, or related to, the General Synod or the United Church of Christ Board.

1.225 COVENANTED MINISTRIES
1.226 The Covenanted Ministries are Local Church Ministries, Justice and Witness Ministries, and Wider Church Ministries.
1.227 The General Minister and President oversees the programmatic work of the Covenanted Ministries, which shall be carried out in accordance with the policies, planning, and broad oversight of the United Church of Christ Board as provided in these Bylaws.

1.232 LOCAL CHURCH MINISTRIES
1.233 Purpose and Mission
1.234 The purpose and mission of Local Church Ministries shall be to encourage and support the Local Churches of the United Church of Christ in the fulfillment of God’s mission. It continues the work of, and acts as agent for, predecessor bodies, and continues other ministries, as specified in the Constitution of the United Church of Christ and as described in its articles of incorporation.
1.235 The program, administrative, and financial development functions of Local Church Ministries shall be carried out in cooperation with the United Church of Christ Board. The United Church of Christ Board shall oversee these functions, which will be coordinated and implemented by staff assigned by the General Minister and President. Local Church Ministries shall retain responsibility for all legacies and other property received, maintained or held by it, and shall have sole authority to approve any use, expenditure or disposal of its legacies or other property.
1.236 In overseeing the purpose and mission of Local Church Ministries, the United Church of Christ Board shall encourage Local Churches to shape their life and mission in partnership with one another, with other expressions of the Church, and with ecumenical and interfaith communities. The United Church of Christ Board will work to promote the vocation of all members, leadership of laity and clergy, and facilitate a system of ecclesiastical call. The United Church of Christ Board will nurture stewards, and will coordinate and promote denominationwide mission funding. The United Church of Christ Board will work with Local Churches in striving for the vitality of Local Churches as inclusive and accessible communities of mission, evangelism, church development, education, unity, worship, nurture, and justice so that the good news of Jesus Christ will be proclaimed in word and deed.
1.237 The United Church of Christ Board shall work in interactive partnership with Local Churches, Associations, Conferences, and national expressions of the Church.

1.240 Governance and Leadership
1.241 Pursuant to the Constitution of the United Church of Christ, Local Church Ministries shall be incorporated and governed by a Board of Directors comprised of the members of the United Church of Christ Board. Its executive officer shall be an Executive Minister, who is also an Officer of the Church, called by election of the General Synod. It shall act pursuant to the provisions as defined in the Constitution and Bylaws of the United Church of Christ, its own articles of incorporation and bylaws, and by the rules of its Board of Directors. The Board of Directors of Local Church Ministries performs the functions normally associated with boards of directors, and such additional tasks necessary to carry out its purposes and mandates, including the formation of associated auxiliary corporations. Pursuant to the Constitution of the United Church of Christ, it has legal corporate status for the purpose of holding, receiving, and managing unrestricted, restricted, and designated allocated funds, and funds donated to it from all sources. It is responsible for its articles of incorporation and required corporate documents, and establishes
its own rules and bylaws. It has responsibility for organizing its ministries in order to carry out its mandates, for providing necessary staffing, and for determining the manner and site(s) of its office(s). The Board of Directors may grant authority to sub-units, ministry teams, or other appropriate entities, to speak and act on its behalf within its own broad policy statements and those of the General Synod of the United Church of Christ. The Board of Directors may form task groups representing a variety of groups of the Church necessary for implementing its mission.

255 Members of the Board of Directors of Local Church Ministries serve on behalf of the whole Church.

JUSTICE AND WITNESS MINISTRIES

Purpose and Mission

The purpose and mission of Justice and Witness Ministries shall be to enable and encourage Local Churches, Associations, Conferences, and national expressions of the United Church of Christ to engage in God’s mission globally by direct action for the integrity of creation, justice, and peace. It continues the work of, and acts as agent for, predecessor bodies, and continues other ministries, as specified in the Constitution of the United Church of Christ and as described in its articles of incorporation. The program, administrative, and financial development functions of Justice and Witness Ministries shall be carried out in cooperation with the United Church of Christ Board. The United Church of Christ Board shall oversee these functions, which will be coordinated and implemented by staff assigned by the General Minister and President. Justice and Witness Ministries shall retain responsibility for all legacies and other property received, maintained or held by it, and shall have sole authority to approve any use, expenditure or disposal of its legacies or other property.

In overseeing the purpose and mission of Justice and Witness Ministries, the United Church of Christ Board shall encourage the Church in all of its expressions to speak prophetically on matters of justice, power, and public policy. The United Church of Christ Board shall assist the Church in all of its expressions to confront expressions of injustice and alienation in the Church and in the society. The United Church of Christ Board shall provide support for the Church’s ministry of service on behalf of those who are poor, the forgotten and the oppressed, and for those marginalized by stigma and discrimination because of their sexual orientation or their disabilities, including mental illness. The United Church of Christ Board may provide public witness on behalf of the justice and witness policies of the General Synod.

The United Church of Christ Board shall work in interactive partnership with Local Churches, Associations, Conferences, national expressions of the Church, and with ecumenical and interfaith groups, and community organizations.

Governance and Leadership

Pursuant to the Constitution of the United Church of Christ, Justice and Witness Ministries shall be incorporated and governed by a Board of Directors comprised of the members of the United Church of Christ Board. Its executive officer shall be an Executive Minister, who is also an Officer of the Church, called by election of the General Synod. It shall act pursuant to the provisions as defined in the Constitution and Bylaws of the United Church of Christ, its own articles of incorporation and bylaws, and by the rules of its Board of Directors. The Board of Directors of Justice and Witness Ministries performs the functions normally associated with boards of directors, and such additional tasks necessary to carry out its purposes and mandates, including the formation of associated auxiliary corporations. Pursuant to the Constitution of the United Church of Christ, it has legal corporate status for the purpose of holding, receiving, and
managing unrestricted, restricted, and designated allocated funds, and funds donated to it from all sources. It is responsible for its articles of incorporation and required corporate documents, and establishes its own rules and bylaws. It has responsibility for organizing its ministries in order to carry out its mandates, for providing necessary staffing, and for determining the manner and site(s) of its office(s). The Board of Directors may grant authority to sub-units, ministry teams, or other appropriate entities, to speak and act on its behalf within its own broad policy statements and those of the General Synod of the United Church of Christ. The Board of Directors may form task groups representing a variety of groups of the Church necessary for implementing its mission.

Members of the Board of Directors of Justice and Witness Ministries serve on behalf of the whole Church.

**WIDER CHURCH MINISTRIES**

**Purpose and Mission**

The purpose and mission of Wider Church Ministries shall be to encourage and support Local Churches, Associations, Conferences, and national expressions of the United Church of Christ to participate in the global, multiracial, multicultural church, accessible to all, and to support United Church of Christ ministries around the world and the nation. It continues the work of, and acts as agent for, predecessor bodies and continues other ministries, as specified in the Constitution of the United Church of Christ and as described in its articles of incorporation. The program, administrative, and financial development functions of Wider Church Ministries shall be carried out in cooperation with the United Church of Christ Board. The United Church of Christ Board shall oversee these functions, which will be coordinated and implemented by staff assigned by the General Minister and President. Wider Church Ministries shall retain responsibility for all legacies and other property received, maintained or held by it, and shall have sole authority to approve any use, expenditure or disposal of its legacies or other property.

In overseeing the purpose and mission of Wider Church Ministries, the United Church of Christ Board shall strengthen relationships with partner churches and oversee participation in the Common Global Ministries Board in joint venture with the Christian Church (Disciples of Christ). The United Church of Christ Board shall provide support for institutional ministries in health care, education, disaster relief, and social services in the United States and internationally. It shall also coordinate volunteer ministries in all expressions of the Church. In cooperation with partner churches it shall promote interfaith dialogue and global education and advocacy issues. Through the Common Global Ministries Board, the United Church of Christ Board shall oversee the sending and receiving of missionaries.

The United Church of Christ Board shall work in interactive partnership with Local Churches, Associations, Conferences, and national expressions of the Church and of the ecumenical and interfaith bodies.

**Governance and Leadership**

Pursuant to the Constitution of the United Church of Christ, Wider Church Ministries shall be incorporated and governed by a Board of Directors comprised of the members of the United Church of Christ Board. Its executive officer shall be an Executive Minister, who is also an Officer of the Church, called by election of the General Synod. It shall act pursuant to the provisions as defined in the Constitution and Bylaws of the United Church of Christ, its own articles of incorporation and bylaws, and by the rules of its Board of Directors. The Board of Directors of Wider Church Ministries performs the functions normally associated with boards of directors, and such additional tasks necessary to carry out its purposes and
mandates, including the formation of associated auxiliary corporations. Pursuant to the
Constitution of the United Church of Christ, it has legal corporate status for the purpose of
holding, receiving, and managing unrestricted, restricted, and designated funds donated to it from all sources. It is responsible for its articles of incorporation and required
corporate documents, and establishes its own rules and bylaws. It has responsibility for
organizing its ministries in order to carry out its mandates, for providing necessary staffing, and
for determining the manner and site(s) of its office(s). The Board of Directors may grant authority
to sub-units, ministry teams, or other appropriate entities, to speak and act on its behalf within its
own broad policy statements and those of the General Synod of the United Church of Christ. The
Board of Directors may form task groups representing a variety of groups of the Church
necessary for implementing its mission.

265 Members of the Board of Directors of Wider Church Ministries serve on behalf of the whole
Church.

COLLEGIUM OF OFFICERS OF THE UNITED CHURCH OF CHRIST
266 The Collegium of Officers of the United Church of Christ, defined in Article IV of the
Constitution of the United Church of Christ, supports and consults with the United Church of
Christ Board and the Covenanted Ministries in carrying out their work in a spirit of coordination
and cooperation. The General Minister and President is the presiding Officer. Led by the General
Minister and President, the Officers of the United Church of Christ are responsible for providing
leadership for the mission programming in the United Church of Christ and for the proper
implementation of General Synod actions. Composed of the Officers of the
United Church of Christ meeting as peers, the Collegium of Officers provides a setting for mutual
accountability, mutual reporting, and for assessing the on-going programs of the United Church
of Christ. The Collegium of Officers of the United Church of Christ coordinates research, long
range planning, and program evaluation, and report on the ongoing programs of the United
Church of Christ.

267 The Collegium of Officers of the United Church of Christ consis of convened by the General
Minister and President as the presiding officer and consults with the United Church of Christ
Board and the General Synod. They shall consult regularly with the leaders of the Affiliated
and Associated Ministries of the United Church of Christ. They meet regularly with the Cabinet
of the Council of Conference Ministers.

MISSION PLANNING COUNCIL
268 The Mission Planning Council provides a multi-missional setting which brings together the
Officers of the United Church of Christ, and principal staff of the United Church of Christ Board
and the Covenanted, Associated, and Affiliated Ministries of the United Church of Christ, for
planning coordinated ministries and for visioning and exploring new perspectives over a wide
range of mission, theological, ecumenical, spiritual, stewardship, financial, justice,
communications, gender, disability, and racial issues and concerns. The Mission Planning
Council is responsible for the coordination and correlation of mission and purpose and for
maintaining mutual trust, mutual accountability, and the wise use of leadership and talents. It is
designed to encourage cooperation and sharing of talents among the Ministries. The Mission
Planning Council may invite others to participate, including representatives of Conferences and
partner churches, as it deems appropriate. The General Minister and President coordinates the
tasks, meetings, agendas, and follow-up actions of the Mission Planning Council.

AFFILIATED MINISTRY
Pursuant to the Constitution of the United Church of Christ, The Pension Boards—United Church of Christ is an Affiliated Ministry of the United Church of Christ and serves the Church and its United Church of Christ Board and Covenanted Ministries as a separate corporation.

The purpose of The Pension Boards—United Church of Christ is to make available ministerial welfare activities and a system of employee benefit programs designed to assist authorized ministers and lay workers in achieving financial security during working and retirement years.

The Pension Boards—United Church of Christ continues as a nonprofit membership corporation which determines its own governance and leadership. The Pension Boards—United Church of Christ will have membership on the United Church of Christ Board.

ASSOCIATED MINISTRY

Pursuant to the Constitution of the United Church of Christ, the United Church Funds, Inc., is an Associated Ministry of the United Church of Christ Board of the United Church of Christ, and serves the Church, the United Church of Christ Board and the Covenanted Ministries as a separate corporation related to the United Church of Christ Board.

The purpose of the United Church Funds, Inc. is to provide a means by which individuals and organizations of the Church may further exercise their stewardship of resources for the sake of strengthening the mission of the Church as set forth in the Constitution of the United Church of Christ.

The United Church Funds, Inc. will work cooperatively with the United Church of Christ Board to facilitate comprehensive financial planning and development; and will continue its relationship with The Pension Boards—United Church of Christ. It shall have membership on the United Church of Christ Board.

The corporate membership of the United Church Funds, Inc. shall consist of 15 persons nominated and elected by the United Church of Christ Board for terms of six years, one-third to be elected each biennium and to serve until their respective successors are elected and qualified. The General Minister and President of the United Church of Christ and the chairperson of the United Church of Christ Board shall be appointed members. At least two of the members elected each biennium shall not be members of the United Church Funds, Inc. at the time of their election. The United Church of Christ Board may remove a member of the United Church Funds, Inc. and shall fill vacancies for unexpired terms.

Other Provisions

No person shall serve in more than one General Synod elected position simultaneously. Further, no employee of a Covenanted, Associated, or Affiliated Ministry shall serve as a voting member of the United Church of Christ Board, except as otherwise set forth in these Bylaws.

All members of the United Church of Christ Board, with the exception of the representatives from the Christian Church (Disciples of Christ), shall be members of the United Church of Christ.

ARTICLE V. INDEMNIFICATION

Any Officer of the United Church of Christ, or any member, including officers and directors, of the General Synod, the United Church of Christ Board or the Councils, Commissions, and Committees of the General Synod may, to the full extent allowed by law, be indemnified by the
United Church of Christ Board against all judgments, fines, and amounts paid in settlement of, and against all reasonable expenses, including attorney’s fees, actually and necessarily, incurred in defense of any lawsuit, proceeding or prosecution (including appeal thereof) wherein such person is made a party by reason of being such officer or member to the extent such person is not otherwise indemnified by another entity. This provision shall also extend to any lawsuit, proceeding, or prosecution in which such officer or member is made a party in such person’s capacity as an officer or member of another organization in which the person serves at the request of any of the above entities or bodies.

In all other lawsuits, proceedings, or prosecutions, indemnity shall not be made unless the officer or member acted in good faith and for a purpose which the person reasonably believed to be in the best interests of the Entity or body of which the person is an officer or member and in criminal actions or proceedings only upon the additional requirement that the person had no reasonable cause to believe that the operative conduct or inaction was unlawful.

These indemnity provisions shall also operate for the benefit of anyone duly serving in a representative capacity for such member or officer.

The United Church of Christ Board is authorized to purchase insurance providing indemnification pursuant to the provisions of the preceding. Any such contract of insurance may afford coverage for matters as to which the United Church of Christ Board may not give indemnity.

ARTICLE VI. OTHER BODIES

The following groups are identified as related in covenant to the United Church of Christ, through a primary relationship with the United Church of Christ Board.

COUNCILS

Council for American Indian Ministry

Created by the Eighth General Synod in 1971 (71-GS-77) and given its present mandate by the Sixteenth General Synod in 1987 (87-GS-58), the Council for American Indian Ministry (CAIM) is a national body with primary responsibility for providing Christian ministry and witness in American Indian settings, and is a resource to the whole United Church of Christ in understanding and supporting American Indian churches and communities. The Council for American Indian Ministry supports and gives general direction to the American Indian members and congregations of the United Church of Christ, advocating with them, through CAIM’s Recognized Unit of Ministry, to embody their own cultures and values and to be vital parts of the United Church of Christ and the Conferences in which they are located. The Council for American Indian Ministry encourages and supports the identification, enlistment, and support of American Indian candidates for authorized ministry in the United Church of Christ. Working with American Indian people throughout the United Church of Christ, the Council seeks to develop broad bases of visibility, nurture and support for American Indian people, communities, and churches. The Sixteenth General Synod vote calls for CAIM to be accountable to the General Synod through the United Church of Christ Board and to be funded from one-third of the net income of the neighbors in need offering.

Council for Higher Education

The Council for Higher Education (CHE) shall be composed of the academies, colleges, and theological schools that indicate their desire to be recognized as related to the United Church of Christ and that are accepted by the Council as conforming to its standards; and of
representative(s) from the United Church of Christ Board. For purposes of business and policy making, member academies, colleges, and theological schools shall be represented by each institution’s executive head or other key officer as designated by each institution’s executive head. The Council shall organize with its own chairperson, secretary, and any other officers needed to carry on its work. All officers shall be executive heads of their institutions. The Council shall be administratively related to the General Synod through the United Church of Christ Board; this provision not precluding the Council’s right to direct access to the General Synod concerning any matters in which it may feel that its interests in program or budget require the exercise of such access. An Associate General Minister appointed by the General Minister and President shall be an advisory member of the Council with voice but without vote. The Council shall be organized in two sub-sections: College and Academy Section, and Seminary Section. The Council for Higher Education shall advance and interpret higher education in the United Church of Christ, including the cultivation of closer relationships between the educational institutions and the Church, the expression of the connection between faith and knowledge in those institutions, and, in cooperation with the United Church of Christ Board, the promotion of education as an integral part of the Church’s mission.

Council for Racial and Ethnic Ministries

Created by the Fourteenth General Synod (83-GS-43) the Council for Racial and Ethnic Ministries (COREM) provides a place where racial and ethnic groups can develop their common agenda, collaborate with appropriate program and mission bodies of the United Church of Christ so that resources for racial and ethnic ministries will be effective and relevant, discern appropriate ways by which the many and varied gifts of racial and ethnic groups may be made available to the Church, and advocate for racial and ethnic concerns within the United Church of Christ. It is composed of two representatives each from the Pacific Islander and Asian American Ministry (PAAM), the Council for Hispanic Ministries (CHM), the Council for American Indian Ministry (CAIM), United Black Christians (UBC), Ministers for Racial, Social and Economic Justice (MRSEJ), and United Samoan Ministries (USM) who are accountable to the groups that send them. COREM is accountable to the United Church of Christ Board.

Council for Theological Education

The Council for Theological Education (CTE) shall be responsible for fostering mutual accountability between the United Church of Christ and the Seminaries of the United Church of Christ, for periodic reviews of the criteria for being designated as a Seminary of the United Church of Christ, and for the general well-being of the relationship between the seminaries and the United Church of Christ. The Council will exercise care for the Seminaries, explore ways by which theological education contributes to the leadership needs of the Church, foster cooperation among the Seminaries, and facilitate communication and appropriate engagement between the Seminaries of the United Church of Christ and Historically Related Seminaries and with other seminaries which provide theological education for persons preparing for authorized ministry in the United Church of Christ. Seminaries of the United Church of Christ retain full membership and responsibility in the Council for Higher Education and its seminary section. The Council will provide comment to the United Church of Christ Board whenever the United Church of Christ Board prepares to recommend a seminary for recognition as a Seminary of the United Church of Christ. The Council shall be composed of the President and one additional representative from each of the Seminaries of the United Church of Christ, a representative from one of the Historically Related Seminaries, two representatives from the Council of Conference Ministers elected by that Council, two conference staff persons who relate to a Committee on Ministry and/or work with the search and call process from a conference not otherwise represented on the Council, four persons who serve on a Committee on Ministry, the General Minister and President,
1573 and the Executive Minister from Local Church Ministries an Associate General Minister
1574 appointed by the General Minister and President. The General Minister and President will assign
1575 staff members as necessary to support the programmatic work of the Council. An intentional
1576 effort will be made to ensure that those who have been historically under-represented be present
1577 in the membership of the Council. The Council shall meet annually and shall elect its own
1578 officers each biennium.

1579

1580 **Council for Youth and Young Adult Ministries**
1581 286 The Council for Youth and Young Adult Ministries (CYYAM) shall serve to advocate,
1582 support programs, and be a resource for youth and young adult ministries throughout the United
1583 Church of Christ and shall report to the United Church of Christ Board and to the General Synod
1584 on issues, developments, and concerns in youth and young adult ministries in church and society.
1585 It shall monitor to ensure that the unique gifts and talents of youth and young adults are present in
1586 all aspects of the life of the Church. It shall inform, envision, and shape national youth and young
1587 adult ministry priorities across the Church. The Council and its membership will act as a resource
1588 regarding youth and young adult ministry opportunities across the Church (including but not
1589 limited to internships, mission trips, Regional Youth Events, National Youth Event, and the
1590 General Synod). The Council shall organize itself as needed in order to carry out its work and
1591 shall have direct access to the United Church of Christ Board and the General Synod in areas of
1592 program and budget. The Council’s composition shall reflect the United Church of Christ’s
1593 commitment to having a diversity of perspectives in church governance.

1594

1595 **Council of Conference Ministers**
1596 287 The Council of Conference Ministers (CCM) shall be composed of the Conference Ministers
1597 of the several Conferences. The General Minister and President shall be a member ex-officio,
1598 without vote, of the Council and its Cabinet. It shall select a chairperson and such other officers
1599 and committees as it shall deem necessary. It shall elect from its members those who are to serve
1600 on the United Church of Christ Board and in other representative positions, distributing those
1601 positions among the Regions. It shall maintain a close relationship with the Officers of the United
1602 Church of Christ, the United Church of Christ Board, and national units the Covenanted
1603 Ministries, the Affiliated Ministry, and the Associated Ministry with respect to matters affecting
1604 the life of the Church.

1605

1606 **Historical Council**
1607 288 The Historical Council (HC) shall be composed of 12 members, three elected by each of the
1608 Historical Societies, Congregational Christian and Evangelical and Reformed, and six at large
1609 appointed by the United Church of Christ Board. One-third shall be named each biennium for a
1610 term of six years, to serve until their respective successors are named and qualified, and not to
1611 exceed two terms. The United Church of Christ Board will name from these 12 members the
1612 chairperson. The Council shall meet at the call of the General Minister and President or the
1613 chairperson. It shall act in an advisory capacity to the General Minister and President and the
1614 United Church of Christ Board in overseeing the archives of the United Church of Christ and of
1615 the two Historical Societies, in expressing interest and concern for all archival collections related
1616 to the several heritages of the denomination, in recommending the amount to be allocated in the
1617 contributions budget for the Historical Societies, and in reminding the United Church of Christ of
1618 its traditions. The Council shall receive financial support through the United Church of Christ
1619 Board and staff support as assigned by the General Minister and President.

1620

1621 **Council for Health and Human Service Ministries**
1622 289 The Council for Health and Human Services Ministries (CHHSM) was recognized by the
1623 Fifteenth General Synod as an organization composed of institutions and programs in health and welfare related to the United Church of Christ and accepted by the CHHSM as conforming to its standards. The CHHSM is organized with its own Directorate and Officers. The purposes and functions of the CHHSM shall include: 1) The support and nurture for its member institutions and programs in fulfillment of their ministries as part of the mission of the United Church of Christ; 2) Representation of the ministries of its member institutions and programs to the General Synod and United Church of Christ Board in the conduct of the mission of the United Church of Christ in health and welfare; 3) Cooperation with the Conferences and the United 1630 Church of Christ Board in the process of Conference recognition of health and human service ministries, monitoring the authorization to seek funds within Conferences, and approval of requests to conduct capital campaigns; 4) Provision, annually, to the United Church of Christ Board, the names of those member institutions and programs which conform to the standards set by CHHSM; 5) Cooperation with the United Church of Christ Board in collecting information on institutions and programs in health and welfare to be listed in the United Church of Christ Yearbook; and 6) Participation in secular, ecumenical, and inter-faith networks in the field of health and welfare.

1639

1640 SELF-CREATED GROUPS

1641 Council for Hispanic Ministries
1642 290 The Council for Hispanic Ministries (CHM) is an autonomous body working cooperatively with Local Churches, Associations, Conferences, Regions and other Ministries of the United Church of Christ. It offers a perspective that honors the context and culture of its members while encouraging inter-cultural, inter-faith, and international dialogue among all constituencies. The Council shall promote its mission within the United Church of Christ and work with the Church to monitor boards and ministries that deal with concerns and issues important to Hispanics/Latinos/Latinas in the USA, Puerto Rico, Mexico, and other nations of the Caribbean and Central and South America.

1650

1651 Ministers for Racial, Social and Economic Justice
1652 291 Ministers for Racial, Social and Economic Justice (MRSEJ) is a group which brings together clergy who advocate on behalf of African Americans in church and society, providing a caucus of ministers for fellowship, for sharing mutual concerns, and for actions regarding the agenda of the black constituency within the United Church of Christ. MRSEJ challenges, monitors, initiates, and supports the cause of African American involvement to the fullest possible measure in the life of the United Church of Christ.

1658

1659 UCC Disabilities Ministries
1660 292 The UCC Disabilities Ministries (UCCDM) strives for the full inclusion of persons with disabilities in the life and mission of the Church. The UCCDM encourages all settings of the United Church of Christ to be open, inclusive, affirming, and accessible in their buildings, worship, education, fellowship, and service so that they may proclaim God’s word to and with all persons, including those with disabilities. It seeks to enable all members of the United Church of Christ to affirm the theological/biblical affirmations of the wholeness of all people, and to recognize the ministry to and with persons with disabilities as a part of the ministry of all the baptized. The UCCDM Board of Directors includes persons with disabilities, members of families of persons with disabilities, experts on disabilities, and other persons from the United Church of Christ who support the purposes of the UCCDM and reflect the diversity of the United Church of Christ.

1671

1672 Pacific Islander and Asian American Ministries

65
Pacific Islander and Asian American Ministries (PAAM), organized in 1974 and recognized by the Tenth General Synod, advocates for the presence, participation and contributions of Pacific Islander and Asian American Ministries (PAAM), organized in 1974 and recognized by the Tenth General Synod, advocates for the presence, participation and contributions of PAAM in the life of the United Church of Christ and serves its constituent members and churches, initiating and supporting their life, and working for greater representation in wider church settings. It seeks to strengthen Local Churches, to nurture and develop lay and clergy leadership for the church, and to address issues of justice. As an advocate group for the rights of Pacific Islander and Asian people, PAAM is involved in issues of the rights of Pacific Islander and Asian people in the United States and in the United Church of Christ and works in the areas of rights for women and children, the poor on welfare, institutional racism, and political prisoners.

United Black Christians

United Black Christians (UBC) is a special interest group which represents over 50,000 African-American members of the United Church of Christ. It stands in the affirmation that each person has gifts to offer to the Church, and that each is entitled to full rights and privileges as children of God. UBC dedicates itself to providing voice for all African-American members of the United Church of Christ, seeking to witness to, and preserve the history and legacy of the African-American people and churches. UBC is an active advocate for liberation and social justice at home and abroad.

The Open and Affirming Coalition of the United Church of Christ

The Open and Affirming Coalition of the United Church of Christ (The Coalition) is composed of members and friends of the United Church of Christ who affirm the good news that all persons of all sexual orientations and gender identities and expressions are loved and empowered by God. The Coalition actively works to combat prejudice and seeks justice for, and the full inclusion and involvement of, lesbian, gay, bisexual, and transgender Christians in all expressions of the United Church of Christ. In its leadership and outreach, The Coalition is committed to ending exclusion based on sexual orientation, gender, gender identity and expression, race, age, size, class and/or ableness. It promotes mutual ministries of pastoral care, education, and advocacy within the United Church of Christ and society as a whole; encourages Local Churches, Associations and Conferences to become “Open and Affirming” (ONA); and organizes within Conferences to make resources of The Coalition available to all.

United Samoan Ministries

United Samoan Ministries was organized in 2010 and recognized by the Twenty Ninth General Synod in Long Beach, California, in 2013. USM conducted its reorganization process between 2011 and 2014. USM is established to provide a setting for members of Samoan congregations in the United Church of Christ to gather for fellowship, spiritual nurturing, mutual support, and communications to strengthen our faith in Jesus Christ. USM also seeks but is not limited to: strengthening channels of communication among Samoan congregations in the United Church of Christ (UCC) and their respective ministries; exchanging of information and building communication about the UCC in all its settings including local congregations, Associations, Conferences, National Ministries and Global Partners; establishing a setting for collective decision-making that will fulfill the USM Mission Statement and strengthen the covenantal relationships among Samoan congregations within the UCC; providing a setting to develop and enhance the leadership and cultural identities among Samoan congregations in order to empower them in the UCC; and recognizing and celebrating the unique insights and contributions of Samoans throughout the life of the UCC. USM encourage all Samoans of all ages to affirm their unique ethnic and cultural identities while embracing the Still Speaking God and find joy, spiritually “no matter who you are or where you are on life’s journey, you are welcome here.”
1723 Relationships
1724 297 Unless otherwise designated in these Bylaws, each of the aforementioned bodies shall have a
1725 primary relationship with the United Church of Christ Board which shall serve as its primary
1726 linkage to the national expressions of the United Church of Christ, to which it shall report
1727 annually. This primary relationship shall be defined by the United Church of Christ Board in
1728 consultation with the respective group. The designated relationship shall be reviewed each
1729 biennium by the appropriate partners, and may be changed upon the mutual consent of those
35 partners, and so declared by vote of the United Church of Christ Board. The General 1730 Minister and
1731 President shall be responsible for initiating said review.
1732
1733
1734 In effect July 3, 2017 (tracked changes awaiting ratification by the Conferences pursuant to United Church of Christ Constitution para.
1735 75)
1736

INVESTMENT REPORT

The following chart displays the activity and performance of our investments held by United Church Funds. Over the last two years, the UCF funds have performed extremely well and the funds have grown substantially. We continue to withdraw as required by the trust documents for each fund.
## Allocation of UCF Funds

### 2018

**Penn Northeast Conference, UCC**

<table>
<thead>
<tr>
<th>Fund</th>
<th>12/31/2015</th>
<th>12/31/2016</th>
<th>12/31/2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>YEA Fund</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UCF Market Value</td>
<td>$200,297</td>
<td>$205,809</td>
<td>$225,275</td>
</tr>
<tr>
<td>3-year average</td>
<td>$210,460</td>
<td>$210,460</td>
<td>$210,460</td>
</tr>
<tr>
<td>3% reduction</td>
<td>$6,314</td>
<td>$6,314</td>
<td>$6,314</td>
</tr>
<tr>
<td>Adjusted Balance</td>
<td>$204,146</td>
<td>$204,146</td>
<td>$204,146</td>
</tr>
<tr>
<td>Allocation Available</td>
<td>$10,207</td>
<td>$10,207</td>
<td>$10,207</td>
</tr>
<tr>
<td><strong>William T. Longsdorf Fund</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UCF Market Value</td>
<td>$260,050</td>
<td>$267,208</td>
<td>$292,476</td>
</tr>
<tr>
<td>3-year average</td>
<td>$273,245</td>
<td>$273,245</td>
<td>$273,245</td>
</tr>
<tr>
<td>3% reduction</td>
<td>$8,197</td>
<td>$8,197</td>
<td>$8,197</td>
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<tr>
<td>Adjusted Balance</td>
<td>$265,047</td>
<td>$265,047</td>
<td>$265,047</td>
</tr>
<tr>
<td><strong>GEM Fund</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UCF Market Value</td>
<td>$103,382</td>
<td>$106,227</td>
<td>$118,284</td>
</tr>
<tr>
<td>3-year average</td>
<td>$109,298</td>
<td>$109,298</td>
<td>$109,298</td>
</tr>
<tr>
<td>3% reduction</td>
<td>$3,279</td>
<td>$3,279</td>
<td>$3,279</td>
</tr>
<tr>
<td>Adjusted Balance</td>
<td>$106,019</td>
<td>$106,019</td>
<td>$106,019</td>
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**Sub-Allocations**

<table>
<thead>
<tr>
<th>Fund</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ordain. Mem. in Discern.</td>
<td>$5,301</td>
</tr>
<tr>
<td>Ordained Ch. &amp; Min.</td>
<td>$3,313</td>
</tr>
<tr>
<td>Lic./Commis. Commit.</td>
<td>$1,988</td>
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<tr>
<td>Lic./Comm. Mem. in Discern.</td>
<td>$2,650</td>
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</table>

<table>
<thead>
<tr>
<th>Fund</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allocation Available</td>
<td>$5,301</td>
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</tbody>
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### INVESTMENT FUND END-OF-YEAR BALANCES

<table>
<thead>
<tr>
<th>Year</th>
<th>WT Longsdorf Fund</th>
<th>GEM Fund</th>
<th>YEA Fund</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>$295,605.93</td>
<td>$205,256.93</td>
<td>$215,331.35</td>
</tr>
<tr>
<td>2007</td>
<td>$301,315.97</td>
<td>$119,638.30</td>
<td>$207,151.66</td>
</tr>
<tr>
<td>2008</td>
<td>$216,150.67</td>
<td>$85,879.78</td>
<td>$148,546.50</td>
</tr>
<tr>
<td>2009</td>
<td>$242,552.99</td>
<td>$96,421.08</td>
<td>$166,640.42</td>
</tr>
<tr>
<td>2010</td>
<td>$258,027.78</td>
<td>$102,576.62</td>
<td>$144,269.13</td>
</tr>
<tr>
<td>2011</td>
<td>$243,779.61</td>
<td>$96,912.67</td>
<td>$179,489.50</td>
</tr>
<tr>
<td>2012</td>
<td>$263,443.55</td>
<td>$104,729.94</td>
<td>$202,304.18</td>
</tr>
<tr>
<td>2013</td>
<td>$283,515.50</td>
<td>$112,709.81</td>
<td>$218,215.44</td>
</tr>
<tr>
<td>2014</td>
<td>$279,636.66</td>
<td>$111,168.00</td>
<td>$215,370.27</td>
</tr>
<tr>
<td>2015</td>
<td>$260,050.38</td>
<td>$103,381.97</td>
<td>$200,296.66</td>
</tr>
<tr>
<td>2016</td>
<td>$292,476.01</td>
<td>$204,962.10</td>
<td>$203,361.15</td>
</tr>
<tr>
<td>2017</td>
<td>$215,370.27</td>
<td>$118,283.55</td>
<td>$225,274.69</td>
</tr>
</tbody>
</table>

### TEN-YEAR UCF INVESTMENT PERFORMANCE

- **WT Longsdorf Fund**
- **GEM Fund**
- **YEA Fund**

---

68
## Select 5-Year Fund Balance Comparison

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
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## 10-YEAR CURRENT FUND PERFORMANCE

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<tr>
<th>Year</th>
<th>Budgeted Income</th>
<th>Actual Income</th>
<th>Budgeted Expenses</th>
<th>Actual Expenses</th>
<th>Actual Income - Expenses</th>
<th>Current Fund End-of-Year Balance</th>
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<td>$609,494.65</td>
<td>$703,399.00</td>
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<tr>
<td>2009</td>
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<td>$716,241.00</td>
<td>$673,245.25</td>
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<tr>
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<td>$261,580.93</td>
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<tr>
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<td>$715,639.00</td>
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<td>$214,226.90</td>
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<td>2012</td>
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<td>$622,830.28</td>
<td>$698,517.00</td>
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<td>$452,032.00</td>
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<td>$472,361.05</td>
<td>$444,500.00</td>
<td>$429,200.66</td>
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### Budgeted vs. Actual Income

<table>
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<th>Budgeted Income</th>
<th>Actual Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>$703,399.00</td>
<td>$609,494.65</td>
</tr>
<tr>
<td>2009</td>
<td>$716,241.00</td>
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<td>2010</td>
<td>$718,815.00</td>
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<td>2011</td>
<td>$715,639.00</td>
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<td>2014</td>
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<td>$475,612.17</td>
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<td>2015</td>
<td>$533,242.00</td>
<td>$472,221.58</td>
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<tr>
<td>2016</td>
<td>$452,032.00</td>
<td>$473,813.34</td>
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<td>2017</td>
<td>$467,500.00</td>
<td>$472,361.05</td>
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71
## Penn Northeast Conference
### BUDGET REPORT
### For the year ending 12/31/2017

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<th>12/31/2016</th>
<th>12/31/2017</th>
<th>Variance</th>
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<td>Total Expense</td>
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<tr>
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WTL = William T. Longsdorf
GTW = Gyilym T. Williams
YEA = Youth and Adult Empowerment
GEM = Grants for Energizing Mission
MAAUCE = Mid-Atlantic Assoc. of United Church Educators
### Joint Conference Visioning and Development Team
#### Report to the PNEC Annual Meeting

At the PNEC Annual Meeting in April 2017, the PNEC transition team presented a resolution to continue conversation with the Pennsylvania Southeast Conference to imagine the possibility of a new Eastern Pennsylvania Conference. The resolution was approved at the Annual Meetings of both the PNEC and the PSEC.

After the Annual Meetings, the two Conferences formed a new team to continue the work of the transition team. In the summer of 2017, people were encouraged to apply to this new team. The new team began its work in September of 2017.

**Members of the Joint Conference Visioning and Development Team:**
- PNEC members: Al Bastin, Jennifer Bannerman, Christian Creyer, Barbara Hanks, Helena Lindquist, Joanne Marchetto (co-chair), Marlene Ruby, Bonnie Bates (staff)
- PSEC members: Ed Bibic, Michael Bush, John Dawson, Barbara Pence (co-chair), Cydney Van Dyke, Shawn Van Dyke, Beth Walker, Bill Worley (staff)
The team meets twice a month continuing the conversation and exploring the possibilities of the development of a new Eastern Pennsylvania Conference.

The team has gathered information. We have developed a survey, attended association meetings in PSE and Area Mission Councils in PNE. We held a town hall meeting at Zion Lehighton on 11/16/2017, and we attended the PSE Fall Meeting in Schuylkill Haven on 11/18/2017. We are attempting to go out and listen to folks in order to compile hopes, dreams, concerns, visions, questions, and thoughts on this process to form a new conference. A sub-team has interviewed staff in both PNEC and PSEC. We have begun compiling all of the data, and we plan to report back to the Board of Directors and the PSEC Consistory at a joint retreat on March 2-3. We will also be presenting a brief oral report to the Annual Meeting. We also have a communications sub-team who have developed a Facebook page and twitter account to keep people up to date on information. We also promote events and communication through the PNEC website.

We are encouraging participation in joint ministry, programs, and opportunities:

- Bonnie created a Lenten Bible Study which has been made available to our churches through the PNEC website.
- We invited churches in both PNEC and PSEC to partner together in our Valentine’s Day match-up. The idea is to encourage relationship building among our churches.
- On February 10th, the JCVDT and POWER held a healthcare workshop at the Reformed Church of the Ascension in Jeffersonville (PSEC). We had 20 people participate.
- On Saturday, February 24th, the committees on ministry from both conferences have been invited to a workshop to share their best practices.
- There was a joint PNEC Board of Directors and PSEC Consistory Retreat with the JCVDT on March 2-3. At this retreat, the JCVDT shared its work, results from the surveys and town meetings, and results from the joint Committee on Ministries Day with the two boards. Together, we discerned the possibilities of a vision, mission, and purpose for a new conference. We will also explore possible budget, structures, and foundations of a new conference.

The following is the DRFAT Vision, Mission, Purpose, and Core Values of the possible new conference:

The _______DRAFT_________ UCC Conference of Eastern Pennsylvania

Who We Are

We are the Conference of Local UCC Congregations and Affiliated Ministries in Eastern Pennsylvania. We serve as the liaison and covenant partner between the local congregations and ministries of the United Church of Christ and the national setting.

Our Purpose

Why we do this work –

Because people are created as communal beings, a conference provides a framework to live out our mission with accountability

Our Mission:

What we do –

Building up the body of Christ
Our Vision:

What the Conference will look like in the future -

Lives and communities transformed through love

Our Values:

How we do our work together -

Guided by Jesus’ commandments to love one another and a commitment to extravagant welcome, we will work together…

- to serve God and our neighbors with compassion
- to encourage and inspire one another with hope
- to make bold and courageous choices with love

Reflection Questions for Annual Meeting and Use in Local Congregations:

Reflecting on the new Vision, Mission, Purpose, and Core Values statements for the proposed new Eastern PA Conference, the work of the Conference is different from the work of the local church. Local churches are called to welcome, encourage, and nurture disciples of Jesus. The mission of the conference is to support local congregations to fulfill their calling. The conference is the wider community of congregations in relationship with one another to support the wider mission of the church.

- Do you believe a new Conference guided by these statements would integrate well with your church's work?
- How is your local congregation working to make disciples of Jesus?
- How might the combined resources and reach of a new, larger Conference support your church in those efforts?
- What specific support could a new, larger Conference provide that would help you expand those efforts?

The JCVDT continues to meet twice a month, and we hope to receive feedback from local congregations. Please consider bringing this draft statement and questions to your church for reflection. Please share your reflections with us! You can email your responses to jomarchetto@rcn.com. We are continuing the conversation by meeting twice a month, and we continue exploring the possibilities of a new conference in Eastern Pennsylvania.

Respectfully submitted, Joanne Marchetto

2018 Conference Minister’s Annual Report

Rev. Dr. Bonnie Bates

I am pleased to report that I found the Penn Northeast Conference to be welcoming and approachable as we have begun our work together. The work is exciting, challenging and important and I want to share a few highlights of our conference work together in my first four months.

The Committees on Ministry (Ordaining Member in Discernment, Ordained Church and Ministry, Licensed/Commissioned Member in Discernment, and Licensed/Commissioned Ministry) and their chairs have been working diligently on incorporating the newly revised Manual on Ministry into their work. They have redesigned their structure for 2018 and will begin functioning as one Committee on Ministry with sub-groups for Authorization and Credentialing, Oversight, and Local Church Support. You will hear more about this process as we move forward during the year.
The Conference Board and Executive Committee have been working on drafting a new Vision Statement for the Conference, reviewing our policies, and creating documents to identify the expectations of Conference Board members and supporting their work. This has been a wonderful time of exploration. The diligence of our departing moderator of our conference, Barbara Hanks, has been a wonderful partner in Ministry during my tenure. We have built a strong relationship. Joanne Marchetto, the incoming Moderator and I are developing a similar partnership. The conference is lucky to have their leadership.

The Search and Call Team will bid farewell to Len Kesselring as its chair in March 2018 and will be restructuring how it works together in light of this change and the revisions of the Local Church Profile and the new Call Agreement Workbook. Len has made such a difference in his 25 years of work with this team and his leadership will be missed.

The Nominating Committee has worked diligently to create a slate of officers and committee members which will serve the conference in the next years. I am so grateful for their dedication to this work and their diligence in assuring the best candidates available are presented for your consideration. I want to thank them, and especially their chair, Doug Brace, for their hard work.

We have begun to train Coaches who will be assisting our congregations with search and call, vitality efforts, conflict situations (which do not require the intervention of the Ordained Church and Ministry Committee), vision and mission statement development, restructuring and governance, constitution and bylaws review and myriad other topics. Eight coaches are currently trained and we will be training additional coaches in June 2018.

A new Congregational Vitality Team has been formed to assist congregations and provide training and resourcing to our congregations as they grapple with the changing culture and climate our churches are facing. This is an exciting effort and I am so pleased that folks have stepped forward to assist in this important work.

Our Ministry Teams – Amigos de Guatemala, Disaster Response, Three Great Loves, and the Committees on Ministry have done exceptional work and I thank them for their diligence, commitment, and dedication to our important work. Karen Heim, Linda Lenhart and June Arnold, and Gary Barraco have led these teams well.

I have met with many of our Area Mission Councils and find them an excellent resource for pastors to share concerns, grapple with issues, share program resources and support one another. I trust that more and more of our pastors will continue to participate in these important gatherings. Their conveners are appreciated for their hard work.

The worship services I have attended and participated in have been diverse, traditional, contemporary, blended, inspirational, challenging and everything one would expect with the diversity of our congregations. I have welcomed the opportunity to get to know people in our congregations, community members and pastors. I have been greeted with kindness, warmth and encouragement. I am so grateful for that warm welcome.

The Joint Conference Vision and Development Team has been working diligently to explore the possibilities of uniting with the Penn Northeast Conference and the Pennsylvania Southeast Conference into a new conference. We have requested surveys to be completed, partnered congregations, begun to frame a possible structure and worked with our committees on ministry to determine the best practices for us to consider. You will be hearing more about their work as the days go forward.

Finally, I want to recognize our wonderful staff. Barbara and Patty are the best of the best. I could not have acclimated as quickly to the work of the conference without them. They are warm, approachable capable, dedicated and effective. Without them the conference would be lost.
I look forward to our continue work together. With Christ’s Love,
Bonnie
Rev. Dr. Bonnie Bates

ORDAINED CHURCH AND MINISTRY COMMITTEE REPORT 2017 –2018

The ministry and mission of the Ordained Church and Ministry Committee is to make connections with local congregations and the ordained clergy that serve in the PNEC. This is accomplished in numerous ways including interviews of clergy that are entering PNEC or making a transition within PNEC or are leaving PNEC to get to know or assess the ministry and success of our connecting and supporting one another in ministry. We support new ordained clergy to PNEC by assigning a Mentor/Collegial Partner to these individuals as they begin their ministry in PNEC. We sponsor a gathering for ordained clergy who are new to PNEC so that they can meet one another and have an introduction to the workings of PNEC and our region. We co-sponsor Ministry Day with the Licensed Ministry Day. We sponsor a Boundary Workshop for insuring fitness of clergy within the congregational setting. We encourage involvement in the local Area Mission Councils for collegial support as well as the PSEC/PNEC Clergy Convocation each May. We review congregations that are in transition. And we allocate the monies from the Longsdorf Fund for educational purposes among clergy and congregations.

Our Interviewing Process from April 2017 through February 2018 is as follows:

### Entrance Interview

- Rev. Larry Pickens  
  Lehigh Conference of Churches  
  4/19/17
- Rev. Lynne Mikulak  
  CPE Supervisor, St. Luke’s, Bethlehem  
  5/17/17
- Rev. Michael Lonergan  
  Salem, Pocono Pines  
  6/21/17
- Rev. Jameson Baxter  
  New Creation, Easton  
  10/18/17
- Rev. Judy Brandon  
  Greenawalds, Allentown  
  1/10/18
- Rev. Jeffrey Mensendieck  
  Missionary to Japan  
  2/21/18
- Rev. Laurene Bowers  
  Christ, Bethlehem  
  2/21/18
- Rev. Kayli Freeman  
  Union, Neffs (Associate)  
  2/21/18

### Church Transition/Support Interview

- Mr. Douglas Taylor, Consistory President at St. John’s Riegelsville  
  10/18/17

### Transition/Support Interview

- Rev. Michael Schaadt  
  Mennonite  
  5/17/17
- Rev. Dale Sattizahn  
  Milford/Lower Saucon to Tatamy  
  9/20/17
- Rev. Cecilia Baxter  
  Christ, Bethlehem to New Creation  
  10/18/17

### Exit Interview

- Rev. Dean Frey  
  Hope, Windgap  
  4/19/17
- Rev. Sharon Harfman-Solt  
  Church of the Manager, Bethlehem  
  4/19/17
- Rev. Lee Schleicher  
  Cedar, Allentown  
  6/21/17
- Rev. Dennis Schappel  
  Emmanuel, Bowmanstown  
  6/21/17
- Rev. Richard Teitsworth  
  First, Hellertown  
  6/21/17
- Rev. Homer Royer  
  Jerusalem W. Salisbury, Allentown  
  7/19/17
- Rev. Alan Miller  
  PNEC  
  7/19/17
- Rev. Matt Gorkos  
  Trinity, Spinnerstown (Associate)  
  10/18/17
Peer Support beginning from April 2017 to February 2018 includes:

**Mentors/Collegial Partners:**
- Rev. Kris Snyder-Samuelson
- Rev. Karen Moeschberger
- Rev. Scott Brinks-Cope
- Rev. Joanne Marchetto
- Rev. Becky Beckwith
- Rev. David Charles Smith
- Rev. Tom Thomas
- Rev. Emmajane Finney

- Rev. Cecilia Baxter
- Rev. Larry Pickens
- Rev. Lynne Mikulak
- Rev. Michael Lonergan
- Rev. Jameson Baxter
- Rev. Judy Brandon
- Rev. Jeff Mensendiek
- Rev. Laurene Bowers

Special Services from April 2017 to March 2018 includes:

**Ordinations:**
- Rev. Michael Lonergan 4/30/17
- Rev. Jameson Baxter 7/30/17
- Kayli Freeman 12/10/17
- Virginia Schlegel 3/4/18

**Installations:**
- Pastor Sandy Murphy 5/7/17 Christ, Conyngham
- Rev. Michael Lonergan 5/7/17 Salem, Pocono Pines
- Rev. Kenneth Hess 9/24/17 Flicksville, Bangor
- Revs. Cecilia & Jameson Baxter 10/1/17 New Creation, Easton
- Rev. Dale Sattizahn 11/19/17 St. Peter’s, Tatamy
- Rev. Russell Campbell 13/3/17 Zion’s Stone, New Ringgold
- Rev. Judy Brandon 1/28/18 Greenawalds, Allentown
- Rev. Kayli Freeman 2/25/18 Union, Neffs

**Change in Status:**

**Transfer In:**
- Rev. Lynne Mikulak 8/30/17 from Metropolitan Association/New York Conf.
- Rev. Judy Brandon 12/20/17 from Central Association/Iowa Conference
- Rev. Jeffrey Mensendiek 12/20/17 from St. Louis Association, Missouri Mid-South

**Transfer Out:**
- Rev. Kenneth Newhook 8/30/17 to Lebanon Association/Penn Central Conference
- Rev. Craig Stout 12/12/17 to Central Association/ Penn Central Conference
- Rev. Matthew Gorkos 12/12/17 to Ursinus Association/ Penn. Southeast Conference
- Rev. Bruce Irwin 12/20/17 to Florida Conference

**Retired:**
- Rev. Dean Frey 5/7/17
- Rev. Sharon Harfman-Solt 5/21/17
- Rev. Lee Schleicher 6/4/17
- Rev. Dennis Schappel 6/11/17
- Rev. Richard Teitsworth 6/11/17
- Rev. Homer Royer 8/31/17
- Rev. Alan Miller 8/31/17

**Leave of Absence:**
- Rev. Rebecca Broyan 6/15/16 through 6/15/18
- Rev. Steve Shanaman 3/22/17 through 3/22/18
- Rev. John Snyder-Samuelson 3/22/17 through 3/22/18
Our Accomplishments from April 2017 through March 2018 include:

- Received the sad news that Trinity, Coplay voted to close and we as a committee would like to consider ways to support congregations during this difficult time by providing resource people and congregations available for Bonnie to recommend in this type of situations.
- Updated guidelines for Sunday Supply List ~ making sure individuals have all the required background checks and are in good standing with the United Church of Christ.
- Updated guidelines for Longsdorf Fund.
- Responded to two concerns that became Fitness Reviews as well as two (2) concerns that became Situational Support Consultations.
- Co-Chairpersons of this committee meeting with the chairpersons of the other ministry committees to establish better communications amongst said committees.
- Sponsored a successful Ministry Day on October 19th, Lee Barrett was guest speaker with approximately 85 participating, in addition we received $2,600 from Brown Grant to support this event; Boundary Training led by Phyllis Wheatley on Wednesday, October 4th and Thursday, October 5th with approximately 150 participating; Fitness Review Response Team Training led by Holly MillerShank of the National Office on Saturday, November 4th with sixteen (16) participating, in addition there will be another training in January or February for those who were unable to attend giving us about twenty-six (26) team members.
- Discussed structure of our committee members keeping balance with each class having two male and two female, one being an authorized minister and the other laity for each. In order to re-balance the committee, Matt Seeds will need to be replaced for the remaining six (6) months of his term by a female clergy and Lynne Breedy will be replaced for her remaining term by a female laity.
- MESA gathering in Philadelphia regarding proposed revision of the Manual on Ministry attended by Bonnie Bates and James Robison.
- Voted $1,490 in grants for continuing education for seven (7) authorized ministers along with $280 for groups of pastors and $2,403.80 for Educational Events as well as a grant of $1,500 to the 2017 Clergy Convocation. We encourage authorized ministers to seek assistance through the Longsdorf Fund following the guidelines.
- Established time for Area Mission Council Conveners to meet at the Conference Annual Meeting April 29, 2017 at St. John’s Laurys Station with 7 of the 9 conveners present. A 10th Area Mission Council was established among the chaplains of PNEC as well.

Respectfully submitted,
James Robison and Homer Royer, Co-chairpersons


* resigned or retired

ORDAINING MEMBER IN DISCERNMENT COMMITTEE ANNUAL REPORT

Currently there are seven candidates actively enrolled in the program and one who has been approved for ordination pending a valid call. The following were ordained:

- Michael Lonergan – ordained April 30, 2017
- Jameson Baxter – ordained July 30, 2017
- Kayli Freeman – ordained December 10, 2017
Virginia Schlegel – ordained March 4, 2018

The Committee has been hard at work trying to find concrete ways to use *The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ* (commonly called The Marks) as part of the program. This work has become more pressing as all the candidates that have approached the Committee this year are non-traditional candidates. Four have been licensed ministers in our conference for a number of years, one has already received an M.Div. and one has a doctorate degree in a related field.

Our original process assumed that a candidate was coming with a Bachelor’s degree and entering seminary or an accredited school of religion. It was easily adjusted for later-in-life candidates. With the resolution of General Synod 25 in 2005 affirming multiple paths to ordination and the changing culture around us, our old process is obsolete. The challenge for the Committee has been to design a new process that will meet our ultimate goal of having an educated clergy. We believe we have made a start with an approach requiring the candidate to build a portfolio rather than complete an educational checklist. The portfolio will require the candidate and the Committee to use The Marks for evaluation. Also required will be proof of skills and knowledge such as are required in most M.Div. programs. Included in this portfolio will also be such things as CPE, UCC Polity, and boundary training. All of this is a work in progress that will be adjusted and refined as we live into it.

Our current candidates are:

- Henry Distler
- Michael Landsman
- Mark Rowell
- Brian Haas
- Robert Gutekunst
- Beth Peters-Ferrara
- Karen Yonney

Approved for ordination pending a call: Ashley Werkheiser.

Respectfully submitted,

David Schnaars, Chair

**LICENSED AND COMMISSIONED MINISTRY COMMITTEE**

**Annual Report 2017 - 2018**

Serving on the Committee: Jeff Brinks, Bill Ellsworth, Margie Good, Matt Gorkos (resigned to accept a call in PSEC), Brian Haas, Lamar Handwerk, Michael Lonergan, Dennis Schappell, Elizabeth Sikorsky, Bonnie Bates and Alan Miller (retired) – PNEC Staff

2017 saw the retirement of our Conference Minster, Alan Miller, and the arrival of our new Conference Minister, the Rev. Dr. Bonnie Bates. We thank both of them for their guidance and wisdom.

Authorized Ministers who are licensed are required to be in a mentoring relationship approved by the committee. Many of our authorized licensed ministers are in individual mentoring relationships and others participate in the mentoring group that meets at the Conference Offices and which is facilitated by the Revs. Lori Esslinger and Jeff Brinks. We sincerely thank the Authorized Ministers who offer their time and guidance as mentors.

In addition to conducting our Annual Reviews, the committee has spent much of the past year incorporating the Marks of Faithful and Effective Authorized Ministers in the United Church of Christ into our process for oversight and evaluation. That process will continue into the next year. Additionally we are studying the 2017...
Draft of the Manual on Ministry and addressing those policies and practices which need to be reconsidered in order to align us more closely with our wider United Church of Christ practices.

Recognizing that the Marks of Faithful and Effective Authorized Ministers in the United Church of Christ and the Manual on Ministry were also important to the work of all of the Committees on Ministry, (the Licensed and Commissioned Ministry, the Licensed and Commissioned Member in Discernment, Ordained Member in Discernment and Ordained Church and Ministry Committees); in June 2017 the chairs of these committees began meeting as a task force to discuss ways to coordinate practices and ensure consistency in how we function. We are grateful for Bonnie’s assistance during this process. By asking a lot of questions about the how and why of the way we do things, Bonnie has helped our task force and the Committees on Ministry evaluate how we function and how we might function more effectively. This work will continue.

The Licensed and Commissioned Ministry Committee completed the annual review process for the licensed ministers and voted to recommend to the Board of Directors, the renewal of their licenses for the time period from PNEC Annual Meeting 2018 until PNEC Annual Meeting 2019:

- David Adams to Grace UCC, Millgrove
- Louis Aita, Emmanuel UCC, Mountain Top (Dorrance)
- Dave Berryman, Zion UCC, Stroudsburg
- Darlene Blocker, PNEC
- Lynn Breedy, PNEC
- Chris Cocca, Christ UCC (Lowhill), New Tripoli
- Wally Frisch, Jordan UCC, Allentown
- Sharon Frye, Salem & St. Matthew's, Weatherly
- Michelle Funk, St. John’s Whitehall
- Margie Good, PNEC
- Theodore Good, PNEC
- Brian Haas, Christ UCC, Walnutport
- William (Biff) Hayes, Grace UCC, Tannersville
- Randy Lentz, PNEC
- Sandra Murphy, Christ UCC, Conyngham
- James Stanley, St. John’s UCC, Wapwallopen, and St. Peter’s UCC, Hobbie

Should any of our retired Authorized Licensed Ministers become active again, they need simply to apply to the committee to be licensed to the congregation that has called them to serve. Given our present structure, the committee recommends to the Board of Directors that their license be renewed at that time.

Licensed Ministers, Henry Distler, Robert Gutekunst and Karen Yonney have been accepted in the Ordaining Member In Discernment Committee and are now under their jurisdiction. We wish them well.

The committee offers their gratitude to Patty Rehrig for managing all of our paperwork, assisting in the scheduling of the annual reviews, and for forwarding communications throughout the committee as needed. She continues to be a valuable resource for the committee.

Our retired Authorized Licensed Ministers are:
Lillian Andreas, Carol Ivey, Susan Lishman, Robert Mease, Ruth Schaefer, Ron Schell, Al Walton and Shirley Yolton.
COMMISSIONED MINISTERS IN PNEC

- Elizabeth Sikorsky

Respectfully Submitted for the Committee,
Rev. Jeff Brinks and Rev. Michael Lonergan, Co-chairs

LICENSING & COMMISSIONING MEMBER IN DISCERNMENT COMMITTEE
Annual Report April, 2018

Committee membership for 2017: Revs. Heather Kurtz (Chair), Steve Hummel (Resigned in August 2017), Edgar Roosa, Rev. Cecilia Baxter, Russell Campbell and Pastor Bob Gutekunst and Joyce Kohler

Current MIDs, (Members in Discernment):
- Veronica (Roni) Caciolo Sponsor Trinity UCC, Coplay.
- Brenda Hobson: Sponsor Zion UCC, Stroudsburg - currently serving there
- Andrea Laziki: Sponsor Jerusalem UCC, Palmerton
- Kaye Lentz: Sponsor St. John’s UCC, Laurys Station
- Janet Quinn: Sponsor St John’s UCC, Allentown
- Robert (Bob) Rapp: Sponsor Trinity UCC, Pleasant Valley
- Alex Rodriguez: Sponsor Jordan UCC, Allentown
- Suzanne Schaeffer – Sponsor Faith UCC, Hazleton
- Kathy Sofie – Sponsor New Creation UCC, Easton

MIDs who have Been Licensed
- Michelle Funk who serves at St. John’s UCC (Fullerton), Whitehall

Committee functions
1. The Committee conducts initial interviews with applicants and their Pastor and offers support and consultation to the sponsoring congregation throughout the discernment process.
2. Current MIDs have annual reviews. There can be changes in Field Placement recommendations for curricula, to enrich their learning experience.
3. Committee Advisors provide support to pastors serving as Mentors and regularly monitor their MIDs.
4. We continue to integrate the “Marks for Faithful and Effective Authorized Ministers” into all levels of our discernment and evaluative work.

Recognizing that the Marks of Faithful and Effective Authorized Ministers in the United Church of Christ and the Manual on Ministry were also important to the work of all of the Committees on Ministry, (the Licensed and Commissioned Ministry, the Licensed and Commissioned Member in Discernment, Ordained Member in Discernment and Ordained Church and Ministry Committees); in June 2017 the chairs of these committees began meeting as a task force to discuss ways to coordinate practices and ensure consistency in how we function. We are grateful for Bonnie’s assistance during this process. By asking a lot of questions about the how and why of the way we do things, Bonnie has helped our task force and the Committees on Ministry evaluate how we function and how we might function more effectively. This work will continue.

A special thanks to Rev. Alan Miller, and Rev. Dr. Bonnie Bates for their help and wisdom through the year. I also want to take a moment to thank Patty Rehrig for her support to the committee!

Respectfully submitted,
Rev. Heather Kurtz - Chair
Pennsylvania Academy of Ministry

Pennsylvania Academy of Ministry (PAM), formerly Lay Ministry in the 21st Century, was originally designed as a program of education for lay persons to be equipped and empowered for discipleship within the life of local congregations and in daily living. Begun in 1995 this program was developed and sponsored by the Tri-Penn Conferences of the United Church of Christ - Penn Central Conference (PCC), Penn Northeast Conference (PNEC), and Pennsylvania Southeast Conference (PSEC). As time marched on Pennsylvania Academy of Ministry became known as the Licensed/Commissioned Ministry education preparation program.

A new curriculum was developed that fits faithfully within the MARKS of Effective Ministry and one that is more streamlined for efficient completion of the Licensed/Commissioned requirements. In addition, Pennsylvania Academy of Ministry is assisting our Tri-Penn Conference sponsors by providing new classes designed to help the local churches prepare, empower and equip leaders and laity from their congregations work together to bring about a long and prosperous future for their church and the church universal.

Our new website allows registration, payment, retrieval of class documents and even a forum for student to work together and alumni to keep in touch. Our Saturday schedule for both basic and advanced classes as well as our LIVE BROADCAST and recording of the classes has provided the flexibility and accommodations that were needed for our students to complete their studies without negatively impacting their family, church and work schedules. Even with a new curriculum, flexible technology, convenient scheduling and expanded courses, this past year has been a major challenge.

Due to the recent discussions and changes in the Manual on Ministry for a single path to Authorization our class size reduced to an all-time low. The Penn Northeast Conference had seven students during the 2016/2017 school year with Pennsylvania Southeast and Penn Central Conferences having four students each, resulting in almost a 65% decrease in enrollment. Many of our current and past students are unsure of their futures in Licensed Ministry due to rumors about its demise and several current students have suspended their studies. Therefore, PAM joined with Lancaster Theological Seminary to study and determine if the two programs could be integrated for the benefit of students seeking Authorized Ministry.

These discussions have led to a grant being obtained by Lancaster Theological Seminary from the Association of Theological Schools to do just that. A working group comprised of stakeholders from both organizations and all three conferences developed a survey that has been sent out to clergy, laity, alumni, Committees on Ministry (COM) and Member in Discernment (MID) committees. The results will be compiled to allow the development of a plan to integrate the two programs. A final decision and plan should be presented by May of 2018. Our hope is that the new program that emerges from this integration will address the needs of students and Association’s COM or MID committees so to continue providing qualified and competent Ministry candidates for whatever path an Association chooses for Authorization.

For more information on Pennsylvania Academy of Ministry, contact our Program Director, Rev. Steven C. Hummel, at 324 Center St., Bloomsburg, PA 17815 or call 484-239-5578 or email paacademyofministry@gmail.com. Pennsylvania Academy of Ministry is eternally grateful for all the support it receives from PNEC, PSEC, and PCC of the United Church of Christ.

Respectfully Submitted,
Rev. Steven Hummel, PAM Program Director
GEM FUND SUB-COMMITTEE of the BOARD of DIRECTORS ANNUAL REPORT

The GEM Fund Sub-Committee of the PNEC Board of Directors is pleased to announce the following grants awarded in the year 2017 - 1/2018:

- Faith UCC $1,000 (3/17)
- Jerusalem UCC $1,000 (1/18)
- Zion UCC $600 (1/18)

Sincerely,
Phyllis A Hamm, Chairperson

YOUTH & ADULT EMPOWERMENT (YEA) SUB-COMMITTEE OF THE PNEC BOARD OF DIRECTORS ANNUAL REPORT 2018

The Youth and Adult Empowerment Fund (YEA), which is a sub-committee of the PNEC Board of Directors works annually to provide a reimbursement for lay youth and leaders who seek to participate most often in denominationally endorsed or Conference sponsored events and need financial assistance. Our covenant is to seek to provide up to 30% funding of the event's total cost. We trust that the local church and the applicant will make up the remaining 2/3 of the cost. Our final determination on the amount we distribute depends on the number of applicants and the amount available for distribution. At times we have been only able to provide 10 or 20% but whatever amount is decided, it is that percentage that is given to all the applicants that year. With large groups, blanket distributions are often shared to the church rather than individual assistance funding. The church then decides how to distribute the monies from there.

The YEA Fund Sub-Committee met in December 2017 and distributed $2,921 to 14 adults and $8,708 to 47 youth in the PNEC for a total of $11,629.

Each year, the YEA Fund receives additional funding which assists in dispersing funds near the end of each calendar year. The deadline for applications is October 15. Applications are available on the PNEC website.

The YEA Fund is a Sub Committee of the PNEC Board of Directors and its members are: Karen Heim, Suzanne Brooks Cope, Joanne Marchetto, Jordan Smith, Barbara Davies and Barbara Hanks.

STAFF AND PERSONNEL COMMITTEE ANNUAL REPORT

The Staff and Personnel Committee has been meeting monthly with Bonnie to consult and work on important aspects of the staff and personnel policies and support the conference minister needs to do an effective job.

Some things accomplished by the committee:
- Approved new job descriptions for all existing employees
- Began to revise the Conference personnel policy
- Approved a new job description for a part-time staff person for search and call
- Affirmed a process for annual staff evaluations that will be implemented by the conference minister and shared with committee as needed
- Continue to be available as a collaborative and consultative group to conference minister and conference staff as needed

Respectfully submitted,
Rev. Dr. Scott Brooks-Cope, Chairperson
SEARCH AND CALL TEAM REPORT - 2018

The all lay-driven Search and Call Team continued its professional facilitation to assist church Search Committees in their processes to call Pastors. Perhaps the Team’s greatest sorrow in 2017 was—due to his retirement as Conference Minister—Alan Miller being the Search and Call Team staff representative. Perhaps the Team’s greatest joy in 2017 was the Rev. Dr. Bonnie Bates becoming the PNEC new Conference Minister and the Search and Call Team’s new staff representative.

As discussed in last year’s Search and Call Team Report and continuing during these past twelve months, the Team has experienced an increase in the number of churches having vacant Called-Pastor pulpits as well as churches actively seeking new Pastors. With this increased 2017 Search activity, the Consultants from the Search and Call Team have each averaged working with two Search Committees during this past year in facilitating the Search and Call process and two of our six Team members were concurrently working with three Search Committees. Presently (February 2018), the Search and Call Team is working with seven Church Search Committees seeking new Pastors and it is expected that the number will increase as several churches having Pastor vacancies will be forming Search Committees in the near future to formally begin the Search process.

The Team continues to honor the dedication and faithfulness of the church Search Committees. We again recognize that, at times and depending on the circumstances of the church, the search procedure has been a lengthy process. However, in most circumstances, the efforts of the Search Committees have proven to be very worthwhile and successful. Further, we again commend the quality of the Church Profiles prepared by the Search Committees. As discussed in last year’s Annual Report, the Ministerial Excellence, Support and Authorization (MESA) Ministry Team was developing a new Local Church Profile format. The PNEC Search and Call Team members were pleased to be asked by MESA during the developmental period to provide input into the construct of the new Profile. A number of our Search and Call Team member’s suggestions were accepted and incorporated into the new process. While our Team members believe that the new Local Church Profile process still needs some “tweaking,” the new process has been fully accepted by the PNEC and is the standard process we now use. We shall continue to provide MESA feedback on the new process and acceptance level of the new Profile format with Search Committees and offer recommendations for improvements to the entire Search and Call process.

It is with sincere pleasure to advise that in late 2017, William (Bill) Wagstaff became a member of the Search and Call Team. Bill was a member of the Chestnut Hill—UCC Search Committee. He will begin his Search and Call Team orientation process in early 2018.

Sadly, it is with sincere regret that I advise that this will be my last submission of the Search and Call Team’s Annual Report as the Team’s Chair. As the result of personal health reasons, I have advised my resignation as the Team’s Chair to Rev. Dr. Bonnie Bates effective March 19, 2018 and my resignation from the Team after I complete the Call process with a church that I am currently facilitating. I find that physically, I am no longer able to sustain the duties and accountabilities of a Search Committee member. The mind is still willing but the body is...a mess! It has truly been an honor to serve on the Team for 22 ½ years (over 20-years as Chair). I pray to God that my service to over 80 churches during my tenure as a member of the Search and Call Team has had—at least—a somewhat positive impact to those churches.

The Search and Call Team always welcomes the opportunity to serve and assist churches through their processes to call new Pastors and it looks forward to the remainder of 2018 and the beginning of 2019 to continue our ministry and partnerships with our Conference churches.
GWILYM T. WILLIAMS SCHOLARSHIP FUND ALLOCATION TEAM
2018 Annual Report

The G.T. Williams Scholarship Committee meets in October and April to allocate funds in response to applications from students from Penn Northeast Conference congregations who are preparing for careers as certified educators, medical doctors and ministers. Applications are made twice a year to the conference office for reimbursement grants for tuition and housing costs. Students may apply both for the winter/spring term (deadline March 1) and the summer/fall term (deadline October 1).

The investment of these trust funds is controlled by PNC Institutional Investments in Pittsburgh, Pennsylvania. The inception of the account was in 1995. PNEC receives an annual payout from the trust and is received in two equal payments in the spring and fall.

Spring 2017 $23,318: 17 approved applicants. -- 16 applicants received $1,421, 1 received $582
Fall 2017 $21,453: 18 approved applicants. -- 17 applicants receive $1,209, 1 received $900
35 grants totaling $44,771

A reminder that this is a generous scholarship and not a difficult one for which to qualify. If there is a financial need and all of the required documentation is submitted on time, most applicants will be approved.
Get the word out to your churches and students.

Thank you to all of the committee members who have served faithfully over the last year. A special thank you to Barbara Jennings for her support and work of the committee.

Respectfully Submitted,
Bob Gutekunst, Chair

PNEC DISASTER RESPONSE MINISTRY TEAM REPORT
(April 14, 2018)

Mission Statement Our mission is to participate, as a witness to the gospel of Jesus Christ, in timely and effective meeting of the physical, psychological, and spiritual needs of communities affected by natural and human-caused disasters.

Mission Objectives
1. Stand on the side of the oppressed through advocacy with and for those most in need.
2. Seek out unmet needs of all survivors, particularly people who were vulnerable before the disaster.
3. Provide a larger vision of life that includes emotional and spiritual care as well as physical rebuilding.
4. Assist in long-term recovery of those in need.
5. Restore and rebuild community relationships.
**Church World Service:** Collection of Church World Service Kits and delivery is an ongoing mission for our conference and congregations. At this point our drop off is our Palmerton office. A 2017 total of items delivered to CWS are 262 clean-up buckets, 1040 hygiene kits, and 65 school kits.

**Disaster Ministry Tool Trailers:**
Our tool trailers have traveled to Port Arthur, TX in February. The United Church of Christ have set up volunteer housing to help rebuild from the floods.

- Gave message to St. John’s UCC, Allentown, November 4, 2017
- Mass Shooting Training March 18, 2018, St. Peter’s UCC, Seemsville
- National Disaster Ministry Conference, CA, April 4-7. 2018

Quarterly meetings:
PNEC DRM; Regional VOAD; State VOAD; Lehigh County Citizens Corp.
Member: National and State Interfaith and SERVPA


Linda Lenhart, Coordinator Disaster Ministry

**PNEC Amigos de Guatemala REPORT on ACTIVITIES in the year of our Lord 2017**

This has been an exciting year for our team. Construction is underway and is almost halfway completed! Our hope is to have the clinic up and running by January 2019.

At the 2016 Annual Meeting of PNEC, our team had the opportunity to present to about 30 people from PNEC about our project. A few people said they would like to go on one of the medical missions.

We went to several PNEC churches to present our stories. The congregations were very responsive to our request for funding, prayers, and people to go on trips.

In May we sent Gilberto Garcia, Amalia Garcia, and Eric Hanlein to Guatemala for a work camp. When they arrived they found some differences of opinions from the pastor and building in Monte Margarita. Gilberto used his wonderful counseling skills to diffuse the situation and have them come to an agreement on specific roles each of them have in the project. Unfortunately, our group were not able to do much in the way of construction.

In late October we sent another team to Guatemala. Gilberto Garcia, Eric Hanlein and Mike Lonergan. They found the work that was done appropriate for the area. They actually experienced an earthquake while there. They found the building did sustain a little damage from a previous earthquake, but the building is still stable. Again, the workers did not seem to want our team to work. Our team spoke with community members and Concejo, our partners, about the project and its progress. All are anxiously awaiting the completion of the building.

We are now preparing for another team to go to Guatemala in May 2018 to continue talks about how the building will be furnished, who will be allowed to use the facility, what are some other uses for the facility besides a clinic. How do we urge other UCC conferences to send medical teams? How do we urge other denominations to send teams?
Our hope is to send the first medical team in spring 2019, after a grand opening of the facility.

Respectfully Submitted,
Karen & Roger Heim
Co-chairs, Amigos de Guatemala

Celebrating Their Anniversary

We congratulate the following PNEC Pastors who will celebrate a Special Anniversary of Ordination/Licensing/Commissioning in 2018

**75th Anniversary of Ordination**
Rev. Gerald Jud (4/1/43) – Retired, living in Montrose

**60th Anniversary of Ordination**
Rev. Russell Heintzelman (6/22/58) – Retired, living in Slatington
Rev. Sterling Schnell (6/8/58) – Retired, living in Reading

**55th Anniversary of Ordination**
Rev. William Seaman (6/9/63) – Retired, living in Bethlehem
Rev. David Mohr (6/1/63) – Retired, living in Whitehall
Rev. Edgar Roosa (10/13/63) – Retired, living in Center Valley

**50th Anniversary of Ordination**
Rev. Barry Durie (11/1/68) – Retired, living in Bethlehem
Rev. Thomas Hershberger (10/28/68) – Retired, living in Colorado
Rev. Ghulam Nasrani (6/9/68) – Retired, living in Hazleton

**45th Anniversary of Ordination**
Rev. John Hoff (1973) – Retired, living in Emmaus
Rev. Donald Snyder (8/12/73) – Retired, living in Ashland

**40th Anniversary of Ordination**
Rev. Elaine Bogert (12/10/78) – Retired, living in Kutztown
Rev. Susan Ellis (11/5/78) – Counselor, Penn Foundation
Rev. Toby Holleman (10/13/78) – Retired, living in Apex, NC
Rev. Christine Nelson (1978) – Director of Development, Moravian Seminary
Rev. Robert Stevens (7/30/78) – Pastor, Zion, Allentown

**35th Anniversary of Ordination**
Rev. Al Bastin (7/24/83) – Pastor, St. Paul’s, Trexlertown
Rev. Lloyd Steffen (1983) – Chaplain, Lehigh University
Rev. Peter Unger (7/1/93) – Pastor, St. John’s (Howertown), Northampton
Rev. Judy Wadsworth (11/27/83) – Retired, living in Bloomsburg
30th Anniversary of Ordination
Rev. Suzanne Brooks-Cope (1/17/88) – Pastor, St. Matthew’s, Kunkletown
Rev. Patience Stevenson (7/17/88) – Visitation Pastor, Union, Neffs; Pastoral Counselor

25th Anniversary of Ordination
Rev. Jennifer Bannerman (1/17/93) – Pastor, Zion, Lehighton
Rev. Carol Bastin (11/24/93) – Pastor, Grace, Allentown
Rev. James Gottwald (7/11/93) – Pastor, St. John’s, Laurys Station
Rev. Paul Knappenger (7/4/93) – Pastor, St. John’s, Emmaus
Rev. Gerald Smith (9/12/93) – Pastor, St. Mark’s, Allentown

20th Anniversary of Ordination
Rev. William Metzger (3/29/98) – Pastoral Counselor; Church Consultant
Rev. Joan Mitchell (9/1/98) – Pastor, Miner-West Pittston Charge
Rev. James Robison (10/31/98) – Pastor, Good Shepherd, Slatedale
Rev. Gilberto Garcia Rodriguez (9/9/98) – Associate Conference Minister, PNEC
Rev. Lorraine Sell (6/13/98) – Pastor, St. James, Allentown

15th Anniversary of Ordination
Rev. Ken Hess (11/1/03) – Pastor, Flicksville, Bangor
Rev. Teresa Martin (2/16/03) – Pastor, St. John’s, Coopersburg
Rev. Lynne Mikulak (2/15/03) – CPE Supervisor, St. Luke’s U Health Network

10th Anniversary of Ordination
Rev. Jeffrey Bauer (4/13/08) – Retired, living in Macungie
Rev. Fredericka Beauchard (10/12/08) – Retired, living in Lewisport
Rev. Matthew Seeds (9/28/08) – Chaplain, Presbyterian Senior Living, Bethlehem

5th Anniversary of Ordination
Rev. Virginia Heimer (8/11/13) – Chaplain, Luther Crest, Allentown

Licensed/Commissioned Ministers Celebrating Anniversaries

15th Anniversary of Licensing
Mr. David Berryman (12/10/03) – Associate Pastor, Zion, Stroudsburg
Mr. Theodore Good ((2/12/03) – Pastor, Stroudsburg United Methodist, Stroudsburg
Mrs. Carol Ivey (12/10/03) – Retired, living in Bethlehem
Mrs. Karen Yonney (6/01/03) – Pastor, Heidelberg, Slatington

15th Anniversary of Commissioning
Ms. Beth Sikorsky (11/23/03)

February 2018
/bjj
REPORT ON THE PENNSYLVANIA COUNCIL OF CHURCHES WORK IN 2017

The Pennsylvania Council of Churches is church bodies and agencies representing Anabaptist, Episcopal, Orthodox, Pentecostal, and Protestant communions in the Commonwealth of Pennsylvania working together for Christian unity for the sake of the world. [John 17:23]

IMPORTANT ACCOMPLISHMENTS

Future Planning Work. The Council continued its work on planning for the Council’s future. It has revamped its Basis/Mission Statement, and has added a “Unity in Diversity” statement that commits the Council to “embodying a culture of inclusivity, equality, and justice.” It has expanded and revised its membership categories so that: (1) only one Pennsylvania congregation is required to qualify as a church body member of the Council, and church bodies must contribute financially to the Council in order to maintain membership; (2) organizations and congregations that support the Council’s mission can join as Affiliate members; and (3) individuals may join as “Friends” of the Council. It has changed the term limits for officers from three two year terms to two three year terms. While it continues its work on Board structure, member bodies may designate a proxy to attend in place of the body’s executive, and it now permits electronic participation in meetings or votes. The group will continue meeting to review and determine changes needed to the Council’s Constitution/Bylaws and structure in order to live into the Council’s mission.

Conferences and Meetings. The Council did not hold a single statewide conference in 2017, but instead conducted workshops around the issues of education and criminal justice reform.

The Council held a series of “School-to-Prison Pipeline” sessions around the state, using a trauma-informed lens to help participants understand the role of funding to ensure that all students have the resources they need to overcome barriers to learning, including poverty, race, disabilities, and language, among other things. Many Pennsylvania districts have significant populations that are heavily affected by these trauma-inducing conditions, and lack the tax base to provide sufficient support alone to help students overcome these conditions. Given the high correlation between students facing these conditions without sufficient support and those who end up in prison, these sessions helped to make the case for a fair school funding formula and adequate funding in order to bridge the gap. These sessions were supported by funds from the William Penn Foundation through a collaborative grant from POWER in Philadelphia (a PICO organizing group). The Council also held two events (with another scheduled for April 2018) called “Faithful Advocacy for Criminal Justice Reform: Principles and Practice.” These sessions were designed to educate participants about the criminal justice system/mass incarceration at the federal and state levels, “Clean Slate” legislation (designed to remove a barrier for formerly incarcerated persons for qualified offenses at the state level), and how to advocate effectively for this legislation. Participants were asked/encouraged to participate in advocacy visits with their Pennsylvania representatives with support from the Council’s Public Witness program. This effort was supported in part by funds from the Mennonite Central Committee.

The Council facilitated another visioning meeting involving a range of organizations involved in criminal justice reform—determining how the groups can work together to forward a reform agenda for PA. The Council also supported a workshop on “sanctuary congregations” held in Lancaster to provide interested congregations with information and resources needed to offer sanctuary to undocumented persons threatened with deportation.

Support for Collaborative Efforts. The Council has received support from several different sources aimed at supporting collaborative efforts involving the Council and other denominations and coalitions.

- The Mennonite Central Committee’s (MCC) East Coast Office reauthorized its $10,000 grant to support advocacy in areas that are particularly important to Anabaptist traditions: criminal justice reform, immigration, gun violence, and education. They were joined by an additional $5,000 grant from the MCC’s Washington Office. The grant runs through March 2018. It is the Council’s hope that this funding will be renewed. There has been a continuing focus on building a Healing Communities network in PA, and on calling for closure of the Berks County Family Detention Center that is holding refugee families far in excess of the time they should be held. Additional efforts in 2017 included the “Faithful Advocacy” events described above, building networks among stakeholders active in work
around immigration/immigration reform, conversations with groups involved with reducing gun violence, including Heeding God’s Call and CeaseFirePA.

- A grant of $10,000 from the William Penn Foundation (through the Coalition for Fair Education Funding) continued to support the Council’s efforts to reform school funding in PA. The funds have been used to do basic education on equity and adequacy of public school funding in PA, and to support the “school to prison pipeline” sessions described above.
- The National Religious Campaign Against Torture gave a grant of $2,500 to support the Council’s criminal justice work, good for the first six months of 2017. It was used to support the visioning work described above. The funding has continued to support part-time efforts by an Advocacy Programs Coordinator, John-Michael Cotignola-Pickens. The Council will continue to seek additional funding from other sources to support its work.

Other Activities
- The Board of Directors adopted two resolutions—one on fair districting, and one on the minimum wage.
- The Council:
  - Issued several public statements: A Statement of Action on the Berks County Residential Center (January 20, 2017); Pennsylvania Council of Churches Condemns Violence and Vandalism Against Jewish and Muslim Communities (February 27, 2017); A Statement on the Events on Charlottesville, VA and Addressing Ideologies of Hate (August 16, 2017); A Call for Solidarity with Our Neighbors Impacted by Hurricane Harvey and Flooding (August 31, 2017); Call for Solidarity with Our Neighbors Impacted by Hurricane Irma (September 13, 2017);
  - Conducted three Healing Communities trainings (Pittsburgh, Chambersburg, and Williamsport), one “train-the-trainer” Healing Communities training (Chambersburg), and one session to introduce the concept to congregations (Chambersburg). Another session is scheduled for Lebanon in March 2018; and
  - Offered greetings to five member bodies: (1) the Northeast Synod of the ELCA; (2) the Western PA Conference of the United Methodist Church; (3) the Schwenkfelder Church; (4) the Western PA District of the Church of the Brethren; and (5) the Episcopal Diocese of Central PA.
  - Both of the Council’s websites, www.pachurches.org and www.pachurchesadvocacy.org, have continued to evolve.
- The Director of Advocacy and Ecumenical Outreach attended a three-day Climate Reality Project Training in Pittsburgh and qualified as a Climate Leader to educate Pennsylvanians about the climate crisis we face.

COUNCIL MINISTRIES
Commission on Public Witness & Public Witness Ministry. The Council’s advocacy efforts in 2017 focused on the following areas:
- Advocacy for a Pennsylvania budget with sufficient revenues that addresses the concerns of people of faith.
- Human needs/poverty-related work.
- Efforts to raise the minimum wage, primarily in coordination with the Raise the Wage PA Coalition.
- Public education funding, primarily in coordination with the Campaign for Fair Education Funding.
- Criminal justice reform.
- Immigration, particularly around calling for the closure of the Berks County Family Detention Center that is holding refugee women and children for long periods of time.
- Environment, primarily climate change and protecting water resources, in coordination with several organizations. The Commission continues to work on efforts aimed at improving the lives of people on the margins, and addressing problems with our political system.

Commission on Unity & Relationships. The Council worked in coordination with Rabbi George Stern and Chris Satullo (former journalist/Keystone Civic Ventures) to launch an effort toward statewide congregationally-based civil dialogue aimed at bringing together individuals/congregations with wide differences in political and theological positions. An initial session took place in early December at the Germantown Jewish Centre, with a second session in the works with St. Martin-in-the-Fields Episcopal Church, then a joint meeting involving both congregations.

Commission on Common Ministries. The Council has continued to provide support to its Trucker/Traveler Ministry, Campground Ministries, and Farmworker Ministries. Work continues on building a Healing Communities network in Pennsylvania.
LOOKING TO THE FUTURE
Council staff continue to discuss activities and areas where the Council might engage to be of service to our members, the wider faith community.

To the Penn Northeast Conference of the UCC (March 2018):

Phoebe Ministries has a proud history of providing superior care for all of our residents. This past year, we continued to expand on that foundation with support from our employees, volunteers, donors, and supporting congregations. We are excited to share with the conference our annual report of how Phoebe is leading the way in our industry.

Phoebe has spent much of the past year going “Lean”. The new model of care—dubbed “Customer Driven Culture”—equates to more hands on deck and more time that our employees spend with residents. Our direct care workers are more closely integrated than ever before, communicating and helping each other more efficiently provide services to residents. Included in this new model of care was decentralized dining, allowing residents to experience a more restaurant-like style of dining.

Meals and activities take place on neighborhoods now—self-contained communities within the larger community of Phoebe Allentown—which means less time spent moving and more time spent in quality engagement with residents every day. Family members, more familiar and comfortable with the smaller environments, are getting more involved and helping out with activities. These changes are a big undertaking, but the staff has handled it with a readiness and willingness that speaks to their dedication to resident welfare. Along with repositioning, Phoebe has spent a great deal of time integrating itself into the greater community.

Phoebe Berks held its first Community Day as a way to bring community members onto the Phoebe campus. This family friendly event included food, crafts, and a petting zoo. The entire Phoebe organization took part in the Highmark Walk for a Healthy Community at DeSales University. We had residents and employees from all four Phoebe retirement communities participate in the walk. Friends of Phoebe from all over the area came together for our Phoebe residents.

The Endowment for Clinical Pastoral Education continued to grow over the past year. To date, we have raised over $120,000, which will allow us to begin offering scholarships for CPE training to people passionate about the opportunity. Our next goal is to raise $200,000, so we can bring additional speakers and programs to students and the broader community. At $300,000, we can begin to address an unmet need by expanding the program to include supervisory CPE education.

Phoebe is a vibrant organization, providing better opportunities and more services, and enhancing the quality of life for older adults more than ever. The health care industry continues to present challenges, but with world-class employees and the support of hundreds of volunteers, congregations, and donors we are able to adapt and meet challenges head-on.

I am extraordinarily grateful for the depth of generosity and commitment shown by our faith community. Thank you for being part of Phoebe’s successful, rewarding year.

Sincerely, Scott R. Stevenson President & CEO
A leader in contemporary theological education.
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You are partners with us in launching a new era in theological education for the flourishing of the church and its leaders."

-- President Carol E. Lytch, PhD

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