



NCNC

## Council Minutes

Saturday, September 9, 2017

City of Refuge, Oakland, California

In Attendance:

- **Council Members:** Jeannie Hobson, Eunice Aaron, Richard Brabham, Casey Ream, Phil Konz, Mike Hill, George Conklin, Alesana Sunia, Melissa Tumaneng, Patsy Finster

**NCNC Staff:** Diane Weible, Tom Clark

10:05 am – Meeting opened Bishop Yvette Flunder with a welcome and prayer

### Minutes:

Thank you to Casey Ream for taking minutes for the August 2017 meeting. August minutes will be distributed via e-mail for approval after minor corrections are made.

### Agenda:

**Motion: Approve the agenda as presented, moved Melissa Tumaneng, 2<sup>nd</sup> Patsy Finster. Motion approved**

### Treasurer Report:

No formal written report as the reports are somewhat behind due to pregnancy leave in the Hawaii Conference Office. Verbal report from Tom – OCWM behind about \$7,000.00 but this is better than we have had in the past. Have had an unrealized gain on investments of approx. \$86,000.00. Expenses are down mainly due to health insurance costs being down. Tom will distribute the July report via e-mail.

- **Clergy and Church Vitality Fund/Endowment Policy:**
  - Tom distributed documents with suggested corrections. After discussion it was decided that these documents will be updated and distributed via e-mail for approval.
- **Endowment Committee:**
  - The “Endowment Committee” to review applications and determine if criteria are met for the Clergy and Church Vitality Fund was approved by consensus of the Council. Members of this committee are: Roy Mosely, Melissa Tumaneng, staff Diane Weible.

### Office 365

Many of the Council are having difficulty with this. Richard Brabham to work with Daniel Ross-Jones so that he can help Council members. Diane suggests (as she has before) that if one is having difficulty to call Daniel Ross-Jones and he will walk through the steps. Need



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to do this before Mid-October as Daniel will not be in the office for 6 weeks. Sonny Graves is also available for help on Office 365.

### **Conference Minister's Report:**

Diane distributed Davena Jones and Daniel Ross-Jones reports -See attached

- Diane shared that her "Vision for 2017-2018" is as written with the addition of "C"
- II Upcoming Programs/Concerns
  - a. Annual Gathering Survey. 68 responses. Planning for AG 2019 – interestingly the split was 50/50 for going back to Asilomar or staying at Sonoma State. A three-day event was also popular. Eunice Aaron and Richard Brabham will bring a report to Council no later than the November 2017 Council meeting.
  - b. Authorized Minister's Retreat. Announcement of this went out on September 8<sup>th</sup> encouraging registrations – hopeful to get more clergy interested.
  - c. Endowment for Church/Clergy Vitality – already discussed
  - d. Partnership with CB&LF and Cornerstone related to church buildings. No report at this time.
  - e. The Balm-media presence. Need to re-energize this project.
  - f. Justice and Witness issues:
    - i. Anti-Racism Training update: 2 more trainings needed – waiting for scheduling of these
    - ii. Domestic Violence Awareness: No report
    - iii. Sanctuary Churches: More churches coming on board
    - iv. Actions (Stop Urban Shield/DACA etc.: Will continue to work on these issues – DACA response well attended in Oakland but Stop Urban Shield not so – need to somehow get this to media attention
- III. Misc. Items to Report/Request feedback on:
  - a. Our Church's Wider Mission/National UCC: Diane will contact UCC General Minister to check into this.
  - b. Personnel Handbook: On hold as Diane's energies have been needed elsewhere
  - c. Guerneville/Livermore/NCF/S. Berkeley Churches:
    - i. Guerneville – no news
    - ii. Livermore – Facilities manager, Keith Wilson reports that a couple of groups renting the facility have dropped out. A current renter is interested in buying the facility. There are some maintenance issues currently. Waiting for DOC to make decisions on this facility.



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- iii. NCF: Thought they were closing but information has been received that they have hired a non-authorized pastor. Diane for follow up with Committee A.
- iv. South Berkeley: Report next month.
- d. Sacramento Marshallese Church/Christian Cathedral:
  - i. Marshallese – no new report
  - ii. Christian Cathedral – still in care but have not been able to contact them for many years. Should they be removed from roles? Davena playing contact tag with them. Further report in October.
- e. United Church Insurance Board. No report
- f. Office 365 conversion: already discussed
- g. YOMC/UCCR/Facilities Management:
  - Diane met with Parker Dunbar and Ben Broadbent last month. Meeting went well. Good conversation. Ben has a blueprint for reorganization of YOMC and Facilities Management. It would consist of 2 division: Administrative: to include hiring of paid staff etc. and Ministry: to include the programing for our camps.
  - There would be 2 facilities councils (Tam and Caz) to organize the work days and advise on capital needs
  - The ministry portion would be “programing” and the members would be from churches that love camp. Two groups one for Caz and one for Tam. The programing committees would be responsible for staff – counselors etc. There is some discussion as to whether Directors and Chaplains should be part of the Administrative functions.
  - This proposal is before YOMC at their current meeting – will wait to see results of YOMC and their reactions
  - There has been much and difficult conversations (both verbal and e-mail) to Diane in relation to perceived decisions made by Council. These conversations have gotten very personal and taking much time on Diane’s part to try to navigate. It should be noted that Council takes a dim view of these continued conversations to Diane. Much of this is around the approval of the Caz. Facilities committee as presented and voted upon at both Council and AG. Conference Council affirmed the nominating slate prior to the vote at AG. However recommendations have been welcomed. More conversation is needed but Council will wait until after today’s YOMC meeting and their response to Ben Broadbent’s proposal. It should



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be noted that Parker Dunbar (chair of YOM) is on board and we really respect what he is trying to do to heal division.

### **AG 2018 Business Committee:**

- The NCNC Council affirms the 2018 Business committee of: Roy Mosley, Jeannie Hobson, Ron Buford, Tauoa Head, Bonnie Rambob. It was suggested that a young adult be recruited as well

### **Harvey/Irma Relief:**

- The effects of these will be long term. National setting of the NCNC is the front for what we can do. Help will be needed after the first responding emergency folks are gone. At that time the National setting will start setting up work groups to go and help where they are needed. Melinda McLain is the NCNC disaster relief chair. A good book to read is: Help and Hope for Congregations. "disaster response toolbox for local congregations"

### **NCNC Newsletter:**

- Will be having a bit of a different look. Hopefully this will encourage folks to read the articles fully (at least those that they are interested in) Trying to have a couple of big articles and then links to the rest and putting this into the calendar as well.

### **Council Orientation/Leadership**

- Richard, Diane, and Eunice will hold a digital meeting for new Council members and for any council member that might be interested. Richard noted that a form will be distributed soon as to Council membership – all council members show their commitment and leadership by contributing \$100.00 (or more) to the Conference. This can be done by personal contribution or by getting the member's church to contribute, or by soliciting funds.

### **Recruitment:**

- Leadership and Recruitment Committee reports the following needs"
  - For NCNC Council – Santa Clara Association representative, At large position for 2018, Sacramento Association representative
  - Committee on Ministry A: one for class of 2019 and 2020
  - Committee on Ministry B: three for class of 2018, and one for class of 2019



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- Committee on Ministry E: one for classes 2018 and 2020

**Motion: Affirm additions to Leadership Recruitment Committee of: Jeremy Johnson-Tulare, Carmel Knudsen – FBCC, Elizabeth Griswald, Parkside, Moved Roy Mosley, 2<sup>nd</sup> Mike Hill – motion approved**

**Motion: Tyler Dickie-Sonoma, to YOMC Moved Roy Mosley, 2<sup>nd</sup> Mike Hill – motion carried**

**Video Systems:**

- We are getting there! Golden Gate to purchase one. We are applying for Palo Alto church grants to allow purchase of 2 more. Possible 3<sup>rd</sup> from another church. Systems cost approx. \$2500 each. Need to see if valley churches might be able to purchase one.

2:00 pm Meeting adjourned

Respectfully Submitted:  
Jeannie Hobson



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**I. Vision for 2017-2018**

- 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.

c. NCNC may be a prophetic voice related to justice issues and other issues facing both society and the church as the church seeks to be relevant in the 21<sup>st</sup> century.

Rev. Diane Weible  
*Conference Minister*

Rev. Davena Jones

Rev. Daniel Ross-Jones

*Associate Conference Ministers*

**II. Upcoming Programs/Concerns**

- a. Annual Gathering (Survey)
- b. Authorized Ministers Retreat
- c. Endowment for Church/Clergy Vitality
- d. Partnership with CB&LF and Cornerstone related to church buildings
- e. The Balm-media presence
- f. Justice and Witness Issues
  - i. Anti-Racism Training (update)
  - ii. Domestic Violence Awareness
  - iii. Sanctuary Churches
  - iv. Actions (Stop Urban Shield/DACA, etc...)

**III. Misc. Items to report/request feedback on**

- a. Our Church's Wider Mission/National UCC
- b. Personnel Handbook
- c. Guerneville/Livermore/NCF/S. Berkeley Churches
- d. Sacramento Marshallese Church/Christian Cathedral
- e. United Church Insurance Board
- f. Office 365/Council Work Integration

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g. YOMC/UCCR/Facilities Management

### IV. Visits since Last Conference Council Meeting

- a. August 20: College Heights
- b. August 20-26: CTS Seminar
- c. August 27: Peace/Non-Violence Rally in Berkeley
- d. August 28: Meeting with Parker and Ben
- e. August 29: Philanthropy and Stewardship Committee (DRJ)
- f. September 5: PSR Visits started again
- g. September 8: Stop Urban Shield Rally

Report to the Conference Council Prepared by: Rev. Davena L. Jones, ACM

Date: September 9, 2017

### Overview of Tasks and Projects

1. **Search & Call**- support with Local Churches and networking with Authorized Ministers. a. Placement of **Settled pastors** (Olympic Valley, Squaw Valley Chapel Installation service of Rev. James Kosko; b. **Youth Minister** - c. **Designated term pastors**- d. **Training of Pastoral Search Committee**-Fresno, Big Red Church e. Ministerial Profile validation and conversations with pastors is ongoing.
2. **Justice & Witness**- We struggle to get folk to gather via Conference call to have regular meetings. However, many of our UCC Authorized Ministers and Laypersons continue to attend, support peaceful protest, against Alt-Right and STOP Urban Shield (Second Acts) and Put the Guns Down event in Richmond (led by Minister Lana Bolds). Casey work hard to put together a newsletter for the JW, we are grateful for his commitment and efforts.
3. **Communities of Practice**- Sonny continues to work hard to get these up and running. Currently he is training a few more facilitators so that more groups can be formed around our Conference geographically. There is a high demand for the groups, however, not enough facilitators.
4. **Pastoral Support**- I continue to provide support to our Authorized Ministers during, times of transition, distress, stress and difficulties. Meeting with them to listen, to hold space for them to share their deepest concerns and struggles. I try to provide a safe place where they can be fully transparent.
5. **New Beginnings**-I have a scheduled meeting this week with Rev. Tony Clark. He is the Pastor of Arlington Community UCC. We will discuss some of the results from their New Beginnings process. I have also been in touch with Rev. Kevin Omi of Sycamore Congregation. This Congregation is also moving towards their what next post NB. I have been in touch with Rev. Sharon MacArthur and the Chinese Congregation



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Church. They formed a Search Committee to begin the process of seeking a settled Pastor.

6. **Congregation Visits-** I am currently making rounds to Congregations to worship with them and to learn of their ministries and outreach. This month my church visit included, Squaw Valley Chapel (Installation), First Congregational Church of Oroville (Preaching) and St. John's in Woodland (Service of Release).

Humbly submitted,

Prepared by: Rev. Daniel Ross-Jones, MPA

Date: September 9, 2017

### Overview of Tasks and Projects

1. **Philanthropy & Stewardship.** Begun training for Stewards of Abundance pilot with Murphys congregation; conversations with congregations in Weaverville and Eureka are ongoing but no action as yet. First meeting of Philanthropy & Stewardship Committee conducted with training and orientation, goal setting, and calendaring. I have been able to identify more time to devote to P&S in my portfolio, and am intending to use it to strengthen staff capacity for direct appeals, grant identification, and donor relations.

2. **Search & Call.** Much credit to my beloved colleague, Pastor Jones, and to our Conference Minister, Pastor Weible, for exploring a different, assets-based approach to Search & Call. Pastor Jones is taking on primary responsibility for S&C support in Local Churches and with Authorized Ministers. However, I will continue staffing some Local Churches that are either in process or with whom I have a more substantial relationship, including San Francisco, St. John's; Tiburon-Belvedere, Community; Los Altos, Foothills; Tulare, First; and San Jose, Almaden Valley.

3. **Infrastructure, Operations & Information Technology.** We are nearing the end of the transition from CDM+ to the Salesforce platform for our constituent relationship management processes. Pastor Diane has authorized the hiring of a short-term, part-time employee to perform data entry and integrity processes. This should be complete by the end of the year. Of particular benefit will be the ability to create automated, monthly donations, as well as to automate many functions that are presently performed manually (such as Authorized Ministers' compliance with lifelong learning, receipts for donations, etc). We have learned a lot about the shortcomings of our current systems in this way and are eager to be finished!





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**4. Assessment & Evaluation.** Evaluation instruments have been created for Local Churches following encounters with Conference staff during interim minister selection and settled/designated term ministerial search. A future-looking, planning evaluation for programs in 2018 will be produced and distributed to Authorized Ministers and Local Churches in the fall (targeting October).

**5. Leadership Development, Next Generation Ministry, and 2030 Clergy Network.** No report this month.

**6. Pastoral Care & Local Visits.** I am planning Coffee Hours in September and October as part of my quarterly goal of being present for informal conversation to a wide population. This has proven successful in the past. Since Annual Gathering, I have visited nine churches and had pastoral conversations with 13 Authorized Ministers in this Conference. I have also recently noticed an uptick in requests for conversation and informational dialogue with clergy from other traditions seeking authorization in the United Church of Christ and made appropriate referrals to the Committee on Ministry in this or other places, along with the regular number of inquiries from Authorized Ministers in other Conferences seeking information on open positions. I note that some of this coverage includes delicate care of one congregation following a Fitness Review, and staff support of Section B of the Committee on Ministry during an appeal of another Fitness Review.

**7. Personal Details.** I will be taking an extended period of vacation and continuing education time from October 20-November 30. Not a formal sabbatical under the Personnel Policy of this Conference, this has been arranged with Pastor Diane in accordance with the Policy and utilizes both of those entitlements to create what I am terming a “mini-sabbatical.” While I began my service to the Conference in 2016, in my prior setting I would have been due for a sabbatical now in 2017 under their policies. I know that the term sabbatical, or even mini-sabbatical, carries a formal connotation under our Policy, I want to stress the importance I place on both taking time for and modeling self-care to my peers and colleagues among Authorized Ministers and to our Local Churches. This time away will be most renewing and appreciated – and needed! (I have lost count at how many others have commented to me that they wished they made a similar negotiation in their own times of professional transition; it makes me sad that something so simple and necessary for ministerial health and excellence is treated as a luxury in our settings.) For those interested, I will be spending 10 days in Germany commemorating the 500<sup>th</sup> year of the Reformation – including being in Wittenberg on



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October 31, the traditional day marked as when Martin Luther posted his 95 theses on the castle door in Wittenberg triggering the Reformation. Following that, I will be spending 12 days in Italy with my mother, partly in celebration of a major decade birthday last month, and partly to discover our family heritage in the Cosenza province. The remainder of my time will be spent relaxing, reading, and celebrating Thanksgiving with my boyfriend.