



NCNC

Council Minutes

Saturday, February 11, 2017

Clovis, United Japanese Christian Church

In Attendance:

Council Members: Jim Ross, George Conklin, Phil Konz, Diane Johnson, Kelly Wilson, Patsy Finster, Roy Mosley, Richard Brabham, Eunice Aaron, Jeannie Hobson, Fed Ranches

NCNC Staff: Diane Weible

Guests: Rev. Rae Kim, UJCC and crew

10:10 am – meeting opened with welcome and prayer

Treasurer's Report:

- Tom unable to attend but was with us via phone
- Ended year with about a \$80K deficit
- Camp Tam deficit approx. \$2000.00, Camp Caz. Approx. \$11,000.00 and AG about 20K. Will need to look at these critically in 2017.

MOTION: Approve the treasurer's report as presented – Jim Ross, 2nd Richard Brabham - approved unanimously

UCCR Owner's Council Representative (and camp Tam. Council Facilities Representative:

- Jeannie Hobson appointed to this position
- Jeannie to bring report regarding YOMC list of "fix its" to March Council meeting

Annual Gathering:

- Kelly and Roy report:
- AG 7 Thursday February 9th, 2017 @ 3 PM Conference Office
- AG7 is excited about our progress and are looking forward to "Come Home to Peace; Go Forth to Disrupt." Our 'keynoters' are confirmed, the workshop policy is published on the website, Raising Voices entertainment is humming along, and new ideas are leading the way.
- Joy will make the approved changes to the tentative AG schedule and post them to the website. The Logo has been completed and is also posted to the website. T-shirt pre-order is also available with on-line registration and the colors are to be decided soon.
- As a reminder On-line early registration will end on 2/28/17. Please get the word out. Council members will be asked to call churches in their Associations who have not attended in the past to extend an invitation. Information will also be given regarding scholarships available. This will also be in conjunction with obtaining information for the 2017 Year Book and Directory for those who may not have access to the UCC Data Hub, may have forgotten, or any other reason.



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- The next meeting is Thursday, March 16, 2017 with a time change to 9:30 AM at the conference office.
- The following meetings are planned for March 6th, April 6th and May 11th at the conference office with the time currently @ 3 PM and may be subject to change. No future meetings on Saturdays preceding Council. There is a plan to use Zoom.
- Three General Synod resolutions presented for AG. 1) Medical Aid in Dying; 2) Rights of Children Living Under Israeli Military Occupation & 3) A More Just Economy; Living Wages and Job Creation. All have presenters except Medical Aid in Dying.
- Discussion regarding those that want to register for early bird price schedule but cannot pay yet. If this is an issue they can contact Joy and say they cannot pay now and will be put on a list to secure their Earlybird Registration price but will not be registered until they actually register and pay (the lower rate, even if it's after the date)
- Jim brought up the subject of accommodations at Sonoma State indicating that they are not appropriate for some folks and there is not a commuter fee for those that do not live in the area. George Conklin agreed that this is an issue for some.
- Current numbers for AG registration is 27 – we need to get moving!
- Business Committee is now concentrating on “Raising Voices” fund raising – have \$2500.00 at this point with a goal of \$4000.00.

Leadership Opportunities

- Richard reports that the “nominating committee” has 7 members – still need a member from Mountain Valley Association – Jim Ross volunteered making the committee full (for the 1st time in many years!)
- Richard presented the current slate and openings (see attached)
- If there are suggestions to fill any of the openings let Richard know
- Go back to our associations and actively recruit

Diane’s Dream (Video Conferencing) Zoom

- Diane presented the possibility of using Zoom to:
 - Council meets 9 times a year – 3 months on – one month off – goal would to meet one of the meetings during the 3 month period in video conferencing
 - Goal would be to have at least one “hub” church in every association have ZOOM platform installed – then the members of that association would only have to travel to the “hub” church. Would require 9 platforms (one in each association and one at the conference office)



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- Cost is \$2500.00 per platform. The need is to raise enough to purchase and install the platform. Try to get associations and/or churches to buy into this and help with the costs. Important to stress that meetings are not the only use for this. There could be lots of uses including use for the church that has it installed.
- GGA association has already committed an amount to help for their association.
- Roy has volunteered to help any church or association with moving this forward.
- It should be noted that in some associations more than one “hub” would be good due to large geographical distances

Personnel Handbook

- Edits to the personnel handbook were discussed thoroughly.

MOTION: The NCNC Council approves the NCNC personnel handbook as corrected. Joy Davis' current accrued sick leave will remain in effect until accrued sick leave goes below the new policy accrual rate at which time the new policy will take effect
Moved: Kelly Wilson, 2nd Richard Brabham – motion passed unanimously

Conference Minister Report

- Annual Gathering – report given via Kelly and Roy
- Congregational Leaders Event/Church Day Survey: Daniel Ross-Jones has a draft done asking “what is your looking for” Survey to go out to all churches.
- Authorized Ministers Retreat Possible Theme: Need leadership for this event. Possible theme “Soul Injury” which is pertinent to the “helping professions”
- Endowment for Church/Clergy Vitality: Policy established (see attached) – note that there are two documents – one for general policy setting up an endowment and one that is specific for the Endowment for Church/Clergy Vitality which Council approved with seed money of \$450,000.00 from sale of Sacramento church. Plan is to roll out this endowment at AG – Diane’s dream is to have contributions to this endowment to raise it to \$1,000,000.00.

MOTION: NCNC Council approves the Endowment Policy as presented: Moved Roy Mosley, 2nd Jim Ross – passes unanimously

- Partnership with CB&LF and Cornerstone related to church buildings: Waiting for National Church feedback
- HR Support to Churches: Meeting next week – more to follow after meeting.
- Justice and Witness Issues:



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- Working on getting the team together
- Anti-Racism Training: Partnership (Conference and Berkley UCC) – 3 year program. Dave McAllister to do the training @ Berkley UCC
- Domestic Violence Workshops/Partnership with Family Justice Center: Workshop March 11, 2017 @ 1st Alameda UCC 8:30 am – 4:00 pm. So far only 4 people signed up. Registration available on line.
- Sanctuary Churches: Church World Service to be offering a Webinar on this for interested churches.
- General Synod: Still need a youth/young adult to fill the delegation. Casey Ream from Eureka was suggested (note: Casey has accepted and an e-mail vote was taken Sunday, February 12, 2017)

MOTION: Casey Ream to be youth/young adult delegate to 2017 UCC Synod, moved Richard Brabham, 2nd Jeannie Hobson – passed unanimously

- OCWM - continue to work on ways to increase this
- Personnel Handbook – see previous discussion and vote
- Proponents for GS Resolutions (see discussion for AG)
- New Compensation Guidelines: New guidelines are very different from previous guidelines. Is in compliance with the Fair Labors Act. Discussion regarding new guidelines – these will go out to churches as soon as council approves them

Motion: NCNC Council approves Compensation Guidelines as presented – moved Eunice Aaron, 2nd Jim Ross – motion passes unanimously

- Guerneville/Livermore/NCF/S Berkeley Churches: no new information on Guerneville church. Livermore – DOC still working out property issues and we are waiting to hear from them. There are tenants in the church at present meeting expenses for upkeep. NCF, San Jose – (a joint UCC/American Baptist church) – trying to decide if they are viable to continue. A proposal may come from the church regarding help from the two denominations for moving forward. South Berkeley – Davena went to attend church there and found it padlocked and signage as to no trespassing. This was unknown to the NCNC – it has apparently been closed for 2-3 years. Discussion regarding who to contact to find out what is going on with this church.
- Sacramento Marshallese Church: Are up to date with rent with Elk Grove but still need to pay NCNC approx. \$2000.00. Joy has been trying to reach



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them but there has been no response from them. Will reach out to Elk Grove Church to see if they can help.

- Israel/Palestine Trip: Diane will leave in about a week. Shared agenda while there – very exciting and busy – safe travels Diane!
- Sonny reports that old files are ready to be scanned. Contract him if you can help – he will train on the way to do this.
- Church list – year book help: Request to from Joy to see contact churches in your associations that have not turned in form for yearbook. (On-line form passed out). Bay Association has 20 churches, Golden Gate Association has 21, Mountain Valley Association has 3 churches, Sacramento Valley has 12 churches, Santa Clara Association has 13 churches, and Sequoia has 2 churches. Diane to send lists to Council. Council members are asked to contact churches in their associations and either have them commit to filling out form on line or to ask the questions and fill out the form for them (help on how to fill out the form can be found @http://www.ucc.org/research_yearbook.
 - ✚ Association Representatives are also asked when making church calls to remind churches about AG and to encourage them to do their registrations (Earlybird registration expires on March 1, 2017 and then will revert to regular fees for registration)

New Business

- Approve new Council member
- NCNC Council approves Jason Freeman from 1st Congregational Church, Fresno, and Sequoia Association to the NCNC Council to complete Steve Mevert's position as a Sequoia Association Representative. Should be noted that Jason has also agreed to go on the slate to be approved at the AG.

Meeting Adjourned @ 2:35 pm

Respectfully Submitted:
Jeannie Hobson



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Endowment Policy

Northern California Nevada Conference of the United Church of Christ
Council Approval: February 11, 2017

The Northern California Nevada Conference of the United Church of Christ (NCNC-UCC) occasionally permanently restricts funds for purposes of endowment. Such funds are for the support of Conference mission in perpetuity, with the corpus being permanently restricted and invested, with the proceeds being expended according to all applicable policies and actions as of the date of distribution.

Funds to be endowed shall be established through written agreement between a donor and the Conference or through the free designation by the Conference Council of an unrestricted gift, subject to NCNC-UCC's articles of incorporation, bylaws, and this policy, as amended from time to time.

Conference Council approval is required to establish an endowed fund; however contributions by individuals or churches to an already established fund are permissible without further action. Such contributions are immediately invested within the corpus of the fund and permanently restricted.

In accordance with appropriate IRS regulations and NCNC-UCC governance documents in effect, the Conference Council shall have the power to modify any restriction or condition imposed on endowed funds, whether imposed by the donor or prior Council action, if, in the sole judgment of the Conference Council, such restriction or condition becomes illegal, unnecessary, uneconomical, impossible to perform, or inconsistent with the mission and purpose of NCNC-UCC, and such modification would more effectively serve the purposes of the Conference while taking into consideration the original intent of the funds.

Distributions will be administered by Conference staff, up to a limit of 3.5% of the value determined by the rolling average of the prior three quarters. Without further approval of the Conference Council, the Conference Minister is empowered to authorize distributions in accordance with the endowment fund's terms and all applicable policies. Except as provided in the preceding sentence, authority to make normal distributions has been delegated by the Conference Council to the Endowment Grants Committee. Extraordinary distributions, which are those in excess of the limit established in this policy, must be approved by the Conference Council.

Investment of endowment funds shall be governed by the Investments Policy of this Conference.

If the Conference ceases to exist with no named successor, or if the Conference ceases to qualify as a tax-exempt religious corporation by the laws of the State of California or Internal Revenue Service



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regulation, and such condition is not cured within 90 days, the assets of endowed funds shall be transferred to the United Church of Christ for use as endowed funds.

Clergy and Church Vitality Fund

In 2017 the Northern California Nevada Conference of the UCC established an endowment fund to support clergy and church vitality in our Conference.

The interest from this fund will be distributed each year to churches and clergy based on the following criteria:

1. A Continuing Education opportunity for an authorized minister that promotes learning, revitalization and is determined to support the ministry of the church and the authorized minister and enhances the health and vitality of the authorized minister. At least 25% of the funding must be provided by the authorized minister. For an authorized minister who is serving as a pastor of a local church, it is expected that the local church will provide an additional 25% of the funding.
2. A program of the church endorsed by church leaders and determined to enhance the vitality of the church and its ministry. At least 1/3 of the funding for this project will come from the church.

Procedures for Applying:

1. Applications will be available on an ongoing basis and received at any time.
2. If current year funds are available, the Endowment Fund Committee (made up of a Conference staff member and two others—either laypersons or clergy) will review the application and determine if the criteria are met and decide on an award amount.
3. Within 2 months of the event or the end of the project, a report will be sent to the Conference summarizing how the money was used. Any unused funds will be returned to the endowment.
4. The Authorized Minister and church agree to support efforts to share the success of any event or program with the wider church in an appropriate way agreed upon by the parties involved.



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Conference Minister Report to Conference Council

February 11, 2017

I. Vision for 2016-2017

- a. Support local congregations and ministers in their work so they can be the hands and feet of Jesus Christ in their communities and around the world.
- b. Be a prophetic voice and witness in the communities of this Conference that supports the work of the local churches and also reminds all of us that when we work together in the areas of justice and witness we can do so much more than we can do alone.

II. 2017 Programs

- a. Annual Gathering
- b. Congregational Leaders Event/Church Day Survey
- c. Authorized Ministers Retreat Possible Theme (Soul Injury)
- d. Endowment for Church/Clergy Vitality
- e. Partnership with CB&LF and Cornerstone related to church buildings
- f. HR Support to Churches
- g. Justice and Witness Issues
 - i. Anti-Racism Training
 - ii. Domestic Violence Workshops/Partnership with Family Justice Center
 - iii. Sanctuary Churches

III. Misc. Items to report/request feedback on

- a. General Synod Delegate
- b. Our Church's Wider Mission
- c. Personnel Handbook
- d. Proponents for GS Resolutions
- e. New Compensation Guidelines
- f. Guerneville/Livermore/NCF/S. Berkeley Churches
- g. Sacramento Marshallese Church
- h. Israel/Palestine Trip

IV. Visits since Last Conference Council Meeting

- a. January 15: Fairfax Community Church
- b. January 16-21: CTS
- c. January 24: Sanctuary Church Webinar



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- d. January 28: COM E Training
- e. January 29: Foothills/M. Broadbent Retirement
- f. February 5: Orinda Community Church
- g. February 7: Justice and Witness Team Meeting
- h. February 9: AGPT
- I. February 9-12: (A)Rise in Pow

I have attached the complete financial report from the Hawaii Conference Office who is now doing our accounting in both a cheaper and more timely fashion. If only I could be as timely. Just a few comments: 1) we ended the year with a \$34,098 deficit not counting a \$65,136 fund transfer in the operating account, 2) outdoor ministries ended the year with a \$26,211 deficit, 3) events ended the year with a \$20,748 deficit, 4) these deficits total \$81,057. We cannot continue this trend. We know we need more OCWM income in the operating account as we are continuing to come in under budget on the expense side but we need to take a serious look at the other areas. Something to think about as we establish rates for the camping program and the annual gathering.

Tom Clarke