



UNITED CHURCH
OF CHRIST

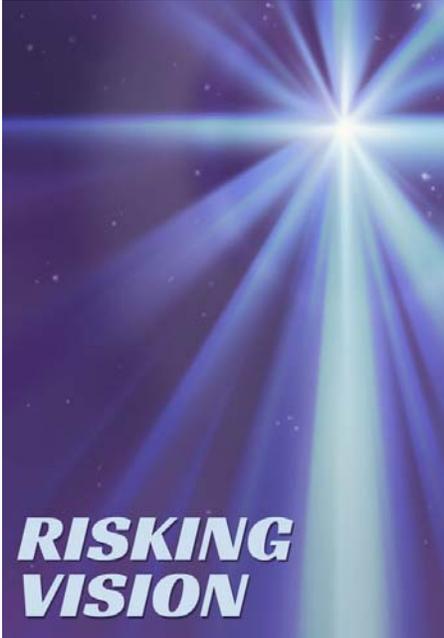
MASSACHUSETTS
CONFERENCE

ADVANCED MATERIALS

Massachusetts Conference

United Church of Christ

214th ANNUAL MEETING



Habakkuk 2:2-3

²Then the Lord answered me and said: Write the vision; make it plain on tablets, so that a runner may read it. ³For there is still a vision for the appointed time; it speaks of the end, and does not lie. If it seems to tarry, wait for it; it will surely come, it will not delay.

— NRSV

Friday/Saturday

June 14 & 15, 2013

Sturbridge Host Hotel and Conference Center



Please bring this booklet with you to Annual Meeting

Mary's Story

By Andy Gustafson,

Associate Conference Minister for Stewardship and Financial Development

Annual Meeting delegates often ask what giving to the Massachusetts Conference and the United Church of Christ accomplishes. To give an idea, let us look at a Sunday in the Life of a Local MACUCC (Massachusetts Conference United Church of Christ) Congregation.

Mary, a mother, comes to church with her child, Amy. She settles Amy into the Sunday School, secure in her safety – the church has implemented safe church policies with the assistance of the Conference. In Sunday school the child learns of God's love for everyone using UCC curriculum. The teachers have attended "Learning to Teach" seminars led by Elsa Marshall, belong to a Christian Educator's Community of Practice and their director has gone through the Christian Educator's Certification program. They call Elsa at the Conference when they are looking for resources.

Mary settles into a pew and opens the colorful Sunday bulletin, printed on the UCC Sunday Bulletin series. There are a lot of announcements this morning. Two carloads of people are going to the next twice-annual "Super Saturday" event of the Conference, where over 30 workshops on every aspect of church life will be offered. There is a fundraiser for youth in the church who will be attending the next UCC National Youth Event. Several church members are going to help with disaster recovery on a mission trip organized through the United Church of Christ Wider Church Ministries. There will be confirmation in two weeks for the confirmands who attended a confirmation retreat sponsored by the Conference. Mary has her own announcement, encouraging members to join her in signing up for the Lenten Carbon Fast. She points them to the MACUCC web site for more information.

Mary loves the pastor, who was called just two years earlier after a search with help from Peter Wells, one of the Conference's regional Associate Conference Ministers. The pastor was trained at Andover-Newton Theological School, a UCC seminary. He received financial aid from the Conference's Bennie Whitten Seminary Debt Reduction Fund, which has allowed him to accept the salary offered by this small church. The pastor is a member of a Clergy Community of Practice, which helped support him through some difficult issues.

The congregation rises to sing a hymn out of the UCC New Century Hymnal. Several members of the choir attended the Adult Music Camp held at the Conference's Craigville Retreat Center on Cape Cod. Worship this morning incorporates ideas gained at a Pastoral Excellence workshop sponsored by the Conference. Mary follows along with the scripture reading in the pew Bible from United Church Press. A lay person does the call to offering, testifying to the love the congregation showed her when her husband died suddenly. Having a lay person testify as the call to the offering was an idea picked up by the Stewardship Committee at a Conference stewardship event led by Andy Gustafson. Today a special offering – One Great Hour of Sharing – is also collected. Mary is delighted to be able to give to support this special UCC offering that provides disaster relief, refugee resettlement and development assistance to those in need around the world.

After the service Mary goes to coffee hour, where she has a cup of delicious Equal Exchange Free Trade coffee, which the church switched to as part of the UCC Coffee Project. Mary confirms her next Bible Study meeting. They are currently using "Weekly Seeds" a free weekly bible study from the UCC.

Mary is so happy to be part of this loving, faithful congregation. She was invited to attend by a friend. Her friend learned how to invite others at an evangelism training event offered by the Conference. Mary also checked out the church web site. It had been updated and improved after the webmaster attended a "WebFest" event led by Tiffany Vail at the Conference. Mary's church also has a Facebook page, set up after attending a Super Saturday workshop on that topic.

A member of the church grumbled to Mary, "What do we get for all this money we give in Fellowship Dues and Our Church's Wider Mission support anyways?" Mary hardly knew where to begin.

Is your church taking advantage of all the Conference has to offer?

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TENTATIVE SCHEDULE

214th Annual Meeting ~ JUNE 14-15, 2013

FRIDAY, JUNE 14, 2013

3:30 PM: Registration Opens: Sturbridge Host Hotel & Conference Center

4:30 PM: Opening Plenary I

- Keynote: The Rev. Dr. Robin Meyers
- Introductions of Staff and Board of Directors
- Table conversation on Habakkuk 2:2-3
- Presentation on the budget
- Recognitions
- Elections
- Worship

Dinner will be served at tables in the meeting space.

9:00 – Reception

10:30 PM: A gathering time for clergy, delegates and friends.
Marketplace will be open from 9:00-10:00 PM.

SATURDAY, JUNE 15, 2013

7:30 AM: Registration Opens: Sturbridge Host Hotel & Conference Center

7:45 AM: Continental Breakfast

8:15 AM: New Delegate Orientation

8:30 AM: Marketplace Opens

9:00 AM: Worship

Word, Song and Inspiration! The Rev. Dr. Robin Meyers will preach.

10:15 AM: Hearings and Forums

- The budget
- Resolution urging divestment from fossil fuel companies
- Clergy compensation guidelines
- MACUCC committee structure and proposed bylaw change
- Forum on Conference financial structure
- Forum with Robin Meyers

11:45 AM: Plenary II

- Budget actions
- Other business

12:30 PM: Luncheon

Conversation, networking, visit Marketplace

2:00 PM: Plenary III

- State of the Conference address
- Actions on bylaws and program structure
- Report from the Board of Directors
- Resolutions
- Recognitions

5:30 PM: Adjourn or Plenary IV (if needed)

**DRINK
GREEN....**

**BRING YOUR
TRAVEL MUG
OR WATER
BOTTLE FROM
HOME**



General Information for the 214th Annual Meeting

Program

Habakkuk 2:2-3

2 Then the Lord answered me and said: Write the vision; make it plain on tablets, so that a runner may read it. 3 For there is still a vision for the appointed time; it speaks of the end, and does not lie. If it seems to tarry, wait for it; it will surely come, it will not delay. — NRSV

“It is a terrible thing to see and have no vision.” (Helen Keller)
Vision is our focus for this meeting. The theme encourages us to have crystal clarity around who God is calling us to be and what God is calling us to do. In a culture that continues to evolve in its relationship to faith and religion, there is a longing for an authentic community of believers who will risk new ways of perceiving itself in the light of God.

The writer of our words is Habakkuk, a little-known prophet about whom little is known. Even the meaning of his name is obscure in Biblical Hebrew. References to impending invasion by the Babylonians (Chaldeans) in the book would date this to around the seventh century before the Common Era. Times were challenging then, with the threat of foreign powers from abroad and social and economic inequalities within the land. Habakkuk’s vision calls for a deeper trust in God and a recommitment to justice.

In the tradition of Habakkuk we have the Rev. Dr. Robin Meyers as our keynote speaker. Dr. Meyers will offer our keynote on Friday evening and preach at our Saturday worship. The Rev. Dr. Robin Meyers is an ordained minister in the United Church of Christ, a tenured professor in the philosophy department at Oklahoma City University, an author, a syndicated columnist, and an award-winning commentator for National Public Radio. He has been chosen to present the Lyman Beecher Lectures at Yale Divinity School in October 2013. We encourage everyone to read and talk about his book *The Underground Church* in advance of our gathering.

Our meals together will provide valuable time to talk with each other and meet new people. (Saturday morning will be a continental breakfast.) The Marketplace will engage the gathering in mission, education and resources for ministry. Worship will be held throughout the meeting to keep us grounded in God as we discern.

Business

Business to be conducted will include votes on the Conference budget and clergy compensation guidelines, action on a General Synod resolution calling for divestment from fossil fuel companies, proposed changes to the way we organize ourselves for our shared ministries, and reports from the Board of Directors and the Minister and President.

Child Care

In recent years there has been little to no interest in on-site child care for Annual Meeting, and the logistical challenges of providing appropriate space and supervision have been increasing. However, the Massachusetts Conference remains committed to helping parents of young children attend Annual Meeting. To this end, funds are available to subsidize child care cost for attendees. This money is available on a first-come, first-served basis. **Please contact Jane Logee, Registrar, for more information.** (logeej@macucc.org or 508-875-5233 x221.)

Registration

Registration materials were emailed to each church and to all clergy in the Conference. They are also available online at www.macucc.org or by contacting Jane Logee at logeej@macucc.org or 508-875-5233 x221. As always, we hope that churches consider delegate term limits to facilitate sharing and rotation of responsibility in our covenant together.

All delegates and guests **NEED TO BE REGISTERED**. The registration deadline is May 24, 2013 - anyone registering after that date cannot be guaranteed lunch.

Location

Sturbridge Host Hotel and Conference Center
366 Main Street, Sturbridge, MA 01566
For directions, go to www.sturbridgehosthotel.com

Accommodations

The Sturbridge Host Hotel and Conference Center is offering a discounted rate for early reservations.

To Book by phone:

Call 508-347-7393 or 800-582-3232

Mention you are attending the Mass Conference UCC Annual Meeting on 6/14 in order to receive the group room rate.

To Book Online:

1. Go to: www.sturbridgehosthotel.com
2. Enter arrival/departure dates on the left
3. Click "GO"
4. Once redirected to reservations page: Click GROUPS
5. Enter the following code: **1306MACONF**
6. Enter arrival/departure dates on calendar
7. Select an available room type (if room type is available, the group room rate will populate indicating availability)
8. Continue to follow prompts to make reservations & confirm

Parking

There is a large parking lot in front of the Conference Center available at no cost.

Directions—next page

General Information for the 214th Annual Meeting

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Directions Sturbridge Host Hotel

Sturbridge Host Hotel & Conference Center is located on Route 20. From the North, East and West, take the Massachusetts Turnpike (Interstate 90) to Exit 9, Route 20 West. From the South, take either Interstate 84 or Route 131 to Route 20 West. Sturbridge Host Hotel & Conference Center is located on the shore of Cedar Lake, just past the first set of traffic lights.

The Joy of Delegates

The Annual Meeting of the Massachusetts Conference of the United Church of Christ is one of three events meant to enrich the lives and faith of our churches and their members. The

Annual Meeting theme continues into Super Saturday events scheduled the following fall and spring. It is our hope that these experiences will be offered widely so that the insights and learnings can be brought home to the heart of congregation's life. Please consider ways that more members of your congregation can share in this gathering of our people of faith.

Going Green

To reduce the use of precious resources, delegates are encouraged to bring a mug and/or water bottle from home to use throughout the meeting. Remember to keep track of your items so that they can return home with you.

Dear Members of the Massachusetts Conference, United Church of Christ:

What if every Jesus follower in each of our congregations could describe a vivid, specific, shared vision for her or his church? If each of us had a compelling sense of the particular call of God on our own faith community, how might God's love and justice be made real?

The prophet Habakkuk tells us the vision will surely come! We will engage deeply with this scripture and ponder these questions at our upcoming Annual Meeting.

- We will **hear testimony** from around the Conference about the powerful ministries that emerge when communities listen in a focused, collective way for Christ's call.
- Keynote speaker the Rev. Dr. Robin Meyers will **challenge us to recognize** that "the gospel taken seriously turns the world upside down."
- We will **worship together**, asking for God's vision for each of us, for our churches, and for our new Associate Conference Minister the Rev. Ellie Richardson, whose installation will be a part of our service on Saturday.
- We will hear stories of **lives changed** and **love and justice made real** through the work of our congregations and the wider church.
- We will **remember and celebrate** that even in the messy details of our business we are called to listen for God's still-speaking voice.

The Rev. Dr. Robin Meyers is a UCC pastor, professor, author, and Senior Minister of Mayflower Congregational UCC of Oklahoma City. **To take full advantage of his presence among us, you are encouraged to prepare by reading *The Underground Church: Reclaiming the Subversive Way of Jesus*.** A study guide is available at the Conference website at <http://www.macucc.org/events/detail/760>.

We will experiment with new uses of social media to share responses to Habakkuk and to our presenters, so bring your wireless devices – we'll have access throughout our meeting space.

We look forward to seeing you in Sturbridge on June 14th & 15th!

Grace and peace,

Kelly Gallagher, Moderator
Ian Holland, Vice Moderator
Nancy Lawrence, Chairperson, Annual Meeting Planning Committee



² Then the Lord answered me and said: Write the vision; make it plain on tablets, so that a runner may read it. ³ For there is still a vision for the appointed time; it speaks of the end, and does not lie. If it seems to tarry, wait for it; it will surely come, it will not delay.

Habakkuk 2:2-3 — NRSV

Report of the Chair of the Board of Directors



*Roger K. Goodson
Chairperson,
Board of Directors*

Your Board of Directors consists of 21 individuals from across this great state of Massachusetts. We are made up of both clergy and lay individuals with various backgrounds which leads to lively and interesting Board meetings.

One of the things that we are most proud of is the completion of a discernment process, begun in the fall of 2011, resulting in our Vision Statement for Board and staff leaders of the Conference. With the help of Larry Peers, consultant from the Alban Institute, the leadership staff and Board members were able to put this Vision Statement together. It was a long time in coming, but it was well worth the wait. Our Board meetings have become more focused, and the Vision allows us to challenge one another. We feel it will help to guide us as we continue to do the work of the Conference.

You can view the Vision Statement at www.macucc.org/vision. We want to be clear that we have not attempted to discern a vision for our entire Conference of churches. We believe vision is discerned in community, and that each local congregation must seek clarity about its own vision. Our Vision Statement is intended to guide and inspire the work of the Board and staff leaders of the Conference, and we hope that it may inform and guide the new ministry councils and other committees in the Conference setting as well.

The Board continues to seek opportunities to listen to those in our churches, and this year we were on the North Shore of Boston. We had the opportunity to visit with lay and clergy leaders from Tewksbury Congregational Church, First Church of Wenham and the First Congregational Church in Billerica. We learned that each of these churches has been very creative in getting and keeping individuals in the pews. During these tough economic times, they have found ways, through their own vision processes, restructuring, and new programmatic and mission initiatives, to serve their members while also reaching out to people in their local communities.

Jim Antal, our Conference Minister and President, helps to keep us moving forward and thinking into the future. We will be recommending to you a new program structure for the Conference at this Annual Meeting. We are looking at a change from seven commissions to four ministry councils, with various short- and long-term working groups. The ministry councils will meet together regularly to align

and coordinate all program activities. This will allow them to be more efficient and effective in helping to keep the Massachusetts Conference a leader in the UCC. This is also consistent with what was voted at the last General Synod of the United Church of Christ in regards to unified governance and the reduction of sizes of standing committees.

In December the Board of Directors voted to bring to the UCC General Synod this summer a resolution urging divestment from fossil fuel companies. This is an effort to help combat climate change. Jim Antal will be spearheading this endeavor. At this writing, five other UCC Conferences have joined in sponsoring or endorsing the resolution calling for divestment. They are the South West, Central Atlantic, New York, Florida and Minnesota Conferences. We only see this list getting larger as we get closer to Synod.

The Board continues to support the Pastoral Excellence Program and the capital campaign to sustain it, and we encourage all of you to join us in this effort. This program has helped many of our local pastors, old and new, to learn and find support from the many Communities of Practice that have been formed throughout the state. It has made Massachusetts one of the most sought-after conferences in which to serve as a UCC pastor, which is a great asset in recruiting when a local church is searching for a new minister. Ministers know they can come here and have the support to help them grow, which makes them better ministers, which becomes a benefit to all of us who are members of our local churches.

To our Conference members and delegates, we encourage you to attend Super Saturday leadership development meetings held in October and March. You will not only have the opportunity to learn from the workshops, but it will give you an opportunity for fellowship and worship with other members from across the state. This will allow you to bring back ideas to your local churches to empower your ministries.

Finally, God has blessed the Massachusetts Conference with an individual who has not only helped me, but everyone that she has come in contact with. That person is Dawn Hammond and I want to personally thank her for all her help as I chaired the Board this year. It has been a privilege and a honor to serve on this Board. God bless you all.

Report of the Treasurer



*Rick Lawrence,
Treasurer
First Church of
Christ, Sandwich*

Conference finances for 2012 showed the effects of cautious budgeting and better-than-expected financial support from our churches and day camp. For the year ending December 31, 2012, the Massachusetts Conference of the United Church of Christ saw a pre-audit operating surplus of \$135,519, or about five percent of the annual budget. This surplus was primarily due to four factors:

1. Based on recent historical trends, the Board had projected a decrease in Our Church's Wider Mission Basic Support of 3% from 2011 levels. In fact, Basic Support decreased by only 1.5%, a difference of \$13,000.
2. Fellowship Dues contributions were over budget by \$37,000, due to higher-than-anticipated membership and collection rates.
3. Pilgrim Day Camp enrollments were high for the second year in a row, exceeding budget expectations by \$34,000.
4. We saw about \$50,000 in total savings on the expense side, in both program and administrative areas.

The following table summarizes the Conference's income sources for the past two years:

	2012	2011
Basic Support (OCWM), retained	\$801,955	\$778,979
Fellowship Dues	1,007,747	1,011,764
Annual Fund	16,862	21,846
Income from Endowment	113,000	113,071
Other Income	21,295	35,770
Conference Center Income	84,011	111,755
Use of Restricted Gifts	<u>418,089</u>	<u>444,242</u>
Total	\$2,462,959	\$2,517,427

Basic Support 2012

There were 68 churches that increased their giving to Basic Support from 2011 to 2012, 37 churches stayed the same, and 83 decreased their giving. As in previous years, the decreases tended to be greater than the increases. OCWM represents voluntary direct contributions from our local churches in support of the work of the Conference and the national setting of the United Church of Christ. The \$801,955 above reflects the 47% of total OCWM that is received and retained by the Confer-

ence. The other 53% was sent on to the national United Church of Christ for national and global ministry and mission.

Fellowship Dues

Revenue from Fellowship Dues, which churches pay on a per-member basis, was \$1,007,747, only slightly down from 2011, and almost 4% higher than the budget of \$970,700. The collection rate (the amount of dues collected versus the amount of dues theoretically available to be collected) improved in 2012. The 2012 budget for Fellowship Dues was originally based on an 82% collection rate; however, we realized a collection rate of almost 84%. Reported membership of our local churches continues to decline. The Conference staff continues to be in communication with Association Treasurers to address how the collection rate might be improved. In addition, we continue to explore the practicality of dues being billed and collected directly by the Conference, rather than through Association Treasurers. This service has been provided by the Conference to the Hampden Association for over a year, with good results for both the Association and the Conference.

Pilgrim Day Camp

Located on 113 acres at the Framingham site, Pilgrim Day Camp has served as an interfaith community outreach ministry for over fifty years. Our Day Camp Director and staff continue to enhance the program opportunities offered to children and to improve communications with parents. These efforts, in combination with a gradually-recovering economy, have resulted in increased enrollments during the past two years. Over eighty percent of our campers return to camp each year.

Cost Savings and Allocation of 2012 Surplus

Program cost savings resulted from increased revenue generated by Conference program events, which required less budget subsidy than anticipated, and from a generally conservative approach to spending program funds. The Conference staff is increasingly adept at producing quality programming at lower costs. Institutional costs were about \$20,000 under budget in areas including computer network support, office supplies and Annual Meeting.

The one-time surplus allows us to address deferred maintenance and other needs. The Board has allocated \$60,000 to supplement the 2013 capital budget, including \$10,000 to introduce remote conferencing capabilities at Edwards House. Another \$20,000 was allocated to a new Legacy Facilitation Fund, to help pay costs which result when local churches request Conference help in closing their doors. The expectation is that amounts spent from this fund will generally be reimbursed via legacy gifts to the Conference. The remainder of the surplus has been allocated to the Operating Budget Stabilization Fund, to increase the cushion available to cover anticipated deficits in 2013 and 2014.

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Report of the Treasurer

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2013 Budget Revisions

Based on the 2012 results, the Board revised the 2013 budget. Total Basic Support for 2013 is projected at 3% lower than the 2012 actual level, which allows for an additional \$12,450 in Basic Support to be retained by the Conference. The Fellowship Dues projections were raised slightly based on actual 2011 membership. 2012 membership is projected to decrease by 3.5%, and the collection rate for 2013 is estimated at 82.5%. Smaller adjustments were made to projections for other sources of income, and the planned Use of Restricted Funds was increased by \$84,550. The result is an overall increase of \$98,300 in income.

On the expense side, appropriate adjustments were made to costs to maintain the balanced budget approved by the Annual Meeting in 2012. Personnel costs were increased by \$106,900. Half of this increase was enabled by a generous grant of \$50,000 from the Carpenter Foundation to help sustain the Pastoral Excellence Program; the rest reflects a 2% increase and other minor adjustments. Program costs are estimated at \$327,400, a decrease relative to the initial 2013 budget but on par with 2012 actual expense.

2014 Budget

The proposed 2014 budget, which may be found elsewhere in these Advance Materials, reflects anticipated income of \$2,212,200, expenses of \$2,262,200, and a transfer from operating reserves of \$50,000. The preparation of this budget was as challenging as ever.

Total operating revenue is expected to decrease by 3% in 2014. Basic Support is projected to decrease by 3%, for a total of \$1,605,400. The Board proposes that the sharing ratio with the National UCC remain the same, with 53% given to support national and global mission and ministry, and 47% retained for ministries in Massachusetts. Thus, the budgeted retained share is \$754,500. Regarding the Conference's other major source of income, Fellowship Dues, we assume a membership loss of 3% and a collection rate of 82.5%. The Board of Directors is recommending that the Fellowship Dues for 2014 be set at \$17.80 per member, consistent with the 1993 vote of the Annual Meeting which ties Dues increases to increases in reported local church expenses. The budget for Fellowship Dues based on all of the above would be \$960,000.

The expense side of the proposed 2014 budget shows an overall decrease of nearly 3% or \$69,400. Program costs show a significant decrease, the largest component of which reflects the end of about \$73,000 in annual Conference support for the position of Hispanic Ministries Coordinator.

Special funding for Hispanic Ministries was depleted as of 2011. In response to the concerns of the Hispanic Ministries Support Committee, the Board authorized an internal loan to

help cover the costs of the program. Along with a grant from the Carpenter Foundation, this sustained the ministry through 2012 and 2013. Conference staff has worked with Evangelism Commission and Hispanic Ministries Steering Committee members to encourage designated giving from local churches for this ministry. However, even with generous support from many churches and individuals, we have been unable to bridge this gap. Therefore the Board has regretfully given notice to the Hispanic Ministries Coordinator, the Rev. Cesar DePaz, that his position with the Conference will end as of December 31, 2013. The Hispanic Ministries Steering Committee is hard at work meeting with Cesar, leaders of our Hispanic congregations and others throughout our Conference, to re-envision and reframe new partnerships for the next chapter of our ministries together.

Institutional costs for 2014 have been trimmed where feasible. These costs are basically fixed, but we continue to seek savings. After lots of discussion and work, the budget gap between expenses and revenue was decreased; however there remains a \$50,000 deficit. The Board recommends the use of \$50,000 from operating reserves to balance the budget. (Note that about \$55,000 of the 2012 surplus has been retained for this purpose; we were able to set aside a similar amount at the close of 2011.)

In order to meet anticipated expenses despite declining Basic Support and Fellowship Dues, the 2014 budget makes increased use of restricted expendable funds, some of which are one-time grants. However, gifts and grants have increased somewhat in recent years, while Basic Support and Dues have waned. Your Board believes good stewardship requires us to use available new revenue streams to help fund the shared ministries of our Conference of churches.

One further note about the proposed budget: at the request of the staff to the new Ministry Councils, the program budget for 2013 and 2014 has been reorganized to track costs by function, rather than by topical area of ministry. This accounting change is to reflect and support the more collaborative approach of the new Councils, who will meet together regularly to focus on the overall program of the Conference and its alignment with mission. The change is visible on the budget pages in these Advance Materials. For 2011 and 2012, you will see program expenses on lines corresponding to the old program commission structure: Evangelism, Leadership, Education, and so forth. For 2013 and 2014, the program lines have names such as Program Events, Print and Web Resources, Grants, and Communities of Practice. The Board fully supports this initiative on the part of the Ministry Councils and appreciates their creative approach.

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Report of the Treasurer

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As always, the Board deeply appreciates the support it receives from local churches and from many individuals within the Conference. We are confident that, rooted in the grace of God, the Conference, the churches, and the people of the Massachusetts Conference of the United Church of Christ will continue to nurture local church vitality and the covenant among our churches, to make God's love and justice real.

*Rick Lawrence, Treasurer
First Church of Christ, Sandwich*

Proposed 2014 Budget Votes

The Board of Directors recommends to the 214th Annual Meeting:

OCWM RETENTION

- A. The 214th Annual Meeting determines that 47 % of OCWM Basic Support received in 2014 be retained by the Conference.

FELLOWSHIP DUES

- B. The 214th Annual Meeting sets 2014 Fellowship Dues at \$17.80 per church member as reported December 31, 2013.

2014 INCOME AND EXPENSE

- C. The 214th Annual Meeting adopts a 2014 budget with income of \$2,212,200, expenses of \$2,262,200, and a transfer from operating reserves of \$50,000.

2014 Proposed Budget

Recommended by the Board of Directors

	2012	2013	2014
	<u>Actual</u> ¹	<u>Revised Budget</u>	<u>Proposed Budget</u>
OPERATING REVENUE			
Total Basic Support Receipts	1,706,287	1,655,000	1,605,400
Remitted to National UCC	<u>-904,332</u>	<u>-877,150</u>	<u>-850,900</u>
Basic Support Retained	801,955	777,850	754,500
Fellowship Dues	1,007,747	978,600	960,000
Annual Fund	<u>16,862</u>	<u>18,000</u>	<u>18,000</u>
Total Support from Churches	1,826,564	1,774,450	1,732,500
Use of Restricted Gifts	418,089	313,550	280,600
Income from Gen'l Endowment	113,000	117,800	119,200
Net Conference Center Revenue	84,011	55,900	62,300
Miscellaneous Income	<u>21,295</u>	<u>19,400</u>	<u>17,600</u>
TOTAL OPERATING REVENUE	2,462,959	2,281,100	2,212,200
OPERATING EXPENSES			
Salaries & Benefits	1,574,652	1,549,100	1,580,100
Travel Reimbursement	92,961	88,400	90,000
Staff Devt, Sabbatical Coverage, Searches	<u>15,285</u>	<u>16,000</u>	<u>15,000</u>
Total Staff Costs	1,682,898	1,653,500	1,685,100
Evangelism and Renewal	94,345	70,550	Program Events & Trainings
Leadership Development	127,940	19,600	Print & Web Resources
Educational Ministries	26,104	152,000	Grants
Mission and Justice	12,424	20,000	COPs, Groups
Ecumenical Partnerships	44,318	31,700	Scholarships
Stewardship/Mission Interpr.	6,274	25,350	Meetings, Travel
Communications	4,037	2,600	Dues & Subscriptions
Other Projects	<u>11,771</u>	<u>5,600</u>	Recognitions & Contingency
Total Program Costs ^{2,3}	327,213	327,400	235,000
Annual Meeting, Synod, Board & Staff Meetings	33,006	39,500	36,700
Legal, Audit, Contingencies	63,090	65,200	63,600
Development Costs ⁴	0	9,300	9,300
Area Office Expenses & Rent	41,687	42,100	42,900
Telecommunications, Web & Network Support	37,511	44,400	40,600
Office Equipment & Supplies	36,472	41,600	39,200
Framingham Office Rent, Maint	<u>105,563</u>	<u>108,600</u>	<u>109,800</u>
Total Institutional Costs	317,329	350,700	342,100
TOTAL OPERATING EXPENSES	2,327,440	2,331,600	2,262,200
OPERATING EXCESS/DEFICIT	135,519	-50,500	-50,000
TRANSFER TO CAPITAL BUDGET	-60,000		
TRANSFER TO LEGACY FACILITATION FUND	-20,000		
FROM (TO) RESERVE FUNDS	<u>-55,519</u>	<u>50,500</u>	<u>50,000</u>
NET EFFECT ON OPERATING FUND	0	0	0

2014 Use of Restricted Gifts

	2012	2013	2014
	<u>Actual</u>	<u>Revised Budget</u>	<u>Proposed Budget</u>
<u>Use of Restricted Gifts - Detail:</u>			
Pastoral Excellence Funds	270,230	76,750	79,300
Carpenter Foundation gift - Pastoral Excellence	0	50,000	50,000
Church Dev't & Renewal Funds	71,168	83,000	23,300
Gift & Promise Endowment Income	55,550	80,800	104,000
Boston-Cambridge Campus Ministries	15,641	16,000	16,000
Strengthen the Church	5,500	3,000	4,000
Other	<u>0</u>	<u>4,000</u>	<u>4,000</u>
Total Use of Restricted Gifts	418,089	313,550	280,600

Notes:

- ¹ 2012 figures shown prior to audit by Marcum LLP
- ² Program detail to be determined in the fall of 2013
- ³ Program costs to be tracked by function as of 2013
- ⁴ Included in Stewardship Program prior to 2013

2014 Retreat Center Proposed Budget

Recommended by the Board of Directors

	2012 <u>ACTUAL</u>	2013 <u>REVISED</u>	2014 <u>PROPOSED</u>
FRAMINGHAM			
UCC Center (Cost Allocation)			
Internal Rents	198,200	199,300	203,300
Expenses	<u>-167,539</u>	<u>-178,900</u>	<u>-182,500</u>
Net Income (Expense)	30,661	20,400	20,800
Edwards House			
Revenue	139,712	115,600	117,900
Expenses	<u>-188,117</u>	<u>-164,400</u>	<u>-165,900</u>
Net Income (Expense)	-48,405	-48,800	-48,000
Pilgrim Day Camp			
Revenue	804,323	795,000	810,900
Expenses	<u>-702,568</u>	<u>-710,700</u>	<u>-721,400</u>
Net Income (Expense)	101,755	84,300	89,500
Total Framingham Net Inc (Exp)	<u>84,011</u>	<u>55,900</u>	<u>62,300</u>
CRAIGVILLE RETREAT CENTER			
Revenues	957,728	1,055,500	1,060,800
Expenses	<u>-922,905</u>	<u>-1,022,700</u>	<u>-1,027,800</u>
Net Income (Expense)	34,823	32,800	33,000
Trans from(to) Craigville Funds	-20,894	-19,680	-19,800
Surplus share to CCMA	<u>-13,929</u>	<u>-13,120</u>	<u>-13,200</u>
Net Contribution to Op. Budget	<u>0</u>	<u>0</u>	<u>0</u>
TOTAL RETREAT CENTER NET INCOME (EXPENSE)	84,011	55,900	62,300

2013 Program Budget

	2011 ACTUAL	2012 ACTUAL		2013 BUDGET
Evangelism & Renewal			Programs and Trainings	
Commission Programs	6,590	8,927	Justice and Witness	12,300
Consultant Expense	6,068	14,250	Church Development	23,500
Church Dev't & Renewal Grants	<u>67,758</u>	<u>71,168</u>	Clergy Development	13,050
Net Expense	80,416	94,345	Lay Development	19,700
			Conference-wide	<u>2,000</u>
				70,550
Leadership Development			Print and Web Materials	
Commission Programs	18,405	8,602	Justice and Witness	1,600
Pastoral Excellence Programs	<u>96,571</u>	<u>119,338</u>	Church Development	2,000
Net Expense	114,976	127,940	Clergy Development	1,800
			Lay Development	5,200
Education and Youth Ministries			Conference-wide	<u>9,000</u>
Commission Programs	10,531	15,307		19,600
Consulting with local churches	12,918	12,918	Grants	
Resource Center	993	1,798	MA Council of Churches	30,000
Youth & YA Ministries Net Expense	<u>10,084</u>	<u>-3,919</u>	Boston-Cambridge Campus	
Net Expense	34,526	26,104	Ministry	16,000
			Justice & Witness Seed Grants	25,000
Mission & Justice			Hispanic Ministries	73,000
Programs & Task Forces	25,071	12,424	Other Grants	<u>8,000</u>
Seed Grants	<u>32,100</u>	<u>0</u>		152,000
Net Expense	57,171	12,424	Communities of Practice	
			Clergy Development	7,500
Ecumenical Partnerships			Christian Educators	12,000
Commission Programs	1,542	808	Stewardship	<u>500</u>
MA Council of Churches	54,300	27,870		20,000
Boston-Cambridge Campus			Scholarships	
Ministries	<u>15,463</u>	<u>15,640</u>	Clergy Development	30,900
Net Expense	71,305	44,318	Education for Effective Youth Min	<u>800</u>
				31,700
Stewardship Commission Programs	17,190	6,274	Meetings, Travel, Logistics	
			Justice & Witness Council,	
Communications Commission			Working Groups	4,400
Programs	1,101	4,037	Mission Partnership	4,500
			Church Dev't Council &	
General Program Items			Working Groups	4,250
M&P Program Contingencies	1,362	2,400	Clergy Dev't Council & Working Grps	7,800
Contracts, Dues, Contributions	9,500	4,250	Lay Dev't Council & Working Groups	1,900
Crossroads/New Beginnings, Other	4,690	5,121	Joint Council Meetings	<u>2,500</u>
Aid to Churches (Regional Ministers)	<u>4,924</u>	<u>0</u>		25,350
Net General Program	<u>20,476</u>	<u>11,771</u>	Dues, Subscriptions, Contingencies	<u>8,200</u>
Net Program Cost	<u>397,161</u>	<u>327,213</u>	Net Program Cost	<u>327,400</u>

MASSACHUSETTS CONFERENCE OF THE UNITED CHURCH OF CHRIST
PROPOSED 2013 STANDING RULES

MASSACHUSETTS CONFERENCE OF THE UNITED CHURCH OF CHRIST
PROPOSED 2013 STANDING RULES

- I. Resolutions shall conform to the provisions explained below.
 - A. A resolution is any main motion presented to the Annual Meeting for action. Resolutions may be related to: (1) procedure; (2) courtesy; (3) structure and organization; or (4) issues of conviction.
 - B. Resolutions adopted by an Annual Meeting are formal expressions of that particular body. The Annual Meeting may speak to the churches of the Massachusetts Conference, to the wider church, the government, or the society. It does not speak for the churches of the Massachusetts Conference. Resolutions may direct or make requests of the Board of Directors or Officers of the Conference; they may not direct persons or units responsible to the Board or Officers including commissions and staff.
 - C. Resolutions may be submitted by: (1) the Board of Directors; (2) program commissions; (3) any local church congregational meeting or governing board authorized to act for it; or (4) any meeting of an Association or Association Board of Directors or Executive Committee. No more than two resolutions may be submitted by any body except the Board of Directors.
 - D. Resolutions intended for submission to the next General Synod must include at least two proposers who are delegates to that General Synod.
 - E. All resolutions must be clear in language and intent and factually correct or the Business Committee may determine that they cannot be presented for consideration. Proposers must be prepared to present and defend the resolution at an Annual Meeting hearing and when the resolution comes up for a vote.
 - F. Resolutions related to issues of Christian conviction will follow either a one- or a two-meeting cycle at the discretion of the Business Committee. This means that a resolution will either be presented and acted upon during the course of a single Annual Meeting, or presented initially at one Annual Meeting and acted on at the subsequent Annual Meeting. Assignments to a one- or two-meeting process will be made in consultation with the proposers of the resolution.
 1. In general, a resolution will be accepted for action at the upcoming Annual Meeting when the topic of the resolution is so time-dependent that up to a year's study would cause it to be moot.
 2. A less urgent resolution will generally be accepted for action at the upcoming Annual Meeting when it meets the following criteria:
 - a. The Business Committee believes the resolution will command wide support among delegates without a great deal of study and discernment;
 - b. The proposers show evidence that they have already done substantial grassroots organizing on the matter – by, for example, engaging other groups to join them in making the proposal, or holding events or meetings to build support among the churches of the Conference;
 - c. The resolution includes a clear and specific action plan for implementation, and the proposers are ready to participate in its implementation.

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MASSACHUSETTS CONFERENCE OF THE UNITED CHURCH OF CHRIST
PROPOSED 2013 STANDING RULES

-continued-

3. A resolution will generally be assigned to a process spanning two meetings when
- a. the Business Committee deems the issue to be complex and multifaceted enough that understanding and consensus will not come easily to the plenary session, and therefore more study and discernment would be helpful;
 - b. The process of grassroots organizing and education on the issue is still in its early stages;
 - c. It is not yet clear what actions are proposed, or there is not yet a group personally committed to implementing the actions.

A two-meeting resolution will proceed as follows: At the first Annual Meeting, proposers of a resolution will present information and resources related to the topic of the resolution to a gathering of interested persons at the Annual Meeting. During the months following this initial gathering, the proposers will facilitate education, discernment and the development of an action plan through meetings with local churches and/or Associations. The proposers will recommend the resolution and action plan to the next year's Annual Meeting for adoption by the delegates.

- G. In the allocation of plenary time, resolutions of Christian conviction proposed by two or more groups acting in concert will be given priority over those proposed by a single group.
- H. All resolutions of Christian conviction will be given an open hearing prior to their presentation to the Annual Meeting plenary. Following the presentation of the resolution by its makers, the hearing's moderator will solicit comments, both pro and con, from those in attendance at the hearing. Equal time will be given to both sides of the issue if there are essentially equal numbers of participants for and against the resolution. The moderator of the hearing will work with the proposers and dissenters of the resolution to try to find a common ground, acceptable to the makers. If there is common ground acceptable to the majority in attendance but unacceptable to the makers, the moderator of that hearing may recommend a voice from that majority to present that opposing view to the plenary as stated in II.F.
- I. Resolutions of procedure, courtesy, or structure and organization may be given open hearing time if deemed appropriate by the Business Committee.
- J. Proposals in resolutions dealing with staffing, programming, or program assignments shall be in the form of recommendations to the Board of Directors, which is charged by the MACUCC Bylaws with staff employment and direction as well as program development and coordination.
- K. Resolutions related to issues of Christian conviction shall not be longer than two sides of one sheet and shall use a format that includes (1) a title; (2) a statement explaining the biblical-theological mandate for the resolution; (3) a statement clarifying why the proposed action plan should be adopted by the Annual Meeting at this time; (4) a statement of action to be taken including, where appropriate, implementers, time lines, and funding*; and (5) the name(s) of the proposer(s) (see C).
- L. The Board of Directors may submit resolutions and other actions directly to the Annual Meeting. Resolutions from other sources (see C) related to structure and organization (excluding budget*) or issues of conviction are to be submitted to the Business Committee at least 120 days before the Annual Meeting and sent to the churches at least 45 days before the meeting.

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MASSACHUSETTS CONFERENCE OF THE UNITED CHURCH OF CHRIST
PROPOSED 2013 STANDING RULES

-continued-

Resolutions to be presented for action at the upcoming Annual Meeting shall be referred by the Business Committee to the appropriate Conference body (Board of Directors, commissions or other) for a recommendation of action by the Annual Meeting. These recommendations will be reported to the Annual Meeting by the Business Committee.

Resolutions from other sources related to structure and organization (excluding budget) or issues of conviction which are received less than 120 days before the Annual Meeting, or during the meeting, shall be submitted by the proposers to the Business Committee in sufficient quantity for distribution to delegates. All resolutions which fail to meet the 120-day deadline shall be reported by the Business Committee to the meeting after all other items of business are concluded. Each such resolution shall be referred to the appropriate MACUCC body unless the rules are suspended (requires a two-thirds vote) or unless the Business Committee determines that a resolution could not have been submitted in conformance with the deadline because it deals with subject matter which could not have been anticipated at that time. In this case, the Business Committee will accept the resolution for presentation to the Annual Meeting for action as long as it conforms with the provisions above.

- II. Debate shall conform to the provisions listed below.
- A. Voting members and others wishing to be recognized shall obtain use of a microphone, address the chair, and identify themselves by name and church.
 - B. Pro and con microphones may be designated by the Moderator as needed.
 - C. A delegate placing a motion before the body must make the motion and have it seconded before speaking to the motion.
 - D. A delegate may not speak on an issue and conclude by moving the previous question.
 - E. No one may speak to the same debatable motion more than twice except to answer questions from the floor or the chair.
 - F. A maker, or the designee of the makers of a motion has a maximum of three minutes for the first speech in favor of the resolution. A maximum of three minutes is also allowed for the first speech in opposition of the motion. Each of these initial pro and con speeches should include a statement of the theological basis for the speaker's stance. Subsequent speakers, pro and con, are limited to 90 seconds each.
 - G. Main motions not relating to procedure and not distributed in printed material shall be presented to the Business Committee in writing, signed by the maker and a seconder. Only voting members may make motions.
 - H. A motion to limit or extend the limits of debate is itself undebatable; such motions require a second and a two-thirds vote unless decided by general consent.
 - I. No amendment from the floor shall be in order before a second speaker in favor and a second speaker opposed to the pending resolution have had the opportunity to be heard.
 - J. No more than one amendment will be considered at a time. Anyone wishing to offer an alternative amendment later should announce that intention before action is completed on the pending amendment. Debate on amendments and all other motions other than main motions shall not exceed 10 min-

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MASSACHUSETTS CONFERENCE OF THE UNITED CHURCH OF CHRIST
PROPOSED 2013 STANDING RULES

-continued-

utes. Any amendment that changes the general intent of the original main motion will be declared out of order by the Moderator.

- K. All amendments must be submitted in writing before presentation. Amendments of more than 35 words must be submitted to the Business Committee in time to be entered into a computer for on-screen projection before debate commences on the related main motion. Amendments of 35 words or less may be proposed from the floor and must be presented to the Moderator, signed by the maker and a seconder.
 - L. Non-members, not otherwise authorized to speak, may speak only by a two-thirds vote of the Annual Meeting.
 - M. Out of compassion and respect for each other, there shall be no applause or floor demonstrations when a motion passes or fails unless the vote on that motion has been unanimous.
- III. All matters of business presented to the Conference Meeting shall be referred to the Business Committee unless referred to some other committee by special vote of the Conference. All matters of business referred to the Business Committee shall be reported for action before the final adjournment of the meeting.
- IV. All those desiring to have materials distributed at plenary sessions of the Annual Meeting must receive the prior permission of the Business Committee before distribution can be made.
- V. These Standing Rules shall remain in effect until changed by a vote of a subsequent Annual Meeting or Special Meeting.
- * The Massachusetts Conference Bylaws require that "Changes to the proposed budget will be considered at an Annual Meeting only if a written proposal outlining the desired changes to the proposed budget and signed by at least five members of the Annual Meeting has been filed with the Treasurer at least two weeks prior to the date of the Annual Meeting. However, changes to the proposed budget may be considered at the Annual Meeting if two-thirds of the delegates present vote to consider such proposal." (Article IX, 1)

Proposed Vote to Amend MACUCC Bylaws

Article IV, Section 6 of the bylaws of the Massachusetts Conference stipulates that there be two committees responsible for the Annual Meeting, one to oversee program and the other business. This division of labor has become cumbersome in recent years, as the lines between worship, program and business have become more fluid. The members the Annual Meeting Planning and Business Committees join the Board of Directors in recommending a bylaw change to create a single Annual Meeting committee.

Proposed Vote to Amend MACUCC Bylaws

The Board of Directors recommends to the 214th Annual Meeting: “The 214th Annual Meeting of the Massachusetts Conference of the United Church of Christ amends Article IV, Section 6 of the Bylaws as presented.”

~~*B. The Annual Meeting Planning Committee*~~

~~*The Annual Meeting Planning Committee shall consist of the Moderator, the Vice Moderator, and ten (10) elected members, three or four of whom shall be elected each year for a term of three years. This committee shall plan the program for each meeting of the Conference.*~~

~~*C. The Business Committee*~~

~~*The Business Committee shall consist of members appointed by the Moderator from the membership of the Board of Directors and of the Annual Meeting Planning Committee. This committee shall prepare the agenda for business sessions, recommend changes during meetings, and in general expedite the business of Conference meetings. The Vice Moderator shall serve as the chair of the committee.*~~

B. The Annual Meeting Committee

1. Responsibilities

The Annual Meeting Committee shall plan and direct the worship, business and program of the Annual Meeting and any special meetings of the Conference.

2. Composition

The Annual Meeting Committee shall consist of:

- a) the Moderator of the Conference, who shall serve as Chair of the Committee,*
- b) the Vice Moderator and the Secretary of the Conference,*
- b) additional Board members appointed by the Chair of the Board,*
- c) nine elected members, three of whom shall be elected each year for a term of three years.*

3. Annual Meeting Subcommittees

The Annual Meeting Committee shall be organized with such sub-committees as it deems appropriate to accomplish the following:

- a) Focused responsibility for worship and hospitality for the Annual Meeting and any special Conference meetings.*
- b) Focused responsibility for preparing the agenda for business sessions, recommending changes during meetings, and in general expediting the business of Conference meetings and special Conference meetings.*

Annual Meeting Committee members shall be assigned to subcommittees by the Moderator in consultation with the Vice-moderator.

Proposed Vote to Authorize Program Ministry Councils

At the 213th Annual Meeting of the Conference, at the recommendation of the Board of Directors, delegates acted to amend the bylaws to remove the requirement that there be program commissions of the Conference.

The former commission structure had been adopted in 1988, and the Board, staff, and current committee and commission members were in agreement that this twenty-four-year-old structure no longer served the mission of the Conference. (For more information, see the Delegate Special Mailing for 2012 at www.macucc.org/site/search?keywords=annual+meeting+2012+delegate+materials.)

During the past year, much progress has been made toward a simpler, more nimble and collaborative program structure. However, the transition is still underway. Rather than propose a new bylaw at the 214th Annual Meeting, the Board of Directors recommends that the Annual Meeting provide provisional authorization for the new structure by means of a vote of the delegates. This will allow the new Ministry Councils and the Board to continue to test the new structure during the coming year, prior to formalizing it in a bylaw.

Therefore, the Board of Directors recommends to the 214th Annual Meeting:

“The 214th Annual Meeting of the Massachusetts Conference of the United Church of Christ determines that:

- 1) *There will be four Ministry Councils, named as set forth below and elected by the Annual Meeting of the Conference:
 - a) *the Council for Justice and Witness Ministries;*
 - b) *the Council for Lay Leadership Development;*
 - c) *the Council for Clergy Leadership Development; and*
 - d) *the Council for Church Development.**
- 2) *Each Ministry Council shall have between five and eight members, including, whenever possible, one Communication Specialist and one Board of Directors member serving Ex Officio with vote.*
- 3) *The Ministry Councils shall be responsible for seeing that broad strategies assigned by the Board of Directors are carried out within guidelines and budget adopted by the Board of Directors and the Annual Meeting. It is the intention of the Annual Meeting that the councils work collaboratively and cooperatively with one other in pursuing the mission of the Conference.*
- 4) *Members of Ministry Councils shall be nominated by the Volunteer Development Committee and shall be elected by the Conference for a term of three years with one third of the members’ terms expiring each year. Members may serve no more than two full terms without the lapse of one year between terms. Vacancies in Ministry Councils shall be filled by the Board of Directors until the next Annual Meeting of the Conference or until successors are elected.*
- 5) *The Minister and President shall assign staff to work with each Ministry Council.*
- 6) *A majority of the members of the Ministry Council shall be present, either in person or via real-time voice teleconferencing, so that all persons participating in the meeting can hear each other at the same time, to constitute a quorum for the transaction of business.*
- 7) *Each Ministry Council shall be empowered to authorize and de-authorize volunteer working groups in its area of program responsibility, and to appoint and discharge members of those working groups.*
- 8) *The four Ministry Councils cited above are authorized as of the close of the 214th Annual Meeting, with authorization to continue until superseded by vote of a subsequent meeting of the Conference.*
- 9) *The 214th Annual Meeting elects the following persons to serve on Ministry Councils until the close of the 215th Annual Meeting: (nominees to be listed in Delegate Materials).*

Resolution Urging Divestment from Fossil Fuel Companies

INTRODUCTION – HOW WE GOT HERE

In October 2009 the Massachusetts Conference UCC became the first church body in America to pass a resolution calling upon our elected leaders to commit to policies that will reduce the amount of carbon dioxide in the atmosphere to below 350ppm.¹ Since then, more and more of our congregations have affirmed the importance of environmental and climate change work as fundamental to our faith.

In August 2012, Bill McKibben published an article in *Rolling Stone Magazine* that clarified for public consumption the terrifying math of global warming². We can release up to 565 more gigatons of carbon dioxide by burning fossil fuels and stay below 2°C of warming. If we burn more than that, we risk catastrophe for life on earth. The problem is that fossil fuel corporations now have 2,795 gigatons in their reserves – five times the safe amount. If fossil fuel companies simply carry out their stated missions by utilizing the known reserves they currently own or have rights to, the earth will become inhospitable to life as we know it.

The worldwide response to Bill's article was incredible. With a mandate to keep as much of those carbon reserves in the ground as possible, a worldwide movement has begun to divest from fossil fuel companies. As of the end of February 2013, over 250 colleges and universities and numerous towns and municipalities across the nation are actively discussing the possibility of divesting their funds from the top 200 fossil fuel companies.

Based on the leadership which the Mass Conference has shown over the past many years in this area, and recognizing that our national UCC Synod would be meeting in June 2013, and realizing that the deadline for a Conference to submit a resolution to Synod was December 31, 2012, with the support of MACUCC's Environmental Ministries group, Jim Antal drafted a proposed resolution for the MACUCC Board to consider. Following substantial discussion at their meeting on December 1, 2012, the Board took 10 additional days to reflect, study and discern. On December 10, 2012 the Board voted to affirm the resolution and submit it for consideration at General Synod in June 2013.

Since that time (as of the end of February) five additional Conference Boards have voted to co-sponsor or endorse our resolution. Several others are discussing the possibility of co-sponsorship as these Advance Materials go to press. And in the cover article of the Jan. 9, 2013 issue of *The Christian Century*, Bill McKibben lifted up the efforts of the Mass Conference in his call for schools, churches and municipalities to divest.³

For more information, see Frequently Asked Questions at the MACUCC website.⁴

Notes:

¹ <http://www.macucc.org/news/detail/14>

² <http://www.rollingstone.com/politics/news/global-warmings-terrifying-new-math-20120719>

³ <http://www.christiancentury.org/article/2012-12/playing-offense#.UOxk6d8aaDo.facebook>

⁴ http://macucc.s3.amazonaws.com/E89879BCD643410CA990B3F3532C0B8D_Divestment%20from%20Fossil%20Fuel%20Companies%20FAQ%20d01.pdf

Resolution Urging Divestment from Fossil Fuel Companies

Submitted as a Resolution for UCC General Synod 29

by the Massachusetts Conference UCC

Submitted December 2012

1 SUMMARY

2 The realities of climate change require prophetic and strategic action by people of faith seeking to be faithful to the
3 everlasting covenant God has made with us, with every living creature and with all future generations. If fossil
4 fuel companies simply fulfill their purpose the earth will become inhospitable to life as we know it. This resolu-
5 tion urges all entities of the UCC along with individual members and those affiliated with the UCC to divest from
6 fossil fuel companies. Enacting this resolution is part of a world-wide movement. Along with additional strate-
7 gies, this resolution seeks to inspire and accelerate an unswerving commitment – as stated in the UCC’s Core
8 Purpose – to “the co-creation of a just and sustainable world as made manifest in the Gospel of Jesus Christ.”
9

10 BIBLICAL AND THEOLOGICAL RATIONALE

11 The actions this resolution recommends are rooted in and an expression of several of our most foundational
12 theological and biblical principles.
13

14
15 In Genesis 9, God makes a covenant not only with Noah, but with all of humanity; a covenant not only with all of
16 humanity, but with every living creature; a covenant not only with all creatures alive today, but with all future
17 generations. In addition to the breadth of God’s inclusive love, God extends that love to future generations. As
18 covenant partners, God calls us to do likewise. It is now clear that the past few generations of humans have
19 burned so much of the earth’s energy reserves that we are on the verge of rendering the earth inhospitable for life
20 as we have known it for all of recorded history. By any measure, this is a violation of covenant.
21

22
23 We live out God’s inclusive love by following the most basic moral instruction of both the New Testament and
24 Hebrew scriptures (Mark 12:31; Matthew 22:39; Luke 10:27; Leviticus 19:18) – a moral instruction found at the
25 core of every world religion: We are called to love our neighbors as ourselves. In keeping with God’s covenant,
26 and because our actions will have significant consequences for future generations, we must recognize that future
27 generations are no less our neighbors than those who live next door to us today. You might think of this as
28 “Golden Rule 2.0.”¹
29

30
31 Few take issue with Paul’s advice to the Christians in Corinth when he declares that love is the greatest gift (I Cor.
32 13:13). And the most quoted verse in scripture, John 3:16, reminds us that God loves the world! Let us remem-
33 ber, “God saw everything that he had made, and indeed, it was very good.” (Gen. 1:31)
34

35 In his letter to the Christians in Colossae, Paul states that through Christ, God was pleased to reconcile all things to
36 God’s self. (Colossians 1:20) Nothing is left out. Desmond Tutu refers to the act of reconciling us to all of God’s
37 creation as “Christ’s supreme work.”² To put it in economic terms, with God, there are no externalities. All
38 things must be reconciled – the entirety of our activity must be accounted for.
39

40
41 We have a long way to go before the promise of reconciliation is realized. Through many resolutions over
42 decades, the General Synod of the United Church of Christ has recognized what Ecumenical Patriarch Bartholo-
43 mew I, the spiritual leader of 300 million Orthodox Christians, declares boldly: that wrecking creation is a sin.³
44 Many of these resolutions also decry the unjust, disproportionate impact climate change is already having on those
45 living in poverty and in the least developed countries, the elderly and children and those least responsible for the
46 emissions of greenhouse gases.⁴ For these and other reasons, the United Church of Christ is ever more committed
47 to care for God’s creation. This can be seen in the recently (2012) articulated Core Purpose of the United Church
48 of Christ: “... we serve God in the co-creation of a just and sustainable world as made manifest in the Gospel of
49 Jesus Christ.”
50

51
52 -continued

Resolution Urging Divestment from Fossil Fuel Companies

Submitted as a Resolution for UCC General Synod 29

by the Massachusetts Conference UCC

-continued from previous page-

BACKGROUND

WHAT IS THE SCIENCE OF CLIMATE CHANGE?⁵

Since the beginning of human civilization up until about 200 years ago, our atmosphere contained about 275 parts per million of carbon dioxide. The discovery of oil, the beginning of the industrial age, and rapidly increasing population growth brought increased energy demands and improved techniques to tap into the earth's carbon reserves (oil, coal, gas), reserves which took nature hundreds of millions of years to create. These are the major factors causing the amount of carbon in the atmosphere to rise to its current level (2012) of 392ppm of CO₂. Climate scientists agree that 350ppm of CO₂ is the safe upper limit for CO₂ in earth's atmosphere.

Because CO₂ traps heat in our atmosphere, this rise in CO₂ has resulted in a global temperature rise of 0.8 degrees Celsius causing far more damage than most scientists expected. (A third of summer sea ice in the Arctic is gone, the oceans are 30 percent more acidic, and since warm air holds more water vapor than cold, the atmosphere over the oceans is a shocking five percent wetter, loading the dice for devastating floods.) May 2012 was the 327th consecutive month in which the temperature of the entire globe exceeded the 20th-century average.

What must also be taken into consideration is that previously released carbon continues to overheat the atmosphere. Thus, climate models calculate that even if we stopped increasing CO₂ now, the temperature would likely still rise another 0.8 degrees Celsius.

In 2009, world leaders and climate scientists gathered in Copenhagen. 167 countries (including the United States) responsible for more than 87 percent of the world's carbon emissions signed on to the Copenhagen Accord, which declared: "We agree that deep cuts in global emissions are required... so as to hold the increase in global temperature below 2° Celsius." While this global consensus is remarkable, many scientists have come to think that 2° Celsius is far too lenient a target. For example, NASA scientist James Hansen, the planet's most prominent climatologist, says, "The target that has been talked about in international negotiations for 2°C of warming is actually a prescription for long-term disaster."

Having raised the global thermometer almost 1° Celsius, we've experienced the worst drought since the dust bowl, \$40-\$60 billion of damages from hurricane Sandy, Arctic sea ice is disappearing much faster than any scientific model has predicted, and Munich Re, the world's largest reinsurance company, has released a report based on its natural catastrophe database — the most comprehensive of its kind in the world — that concludes: a) global warming is driving an increase in weather-related disasters; and b) "North America is the continent with the largest increases in disasters."

If an increase of less than 1° Celsius has resulted in these (and other) devastations, it's hard to comprehend what life will be like when we reach 2° Celsius. And yet, over the past several years, as climate models improve, the predictions developed by climate scientists have become more and more dire. Many scientists now believe that before the end of the century, CO₂ will reach 866ppm, and global temperature will rise over 5° Celsius.

One thing is for sure: it is critically important for humanity to leave as much of the earth's carbon reserves as possible in the ground. The math is simple. We can release up to 565 more gigatons of carbon dioxide by burning fossil fuels and stay below 2°C of warming. If we burn more than that, we risk catastrophe for life on earth. The problem is that fossil fuel corporations now have 2,795 gigatons in their reserves – five times the safe amount. If fossil fuel companies simply carry out their stated missions by utilizing the known reserves they currently own or have rights to, the earth will become inhospitable to life as we know it.

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Resolution Urging Divestment from Fossil Fuel Companies

Submitted as a Resolution for UCC General Synod 29

by the Massachusetts Conference UCC

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1 WHAT TO DO?

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10 The enormity of this challenge demands that the human community engage numerous strategies. For example, we
11 must encourage political leaders to enact laws that will lead to a sustainable planet. In April 2012, the UCC's
12 Mission 4/1 Earth's 100,000 advocacy letters are doing just that. We can also encourage political leaders to take a
13 stand on behalf of a sustainable planet. The massive civil disobedience in August 2011 that resulted in President
14 Obama halting – at least temporarily – the Keystone XL pipeline did just that.

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14 WHY DIVESTMENT?

16 In 1983-1989 General Synod passed numerous resolutions committing the various corporate expressions of the
17 UCC to divest from companies doing business with South Africa. Their action began as a prophetic witness. But
18 once thousands of institutions and individuals joined together to divest from companies doing business in South
19 Africa, Apartheid came to an end.

22 Following that path, what begins as a prophetic act of divestment from fossil fuel companies will:

- 24 a. drive public awareness of the incalculable damage being done by the fossil fuel industry as it generates huge
25 immediate profits in exchange for an uninhabitable future;
- 26 b. build public recognition of the urgent need to drastically and rapidly reduce humanity's dependence on fossil
27 fuels;
- 28 c. call widespread attention to the consequences of continuing a "business as usual" approach to extracting, mar-
29 keting and burning fossil fuel;
- 30 d. lead to inspiring an urgent, accelerated and popular commitment to leave untapped 80% of the known carbon
31 reserves, while developing renewable energy resources capable of meeting humanity's needs – thus making it
32 possible that life as we have known it might continue on God's good earth.

35 RESOLUTION

37 WHEREAS, the leaders of 167 countries (including the United States) have agreed that any warming of the planet
38 above a 2°C (3.6°F) rise would be unsafe, and we have already (as of 2012) raised the temperature 0.8°C, causing
39 far more damage than most scientists expected; and

41 WHEREAS, computer models show that even if we stopped increasing CO₂ levels now, the temperature would
42 continue to rise another 0.8°C, bringing the planet over three-quarters of the way to the 2°C limit; and

44 WHEREAS, scientists estimate that humans can pour roughly 565 more gigatons of carbon dioxide into the atmos-
45 phere and still have some reasonable hope of staying below 2°C; and

47 WHEREAS the proven coal, oil, and gas reserves of the fossil-fuel companies, and the countries (e.g. Venezuela
48 or Kuwait) which act like fossil-fuel companies equals about 2,795 gigatons of CO₂, or five times the amount we
49 can release to maintain a 2°C limit of planetary warming; and

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Resolution Urging Divestment from Fossil Fuel Companies

Submitted as a Resolution for UCC General Synod 29

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-continued from previous page-

1 WHEREAS the purpose of fossil fuel companies is to make money for their shareholders by providing for the en-
2 ergy needs of the world using the resources they currently own or have rights to tap – and if they simply continue
3 to carry out this purpose, they will raise the temperature of the earth far beyond what is hospitable for life as we
4 know it; and
5

6 WHEREAS, because we are a covenant people and affirm Jesus’ call to love our neighbors as ourselves, we join
7 God in recognizing our moral obligation to take into account how our decisions and activities affect all of creation
8 now and into the future; and
9

10 WHEREAS even though God loved the world and called it very good, humanity’s normal, everyday activity is
11 putting God’s world in jeopardy; and
12
13

14 WHEREAS over the past five or more decades, many bodies of the United Church of Christ, including the General
15 Synod on numerous occasions, have recognized our moral obligation to be faithful stewards of God’s creation as
16 well as acknowledging, in one way or another, that wrecking creation is a sin; and
17

18 WHEREAS the Core Purpose of the United Church of Christ states (in part): “... we serve God in the co-creation
19 of a just and sustainable world as made manifest in the Gospel of Jesus Christ,”
20

21 THEREFORE, BE IT RESOLVED, that the General Synod calls upon all Covenanted, Affiliated, and Associated
22 Ministries (and their successor bodies), Agencies, Conferences, Associations, Local Churches and members of the
23 United Church of Christ to:
24

- 25
- 26 a. Immediately stop any new investment in fossil fuel companies and instruct asset managers who work for
27 those entities to do the same; and
 - 28 b. Ensure that within 5 years none of its directly held or commingled assets include holdings of either public
29 equities or corporate bonds in fossil fuel companies as determined by the Carbon Tracker list; and
 - 30 c. Release quarterly updates, available to the public, detailing progress made towards full divestment.
31
- 32

33 BE IT FURTHER RESOLVED that the General Synod calls upon the General Minister and President of the
34 United Church of Christ to inform those fossil fuel companies of the passage and implementation of this
35 resolution.
36

37 BE IT FURTHER RESOLVED that the General Synod asks the General Minister and President of the United
38 Church of Christ to engage leaders of other religious traditions and relevant organizations to explore ways that
39 they and their constituents might join the UCC in this action.
40

41 BE IT FURTHER RESOLVED that the General Synod encourages all Covenanted, Affiliated, and Associated
42 Ministries (and their successor bodies), Agencies, Conferences, Associations, Local Churches and members of the
43 United Church of Christ to engage additional strategies – including public witness, advocacy for the creation of
44 and enforcement of laws, education campaigns and lifestyle changes – that will reduce the use of fossil fuels and
45 our carbon footprint;
46
47

48 BE IT FINALLY RESOLVED that the General Synod remains profoundly concerned about the disproportionate
49 impact climate change is already having on those living in poverty and in the least developed countries, the elderly
50 and children and those least responsible for the emissions of greenhouse gases, and recognizes the moral mandate
51 for humanity to shift to a sustainable energy plan in a way that is both just and compassionate.
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Resolution Urging Divestment from Fossil Fuel Companies

Submitted as a Resolution for UCC General Synod 29

by the Massachusetts Conference UCC

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FUNDING

Funding for the implementation of this Resolution will be made in accordance with the overall mandates of the affected agencies and the funds available.

IMPLEMENTATION

The Collegium of Officers, in consultation with appropriate ministries or other entities within the United Church of Christ, will determine the implementing body.

¹In his blog, Andrew Revkin quotes novelist Jostein Gaarder, using this phrase in speaking about intergenerational responsibility <http://dotearth.blogs.nytimes.com/2010/05/25/do-humans-need-a-golden-rule-2-0/?partner=rss&emc=rss>

²Archbishop Desmond Tutu in his "Forward" to *The Green Bible NRSV* (Harper Collins, New York; 2008), p. 1-14.

³Ecumenical Patriarch Bartholomew I, "To Commit a Crime Against the Natural World is a Sin" in *Moral Ground – Ethical Action for a Planet in Peril* (Trinity University Press, San Antonio, TX; 2010), pp. 135-136.

⁴The recent DARA [report](#) links climate change to 5 million deaths/yr (400,000 due to hunger & disease; 4.5 million to (air) pollution from the carbon economy), and 1.6% of global GDP (1.2 trillion dollars). Unjustly and unethically, the very poor of the world are suffering by far the most from our excesses.

⁵The most useful source for learning about climate science and issues related to this resolution is Joe Romm's website: <http://thinkprogress.org/climate/issue/>.

⁶<http://www.usatoday.com/story/weather/2012/10/10/weather-disasters-climate-change-munich-re-report/1622845/>
<http://thinkprogress.org/climate/2009/05/20/204131/mit-doubles-global-warming-projections-2/> . <http://www.pwc.com/gx/en/sustainability/publications/low-carbon-economy-index/index.jhtml> . And the World Bank released a report in late Nov. 2012 entitled: "[Turn Down the Heat: Why a 4°C Warmer World Must Be Avoided.](#)" .

See 2009 MIT report: <http://thinkprogress.org/climate/2009/05/20/204131/mit-doubles-global-warming-projections-2/> and 2012 Price Waterhouse Coopers report: <http://thinkprogress.org/climate/2012/11/06/1144431/study-were-headed-to-11f-warming-and-even-7f-requires-nearly-quadrupling-the-current-rate-of-decarbonisation/>

See Bill McKibben's August 2012 article: <http://www.rollingstone.com/politics/news/global-warmings-terrifying-new-math-20120719>

[The Carbon Tracker Initiative](#), a team of London financial analysts and environmentalists, estimates that proven coal, oil, and gas reserves of the fossil-fuel companies, and the countries (think Venezuela or Kuwait) that act like fossil-fuel companies, equals about 2,795 gigatons of CO₂, or five times the amount we can release to maintain 2 degrees of warming.

The International Energy Agency released its annual flagship publication the [World Energy Outlook](#) on Nov. 12, 2012. In the executive summary, the IEA roughly concurred, saying, "No more than one-third of proven reserves of fossil fuels can be consumed prior to 2050 if the world is to achieve the 2 °C goal."

1983: The Fourteenth General Synod adopts as amended the Resolution on Investment and Corporate Responsibility with Regards to South Africa.

1985: The Fifteenth General Synod adopts the Proposal for Action "UCC Full Divestment of All Financial Resources from All Corporations Doing Business with South Africa."

1987: The Sixteenth General Synod adopts "Expanded Criteria for Divestment and Advocacy Related to South Africa" as amended.

1989: The Seventeenth General Synod adopts the Resolution "Boycott of Royal Dutch/Shell Oil," as amended.

The total known reserves are worth about [\\$27 trillion](#). If we need to keep 80 percent of those reserves in the ground, that's a \$20 trillion write off for the industry.

2013 Guidelines for Local Church Personnel and Search Committees for Clergy Compensation and Professional Expense Reimbursement

Presented by the Leadership Development Commission, MACUCC

1 The 214th Annual Meeting of the Massachusetts Conference of the United Church of Christ, concerned with the growth of its
2 churches and the compensation of its ordained leaders, recommends that all congregations meet the goals as outlined in
3 *Guidelines for Clergy Compensation*. The guidelines apply to all full-time and part-time pastors, associates and assistants, both
4 settled and interim.

5
6 Because the pastor of a church is required by the Associations of the Massachusetts Conference, United Church of Christ to be
7 a highly educated and trained professional, most hold at least a masters degree, the salary and housing package for pastors
8 should be congruent with the compensation of other similarly trained professionals in the community. The total compensation
9 package could be considered at least equal to that of professionals requiring three or more years of post-graduate training, such
10 as school principals, and show consideration for years of service, special skills and training, and natural aptitude. The federal
11 tax structure is unique for clergy, and the compensation package should be designed in such a way as to maximize the pastor's
12 income.

13
14 The expectation for clergy to be available 24-7, to work many evenings in order to accommodate the schedules of the many
15 volunteers who serve our churches, and to serve the communities in which they serve in a variety of capacities all place
16 enormous demands upon our clergy. The work schedules and compensation packages of local pastors should implicitly
17 acknowledge these expectations and be healthy for the pastor and for the church. That would require a *balance of time* spent in
18 the church's ministry and time spent with family and friends -- a *balance* of work and recreation, a *balance* of exercising the body
19 and the mind, a *balance* of care of others and care for self, including time for personal devotions. When a pastor has a spouse/
20 partner, the congregation should not expect the spouse/partner to work for the church.

21
22 Clergy operate within broadly accepted expectations on the part of the congregation they serve and the community in which
23 they serve. They often help people through the most difficult moments of their lives. They are called upon to lend stability in
24 the midst of a community's turbulence. They help families celebrate their joys and console them in their sorrows. Unlike many
25 caring professions, the pastoral call is unique. Pastors build deeply personal relationships with the congregations and
26 communities they serve: hence the need for clergy compensation to recognize these expectations and relationships through
27 appropriate and equitable levels of salary and benefits.

28
29 Some churches, because of their smaller membership and/or financial constraints, may be unable to provide an adequate
30 compensation package for full time pastoral service. They are encouraged to meet with MACUCC staff to review their
31 situation. They may consider creative options, such as calling a part-time, bi-vocational pastor or sharing a pastor with another
32 congregation in the area in order to combine resources to offer adequate compensation. A congregation should not expect a
33 pastor to work full time for part-time compensation.

34
35 Finally, in order to recognize both the changing nature of a clergy person's financial and family situation, along with the
36 dynamics of the overall economy, local churches should thoroughly review on a yearly basis all aspects of the salary and
37 benefits package and should modify the call agreement or contract as both the congregation and the pastor mutually deem
38 appropriate.

39 40 **Organization of this Compensation Guideline Package**

41
42 **Part 1:** Cash Salary and Housing Compensation. This will include a table for cash salary based upon congregation size
43 and the number of years ordained experience. Housing compensation will include a parsonage with housing
44 equity or a housing allowance.

45
46 **Part 2:** Benefits. This section will describe the Social Security offset and a benefits plan, including health insurance,
47 dental and vision insurance, flexible spending accounts, life insurance, disability, and recommended policies for
48 leave.

49
50 **Part 3:** Accountable Reimbursement Plan: Describes reimbursable expenses to sustain the pastoral office. *These shall
51 not be counted as part of a pastor's compensation.*

52 **Appendix A:** Four scenarios describing pastoral compensation in a local church budget.

53 **Appendix B:** UCC Pension Boards Health and Dental Plan Rates for 2013 for the Massachusetts Conference.

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2013 Guidelines for Local Church Personnel and Search Committees for Clergy Compensation and Professional Expense Reimbursement

-continued-

1 **Appendix C:** Continuous Professional Development for Clergy

2 **Appendix D:** Additional resources

3 4 **Be it resolved that the 214th Annual Meeting recommends:**

5
6 1. Churches pay at least the minimum entry-level cash salary according to the following table for a full-time senior / sole pastor or
7 associate pastor. The basic cash salary is the amount of actual dollars paid to the minister. Cash salary does not include
8 housing, utilities, allowances, benefits, Social Security, or reimbursable expenses.

9
10 • Associate / Assistant Pastors: These clergy compensation guidelines apply to all pastors engaged in full-time ministry.
11 Associate/Assistant Pastors should receive 80% of the Senior Pastor's salary, depending on position descriptions, scope
12 of responsibility, length of service, experience and years in ministry.

13
14 • Part-Time Senior and Associate Pastors: The basic cash salary for part-time pastors should be determined by a percentage
15 of the full-time package pro-rated by the percentage of full-time work.

16
17 • Interim Pastors: Compensation and benefits for interim pastors should be comparable to that of the settled pastor. The
18 guidelines in this resource are recommended to a church and interim candidate in negotiating the terms of call. Should the
19 number of hours differ between the settled pastor and the contracted interim pastor, compensation should be adjusted
20 accordingly.

21
22 2. Churches provide either:

23 a. a PARSONAGE or

24 b. a CASH PACKAGE sufficient to allow the minister to buy or rent, furnish and maintain a median-priced house in the
25 church's community

26
27 3. Full benefits and professional expenses be provided, as listed below; benefits and professional expenses, including expenses
28 associated with clergy professional development, participation in Clergy Communities of Practice, and sabbaticals are *not*
29 to be considered part of the clergy person's compensation, but are part of the professional costs of having a well-trained
30 ordained minister, growing in faith, leadership and pastoral leadership in service with your local church

31
32 4. Churches already at or above the minimum and also fully providing all benefits and professional expenses as outlined below
33 give at least a cost of living increase and consider a merit increase also

34
35 5. The work schedule of local pastors be a maximum average of 40-50 hours per week (also known as 1.0 FTE, where FTE
36 means Full Time Equivalent) with no more than 3 evenings in a given week; in addition, pastors take 2 days off per week.
37 Occasionally, exigencies, such as funerals, a family crisis, or a congregational emergency, do happen that will require a
38 pastor to exceed this maximum average. In those cases, pastors should be given compensatory time off within a reasonable
39 time after incurring this extra time.

40
41 6. *Massachusetts Conference of the United Church of Christ local churches are urged to complete the UCC Annual Yearbook
42 Report so that more accurate information about clergy compensation can be compiled. This report should be submitted to
43 the Conference's Registrar by the end of January each year.*

44 45 46 47 48 49 **Part 1: Cash Salary Ranges and Housing Compensation**

50
51 *The cash salary ranges do NOT include housing, benefits, professional or any other expenses. In calculating years of ordained
52 experience, churches may wish to include other relevant life and work experience.*

53
54 -continued

2013 Guidelines for Local Church Personnel and Search Committees for Clergy Compensation and Professional Expense Reimbursement

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Number of Members	Years of Ordained Experience		
	0-3	4-10	+10
0-150	\$32,100 - \$47,004	\$34,300 - \$50,815	\$36,842 - \$54,625
150-300	\$32,100 - \$49,544	\$36,206 - \$53,673	\$39,381 - \$58,438
300-500	\$32,100 - \$52,086	\$39,381 - \$58,439	\$45,733 - \$67,329
500-1000	\$32,100 - \$55,897	\$43,194 - \$64,153	\$52,075 - \$77,492
+1000	\$32,100 - \$57,167	\$47,004 - \$69,871	\$58,438 - \$87,021

Note: Cash salary ranges reflect a 1.7% (.017) increase from 2012 which is based upon the increase in the Consumer Price Index from the third quarter 2011 through the third quarter of 2012. (Social Security Administration Fact Sheet: 2013 Social Security Changes)

Housing

Churches provide either:

- a. a **PARSONAGE** with a furnishings allowance, all utilities, and an *equity development plan (at least 5% of the annual cash salary)* which will ensure the pastor has housing assets in retirement; or
- b. a **CASH PACKAGE** sufficient to allow the minister to buy or rent, furnish and maintain a median-priced house in the church's community; the *minimum* cash package should be no less than 1 percent per month of the value of a median-priced home in the community. This figure covers the costs for a 30-year, fixed-rate mortgage, at 5 percent interest, with a five percent down payment, along with other associated housing costs: furnishings, property taxes, maintenance, insurance, etc.

For example:

*At the low end of the housing market, if a median-priced house in a community is \$150,000, the church's minimum cash package for housing would be \$1,500 per month, or \$18,000 per annum.

*At the mid level of the housing market, if a median priced home in a community is \$300,000, the church's minimum cash package for housing would be \$3,000 per month, or \$36,000 per annum.

*At the high level of the housing market, if a median priced home in a community is \$500,000, the church's minimum cash package for housing would be \$5,000 per month, or \$60,000 per annum.

Part 2: Benefits

1. SOCIAL SECURITY ALLOWANCE

Since clergy are treated as self-employed for social security purposes, pastors must pay the current 15.3% on the cash salary plus housing allowance or on cash salary plus the fair market rental value of the parsonage plus utilities. Therefore it is recommended that churches pay 7.65% of the pastor's salary plus housing allowance or, where a parsonage is provided, 7.65% of fair market rental value plus cost of utilities, for social security. This is taxable income which must be reported on a clergy person's tax returns.

2. BENEFITS

The various benefit plans of the UCC are designed to assist in financial security during years of ministry and years of retirement. The terms of the benefit plans are not easily summarized and the following comments are not the full and official plan. For a more complete explanation of the plans, please consult the Pension Boards. You may reach them at 1-800-642-6543, Option 6 or visit their web page at www.pbucc.org.

A. Annuity

The Annuity Plan for the United Church of Christ provides a retirement account plan that allows for pre-retirement accumulation of assets used to provide a lifetime annuity income in retirement. Minimum contribution is of 14% of base salary plus housing (or minimum of 14% of 130% of base salary if parsonage is provided). Deposits are made on a quarterly basis.

Members of the Annuity Fund have the opportunity to make personal contributions to enhance their retirement security.

2013 Guidelines for Local Church Personnel and Search Committees for Clergy Compensation and Professional Expense Reimbursement

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B. Life Insurance and Disability Income (LIDI) Benefit Plan

This coverage is available at a premium of 1.5% of the salary basis to ministers. Such coverage is highly recommended because it provides:

- 1) Short-term benefits which replace 60% of salary and housing allowance after 30 days of disability, continuing for 5 months.
- 2) Long-term disability benefits that are payable after 6 months and replace 60% of salary and housing allowance, make annuity contribution of 7% and pay 100% of health premiums for those who were participating in the plan at the time of disability.
- 3) Term life insurance on a minister's life to insure that survivors have some financial protection in the event of the minister's death.

Members of the LIDI plan have the opportunity to purchase additional term life insurance for themselves and their dependents at favorable group rates.

C. Medical/Dental Benefits Plan

Clergy who work at least 20 hours/week are eligible to participate in the UCC Medical and Dental Benefits Plan. (For employees in their first employment relationship with the UCC, application for medical coverage must be made during the first 90 days of employment. Application after the 90-day period requires the submission of a Statement of Health to an independent underwriter who will determine whether the individual can be admitted to the Medical Plan. When a new employee application is made within the first 90 days of initial UCC employment, coverage is automatic and no medical underwriting is applied. Clergy who are participating in the Health and Dental Plans continue their coverage uninterrupted as they move from one church to serve another.)

Optional vision benefits may be purchased by either the employer or employee.

D. Flexible Spending Accounts

There will be a tax savings for the pastor if a Flexible Spending Account is established into which the pastor may designate pre-tax deductions from his/her salary be deposited. The amount designated does not add to the pastor's compensation expense for the church. Upon presentation of proper documentation for certain medical and dependent care expenses, those amounts are reimbursed to the minister tax-free. Following a modest set-up fee, the UCC Pension Boards will administer such a plan at no monthly cost for participants in the UCC Health Benefits Plan. As an alternative, the local church may administer such a plan itself, but must be careful to follow all the pertinent regulations.

E. Holiday and vacation time

Usual holidays (or compensation time) and at least four weeks paid vacation per year. The pastor shall have freedom from all pastoral responsibilities during this time.

E. Continuing Education

Churches should encourage their pastors to take two weeks of paid continuing education leave, including weekends, each year.

F. Sick time

Paid sick time accumulates at a rate of one day per month up to thirty days. Sick time beyond thirty days should be treated as short-term disability and paid at half of the cash compensation rate. Short-term disability will continue for 22 weeks at which time, if the pastor is still disabled, the pastor will be eligible for long-term disability. During the 30-day waiting period and the 22 weeks of short-term disability, the church would be expected to pay health, dental, annuity, and insurance contributions. Parsonage use should be continued for at least three months and thereafter be negotiated.

G. Parental leave, including for adoption.

Provisions should be made for clergy, male and female, at the birth of a child or at adoption, for a minimum of twelve weeks at full salary and benefits. In all instances, flexibility should be allowed for up to six months during this important time of family adjustment and change.

2013 Guidelines for Local Church Personnel and Search Committees for Clergy Compensation and Professional Expense Reimbursement

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H. Personal/Compassionate Leave:

Allowance should be made for the pastor to be with his or her immediate family at times of special celebrations such as weddings or graduations and at times of personal emergency or unusual family responsibility. Paid personal leave would normally be limited to a period of five to seven days per year, except where compassion dictates further extension.

I. Death:

In case of clergy death, churches should provide salary, housing and all benefits to the spouse or partner and family for three months. This includes continued use of the parsonage and other expenses, such as moving should be considered on an individual basis in consultation with conference, regional or association staff.

Part 3: Accountable Reimbursable Plan

Tax law allows deduction of business expenses on Schedule A only after the minister has spent more than 2% of family adjusted gross income on such expenses. *THEREFORE* it is important that a church establish an “Accountable Reimbursement Plan” which will reimburse or pay directly all costs which the pastor incurs for “doing business” for the church, so that the pastor is not paying income tax for church expenses. These should include but not be limited to:

- A. **Auto reimbursement** – for use of a personal car at current IRS rate *plus* tolls and parking, or an automobile provided by the church.
- B. **Business expenses** – other travel, meetings, professional subscriptions, and all other business expenses allowed by the IRS. This amount should be at least \$1500 per year.
- C. **Continuing education time and expense** – participation in a Clergy Community of Practice; regular time for supervision or mentoring; two weeks away from daily ministry tasks focused on practical, future-oriented and renewing professional development activities (Note Continuing Education Leave, above); and time devoted to visioning, spiritual development and skill building with lay leaders and teams.¹
- D. **Sabbatical time and expense** – Three months full-time sabbatical leave every 5-7 years, with proportionate savings earmarked each year to provide for pastoral coverage for the sabbatical period.² This leave is exclusive of vacation.

Note: Auto reimbursement, business expenses, and continuing education time and expenses should be reimbursed upon receipt of vouchers submitted by the pastor.

For more detail see the draft *Continuous Professional Development for Clergy Guidelines*.

¹ Continuing Professional Development expenses can be estimated at 1.5% of the clergy person’s salary and housing expense. In some cases, local churches may have one budget line item shared by several called ministers, and when planned well, this can promote learning across a ministerial team.

² Best practices indicate that sabbaticals provide rich opportunities for both the local church and the clergyperson to renew, recommit and refocus their ministries. When carefully planned, these occasional interludes foster healthy long-term pastorates in vital churches. Therefore we recommend that churches earmark 1/5th to 1/7th of the expected expense of clergy coverage each year, so the church is served by a pastor well suited to supporting growth in faith and mission during the church’s sabbatical time.

See Appendix, next page

2013 Guidelines for Local Church Personnel and Search Committees for Clergy Compensation and Professional Expense Reimbursement

-continued-

1 Appendix A: Scenarios

2 For reference the following are examples of clergy compensation (salary, housing, and benefits) for different situations as well
 3 as the total amount of money to fund the pastoral office, which is clergy compensation plus expenses. Housing costs for these
 4 examples will be \$300,000³. Each example also assumes the 2012 UCC health insurance plan (A) for a family and includes
 5 dental and vision coverage. The pastor is 42 years old and has a spouse and two children living at home.
 6

7	A	Ordained experience: 20 years.	Membership size: 550 members.	No. of FTE: 1.0
8	B	Ordained experience: 12 years.	Membership size: 200 members.	No. of FTE: 1.0
9	C	Ordained experience: 8 years.	Membership size: 160 members.	No. of FTE: 1.0
10	D	Ordained experience: 2 years.	Membership size: 75 members.	No. of FTE: 0.50

	Situations (see above for description)				
	A	B	C	D	
12	Cash Salary and Housing				
13					
14	Cash Salary	57,575	46,691	37,309	15,912
15	Housing Allowance (for those not in parsonage)	<u>36,000</u>	<u>36,000</u>	<u>36,000</u>	<u>18,000</u>
16	Total (Cash Salary and Housing Allowance)	93,575	82,691	73,309	33,912
17	Benefits				
18	Annuity (Salary + Housing) x 14%	13,101	11,577	10,263	4,748
19	Life insurance and Disability (Salary + Housing) x 1.5%	1,404	1,240	1,100	509
20	Medical Insurance, including dental and vision	20,598	20,598	20,598	10,299 ⁴
21	Social Security Offset ⁵ (Salary + Housing) x 7.65%	<u>7,158</u>	<u>6,326</u>	<u>5,608</u>	<u>2,594</u>
22	Total Benefits	<u>42,261</u>	<u>39,741</u>	<u>37,569</u>	<u>18,140</u>
23	TOTAL COMPENSATION TO PASTOR	135,836	122,432	110,878	52,062
24	Professional Expenses and Development				
25	Expenses (Professional memberships, books, journals, and sabbatical savings)	1,500	1,500	1,500	750
26	Continuing education (includes clergy groups, conferences, workshops) (Salary + Housing) x 1.5%	<u>1,404</u>	<u>1,240</u>	<u>1,100</u>	<u>509</u>
27	TOTAL PROFESSIONAL EXPENSES AND DEVELOPMENT	2,904	2,740	2,600	1,259
28	Administrative Cost to the Church				
29	Mileage ⁶ (5,000 miles/year @ \$0.565/mile plus tolls and parking @ \$0.10/mile)	<u>3,325</u>	<u>3,325</u>	<u>3,325</u>	<u>1,663</u>
30	TOTAL COST NEEDED TO SUPPORT VITAL CLERGY LEADERSHIP	142,065	128,497	116,803	54,984

31 ³ Recently cited approximate median price of a home in Massachusetts by the MA Association of Realtors

32 ⁴ Represents the UCC Family Plan Option A with dental times the number of FTE

33 ⁵ This is taxable income which must be included with taxable wages on the W-2 form given to the pastor and reported on a
 34 clergy person's tax returns.

35 ⁶ This amount reflects the current IRS auto expense rate plus an estimate of tolls and parking @ .10 per mile

2013 Guidelines for Local Church Personnel and Search Committees for Clergy Compensation and Professional Expense Reimbursement

-continued-

**1 Appendix B: UCC Pension Boards Health and Dental Plan Rates and Information for
2 Massachusetts Conference - 2013**

HEALTH INSURANCE RATES - ANNUAL, NON-MEDICARE

- 3
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11 **NOTES:**
12 1. For 2013, the Pension
13 Boards is introducing age-
14 based rating (for health
15 insurance only) for the first
16 time. Please check the
17 charts below carefully to
18 determine which rates are
19 relevant for your church.
20
21 2. Results of an actuarial
22 study by the Pension
23 Boards indicate that all
24 forms of Plans B and C
25 meet the standards for
26 minimum creditable cover-
27 age under Mass. Law
28
29 3. Dental rates are listed in a
30 separate table below
31 health rates.
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I. Members age 40 and over			
Coverage Type	Plan A	Plan B	Plan C
One adult	9,129.00	7,761.00	6,243.00
Two adults	18,120.00	15,552.00	12,507.00
One adult and child(ren)	17,811.00	15,300.00	12,315.00
Two adults and child(ren)	19,518.00	16,419.00	13,182.00
II. Members age 35 through 39			
Coverage Type	Plan A	Plan B	Plan C
One adult	4,839.00	4,113.00	3,309.00
Two adults	9,603.00	8,244.00	6,630.00
One adult and child(ren)	9,441.00	8,109.00	6,528.00
Two adults and child(ren)	10,344.00	8,703.00	6,987.00
III. Members age 30 through 34			
Coverage Type	Plan A	Plan B	Plan C
One adult	5,295.00	4,500.00	3,621.00
Two adults	10,509.00	9,021.00	7,254.00
One adult and child(ren)	10,329.00	8,874.00	7,143.00
Two adults and child(ren)	11,319.00	9,522.00	7,647.00
IV. Members age 25 through 29			
Coverage Type	Plan A	Plan B	Plan C
One adult	4,929.00	4,191.00	3,372.00
Two adults	9,786.00	8,397.00	6,753.00
One adult and child(ren)	9,618.00	8,262.00	6,651.00
Two adults and child(ren)	10,539.00	8,865.00	7,119.00
V. Members under age 25			
Coverage Type	Plan A	Plan B	Plan C
One adult	3,195.00	2,715.00	2,184.00
Two adults	6,342.00	5,442.00	4,377.00
One adult and child(ren)	6,234.00	5,355.00	4,311.00
Two adults and child(ren)	6,831.00	5,748.00	4,614.00

2013 Guidelines for Local Church Personnel and Search Committees for Clergy Compensation and Professional Expense Reimbursement

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HEALTH PLAN DETAILS

I. Plan A	Individual	Family
Deductible, In-Network:	\$300	\$600
Deductible, Out-of-Network:	\$600	\$1,200
Out-of-pocket Maximum:	\$2,000	\$4,000
Coinsurance:	80% in network	60% out of network
II. Plan B	Individual	Family
Deductible, In-Network:	\$500	\$1,500
Deductible, Out-of-Network:	\$1,500	\$4,500
Out-of-pocket Maximum:	\$5,000	\$15,000
Coinsurance:	80% in network	60% out of network
III. Plan C (New in 2004)	Individual	Family
Deductible, In-Network:	\$1,000	\$3,000
Deductible, Out-of-Network:	\$3,000	\$9,000
Out-of-pocket Maximum:	\$6,000	\$18,000
Coinsurance:	70% in network	50% out of network

DENTAL RATES – ANNUAL

Coverage Type	Rate
One adult	\$489
Two adults	\$945
One adult and child(ren)	\$960
Two adults and child(ren)	\$1,080

2013 Guidelines for Local Church Personnel and Search Committees for Clergy Compensation and Professional Expense Reimbursement

-continued-

1 **Appendix C: Continuous Professional Development for Clergy**

2
3 Continuous professional development believes God is Still Speaking, and that there is always more to learn about God, God's
4 call on our hearts, and God's plan for achieving God's reign on earth.

5
6 Clergypersons learn and grow in faith and in leadership skills through intentional study of our faith traditions, challenging
7 give and take with colleagues in ministry, and careful examination in concert with leaders of our congregations about what
8 they need to learn to grow together towards God's vision of peace with justice. We know robust engagement along with others
9 is essential to learning. We walk together in covenant with God, clergy colleagues, our own local churches and other ministry
10 sites because it is through the gifts God has granted others that our own gifts are called forth most effectively and faithfully.
11 We listen and grow in faith together with Jesus.

12
13 The Commission for Leadership Development of the MACUCC recommends that clergy, local church leadership, and Church
14 and Ministry Committees create a mutual plan for continuous professional development. Such a plan will be ongoing,
15 balanced, and accountable. Continuous professional development plans are cyclical in nature, moving intentionally through
16 the stages of (1) assessment, (2) investigation, (3) investment, (4) integration and (5) reflection.

17
18 Church leaders and clergy should work together toward a more comprehensive, faithful and challenging plan for continuous
19 professional development founded upon communication, support, invited participation, creativity, and a three to five year
20 funding proposal.

21
22 The MACUCC encourages congregations, clergy and Church and Ministry Committees to adopt six guidelines for continuous
23 professional development: (1) ongoing collegial mentoring, i.e. participation in Clergy Communities of Practice or supervi-
24 sion for your ministry; (2) an annual minimum of two weeks intentional time away from daily ministerial tasks, focusing
25 specifically on practical, future oriented and renewing professional development activities; (3) devotion of an additional five
26 to eight days per year with lay leaders, committees, teams or task forces of the local church engaging in team learning; (4)
27 participation in at least one dimension of the wider church, i.e. Conference-sponsored colloquies; (5) participation in a
28 periodic support consultation with your Association Committee on the Ministry, and; (6) a sabbatical every five to seven
29 years, carefully prepared for and funded by the local church. Information about sabbatical planning can be obtained from the
30 Pastoral Excellence Program team members and web site: <http://macucc.org/pages/detail/2158>.

31
32 Vital congregational life and embodiment of the ministry of all the baptized compels continuous learning. This is true for the
33 laity and clergy. The practices of ministerial leadership are constantly changing, therefore continuous professional develop-
34 ment among clergy and laity should be the norm as we seek to grow as disciples of Jesus Christ. The Leadership Development
35 Commission of The Massachusetts Conference of the United Church of Christ urges all authorized clergypersons and each
36 local church to prayerfully examine how continuous professional development is currently supported in their setting, and to
37 covenant together toward implementing a plan for continuous professional development that will enrich our clergy, the local
38 church, and the wider church.

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42 **Appendix D: Additional Resources**

- 43
44 1. Developing a Call Agreement and Compensation Package
45 <http://www.ucc.org/ministers/search-and-call/section-5-assessing-finances.pdf>
46
47
48 2. Complete guidelines for continuous professional development are available at
49 <http://macucc.org/pages/detail/2179>.

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Rooted in the grace of God, nurturing local church vitality and the covenant among our churches to make God's love and justice real.

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