

Meeting Materials – Nominating Report June 2018 - June 2019 Term (Updated May 16, 2018)

Board of Directors (bod@rmcucc.org)

15 members – [Position] [Association] [Name] [Term End] [Home Church]

Moderator, Vice Moderator, Finance & Personnel Chairs - 1 year term; Treasurer - 2 year term;

Moderator	IM	Kay Grice	19	
Vice Mod	PV	Allyson Stauffer	19	United Church of Christ Longmont
Secretary		Sue Artt	n/a	RM Conference Minister
Treasurer	SE	Gaye Bosley Mitchell	20	Community Cong. UCC, Manitou Springs, CO
Finance	MD	Kari Collins	19	Parkview Congregational UCC, Aurora, CO
Personnel	MD	Mark Dutell	19	Kirk of Bonnie Brae UCC, Denver, CO

At Large Youth Members – 1 year term – Must be in High School at time of election.

Youth	MD	Grace Ramsey	19	Mayflower Congregational UCC, Englewood, CO
Youth	IM	Jesslynn McDougal	19	Kingsbury UCC, Vernal, UT

Association Representatives - 3 year term; Single term only

Rep	MD	David Bahr	19	Park Hill Congregational UCC, Denver, CO
Rep	IM	Carol White	19	Community UCC, Pinedale, WY
Rep	WE	Martha Jones	20	First Congregational UCC, Grand Junction, CO
Rep	PV	Ben Konecny	21	First Congregational UCC, Greeley, CO
Rep	SE	Tracey Dawson	20	Parker Hilltop UCC, Parker, CO

So-That Teams Support Coordinator - 2 year term

Coordinator	SE	Judith Baillie	19	Christ Congregational UCC, Pueblo, CO
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Finance Committee (finance@rmcucc.org)

5-8 members (any Association) - 2 year term - Chair serves on Board of Directors for 1 year and optional 2nd,

Treasurer + Conference Minister serve ex-officio

WE	Julie Krueger	19	First Congregational UCC, Grand Junction, CO
PV	Jack Wieczorek	20	Plymouth Congregational UCC, Fort Collins, CO
MD	[Chair] Kari Collins	20	Parkview Congregational UCC, Aurora, CO
IM	Saleima Pahulu	20	EFKS New Jerusalem UCC, Midvale, UT
PV	Courtney Dobbins	19	First Congregational UCC, Longmont, CO
IM	Jean Boyack	19	Holladay UCC, Salt Lake City, CO
MD	Matt Huntington	19	Parkview Congregational UCC, Aurora, CO

Gaye Bosley Mitchell	n/a	RM Treasurer
Sue Artt	n/a	RM Conference Minister

Personnel Committee (personnel@rmcucc.org)

5-8 members (any Association) - 2 year term - Chair serves on Board of Directors for 1 year and optional 2nd

MD	[Chair] Mark Dutell	20	Kirk of Bonnie Brae UCC, Denver, CO
WE	Joan Levy	19	First Congregational UCC, Grand Junction, CO
IM	Amanda Minter	19	Holladay UCC, Holladay, UT
SE	Angie Law	20	Parker Hilltop UCC, Parker, CO
IM	Sheryl Crow	20	Kingsbury Community, Vernal, UT
WE	Shelly Spalding	19	Gunnison Congregational UCC

Nominating Committee (nominating@rmcucc.org)

5 members (1 from each Association) - 2 year term + Vice Moderator, ex-officio, as Chair

PV	[Chair] Allyson Stauffer	n/a	RM Vice Moderator
MD	Kari Collins	19	Parkview Congregational UCC, Aurora, CO
WE	Karen Caton	19	First Congregational UCC, Grand Junction, CO
IM	Jean Boyack	20	Holladay UCC, Holladay, UT
PV	<open>	20	open
SE	Logan Bennett	20	First Congregational UCC, Colorado Springs, CO

RMC Endowment Trustees

6 members (any Association) - 3 year term - Conference Minister serves ex-officio

MD	[Chair] Louisa Young	19	First Congregational, Boulder, CO
WE	Cindy Haas	20	First Congregational UCC, Grand Junction, CO
MD	Jeff Bogart	21	First Congregational, Boulder, CO
WE	Wendy Kidd	19	Gunnison Congregational UCC, Gunnison, CO
PV	Alan McLarty	21	Plymouth Congregational UCC, Fort Collins, CO
MD	Amy Petrè Hill	19	Mountain View United Church, Aurora, CO
	Sue Artt	n/a	RM Conference Minister

NOTES:

* *Serving a second term and may not be re-elected to another term on this committee/position.*

Most positions are for two year terms, except for Association Representatives to the Board of Directors and the RMC Endowment Trustees who have three year terms.

Most positions may serve an optional 2nd term, except for Association Representatives to the Board of Director, which are limited to a single term.

Please contact John Rostykus for corrections/updates at john.rostykus@gmail.com.

General Synod Delegation

General Synod delegate election is subject to UCC Constitutional provisions stipulating fair representation of diversity along several dimensions:

- 50% must be Lay
- 20% must be Young Adult (30 or less) or Youth (18 or less at time of election)
- must represent the Conference's racial diversity

Associations each have delegate representation in accordance with their population:

Intermountain (IM)	1 delegate / 1 alternate
Metro Denver (MD)	2 delegates / 2 alternates
Platte Valley (PV)	1 delegate / 1 alternate
Southeastern (SE)	1 delegate / 1 alternate
Western (WE)	1 delegate / 1 alternate

To ensure RMC complies to UCC Constitutional stipulations and names a delegation which can be seated at General Synod, the Conference asks its Associations to alternate nominating Lay and Clergy delegates.

RMC Delegation to 2017 General Synod in Baltimore, MD (June 29 - July 4, 2019)

<u>Lay Delegates</u>		<i>50% of delegation (= 5 delegates)</i>		<u>Synods</u>		
MD	L	Delegate	Jan Hepp	17	19	Parkview Cong'l UCC, Aurora, CO
PV	L	Delegate	Allyson Stauffer	19	21	United Church of Christ Longmont
WE	L	Delegate	Martha Jones	17	19	First Cong'l UCC, Grand Junc, CO
	L	Young Adult	Daniel Su'a	19	21	EFKS New Jerusalem, Midvale, UT
	L	Youth	Jesslynn McDougal	19	21	Kingsbury UCC, Vernal, UT
<u>Clergy Delegates</u>		<i><50% of delegation (= 4 delegates)</i>				
IM	C	Delegate	Pat Gamble Hovey	17	19	Holladay UCC, Holladay, UT
MD	C	Delegate	David Bahr	17	19	Park Hill UCC, Denver, CO
SE	C	Delegate	Clare Twomey	19	21	Vista Grande, Colorado Sprs, CO
BOD	C	Chair/Vice Chair	tbd	19		Xxxxx
<u>Alternates</u>		<i>match Lay/Clergy status of Assn delegate</i>				
IM	C	Alternate	Marijke Rossi	17	19	Holladay UCC, Holladay, UT
MD	L	Alternate 1	Vickie Golobic	17	19	Sixth Avenue UCC, Denver, CO
MD	C	Alternate 2	Curtis Preston	17	19	Lakewood UCC, Lakewood, CO
PV	L	Alternate	Xxxx	19	21	Xxxxx
SE	C	Alternate	Gaye Bosley-Mitchell	19	21	Com Cong UCC, Manitou Springs
WE	L	Alternate	Heidi Hess	17	19	First Cong'l UCC, Grand Junc, CO

Next Election by Association

IM	Lay	21/23
MD	Clergy	21/23
MD	Lay	21/23
PV	Clergy	23/25
SE	Lay	23/25
WE	Clergy	21/23

2018-2019 Nomination Form

Meeting Materials - 2019 Proposed Budget

	Budget	Actual	Budget
	In Spirit	Year End 2017	In Spirit
	2018		2019
<u>Revenues</u>			
OCWM	\$ 400,000	\$ 363,813	\$ 390,000
Friends of the Conference	\$ 30,000	\$ 3,375	\$ 30,000
Endowment Distribution	\$ 13,500	\$ 13,072	\$ 25,000
Per Capita	\$ 121,800	\$ 99,153	\$ 99,000
Interest Income-Savings	\$ 50	\$ 7,175	\$ 500
Tenant Rent	\$ 24,000	\$ 23,850	\$ 24,000
21st Century Leadership Funding	\$ 54,809	\$ 16,794	\$ 65,805
Miscellaneous		\$ 216	
Income from Reserves		\$ 6,841	
Misc. Workshops & Annual Meeting	\$ 200		
Total Revenue	\$ 644,359	\$ 534,289	\$ 634,305
<u>Mission Expenses</u>			
Support - Global Partners	\$ 3,000	\$ 1,500	\$ 1,500
Support - Mission/Stewardship	\$ 20,000	\$ 23,874	\$ 15,000
Support - Ecumenical Partners	\$ 7,500	\$ 7,500	\$ 7,500
Support - CUE	\$ 1,200	\$ 1,208	\$ 1,500
National Covenant - OCWM	\$ 88,000	\$ 80,039	\$ 85,800
Mission Expense other		\$ (321)	
Total Mission Expenses	\$ 119,700	\$ 113,800	\$ 111,300
<u>Office Expenses</u>			
Accounting/Legal	\$ 7,000	\$ 5,922	\$ 7,000
Fund Raiser/Marketing (contract)			\$ 30,000
Bank & Merchant Charges	\$ 5,000	\$ 3,415	\$ 4,000
Dues & Subscriptions	\$ 1,000	\$ 214	\$ 500
Gifts & Memorials	\$ 800	\$ 1,865	\$ 800
Office Expense	\$ 22,000	\$ 16,344	\$ 12,000
Staff - Trav./Lodg./Rental/Meals	\$ 20,000	\$ 17,984	\$ 20,000
Total Office Expenses	\$55,800	\$ 45,744	\$ 74,300

<u>Building Expenses</u>			
Insurance - Building & Liability	\$ 10,000	\$ 8,958	\$ 10,500
Utilities	\$ 13,500	\$ 15,019	\$ 13,500
Building & Grounds Maintenance	\$ 2,000	\$ 7,600	\$ 2,000
Capital Reserves	\$ 2,000	\$ 2,000	\$ 2,000
Property Taxes	\$ 150	\$ 22	\$ 100
Total Building Expenses	\$ 27,650	\$ 33,599	\$ 28,100
<u>Program Expenses</u>			
So That Teams	\$ 1,500		\$ 1,500
BOD/Finance/Personnel/Endow.	\$ 3,500	\$ 3,460	\$ 3,500
Faith Nurture Ministry Team	\$ 1,500		
Fitness Review		\$ 1,933	
Reserve to Fitness Review	\$ 1,500	\$ 1,500	\$ 1,500
Clergy Retreat/Events	\$ 500		\$ 500
Reserve Charges-General Synod	\$ 7,000	\$ 6,731	\$ 7,000
Support - La Foret	\$ 24,360	\$ 19,831	\$ 19,800
Congregations Alive Reserve	\$ 1,000	\$ 2,672	\$ 1,000
CM Discretionary Fund	\$ 1,000	\$ 525	\$ 500
Reserve to Contingency Fund	\$ 5,000	\$ 5,000	\$ 5,000
Total Program Expenses	\$ 46,860	\$ 41,652	\$ 40,300
<u>Staff Expenses</u>			
Continuing Education	\$ 2,000	\$ 2,250	\$ 2,000
Insurance - Health & Life	\$ 50,000	\$ 49,957	\$ 48,500
Insurance - Workers Comp	\$ 3,000	\$ 2,769	\$ 3,000
Payroll Taxes	\$ 20,680	\$ 9,505	\$ 7,650
Reserve Charges-Sabbatical	\$ 5,000	\$ 5,000	\$ 5,000
Retirement	\$ 35,000	\$ 30,804	\$ 35,000
Salaries & Wages	\$ 277,331	\$ 251,961	\$ 280,000
Total Staff Expenses	\$ 393,011	\$ 352,246	\$ 381,150
Total Operating Expenses	\$ 643,021	\$ 587,041	\$ 635,150
Net Operating Income (Loss)	\$ 1,338	\$ (52,752)	\$ (845)

<u>Camp Revenue</u>			
Camps/Retreats	\$ 110,000	\$ 116,400	\$ 110,000
Endowment - Children/Youth	\$ 16,895	\$ 16,629	\$ 16,895
Total Camp Revenue	\$ 126,895	\$ 133,029	\$ 126,895
<u>Camp Expenses</u>			
Camps/Retreats-Food & Lodging	\$ 100,000	\$ 104,487	\$ 100,000
Program Resources & Supplies	\$ 14,000	\$ 15,454	\$ 14,000
Counselor/Dir Training	\$ 10,000	\$ 1,915	\$ 10,000
Nat Outdoor Min Assoc	\$ 250		\$ 250
Nurse/Medical Supplies	\$ 1,800	\$ 1,450	\$ 1,800
Total Camp Expense	\$ 126,050	\$ 123,306	\$ 126,050
Net Camp Income/(Loss)	\$ 845	\$ 9,723	\$ 845
Total Revenue	\$ 771,254	\$ 667,318	\$ 761,200
Total Expense	\$ 769,071	\$ 710,347	\$ 761,200
Total Net Income/(Loss)	\$ 2,183	\$ (43,029)	\$ -

Meeting Materials – Clergy Compensation Guidelines for 2019

Clergy compensation guidelines are spiritual documents. At their best, they address the complexity and creative tension of where we are: in culture, in the church, in our economy, in our contexts. We refine these guidelines annually and *are interested in testing them against the cultures, churches, and contexts in the Rocky Mountain Conference. We welcome your feedback.* Please forward comments to the Rocky Mountain Conference office at connect@rmcucc.org. All are encouraged to remember, these are *guidelines*, intended to **open** sacred conversations about expectations, shared futures, and to cultivate a rewarding and meaningful relationship between clergy and congregation.

At its core, clergy compensation is a matter of justice, faith, and covenant between a pastor, the gathered community and God. The Rocky Mountain Conference (RMC) recognizes the autonomy of the local church, the variety of vocational models, and the emerging reality of bi-vocational ministry settings. As such, the RMC encourages local congregations and pastors to dialogue openly about call agreements and reach decisions in concert. While many in the church are called to minister as volunteers, pastors are called as professionals and it is the expectation that the community of faith will provide a compensation package honoring the education, experience, job responsibilities, gifts, and graces befitting the person and office.¹

These guidelines provide a starting point for current and newly called pastors (**in Part I**) and helpful suggestions and tools for annual wage review conversations for churches that have more experienced staff (**in Part II**). **Part III** makes recommendations for fixed, professional and personal benefits. **Part IV** offers guidance for additional clergy positions: Ordained Associates, Commissioned, and Licensed Ministers. The document concludes (**Part V**) with a Resource Section and endnotes.

¹For a faithful and helpful book outlining the value of these covenant conversations, see Jill M. Husdon's Evaluating Ministry: Principles and Processes for Clergy and Congregations, Rowan and Littlefield Publishers, 1992.

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Job Comparison Rationale

RMC clergy compensation guidelines use **actual salary data reported to the national UCC by member churches**. Reported salary ranges were adjusted, or “aged,” to project 2018 comparable data.

This comparison provides the best comparable and sustainable database available for clergy job function and organizational size and complexity within our denomination. The national data show our conference steadily declining in Pastor average salary in relation to other UCC conferences since 2014. Conference leadership is committed to providing competitive wages in our conference to reverse this trend. While there are many variables that can influence this decline, following these guidelines will help ensure that Pastors in our conference achieve a competitive living wage.

PART I: BASE Wage for Clergy

The RMC has constructed a recommended compensation table for churches to use to determine A BASE Wage (**BASE Wage = salary plus housing**) for pastors based on church membership. When Housing is offered via a Housing Allowance, the pastor may define the allocation. (See IRS Publication 517 for guidelines.) When Housing is offered via a parsonage, the value is determined by the market rate. The UCC suggests 30% of the BASE Wage be allocated as “Parsonage compensation.”

The table reflects the distribution of actual wages of UCC Pastors in the United States and published in the United Church of Christ Annual Statistical Profile. Those national salaries are sorted by size of congregation and distributed across a bell-shaped curve that reflects the variation caused by differences in education, experience, skills and performance of the pastor, the size of a local church budget, the cost of living in a local church community, and availability of candidates that can be recruited to a local community. This table was not constructed to address other professional staff positions in the RMC, but only Clergy positions.

The 50th percentile column is the highest point, or top, of the bell curve and represents the most frequent salary when considering all variables. The columns to the left and right represent the percentage of salaries equal to or lower than that salary. For example, the 75th percentile represents the salary point at which 75 percent of the salaries in the survey data are equal to or lower than that salary.

Table 1: Annual Salary and Housing Allowance Table for Full Time Clergy in the Rocky Mountain Conference for 2018 Budget Year

	10 th percentil e	25 th percentil e	50 th percentil e	75 th percentil e	90 th percentil e
Membership < 100	32,322	39,558	48,242	54,513	60,303
101 – 150	35,752	43,756	53,361	60,298	66,701
151 – 200	36,829	45,075	54,969	62,115	68,711
201 – 400	42,873	52,472	63,990	72,309	79,988
401 >	54,894	67,184	81,932	92,583	102,415

Adjusting / Determining BASE Wage

The RMC suggests Churches select a salary point in the table for their church by using the following process to address the major variables that impact compensation.

ASSESSING THE FACTORS THAT IMPACT COMPENSATION:

- 1. What are others doing the same or similar work being compensated?** Hiring and retaining professionals in our society of free markets and freedom of choice is a competition for qualified candidates and the baseline for any compensation package is to understand what is currently being paid in the marketplace for candidates for which you are competing. The best available and sustainable marketplace comparison for UCC Pastor Candidates is current UCC Pastors. The wage table above is created based on data provided by the national UCC showing what current UCC Pastors are paid.
- 2. What is the size of your congregation?** The size of the congregation, like any organization, impacts the scope and complexity of the positions serving that organization. The Rocky Mountain Conference has incorporated the same size differentiations used by the national UCC in compensation studies into the salary table that is part of this guideline. However, for many churches, the formal “membership” number may not adequately reflect the participation of persons in the church. An argument can be made that the size of the congregation for purposes of discerning appropriate clergy compensation should include both formal members, their children and youth, and regular participants in the life of the church who are not formally-installed members. These latter persons might be defined as regular worship and/or church activity participants who regularly contribute to the financial life of the church.

Start your analysis by using the wage chart provided and determine the 50th percentile salary for your congregation size. This starting point is a level where 50% of the Pastors in the marketplace earn more than this salary and 50% earn less and utilizes the national data collected to address the first two factors in a compensation analysis: what other churches of similar size are paying.

- 3. What is the education and experience level of the Pastor?** A compensation package should recognize the wisdom and perspective that knowledge and experience bring. Keep in mind that variety of experience in positions, and organizational size and location, usually have more value than extended time in the same position.

To address this factor the RMC suggests adjusting the 50th percentile salary established as part of factors 1 and 2 above downward 10% if your candidate is not ordained and holding a bachelor degree. The salary should be adjusted upwards 10% for an advanced degree in ministerial studies above a bachelor's degree. In addition, move the salary down an additional 10% if the candidate has no experience leading a church as a Pastor and increase the salary point an additional 10% for experience of 3 years or more for leading a church as a Pastor.

- 4. What is the cost of living in your community?** The cost of living is higher in some locations in our region than others. Community size, location, diversity of employment, quality and availability of transportation, health care, educational and recreational services, utilities, land and housing are some of the factors impacting cost of living in each community. An internet search can provide you an index most relevant to your community. A community cost of living index is usually sponsored by local city, county, state, government or business organizations. The salary table above is based on a national study so the RMC suggests seeking data comparing the living index in your community with a national scale and adjusting the salary point accordingly.

- 5. How easy or hard is it to attract qualified candidates to your community?** Congregations in communities with a quality of life attractive to a large range of candidates will be able to attract and retain quality leaders with a compensation package that is competitive for the marketplace. Congregations in communities that are challenged to attract and retain professionals in other fields such as education, medicine, or law may also have the same difficulty recruiting Clergy and may need to pay above competitive marketplace rates for a high-quality

leader. If your church is unable to attract and retain the type of Pastor you desire with a salary that is aligned with the process described here, the RMC suggests a hiring bonus or retention bonus or salary adjustment of up to 10% of the annual salary. Contact the RMC office for advice on evaluating the need and structure for this type of incentive.

- 6. Adjustment for Senior Pastor** Churches may have a Senior Pastor who is directing the work of one or more full time pastors and other staff positions. Those churches should consider increasing the chosen salary point based on the size of the staff being directed.
- 7. Adjustment for Part Time Pastor** The benefits and risks of choosing a part-time Pastor versus a full-time Pastor is a staffing decision and not a compensation decision, so is not addressed here. However, for congregations that have made that decision, the RMC suggests the following approach: Although the position of pastor is a profession not usually subject to a specific work week or specific hours of work in a week, Churches creating part-time pastor positions should consider reducing the salary point by a factor equivalent to the reduction in work responsibilities and hours compared to fulltime responsibilities. See Part IV for more information.
- 8. What is the budget of the congregation?** There can be a difference between what a Pastor should be paid based on all of the factors above and what a congregation can afford. Congregations that cannot afford to increase salaries to reflect inflation or recognize above-expectation performance or match what other churches of similar size are providing in salaries may not be able to retain talented, dynamic, and growing leaders. The RMC recommends that a church that believes it is in that situation should contact the Conference Minister for help in developing a strategy for attracting and retaining quality clergy leadership. Conversely, the RMC recognizes that some churches are regarded as high performing leadership best practice organizations and may choose to pay above the market to attract, retain and recognize the type of leadership needed to sustain that organization.

Part II: Addressing Wage Adjustments for Current Clergy Staff

1. **What is the job performance of the Pastor?** This factor is not applicable when hiring a Pastor new to a congregation. Pastors serving a congregation for more than one year should be considered for a salary increase on an annual basis based on a performance review measuring specific goals agreed upon at the start of that evaluation period. It is recommended that the pastoral call letter / compensation package clearly details the methods and frequency used when addressing adjustments to total annual compensation including both Wages and Benefits.

The RMC suggests that meeting performance to mutually identified objectives should warrant consideration for a wage increase in line with annual inflation in your community. Above expectation performance should warrant an increase 2 or 3% above inflation and below expectation performance warrants no increase in salary.

Churches with Pastors serving that congregation for more than one year should periodically complete the analysis described in items 1 through 8 above to monitor the competitive nature of their compensation package.

If a congregation is paying an experienced, well-educated Pastor who is consistently performing above expectations a rate below the 50th percentile on the wage chart for a church of your size and location, the congregation should consider higher increases than these recommendations to bring the compensation at or above the 50th percentile.

2. **Where's the RMC "Recommended Percentage" this year?** Because the RMC is more interested in thoughtful, sacred conversations about shared ministry in the church than it is in providing a single number for all our churches to use, we are not posting a recommended percentage change.

PART III: RMC Recommended Benefits for ALL Clergy

Benefits are an additional expense that many smaller churches struggle to offer. Part-time and bi-vocational ministry settings complicate this conversation about benefits and the ability and responsibility of the church to provide them. The RMC acknowledges these complications and at the same time encourages churches to prayerfully consider matters of justice and generosity. All pastors love God's people and serve from their hearts. However, the call to serve is not a call to poverty. If your church is unable to provide all of these benefits, please begin to phase in structures that will allow you to achieve these recommendations in the near future.

The RMC outlines three types of Pastoral Benefits: Fixed, Professional, and Personal

A. FIXED Benefits (see www.pbucc.org)

In addition to the Adjusted BASE Wage (as determined above), the RMC strongly recommends that churches allocate additional funds for the following fixed benefits:

- 1. UCC Pension** (14%)
- 2. Life Insurance and Disability** (1.5%)
- 3. Social Security / Medicare Offset** (7.65%). In recent years, churches have begun emulating the business community by offering to assist in covering these self-employment taxes.
- 4. Health Insurance** -- the amount necessary to cover the pastor and their family in the UCC Health Insurance Plan, or a Plan A equivalent benefit. See www.pbucc.org for detailed premium numbers. Depending on preferences of pastor and resources of church, the Health Plan may or may not include vision, dental, and Flex Spending.

B. PROFESSIONAL Benefits

These are items to consider adding to the budget in order to allow your pastor to fulfill his/her covenant with the wider church, with parishioners, and with your congregation. Items in this category "cost" much less than the value they impart and should be followed by all RMC churches.

- 1. Travel Reimbursement** – Clergy should be reimbursed at the IRS recommended mileage rate.
- 2. Sabbatical Planning Fund²**– Churches and Pastors should work together to plan for Sabbath and Renewal every 5-7 years. A Sabbatical should be at least 3

²For Sabbatical Resources, see

* Wheat Ridge Ministries:

<http://www.wheatridge.org/resources/ministry-sabbatical-center/sabbatical-resources/>

* Bullock and Bruesehoff, *Clergy Renewal: The Alban Guide to Sabbatical Planning*, The Alban Institute, 2000.

* Conference Guidelines of Sister UCC Conferences: www.macucc.org, www.nyucc.org, www.uccfla.org, www.cacucc.org, www.uccmn.org

months long and should include intentional renewal work on both the part of the pastor and the congregation. During a sabbatical, a pastor's full Fixed Benefits and BASE Wage should be covered by the church. Pastors should plan to serve the church for at least one year following a sabbatical. Churches should plan for Sabbatical Interim Coverage (negotiable based on time and expectations).

3. Registration fees for UCC meetings and events - Participation in the wider church is one of the critical ways we uphold covenant and maintain connection. Churches need to support pastors AND lay leadership in attending these events.

4. Study Leave – 2 weeks per calendar year. This is NOT vacation, but instead a time for study and renewal so that the pastor can continue to refine skills and more deeply study issues of consequence facing their ministry, church, theology, or community.

5. Wider Church Service – Serving on Association Committees, Conference leadership teams, Camp and Retreat ministries are all ways we uphold the wider church, maintain covenant, and develop radical connections with each other. Time spent serving the wider church does not count as “vacation” time.

6. Education / Study – A defined plan for continuing education (via classes, retreats, seminars, practicums, etc.) allows the pastor to grow and learn. This learning is also a gift to the local church through the preaching and teaching that results from new insights.

- Books
- Continuing Education

C. PERSONAL Benefits

These are items to consider articulating in your Call Agreement and annual pastoral review to allow your pastor to engage in spiritual, self, and family care. For many pastors, encouragement and support are needed in these areas.

* **Vacation** – recommended 4 weeks per calendar year. Encourage pastors to “use it or lose it” because vacation is a critical and often neglected way for pastors to take care of themselves and their significant relationships outside of the church. This is a congregational benefit, too!

* **Sick Time** – recommended one day per month. Consider articulating clearly what happens to unused sick time at the end of the year.

* **Family / Medical / Compassion Leave** – Consider writing into your call agreement some stipulations for how the church will handle an emergency leave situation. Maximum length of leave, salary during leave, and how the church will cover the pastor's absence are all helpful conversations to have BEFORE an emergency leave situation arises.

***Housing equity allowance** – some churches who have pastors living in a parsonage offer to contribute to a tax sheltered equity fund to offset home equity lost from living in a parsonage. Such equity loss would be from both reduction in mortgage principal and potential appreciation of the property. Churches offering this equity should consult with a local realtor or local housing professional to determine the average home price as well as the rate of housing appreciation in that community over an appropriate period of time.

***Death Benefit** – some churches include a death benefit clause in which beneficiaries of the pastor may receive from the church a lump sum or a percentage of the salary should the pastor die.

Part IV: Additional Authorized Minister Guidelines

A. Ordained Associate Pastors:

Because Associate Pastors roles and contexts vary so widely, averages vary widely across regions and church types. Recommendations are best made in relation to the Senior Pastors' salaries with whom Associates minister. On average in the National UCC database, Associate Pastors with comparable experience and skills tend to receive BASE Wage compensation that is about 60-70% of what Senior Pastors receive

The RMC recommends the following wage and benefit guidelines for full time Ordained Associate Pastors:

** 65-70% of BASE Wage for the church's context (as represented in Table 1)

** Comparable Fixed, Professional, and Personal BENEFITS as are offered to the Senior Pastor (see Parts II and III, above)

When Associate Pastors are not Full-Time, both benefits and BASE wage should be reduced proportionately.

B. Commissioned Ministers:

It is outside the purview of this document to adequately address the compensation for the varied areas, training, and skill sets of Commissioned Ministers in the Rocky Mountain Conference. The RMC recommends that churches and ministers conduct research into their particular area, using clergy compensation guidelines as one aspect of said research to determine fair and comparable compensation for Commissioned Ministers.

It is further recommended that full-time Commissioned Ministers receive comparable BENEFITS to their full-time Ordained clergy counterparts.

C. Licensed Ministers:

Licensed ministers, when serving in settings with full-time ordained clergy should be compensated at 55-65% of the BASE wage for the church's context (as indicated in the table above) When licensed ministers are serving in solo pastorates, their compensation should be 70-80% of the BASE wage recommended for Ordained clergy serving in the same setting.

It is further recommended that full-time Licensed Ministers receive comparable BENEFITS to their full-time Ordained clergy counterparts.

Part V: Resource, Sources and Notes

1. Reference and Source Material

These guidelines have been gathered using the following resources:

1. The 2014-15 Compensation Handbook for Church Staff by Richard R. Hammer.
Published by Christianity Today International, Carol Stream, IL, 2013.
2. The United Church of Christ Statistical Profile
3. Salary.com and other online employment websites
4. The Consumer Price Index (BLS) and National COLA recommendations.
5. Conference Guidelines from sister UCC conferences:

References on salary administration and tax guides for churches and clergy:

Federal Reporting Requirements for Churches and Tax Guide for Ministers.

Published annually by The Pension Boards–United Church of Christ, Inc.

2. Endnotes, Comments, and References

Meeting Materials – 2018 Consent Agenda

An Educational Moment

Roberts' Rules of Order provides for the use of a Consent Agenda for the approval of routine items (which do not need discussion or debate) with one vote, thereby eliminating the need for individual motions and votes for each item.

At the beginning of the meeting where a consent agenda is used, the moderator will ask if there are items which the body wants removed from the consent agenda so they can be discussed individually. If any member requests that an item be removed from the consent agenda, it will be placed on the general agenda to be discussed individually.

When there are no more items to be removed, the moderator reads out the remaining consent items. Then the moderator states: "If there is no objection, these items will be adopted." After pausing for any objections, the moderator states "As there are no objections, these items are adopted." It is no necessary to ask for a show of hands.

The Rocky Mountain Conference Board of Directors proposes the following Consent Agenda for its 2018 Annual Meeting:

2018 Annual Meeting Consent Agenda

1. Standing Rules for the 2018 Annual Meeting
2. 2017 Annual Meeting Minutes
3. Grant Voice with Vote to new church starts: Community Spirit UCC, Montrose, CO and OMO House, Denver, CO
4. Grant Voice without Vote to guests Rev. Bruce Reyes-Chow and Rev. Ron Patterson
5. Appointment of Rev. Tracey Dawson as Parliamentarian
6. Appointment of Rev. Nate Miller as Time Keeper

Meeting Materials – Standing Rules

1. “Robert’s Rules of Order, Newly Revised” shall be followed, unless otherwise ordered by the Conference Annual Celebration Business Meeting.
2. Matters deemed by the Moderator to be merely format, routine, and non-controversial may be disposed of by common consent. However, if there is objection, the chair will await a formal motion and submit the question to debate and vote.
3. Resolutions deemed not merely formal and non-controversial may be submitted by any voting delegate, congregation, association, commission, or committee of the Conference for action by the Annual Celebration Business Meeting. A resolution addresses the mission and/or teaching ministry of the Conference and its related bodies. As it relates to the Church’s mission, the resolution should empower the Conference to act in new areas of responsibility. Further, it shall address the congregations, the denomination, or other bodies, regarding issues of nurture and justice from our Christian perspective. As it relates to the teaching ministry, the resolution should enhance members’ knowledge of the Christian faith, improve the life of persons living in community, and help us make decisions as Christians in a secular world.
4. Resolution forms are available to the churches sixty (60) days prior to the Annual Celebration Business Meeting, at which time the due date is indicated. The Business Committee will receive resolutions and approve those to be circulated to the churches thirty (30) days prior to the Annual Celebration Business Meeting. A resolution similar to the one addressed at an Annual Celebration Business Meeting in the past five years may be referred to an appropriate committee and not considered by the Annual Celebration Business Meeting.
5. Each resolution submitted must contain the following wording: “THEREFORE BE IT RESOLVED, that we, the delegates of the 44th Annual Meeting of the Rocky Mountain Conference of the United Church of Christ, meeting at La Foret Conference & Retreat Center in Black Forest, CO, June 7-9, 2018.” Summary information accompanying a resolution shall address the following in addition to its titles: Purpose of proposed action, to whom it is addressed, expected results, who will implement or follow up, when and by whom is report back expected, anticipated costs and source of funds, and how this resolution impacts the Conference’s mission and/or teaching ministry.
6. Resolutions received after the deadline may be referred to the Annual meeting if the Business Committee deems them to be of a significant and timely nature.
7. Procedure for resolutions will be the following: The presenter will have two (2) minutes to introduce a resolution. Six (6) persons will have one (1) minute each to speak alternating

pro and con, at which time a vote will be taken to extend discussion or to vote on the resolution.

8. In considering a resolution, action is taken on the “Therefore, be it resolved...” section. Amendments may be made the “Therefore, be it resolved...” section of a resolution. (The “whereas” section is background information.)
9. Amendments must be presented in writing to the chair after they have been presented and seconded. Not more than one amendment will be considered at the same time. One wishing to offer an additional amendment should announce the intention to offer the further amendment after action is completed on the pending amendment.
10. To close debate, the proper motion is “I move the previous question” or “I move to close debate.” The mover must gain recognition and the motion must be seconded. The motion cannot be amended and requires a two-thirds vote for adoption. It will not suffice merely to call “Question” if there are still delegates who wish to speak.
11. Delegates shall state their names when they are recognized to speak. No speaker shall speak on the same issue more than once, except to answer question addressed to him/her from the floor. Except when rising to a point of order, or to second a motion, delegates may be requested to speak from a microphone.
12. The Moderator, with the assistance of the Parliamentarian, is charged with the duty of providing orderly disposition to the business of the Rocky Mountain Conference. Any ruling may be appealed by a delegate. The appeal requires a second. The majority vote by the delegates upon the appeal will prevail

Adopted by the Board of Directors
March 14, 2015
January 29, 1994
Amended January 31, 1997

Meeting Materials – 2017 Annual Meeting Minutes *Laramie County Community College, Cheyenne, June 8-11, 2017*

Thursday, June 8, 2017 – Cheyenne Kiwanis Community Center

- RMC Moderator John Rostykus called the official meeting of the Rocky Mountain Conference to order at 7:53 p.m.
- John explained that our official meeting would continue uninterrupted through adjournment on Sunday after worship.
- Gigi Garcia affirmed that we had a quorum with 49 of our 72 churches represented.
- John presented the Consent Agenda (attached) which included Voice with Vote for guests Mary Paxton (UCC Office of Philanthropy & Stewardship), Matt Wagner (UC Funds), and Rev. Angie Arndt (guest preacher for Erin’s installation). Consent Agenda M/S/P.
- Evening continued with arranging participants into cohort groups that would be continued throughout the Celebration.

Friday, June 9, 2017 – Laramie County Community College

- Agenda ([attached](#))
- Gage Church presented the Nominating Report, highlighting positions still open for nominations (Personnel and Finance). The voting on the slate will take place Saturday afternoon.
- Speakouts were monitored by Anne Djokic.
- Louisa Young from the RMC Endowment Board presented information on the Endowment, and presented the changes to the Endowment by-laws. M/S/A
- Matt Huntington presented the 2018 Ministry Plan/”In Spirit” Budget. M/S/A
- Matt presented “Friends of the Conference” and distributed the FoC letter and led by giving the first FoC check.
- Discussion:
 - Reserve to Sabbatical should be bumped up (James Foucher)
 - Matt indicated that we have calculated the reserves we need
 - Question about NYE/WRYE – why was it zero in 2018? (Curtis Preston)
 - Matt indicated that we have sufficient reserve for 2018
 - Question about camp expenses for 2018 and camper fees (Curtis Preston)
 - Camper fees will not increase just to balance the RMC budget
 - Comment about Pension Boards insurance and CREDO – church must participate in both PB insurance and annuity for a pastor to be eligible for CREDO (Hal Chorpenning)
- Speakouts
- Rev. Erin Gilmore was installed as Associate Conference Minister for the Rocky Mountain Conference in the courtyard of the college, under a beautiful blue sky with husband Joe and daughter Abby helping lay hands on her, Rev. Angie Arndt preaching, and the Avenue UCC puppets providing the charge to the Conference and Erin. A strawberry shortcake reception followed.

Saturday, June 10, 2017 – Laramie County Community College

- Proposed 2018 Clergy Compensation Guidelines were presented by Martha Jones.
- Discussion:
 - Bottom end is 10% too low – it's below poverty level, making clergy eligible for government aid
 - Two amendments were made, then tabled
 - A new motion was made, then tabled
 - Motion to adopt the 2017 Clergy Compensation Guidelines for 2018 with direction for Board to reconsider ranges for 2018 Annual Celebration M/S/P
 - A commitment was made to look at the ranges again in 2018 Annual Celebration
- A time of Open Space was offered, and these topics emerged:
 - IGNITE Leadership Initiative!
 - Ideological Segregation – what is the UCC doing?
 - Elders saying “what happened to my church?”
 - Changes to OCWM – further “direct asks” conversation
 - Engaging younger families and younger communities
 - Clergy compensation guidelines – notes to forward to the Board
 - Conversation on AC 2018
- Closing party held at Cheyenne Kiwanis Community Center

Sunday, June 11, 2017 – Laramie County Community College

- Worship was led by Rev. Ben Konecny, and a rocking band led by Rev. Fred Evenson from Windsor UCC. Rev. Sue Artt and Rev. Erin Gilmore presented a dialogical reflection and officiated communion. A laying on of hands was conducted for those to walk that morning in Cheyenne's first Equality (PRIDE) Parade.
- John Rostykus adjourned the official meeting of the Rocky Mountain Conference at 9:37 a.m.

Meeting Materials – Change to Endowment Planned Giving Policy

Offered by the Endowment Board of Trustees

Delete Section 4 of Section G Distribution and Spending Provisions and renumber the following sections to conform.

Effect: It would eliminate the requirement that distributions to account holders be done through the Rocky Mountain Conference.

Rationale: The Endowment Board currently makes distributions directly to its beneficiaries with the knowledge and consent of the Conference. There is no clear reason that distributions should run through the Conference, and it is inefficient and causes extra accounting for the Conference. Recipients may not realize that what they are getting is the distribution from their Endowment account if it comes from the Conference instead of the Endowment.

Meeting Materials – Voting Membership

ARTICLE III VOTING MEMBERSHIP – RMC BYLAWS (Amended May 19, 1996)

Section 1: Every local church which is a certified member in an association of the Conference shall be entitled to voting representatives in the Conference by two lay delegates, plus one additional lay delegate for each 200 members, or major fraction thereof above 200 members, provided that no church may thus be represented by more than seven lay delegates of which one can be a youth (age 15-20 years). The last annual Year Book statistics will be the basis for computing the number of delegates. Delegates shall be elected or appointed by each church and, unless otherwise ordered by the church, shall serve for a term of one year or until their successors have been elected, except that a delegate's term of office shall terminate upon removal from membership in the local church. Each church may appoint or elect alternates which shall be designated by the church as voting delegates in the event any one or more of the regular delegates cannot be in attendance at the annual or special meetings. The recommendation is that no delegate be self-succeeding for more than three successive years and that, so far as possible, delegates should be representative of the church and reflective of the diversity of people within the organization.

Section 2: All persons holding ordained ministerial standing in an association of the Conference, and commissioned ministers, and licensed ministers who have been authorized for ministry by an association of the Conference shall be voting members at the annual or special meetings of the Conference.

Section 3: The members of the Board of Directors shall be voting members of the Conference during their terms of office.

Churches are welcome to send as many non-voting members as they like.

The membership figure reported to us as of December 31, 2017, will be used for the 2018 Annual Celebration Business Meeting.

For each church that did not submit a Yearbook report, the latest recorded membership figure will be used.

MEMBERSHIP	LAY DELEGATES
300 Members or less	2
301 - 500	3
501 - 700	4
701 - 900	5
901 - 1100	6
1101 and above	7

If you have questions, please call the Conference office at 303-984-9118.

Meeting Materials – UCC ByLaws for Ratification

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 Cehurch has responsibilities and rights in relation to
39 the others, to the end that the whole Cehurch 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 Cehurch is called to honor
42 and respect the work and ministry of each other part. Each expression of the Cehurch 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

51 shall be responsible to and called by election of the General Synod as Officers of the United
52 Church of Christ.

53

54 **~~Collegium of Officers~~**

55 ~~8 Composed of the~~ Officers of the United Church of Christ shall attend to the quality of
56 relationships among the United Church of Christ Board and the Covenanted Ministries. The
57 General Minister and President is the presiding Officer. The Officers of the United Church of
58 Christ support and consult with the United Church of Christ Board and the Covenanted Ministries
59 in carrying out their work in a spirit of coordination and cooperation. Led by the General Minister
60 and President, the Officers of the United Church of Christ are responsible for providing
61 leadership for the mission programming of the United Church of Christ and for the proper
62 implementation of General Synod actions. The Officers of the United Church of Christ coordinate
63 research, long-range planning, program evaluation, and report on the ongoing programs of the
64 United Church of Christ. The election of Officers of the United Church of Christ shall reflect the
65 commitment of the United Church of Christ to be an inclusive church. ~~meeting as peers, the~~
66 ~~Collegium of Officers is responsible for providing leadership for the mission programming of the~~
67 ~~United Church of Christ and for the implementation of General Synod actions. The General~~
68 ~~Minister and President is the presiding officer of the Collegium. The Collegium shall attend to the~~
69 ~~quality of relationships among the United Church of Christ Board and the Covenanted Ministries~~
70 ~~and foster a climate of respect, collaboration, and collegiality among various expressions of the~~
71 ~~church. The Collegium provides a setting for mutual accountability, for mutual reporting, and for~~
72 ~~assessing the ongoing programs of the United Church of Christ. It shall reflect the commitment of~~
73 ~~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

78 10 A Local Church is composed of persons who, believing in the triune God, accepting Jesus
79 Christ as Lord and Savior, and depending on the guidance of the Holy Spirit, are organized for
80 Christian worship, for the furtherance of Christian fellowship, and for the ongoing work of
81 Christian witness.

82

83 11 In accordance with the custom and usage of a Local Church, persons become members by (a)
84 baptism and either confirmation or profession of faith in Jesus
85 Christ as Lord and Savior; (b) reaffirmation or reprofession of faith; or (c) letter of transfer or
86 certification from other Christian churches.

87

88 12 All persons who are or shall become members of a Local Church of the
89 United Church of Christ are thereby members of the United Church of Christ.

90

91 13 Congregational Christian Churches and the Evangelical and Reformed
92 Church unite in the United Church of Christ without break in their respective historic continuities
93 and traditions.

94

95 14 The following Local Churches compose the United Church of Christ:

96

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

98

99 b) The Local Churches of the Congregational Christian fellowship which vote to become a part of
100 the United Church of Christ, or which vote to approve this Constitution;

101

102 c) Any Congregational Christian Local Church which, although it has not voted to become a part
103 of the United Church of Christ, or to approve this Constitution, votes to join the United Church of
104 Christ after this Constitution is declared in force;

105
106 d) Any Local Church which, after this Constitution is declared in force, is accepted, on any basis
107 other than that described in paragraph 16, into an Association, or Conference, of the United
108 Church of Christ;

109
110 e) The Local Churches of any denomination which, after this Constitution is declared in force,
111 unites with the United Church of Christ; and

112
113 f) Any Local Church in a category not otherwise defined in this article, received upon its request,
114 subject to such provisions as in consultation with the Conference may be specified by the
115 Association within whose bounds it is located, and which are not inconsistent with this
116 Constitution and the Bylaws of the United Church of Christ.

117
118 15 Local Churches of the United Church of Christ are represented in the General Synod by the
119 delegates from the Conferences to which they belong.

120
121 16 An Association or a Conference of the United Church of Christ may, under such provisions as
122 it deems wise, admit, or continue to fellowship with, any Congregational Christian ~~L~~ocal
123 ~~C~~Church which is not part of the United Church of Christ. The names and statistics of such
124 churches shall be kept separately; their members shall not be counted in determining the number
125 of delegates which the Conference is entitled to send to the General Synod or hold elective office
126 in that body, except that no ~~O~~rdained ~~M~~inister who has full ~~S~~tanding or ~~O~~rdained
127 ~~M~~inisterial ~~P~~artner ~~S~~tanding in the United Church of Christ shall be ineligible to be a
128 delegate to the General Synod or to hold elective office in that body. No direct or indirect
129 participation by any such ~~L~~ocal ~~C~~Church in, or support of, the work of the United Church of
130 Christ, or of any of its Covenanted Ministries, The Pension Boards—United Church of Christ,
131 United Church Funds, or of any Conference or Association, shall be construed as making it a
132 Local Church of the United Church of Christ.

133
134 17 The Local Churches of the United Church of Christ have, in fellowship, a God-given
135 responsibility for that Church, its labors and its extension, even as the United Church of Christ
136 has, in fellowship, a God-given responsibility for the wellbeing and needs and aspirations of its
137 Local Churches. In mutual Christian concern and in dedication to Jesus Christ, the Head of the
138 Church, the one and the many share in common Christian experience and responsibility.

139
140 18 The autonomy of the Local Church is inherent and modifiable only by its own action. Nothing
141 in this Constitution and the Bylaws of the United Church of Christ shall destroy or limit the right
142 of each Local Church to continue to operate in the way customary to it; nor shall be construed as
143 giving to the General Synod, or to any Conference or Association now, or at any future time, the
144 power to abridge or impair the autonomy of any Local Church in the management of its own
145 affairs, which affairs include, but are not limited to, the right to retain or adopt its own methods of
146 organization, worship and education; to retain or secure its own charter and name; to adopt its
147 own constitution and bylaws; to formulate its own covenants and confessions of faith; to admit
148 members in its own way and to provide for their discipline or dismissal; to call or dismiss its
149 pastor or pastors by such procedure as it shall determine; to acquire, own, manage and dispose of
150 property and funds; to control its own benevolences; and to withdraw by its own decision from
151 the United Church of Christ at any time without forfeiture of ownership or control of any real or
152 personal property owned by it.

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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

20 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.

21 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.

22 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 ~~status~~ 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.

23 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.

24 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.

25 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.

26 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.

203 27 A Commissioned Minister in the United Church of Christ is one of its members who has been
204 called by God and commissioned for a specific church-related ministry.

205
206 28 Licensing is the act whereby the United Church of Christ through an Association, in
207 cooperation with a person and a Local Church of the United Church of Christ, recognizes and
208 authorizes that member whom God has called to perform specified duties in a designated Local
209 Church or within that Association, mainly preaching and conducting services of worship, for a
210 designated time within a covenant of mutual accountability that includes appropriate supervision
211 and guidance of that Association. The license may be renewed. Voting membership in that
212 Association is granted.

213
214 29 A Licensed Minister of the United Church of Christ is one of its members whom God has
215 called and who has been recognized and authorized by an Association to perform specified duties
216 in a designated Local Church or within that Association, mainly preaching and conducting
217 services of worship, for a designated time within a covenant of mutual accountability that
218 includes appropriate supervision and guidance of that Association. The license may be renewed.
219

220 30 A Member in Discernment is a member of the United Church of Christ who has been called by
221 God and who is, in covenant with that member's Local Church and Association, engaging in a
222 time of discernment of that call and preparation for the potential of authorized ministry in
223 response to that call.
224

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

228 31 The United Church of Christ and the Christian Church (Disciples of Christ) recognize the
229 ordained ministries of the other church to be efficacious ministries of grace within that church
230 and these ministries to be valid and full ministries of the one Church of Jesus Christ.
231

232 32 The ordained ministries of the United Church of Christ and the Christian Church (Disciples of
233 Christ) are reconciled. An oOrdained mMinister with ordained ministerial standing in one church
234 may function, whenever invited, and as established procedures permit, as an ordained minister to
235 the other.
236

237 33 The designations "Ordained Ministerial Partner" and "Ordained Ministerial Partner
238 Standing" manifest the corporate and individual nature of the recognition and reconciliation of
239 the ordained ministries of the United Church of Christ and the Christian Church (Disciples of
240 Christ).
241

242 34 Each member of the Christian Church (Disciples of Christ) who holds ordained ministerial
243 standing in the Christian Church (Disciples of Christ) is an Ordained Ministerial Partner of the
244 United Church of Christ.
245

246 35 Each member of the United Church of Christ who holds Ordained Ministerial Standing in
247 the United Church of Christ is an Ordained Ministerial Partner of the Christian Church (Disciples
248 of Christ).
249

250 36 Ordained Ministerial Partner Standing is authorization granted to an oOrdained
251 mMinister with ordained ministerial standing in the Christian Church (Disciples of
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 ~~M~~inisterial ~~P~~artner
255 ~~S~~tanding provides ongoing ecclesiastical authorization to perform the duties and exercise the
256 prerogatives of ordained ministry in the United Church of Christ.

257

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

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

264

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

269

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

273

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

277

278 [New ¶] Each member of the United Church of Christ who holds Ordained Ministerial Standing
279 in the United Church of Christ is an Ordained Ministerial Partner of The United Church of
280 Canada.

281

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

289

290

291 **ARTICLE VIII. ASSOCIATIONS AND CONFERENCES**

292 37 Associations and Conferences are bodies organized on a territorial basis to perform functions
293 in accordance with the provisions of the Constitution and the Bylaws of the United Church of
294 Christ.

295

296 **Associations**

297 38 An Association is that body within a Conference of the United Church of Christ which is
298 composed of all Local Churches in a geographical area, all Ordained Ministers holding ~~S~~tanding
299 or ~~O~~rdained ~~M~~inisterial ~~P~~artner ~~S~~tanding therein, all Commissioned Ministers and Licensed
300 Ministers in that Association.

301

302 ~~39 Subsequent to the initial organization of Associations in the United Church of Christ, t~~The
303 boundaries of any new Association, or any adjustment of boundaries between Associations, shall
304 be determined by the Associations concerned with the approval of the Conference or Conferences

305 involved. The standing of an Association as a body of the United Church of Christ is determined
306 by the Conference in which it is located.

307
308 40 An Association is that body which determines, confers, and certifies to the standing of the
309 Local Churches of the United Church of Christ within its area.

310
311 41 An Association is that body which grants authorization that is required for various forms of
312 ministry in and on behalf of the Church. Such authorization is granted through the rite of
313 ordination, through commissioning, licensing, granting either Ordained Ministerial Standing
314 or Ordained Ministerial Partner Standing and other acts of authorization. Such authorization
315 may be terminated by the Association.

316
317 42 An Association may retain or secure its own charter, and adopt its own constitution, bylaws
318 and other rules which it deems essential to its own welfare and not inconsistent with this
319 Constitution and the Bylaws of the United Church of Christ.

320
321 43 An Association is related to the General Synod through its Conference.

322
323 44 When an Association meets, its voting membership includes the lay delegates selected by and
324 representing the Local Churches of that Association, all Ordained Ministers holding Standing or
325 Ordained Ministerial Partner Standing therein, all Commissioned Ministers and Licensed
326 Ministers of that Association, and such additional members as may be specified by the
327 Association in its constitution or bylaws.

328
329 45 Meetings of the Association are held annually and at such other times as may be necessary for
330 the discharge of its responsibilities.

331 332 **Conferences**

333 46 A Conference is that body of the United Church of Christ which is composed of all Local
334 Churches in a geographical area, all Ordained Ministers holding Standing or Ordained
335 Ministerial Partner Standing in its Associations or in the Conference itself when acting as an
336 Association, all Commissioned Ministers and Licensed Ministers in its Associations.

337
338 ~~47 Subsequent to the initial organization of Conferences in the United Church of Christ, the~~
339 boundaries of any new Conference, or any adjustment of boundaries between Conferences, shall
340 be determined by the Conferences concerned with the approval of the General Synod. The
341 standing of a Conference as a body of the United Church of Christ is determined by the General
342 Synod.

343
344 48 A Conference may retain or secure its own charter, and adopt its own constitution, bylaws and
345 other rules which it deems essential to its own welfare and not inconsistent with this Constitution
346 and the Bylaws of the United Church of Christ.

347
348 49 A Conference is related to the General Synod as described in the Bylaws of the United Church
349 of Christ.

350
351 50 When a Conference meets, its voting membership includes lay delegates selected by and
352 representing the Local Churches of that Conference, all Ordained Ministers holding Standing or
353 Ordained Ministerial Partner Standing in its Associations or in the Conference itself when
354 acting as an Association, all Commissioned Ministers and Licensed Ministers in its Associations,
355 and such additional members as may be specified by the Conference.

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51 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

52 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

53 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

54 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;
- h) To determine the relationships of the United Church of Christ with ecumenical organizations, world confessional bodies, interfaith and other interdenominational agencies;

- 406 i) To encourage conversations with other communions and when appropriate 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**

452 58 The United Church of Christ recognizes the call to proclaim the good news of Jesus Christ in
453 word and deed through the work of Local Churches; Associations; Conferences; national
454 expressions; and global, ecumenical, and interfaith relationships. The United Church of Christ is
455 and seeks to be an inclusive, multiracial, multicultural church, accessible to all, engaging in

456 ministries of justice, witness, healing, teaching, and preaching. There are three Covenanted
457 Ministries ~~as defined and set forth in the Constitution and the Bylaws of the United Church of~~
458 ~~Christ~~: Local Church Ministries, Wider Church Ministries, Justice and Witness Ministries. A
459 Covenanted Ministry may retain or secure its own charter and adopt its own bylaws and other
460 rules which it deems essential to its own welfare and not inconsistent with this Constitution and
461 the Bylaws of the United Church of Christ and in accordance with advice and counsel given from
462 time to time by the General Synod.

463
464 **Powers and Responsibilities of Covenanted Ministries**

465 59 Each Covenanted Ministry shall have the following powers and responsibilities:

- 466
467 a) To carry out the Covenanted Ministry's programmatic work, including the historical mandates
468 of its predecessor bodies, as set forth in its Charter and Bylaws, or referred from the General
469 Synod, or as set forth in the Constitution and the Bylaws of the United Church of Christ;
470
471 b) To retain responsibility for all legacies and other property received, maintained or held by it,
472 and to approve any use, expenditure or disposal of its legacies or other property;
473
474 c) To work in covenantal relationship with the General Synod, the United Church of Christ
475 Board, and other Ministries to fulfill its mandates;
476
477 ~~d) To participate through its Executive Minister in the Collegium of Officers;~~
478
479 e) To participate in the Mission Planning Council;
480
481 ~~f) To nominate and elect its Executive Minister as set forth in paragraph 61b;~~
482
483 g) To organize itself as it deems necessary to carry out its programmatic work, including the
484 fulfillment of historical mandates, which shall be carried out in accordance with this Constitution
485 and the Bylaws of the United Church of Christ, through the United Church of Christ Board;
486
487 h) To determine its budget to be submitted to the United Church of Christ Board in accordance
488 with the Bylaws of the United Church of Christ;
489
490 i) To adopt its own charter, bylaws, and rules of procedure which it deems essential to its own
491 welfare, not inconsistent with the Constitution and the Bylaws of the United Church of Christ;
492
493 j) To hold in highest regard actions by, or decisions or advice emanating from, the General
494 Synod, the United Church of Christ Board, another Covenanted Ministry, a Conference, an
495 Association, or a Local Church.

496
497 60 Each Covenanted Ministry shall be incorporated in order to fulfill its mandates; fulfill all
498 normal, lawful purposes; and receive, hold, manage, and distribute real and personal property,
499 endowments, and restricted funds in compliance with the terms, conditions, and requirements of
500 said funds. The voting membership of each Covenanted Ministry shall be the members of that
501 corporation's Board of Directors.

502
503 61 The corporation documents of Local Church Ministries, Justice and Witness Ministries, and
504 Wider Church Ministries shall reflect their covenantal relationship with the General Synod and
505 shall provide:
506

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

509
510 ~~b) that the Covenanted Ministry shall vest the General Synod with the power to call by election~~
511 ~~the Executive Minister of the Covenanted Ministry;~~

512
513 c) that any modification of the provisions or powers in a ~~or b~~ above shall be authorized
514 only after consultation with the ~~Collegium of~~ Officers and the United Church of Christ Board and
515 after presentation to the General Synod, and shall require an affirmative vote of not
516 less than two-thirds of all voting members of the Covenanted Ministry;

517
518 d) that the Covenanted Ministry must approve any use, expenditure or disposal of its legacies or
519 other property;

520
521 e) that dissolution of the Covenanted Ministry shall occur only with an affirmative vote of not
522 less than two-thirds of all members of the Covenanted Ministry, after advice and consultation
523 with the General Synod, and only with provision for the transfer of the ownership, management,
524 and control of its assets and funds to a successor corporation that is legally obligated and
525 empowered to own and carry out the obligations, terms, conditions, and requirements of said
526 assets and funds, as the Board of Directors shall determine. In keeping with the covenantal basis
527 of the United Church of Christ, such successor corporation shall be related to the United Church
528 of Christ whenever legally permissible and appropriate, all as determined by the Board of
529 Directors of the Covenanted Ministry.

530
531 62 The General Synod, in covenant with a Covenanted Ministry, may, from time to time, delegate
532 or assign to a Covenanted Ministry such responsibilities as fall within that Covenanted Ministry's
533 purpose and mission as set forth in the Constitution and the Bylaws of the United Church of
534 Christ and in that Covenanted Ministry's corporate documents.

535
536 63 Each Covenanted Ministry of the United Church of Christ shall report its finances annually to
537 the United Church of Christ Board and to each regular meeting of the General Synod. Each
538 Covenanted Ministry shall submit to the United Church of Christ Board, acting as the Budget
539 Committee of the General Synod, a detailed request for support of its work through funds
540 allocated from the biennial income goal to be recommended to the General Synod.

541 542 **Incorporation of Existing and Prior Agencies**

543 64 The Covenanted Ministries ~~listed in paragraph 58 above~~, acting as successors to and agents for
544 all predecessor bodies related to the United Church of Christ, continue the work, mandates, and
545 legacies previously carried on by the American Board of Commissioners for Foreign Missions,
546 the Board of International Missions, the Commission on World Service, the Congregational
547 Christian Service Committee, the United Church Board for World Ministries, Board of National
548 Missions, Board of Christian Education and Publication, Board of Business Management, Board
549 of Home Missions of the Reformed Church in the U. S., the American Missionary Association,
550 Congregational Church Building Society, Congregational Education Society, Congregational
551 Home Missionary Society, Congregational Publishing Society, The Congregational Sunday
552 School Extension Society, the Congregational Women's Home Missionary Federation, the United
553 Church Board for Homeland Ministries, Coordinating Center for Women in Church and Society,
554 Commission for Racial Justice, Office for Church Life and Leadership, Office for Church in
555 Society, Stewardship Council, and Office of Communication.

556 557 **Local Church Ministries**

558 65 The purpose and mission of Local Church Ministries, to be carried out in accordance with the
559 Bylaws of the United Church of Christ, shall be to encourage and support the Local Churches of
560 the United Church of Christ in the fulfillment of God's mission. Specifically, Local Church
561 Ministries continues the work of, and acts as agent for, the following predecessor bodies: the
562 Office for Church Life and Leadership, the Coordinating Center for Women in Church and
563 Society, the Stewardship Council, the United Church Board for Homeland Ministries, and its
564 predecessor bodies: The Board of National Missions, Board of Christian Education and
565 Publication, Board of Business Management, Board of Home Missions of the Reformed Church
566 in the U.S., the American Missionary Association, Congregational Church Building Society,
567 Congregational Education Society, Congregational Home Mission Society, Congregational
568 Publishing Society, The Congregational Sunday School Extension Society, the Congregational
569 Women's Home Missionary Federation.

570

571 **Justice and Witness Ministries**

572 66 The purpose and mission of Justice and Witness Ministries, to be carried out in accordance
573 with the Bylaws of the United Church of Christ, shall be to enable and encourage Local
574 Churches, Associations, Conferences, and the national expressions of the United Church of Christ
575 to engage in God's mission globally by direct action for the integrity of creation, justice, and
576 peace. Justice and Witness Ministries continues the work of, and acts as agent for, the following
577 predecessor bodies: the Office for Church in Society, the Commission for Racial Justice, the
578 Coordinating Center for Women in Church and Society. It also continues the following:
579 ministries of public policy advocacy in the area of communications formerly conducted by the
580 Office of Communication, ministries of prophetic service and action formerly conducted by the
581 Division of the American Missionary Association of the United Church Board for Homeland
582 Ministries, ministries of global advocacy in the U.S.A. formerly conducted by the United Church
583 Board for World Ministries.

584

585 **Wider Church Ministries**

586 67 The purpose and mission of Wider Church Ministries, to be carried out in accordance with the
587 Bylaws of the United Church of Christ, shall be to encourage and support Local Churches,
588 Associations, Conferences, and the national expressions of the United Church of Christ to
589 participate in the global, multiracial, multicultural church, and to support United Church of Christ
590 ministries around the world and the nation. Wider Church Ministries continues the work of, and
591 acts as agent for, the following predecessor bodies: the United Church Board for World
592 Ministries, the American Board of Commissioners for Foreign Missions, the Board of
593 International Missions, the Commission on World Service, and the Congregational Christian
594 Service Committee. It also continues the following: ministries of volunteer services formerly
595 conducted by the Division of the American Missionary Association of the United Church Board
596 for Homeland Ministries; ministries of the Health and Welfare Coordinating Council formerly
597 related to the United Church Board for Homeland Ministries.

598

599 **ARTICLE XII. AFFILIATED AND ASSOCIATED MINISTRIES**

600 68 An Affiliated Ministry of the United Church of Christ is a nonprofit corporation which
601 provides services to or for the United Church of Christ, and whose Board of Trustees is elected by
602 its corporate membership, and which was recognized previously as an Instrumentality by the
603 General Synod.

604

605 69 An Associated Ministry of the United Church of Christ Board of the General Synod of the
606 United Church of Christ is a nonprofit corporation which provides services to or for the United
607 Church of Christ, and whose corporate membership is nominated and elected by the United

608 Church of Christ Board, and which was recognized previously as an Instrumentality by the
609 General Synod.

610

611 **Pension and Relief Activities**

612 70 The pension activities of the United Church of Christ are administered by a nonprofit
613 membership corporation(s) known as The Pension Boards—United
614 Church of Christ and designated as an Affiliated Ministry of the United Church of
615 Christ. The control of each such corporation lies in its members through a Board of Trustees
616 chosen by the members from a list of persons whose names have been presented to and approved
617 by the General Synod or by the United Church of Christ Board in accordance with the Bylaws.
618 Persons for this list may be proposed by any member of the corporation(s) or by the Trustees
619 thereof. Such corporation(s) shall report its program and finance annually to its members and to
620 the United Church of Christ Board and to each regular meeting of the General Synod. The
621 General Synod shall from time to time make examination of the practices and developments of
622 such corporation(s).

623

624 71 The ministerial relief activities of the United Church of Christ, by whatever corporate bodies
625 administered, are coordinated with the pension activities of the Church through corporation(s)
626 above described. The pension and the relief corporation(s) shall submit to the United Church of
627 Christ Board, acting as the Budget Committee of the General Synod, a request for allocation of
628 sufficient funds, from the budget to be approved by the United Church of Christ Board, for the
629 payment of ministerial relief benefits and such other benefits as the United Church of Christ
630 Board may provide. Payment of such benefits shall be limited to the funds received for that
631 purpose.

632

633 **United Church Funds**

634 72 The United Church Funds, Inc., is designated as an Associated Ministry of the United Church
635 of Christ Board of the United Church of Christ to receive gifts from individuals and
636 organizations, to hold such funds and property as may be entrusted or conveyed to it by the
637 General Synod and other organizations, and administer, invest, and reinvest the same and other
638 funds in trust or otherwise, as set forth in the Bylaws.

639

640 73 The United Church Funds shall report its program and finances annually to the United Church
641 of Christ Board and to each regular meeting of the General Synod, and shall submit to the United
642 Church of Christ Board, acting as the Budget Committee of the General Synod, a detailed request
643 for support of its work through funds allocated from the ~~biennial~~ income goal to be recommended
644 to the General Synod.

645

646 **ARTICLE XIII. AMENDMENTS**

647 **The Constitution**

648 74 Amendments to this Constitution may be proposed by a Conference, the General Synod or the
649 United Church of Christ Board. Such proposed amendments shall be submitted in writing to the
650 General Minister and President of the United Church of Christ at least three months prior to a
651 meeting of the General Synod to which they are to be presented. At least two months prior to the
652 meeting of the General Synod, the General Minister and President shall transmit such proposed
653 amendments to the delegates, to the Conferences and to the Local Churches. Adoption of an
654 amendment to the Constitution shall require a two-thirds affirmative vote of those present and
655 voting in the General Synod and, before the next regular meeting of the General Synod, an
656 affirmative vote of two-thirds of the Conferences. If so approved the General Synod, if in session,
657 or the United Church of Christ Board, shall declare the amendment adopted and in force.1

658

659 **The Bylaws**

660 75 Amendments to the Bylaws of the United Church of Christ may be proposed by an
661 Association, a Conference, the General Synod, or the United Church of Christ Board. Such
662 proposed amendments shall be submitted in writing to the General Minister and President of the
663 United Church of Christ at least three months prior to the meeting of the General Synod to which
664 they are to be presented. At least two months prior to the meeting of the General Synod, the
665 General Minister and President shall transmit such proposed amendments to the delegates, to the
666 Conferences and to the Local Churches. Any Bylaw that is contingent upon a
667 Constitutional provision shall not be effective until after the Constitutional provision is ratified
668 and declared in force. Adoption of an amendment to the Bylaws shall require a two-thirds
669 affirmative vote of those present and voting in the General Synod, and shall be effective upon
670 adoption unless otherwise set forth in the vote.

671
672 ¶The General Synod declared the original Constitution of the United Church of Christ in force June, 1961, upon
673 ratification of 2/3 of the Synods of the Evangelical and Reformed Church and by 2/3 of the Congregational Christian
674 churches voting.

675

676

677 In effect July 3, 2017 (tracked changes awaiting ratification by the Conferences pursuant to United Church of Christ Constitution para.
678 75)