

**Minutes of the 214<sup>th</sup> Annual Meeting of the  
Massachusetts Conference of the United Church of Christ  
Sturbridge Host Hotel and Conference Center  
June 14-15, 2013**

**Friday, June 14, 2013**

The Rev. Ms. Kelly Gallagher, Moderator, welcomed everyone and called the meeting to order at 4:34 PM.

The Rev. Mr. Matt Carriker, the Rev. Mr. Chad Kidd and the Moderator lead opening worship, with song and scripture (Habakkuk 2:2-3). They opened with a discussion of a glass being half empty or half full, connecting it with optimistic vision. The Moderator read from Habakkuk and introduced this year's theme "Risking Vision."

Following worship the Moderator made announcements and invited participants to engage in conversation on the topic of Vision using various platforms throughout the meeting. She introduced the Vice-moderator, the Rev. Mr. Ian Holland, the Recorder, Ms. Patti Babcock, and the Parliamentarian, Mr. Richard Osterberg. She reminded the plenary that Annual Meeting is a sacred gathering where members hold one another in love despite disagreements.

The Moderator then introduced Mr. Roger Hensen from West Parish, Barnstable who shared his story of the power of vision in his congregation. He reported that leaders in the church listened to many voices regarding declining attendance at Sunday worship, especially among families with young children, and initiated a Saturday evening service, which is thriving.

The Rev. Mr. Paul Sangree and Ms. Donna Collins testified on behalf of the new Church Development Council and gave out "Bold Creative Initiative" awards to Christ Church United UCC in Lowell and West Parish in Barnstable.

The Moderator introduced the Rev. Dr. Jim Antal, Minister and President. Rev. Antal introduced the Board of Directors, officers of the Conference and MACUCC staff, thanking them and asking them to stand. Dr. Antal called upon Treasurer Mr. Rick Lawrence and Assistant Treasurer Mr. Chip Hamblet to present the budget.

Mr. Lawrence and Mr. Hamblet presented the Proposed 2014 Budget and related votes, along with a draft proposal for a new funding mechanism called United Church Mission. Mr. Lawrence began by calling attention to *Mary's Story* written by staff member Andy Gustafson, which illustrates the many ways one UCC member and her congregation are supported by the efforts of the wider church.

Mr. Hamblet then referred those present to the Treasurer's Report printed in the Advance Materials, and reviewed the proposed votes regarding major income sources for 2014.

The first recommended vote proposed that the proportion of the Basic Support shared with the national setting be continued at 53%, with 47% retained in Massachusetts.

The second vote recommended that 2014 Fellowship Dues be set at \$17.80 per church member as reported December 31, 2013. Mr. Hamblet noted that this represents an increase of twenty cents per member over the 2013 Dues rate. He added that, at the request of Association Executive Committees, Conference staff members are currently involved in the billing and collection of dues for three Associations. Similar assistance is available to any Association desiring this service. Staff billing of dues appears to improve collection rates.

Regarding income for the 2014 Budget, Mr. Hamblet pointed out the detail regarding restricted gifts used in the operating budget, printed in the Advance Materials. Funds restricted for the Pastoral Excellence Program (PEP) drop off sharply in 2013 due to the conclusion of nine years of funding from the Lilly Endowment. Current funding for PEP comes from internal bridge funds set aside for this purpose by the Board of Directors, and from a four-year transitional grant from the Carpenter Foundation. Future funding will depend on the success of the Sustaining Pastoral Excellence Capital Campaign. Mr. Hamblet noted that every member of the Board of Directors has made a personal contribution to the capital campaign, and invited all present to join in this effort.

Mr. Hamblet stated the third and final proposed vote, which would approve a budget with income of \$2,212,200, expenses of \$2,262,200 and a transfer from operating reserves of \$50,000 to balance the budget for 2014. He pointed out that net income of \$55,000 was set aside as operating reserves from the 2012 surplus.

Mr. Lawrence then reviewed projected expenses for 2014. These included a modest increase in proposed personnel expense related to cost of living, and a slight decrease to institutional costs. The largest decrease in the area of program expense relates to Hispanic Ministries. Mr. Lawrence reminded the meeting that special funding for Hispanic church plantings was depleted at the end of 2011. The Board then authorized an internal loan to allow time for the Hispanic Ministries Support Committee to mobilize fundraising efforts. That committee worked diligently and secured numerous contributions including a one-time foundation grant, which allowed the program to continue in its present form through 2013. However, the Conference has been unable to fully repay the loan or to raise sufficient funds to sustain the ministry into the future. Mr. Lawrence reported that the Board had reluctantly given notice to the Hispanic Ministries Coordinator that his position with the Conference would end as of December 31, 2013. He added that the Hispanic Ministries Support Committee would work with all concerned to chart a new course for the future.

Mr. Lawrence noted that program expenses were presented in a new way beginning with the 2013 budget. This change was made at the request of program staff consistent with the new structure of Ministry Councils.

Mr. Lawrence then spoke about a draft proposal, included in the delegate materials, to replace Fellowship Dues and Basic Support with a new kind of contribution based on proportional giving. He reported that the Board of Directors spent several years considering various possible

alternatives to the current outdated and complicated funding system. He reminded the body of an initial draft proposal circulated a year before, and explained that the proposal had evolved based on a series of focus group meetings during 2012-13. The current proposal is simple and easy to understand, invites generosity, and is theologically-grounded. It will be further tested in focus groups during the coming year, with the hope of bringing a proposed action to Annual Meeting in 2014.

Mr. Lawrence, representing the Board, then recommended adoption of the 2014 Budget as presented.

The Moderator thanked Mr. Lawrence and Mr. Hamblet for their work.

Ms. Barbara Langill and Ms. Merrill Noble, speaking on behalf of the Lay Development Ministry Council, then presented the Christian Education Certification Graduates: Susan Crimer, Sue LaLone, Kerry Mortland, Laurie Osip, Heather O'Toole, Sally Tomasetti, Ruth Ann White, Emily Kellar, Kathy Malone and Wendy Reardon. Ms. Langill congratulated the graduates and thanked the Massachusetts Conference for sponsoring the certification process.

The Moderator then introduced Ms. Jena Roy who gave testimony regarding Our Church's Wider Mission. Ms. Roy lifted up Andy Gustafson and his many gifts. She commended and thanked the following congregations which were the top per-capita givers in each of the "Five for Five" categories during 2013: Second Church in Newton UCC (Basic Support); First Congregational Church of Truro (One Great Hour of Sharing); United Congregational Church in Conway (Neighbors in Need); Mashpee Congregational Church (Strengthen the Church); and First Congregational Church, UCC in Rockport (Christmas Fund).

The Moderator appointed the following people to the Business Committee: Mr. Holland, Mr. Christopher Jenkins, Ms. Jane McCord, the Rev. Mr. Tony Kill, the Rev. Mr. John Sharland, and Ms. Martha Crawford, Secretary of the Conference. Mr. Holland was appointed Chair of this committee, and Mr. Jenkins was appointed timekeeper with help from Ms. McCord.

The Moderator introduced the members of Credentials Committee. Ms. Crawford was appointed Chair according to the bylaws. She appointed Ms. Bonnie Fleming and the Rev. Ms. Debbie Adams to that Committee.

Ms. Crawford informed the Moderator that there were 252 lay delegates, 199 clergy, 54 visitors and 41 others registered for the Annual Meeting, for a total of 546.

The Moderator declared that a quorum had assembled as required by the bylaws and that the 214<sup>th</sup> Annual Meeting was officially in session. Instructions for discussion and voting were given by the Moderator.

The Vice-moderator moved the Consent Calendar actions as presented in the Delegate Materials. The motion was seconded and carried unanimously.

<b>Consent Calendar</b> <b>13-AM-01</b>	<i>The 214<sup>th</sup> Annual Meeting of the Massachusetts Conference of the United Church of Christ adopts the Consent Calendar as presented on page 25 of the Delegate Packet (Appendix A).</i>
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The Moderator invited the Rev. Ms. Linda Michel to the podium to speak on behalf of the Volunteer Development Committee. She thanked the committee for their work and moved to adopt the Nominating Slate as presented in the Delegate Materials. (The slate did not include the Joint Ministry Council nominations, as those were contingent on a vote on a new volunteer structure to take place on Saturday afternoon).

<b>Nominating Slate</b> <b>13-AM-02</b>	<i>The 214<sup>th</sup> Annual Meeting of the Massachusetts Conference of the United Church of Christ elects the slate of Committee and Board members, General Synod Delegates, and Officers as presented in bold type on pages 27 through 30 of the Delegate Packet.</i>
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The Moderator called on the Rev. Ms. Lisa Durkee-Abbott and the Rev. Ms. Linda Kreil, who testified about the Pastoral Excellence Program and its influence in their lives and ministries. They spoke with gratitude about former staff member Susan Dickerman and about their Communities of Practice, and urged support for the Sustaining Pastoral Excellence Endowment Campaign which will sustain this work in the future.

The Vice-moderator then explained how to sign up for sixty-second Speakouts.

Grace was offered by the Vice-moderator and dinner was served.

Following the dinner break, the Moderator invited Sister Linda Bessom and the Rev. Ms. Elizabeth McGill from the Homelessness Task Force to speak. They explained that youth are the fastest-growing segment of homeless persons in Massachusetts. Due in part to a resolution passed by the Annual Meeting in 2011, Massachusetts legislators recently created a special commission on unaccompanied homeless youth. A proposed Unaccompanied Homeless Youth Bill will have its hearing in July. They asked that each person present fill in a postcard addressed to State legislators, urging funding to end homelessness.

The Rev. Mr. Bert Marshall and the Rev. Ms. Lisa Stedman next spoke on behalf of the Justice & Witness Council. They introduced and presented Haystack Awards to Mr. Wally Hall of First Congregational Church of West Brookfield and Ms. Gina Lynch of First Congregational Church in Brimfield. Mr. Hall leads youth trips to Washington DC to serve homeless persons, and to Centro Shalom in Chile. Ms. Lynch organized disaster relief after the tornado of 2011.

The Moderator introduced the Rev. Dr. Bob Marrone of First Church of Monson. Dr. Marrone spoke about the days after the devastating tornado, and the support he and his congregation received from the leaders and churches of the Conference. He presented the Conference with an original painting he created as an expression of gratitude and hope.

The Moderator then called on Dr. Antal to introduce the keynote speaker, the Rev. Dr. Robin Meyers.

Dr. Meyers spoke about the subversive origins of the church, using the metaphor of a nine pound sparrow that was afraid to fly. He asked how the church, which began as a radical and counter-cultural movement, had become so averse to risk and a defender of the status quo.

Dr. Meyers next spoke of the Biblical parable in Matthew 13:33, "Heaven's rule is like yeast that a woman took and concealed in three measures of flour until it was all leavened." He stated that, although this parable seems harmless to modern ears, the ancient listener would hear it as subversive and even scandalous. Leavened was thought of as a metaphor for moral corruption, so the woman is planting in the "loaf of the Empire" the seeds of its corruption.

Dr. Meyers stated that the last time the church systematically challenged the status quo was during the civil rights movement. "The last temptation of the church is to become a house of safe sentimentality, a Hallmark card meant to offend no one, which then guarantees that it will inspire no one... we have tamed the gospel and made it toothless... Worship now feels like one continuous appetizer without the main course." Dr. Meyers exhorted his listeners to act subversively, using as an example a 79-year-old woman from his congregation who chained herself to earth-moving equipment used to start construction of the Keystone XL pipeline. He stated that he marries gay couples in his church even though it is not legal and the state has told him not to. He asserted that most of the good that happens in a church happens when people move toward the mystery we call God without knowing how it is going to turn out, and most of the bad that happens in a church happens when people move away from that mystery, immobilized by fear and mistrust.

Dr. Meyer listed seven ways in which the underground church could begin to change: by changing the way we serve communion, making it not just for "insiders"; by making church the center for nonviolent resistance to war; by making the underground church a place of refuge; by finding ways to create an alternative economy (for example, by lending money to church members at no interest); by giving our children visibility and responsibility in the life of the church so they can feel part of the community; by supporting quality public education (for example, by 'adopting' a local public school, and advocating for higher teacher salaries); and finally, by confronting the environmental crisis. He noted that all of this may get the church into trouble – "we can only hope".

The Moderator thanked Dr. Meyers and asked for a 20-minute break for table conversation based on questions printed on paper tablets at each table. Participants were encouraged to post to Facebook questions and insights from their conversations.

The Rev. Mr. Steven Small, the Rev. Ms. Jill Graham and Mr. Kidd lead Friday's concluding worship, with the Rev. Dr. Peter Wells preaching. Dr. Antal led a Liturgy of Blessing and Farewell for Dr. Wells in honor of his pending retirement.

At 9:10 pm the Moderator declared the meeting in recess until 9:00am Saturday, June 15, 2013.

**Saturday, June 15, 2013**

Worship started at 9:00am and included communion and a Service of Installation for the Rev. Ms. Ellie Richardson. Dr. Meyers delivered the sermon. Worship was followed by forums and hearings. The second plenary session was called to order at 11:45 AM.

Mr. Kidd led the group in song, after which the Moderator welcomed all who had arrived since the previous evening and repeated general announcements.

After four Speakouts, the Moderator offered a prayer, and then invited Mr. Vard Johnson, manager of the hearing on the Budget, to report on the hearing.

Mr. Johnson called everyone's attention to the proposed budget votes and the draft United Church Mission proposal. He reported that there had been no disagreement in the hearing concerning the proposed votes, and that attendees had spent most of their time discussing the United Church Mission concept. He urged all present to read the proposal and to share their responses with members of the Board of Directors.

Mr. Lawrence and Mr. Hamblet were invited to return to the podium to move the three budget items. Mr. Hamblet moved the action on the OCWM retention rate; the motion was seconded and adopted.

<b>OCWM Retention 13-AM-03</b>	<i>The 214<sup>th</sup> Annual Meeting of the Massachusetts Conference of the United Church of Christ determines that 47% of OCWM Basic Support received in 2014 be retained by the Conference.</i>
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Mr. Lawrence moved the action of the Fellowship Dues rate; the motion was seconded and adopted.

<b>Fellowship Dues 13-AM-04</b>	<i>The 214<sup>th</sup> Annual Meeting of the Massachusetts Conference of the United Church of Christ sets 2014 Fellowship Dues at \$17.80 per church member as reported December 31, 2013.</i>
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Mr. Hamblet moved the action on 2014 income and expense. It was seconded and adopted.

<b>Income and Expense 13-AM-05</b>	<i>The 214<sup>th</sup> Annual Meeting of the Massachusetts Conference of the United Church of Christ adopts a 2014 budget with income of \$2,212,200 expenses of \$2,262,200 and a transfer from operating reserves of \$50,000.</i>
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The Moderator thanked the Treasurer and Assistant Treasurer for their work.

The Vice-moderator invited Conference Minister Dr. Jim Antal to welcome Bishop Ulises S. Muñoz, the leader of the Pentecostal Church of Chile, and the Rev. Ms. Laura Everett of the Massachusetts Council of Churches. He invited a moment of silent prayer of comfort and healing for the Rev. Tom Shaw.

Dr. Antal recognized the people from Massachusetts who serve the wider church, and those newly ordained.

He then acknowledged those celebrating fifty years of ordained ministry: The Revs. Earl Alger, Dudne Breeze, Robert Buckwalter, Earl Eisenbach, Robert Gardiner, Royal Bricker Gibson, John Gunther III, Paul Koons, Roger Whitehead, and Roger Zimmerman.

After several more Speakouts, the Moderator declared the meeting in recess until 2:00pm.

The Moderator called the meeting back into session at 2:00pm.

Following more Speakouts, the Moderator introduced Ms. Linda Mesler, Manager of the hearing on Guidelines for Clergy Compensation, who reported on the hearing. The Rev. Mr. Quentin Chin made a motion that the body accept the Clergy Compensation guidelines as printed in the Advance Materials. The motion was seconded. After discussion, the motion passed unanimously.

<b>Clergy Compensation 13-AM-06</b>	<i>The 214<sup>th</sup> Annual Meeting of the Massachusetts Conference of the United Church of Christ adopts the Guidelines for Local Church Personnel and Search Committees for Clergy Compensation and Professional Expense Reimbursement as presented in page 26 through 34 of the Advance Materials (Appendix B).</i>
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Ms. Betty Ayres and Mr. Rick Kretschmar then spoke on behalf of the Board of Ministerial Aid, whose mission is to assist clergy in times of financial stress and need.

The Moderator then called on Mr. Roger Goodson, Chair of the Board of Directors, to report for the Board. Mr. Goodson thanked the members of the Board for their work. He spoke about divestment, General Synod, the MACUCC vision statement, listening projects, the Joint Ministry Councils, interfaith work, and youth leadership, repeatedly asking the question: can we get better?

The Moderator introduced Mr. Jim Chase, manager of the hearing on the Conference bylaws and volunteer structure. That hearing considered two proposals: 1), to modify the bylaws to create a single Annual Meeting Committee, and 2), to authorize and populate the Program Ministry Councils.

The Rev. Ms. Sally Norris, Chair of the Program Committee of the Board of Directors, moved the proposed vote to authorize Program Ministry Councils. This was seconded. There was no discussion. The motion carried with one abstention.

<b>Program Ministry Councils 13-AM-07</b>	<i>The 214<sup>th</sup> Annual Meeting of the Massachusetts Conference of the United Church of Christ adopts the Proposal to Authorize Program Ministry Councils as printed on page 19 of the Advance Materials (Appendix C).</i>
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Ms. Crawford moved the adoption of the proposed vote to amend the MACUCC bylaws, creating a single Annual Meeting Committee. It was seconded. After some discussion, the motion carried unanimously.

<b>Amend the Bylaws 13-AM-08</b>	<i>The 214<sup>th</sup> Annual Meeting of the Massachusetts Conference of the United Church of Christ amends Article IV, Section 6 of the bylaws as proposed (Appendix D).</i>
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The Vice-moderator made some announcements, after which those gathered watched a short video from the “Changing Lives” series created by the national setting of the United Church of Christ.

The Vice-moderator called on the Rev. Mr. Jonathan Goodell to update the gathering on the Hispanic Ministries of the Conference. Mr. Goodell invited everyone to support Hispanic Ministries, and the Rev. Mr. Felix Carrion spoke of how The Revs. Cesar and Lisa Depaz have cast their net wide, working in many geographic areas of the Commonwealth.

The Vice-moderator invited Ms. Kathie Carpenter of the Open and Affirming Task Force to bless a collection of rainbow scarves made by individuals in many congregations throughout the Conference. The scarves, part of a nationwide project, were created as a gesture of concern about the bullying of gay and lesbian young people. The scarves will be given to delegates at the upcoming General Synod as an inspiration to work against bullying.

After a song, the Moderator called on Dr. Antal to deliver the State of the Conference address. Dr. Antal said we are living in a time where congregations need to be prophetic. Prophets are drawn to possibilities not yet imagined or realized. Risking vision involves wrestling with the questions: who are we? who is our neighbor? who does God call us to be and to become? Each congregation needs to regularly wrestle with these questions, so the difference it makes in the world is what God would want it to be. It feels risky to consider these questions, as people don’t always welcome change. If the Massachusetts Conference had not changed, the Pastoral Excellence Program would have never been started –Susan Dickerman and others risked vision in conceiving of this program.

Dr. Antal added that Peter Wells’ courage in witnessing for justice has influenced churches and individuals throughout the Conference. Courage has been a hallmark of Conference life. The Open and Affirming movement began in Massachusetts in 1984. More recently Massachusetts became the first religious body in America to commit to policies to reduce carbon in the atmosphere, and proposed to the UCC General Synod a resolution urging divestment from fossil

fuel companies. The Crossroads program has gathered leaders from congregations in transition to thoroughly assess their situation and make bold decisions. After the Boston Marathon bombing, the jazz service at Old South Church moved outside, where hundreds of people reclaimed the public square and made it sacred space. The Climate Revival event brought together bishops from many denominations, building a bridge to future generations. Dr. Antal urged participants to take back their own towns, to build a bridge to a synagogue or mosque, to extend what they imagine or think possible. There is no limit to what God’s people can accomplish in God’s name.

Dr. Antal closed with a prayer of thanksgiving for the ministry of Peter Wells. The Vice-moderator called Dr. Wells, Bishop Muñoz, and the Rev. Mr. Ross Varney (Bishop Muñoz’s translator) to the podium. Bishop Muñoz accepted a Haystack Award. He thanked the conference for the friendship and goodwill of all the Massachusetts churches.

The Vice-moderator called on Dr. Antal, The Rev. Ms Linda Reilly and Ms. Barbara Darling of the Environmental Ministries Task Force, who presented Green Congregation Awards to five churches. “Level I” awards went to Wellesley Congregational Church, South Acton Congregational Church, and Church of the Covenant, Federated, Boston. Grace Church UCC, Framingham earned a “Level II” award, and South Church in Andover, UCC received Level I, II and III awards.

After a song and announcements, the Vice-moderator invited the Rev. Ms. Laura Everett to the podium. Ms. Everett brought greetings from the Massachusetts Council of Churches, and spoke about the work of the Boston ecumenical and interfaith community following the Marathon bombings.

The Moderator next introduced the Rev. Ms. Vicki Kemper, hearing manager, and Ms. Barbara Darling, presenter, for the Resolution Urging Divestment from Fossil Fuel Companies. Ms. Kemper reported that the resolution was voted on by the Board of Directors in December of 2012 in order to meet the deadline for submission of resolutions for General Synod 29. Ms. Kemper thanked all who attended the hearing, and indicated that there was much support expressed for the Resolution. Ms. Darling moved the resolution and, after a second, spoke in its favor. After several questions and comments, a vote was taken and the motion carried.

<p><b>Divestment 13-AM-09</b></p>	<p><i>The 214<sup>th</sup> Annual Meeting of the Massachusetts Conference of the United Church of Christ adopts the Resolution Urging Divestment from Fossil Fuel Companies as presented on pages 20-25 of the Advance Materials (Appendix E).</i></p>
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After a break to stretch and move about, the Moderator introduced Ms. Audrey Spencer Collins of the Tewksbury Congregational Church to share a Vision Moment. Ms. Collins shared a story about her church’s change to a new governance structure.

The Moderator then introduced the subject of two churches that had requested to close by merging with the Massachusetts Conference. She called on the Rev. Ms. Sarah Vetter to report on the hearing on the proposed merger. Ms. Vetter lifted up the discernment that each of the two

churches had done, as well as the thorough process of investigation and risk analysis developed and applied by Mr. Andy Gustafson of the Conference staff. Those present at the hearing suggested that these processes should be documented and retained as a resource for churches which might go through a similar process in the future.

Mr. Dick Harter of the Board of Directors first moved that the delegates adopt the proposed vote enacting the merger of All Peoples United Church of Belmont with the Massachusetts Conference of the United Church of Christ. The motion was seconded and Mr. Harter spoke in favor. There was no discussion. The motion passed with one opposed and two abstentions.

<b>Merger: All People's United, Belmont 13-AM-10</b>	<i>The 214<sup>th</sup> Annual Meeting of the Massachusetts Conference of the United Church of Christ approves an agreement of merger as presented on page 55 of the Delegate Packet (Appendix F).</i>
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Mr. Harter then moved that the delegates adopt the proposed vote regarding the merger of North Congregational Church, Amherst and the Massachusetts Conference of the United Church of Christ. There was no discussion. The motion passed with one opposed and two abstentions.

<b>Merger: North Congregational Church, Amherst 13-AM-11</b>	<i>The 214<sup>th</sup> Annual Meeting of the Massachusetts Conference of the United Church of Christ approves an agreement of merger as presented on page 55 of the Delegate Packet (Appendix G).</i>
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Dr. Antal then offered a prayer of thanksgiving for the service and devotion, the engagement of ministry and mission, the grace offered and received in each of the closing churches, stating that All Peoples United Church in Belmont and North Congregational Church in Amherst have blessed the lives of thousands.

The Vice-moderator thanked Andy Gustafson for his many hours of work to assist the churches who closed. On behalf of the Business Committee, he announced that the final number of participants in the Annual Meeting was: 257 lay delegates, 194 clergy, 50 visitors and 39 others, for a total of 540.

Dr. Antal returned to the podium to express gratitude for the service of the Moderator and Vice-moderator, and for those members of the Board of Directors who concluded their service this year: Mr. Goodson, Mr. Harter, the Rev. Mr. John Zehring and the Rev. Mr. Frank Groggett. Dr. Antal welcomed the new Moderator, Mr. Holland, and new Vice-moderator, the Rev. Ms. Anne Cubbage. He thanked Ms. Nancy Lawrence for her service as Chair of the Annual Meeting Planning Committee.

The Vice-moderator invited Ms. Lawrence to the podium. She thanked many people including the Rev. Mr. Don Remick and Ms. Dawn Hammond, and the members of the Annual Meeting Planning and Business Committees. She also thanked those who put together the service of remembrance for Ms. Susan Dickerman, formerly of the Conference staff.

Mr. Remick closed the meeting with a poetic remembrance of meeting highlights. Mr. Kidd led the group in song and the Moderator called for a motion to adjourn, which passed. The Moderator declared the meeting adjourned at 5:06 pm.

Respectfully submitted,

Patti Babcock, Recorder

Martha Crawford, Secretary

**Appendices to the Minutes of the 214<sup>th</sup> Annual Meeting of the  
Massachusetts Conference, United Church of Christ  
June 14-15, 2013**

**Appendix A: Consent Calendar**

1. *The 214<sup>th</sup> Annual Meeting adopts the Standing Rules as printed on pages 14-17 of the Advance Materials.*
2. *The 214<sup>th</sup> Annual Meeting adopts the Order of Time and Events as printed on page 3-4 of this packet.*

**Appendix B: 2013 Guidelines for Local Church Personnel and  
Search Committees For Clergy Compensation and Professional  
Expense Reimbursement**

*The Clergy Development Council, MACUCC presents*

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

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

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

The expectation for clergy to be available 24-7, to work many evenings in order to accommodate the schedules of the many volunteers who serve our churches, and to serve the communities in which they serve in a variety of capacities all place enormous demands upon our clergy. The work schedules and compensation packages of local pastors should implicitly acknowledge these expectations and be

healthy for the pastor and for the church. That would require a *balance of time* spent in the church's ministry and time spent with family and friends -- a *balance* of work and recreation, a *balance* of exercising the body and the mind, a *balance* of care of others and care for self, including time for personal devotions. When a pastor has a spouse/partner, the congregation should not expect the spouse/partner to work for the church.

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

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

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

### **Organization of this Compensation Guideline Package**

- **Part 1:** Cash Salary and Housing Compensation. This will include a table for cash salary based upon congregation size and the number of years ordained experience. Housing compensation will include a parsonage with housing equity or a housing allowance.
- **Part 2:** Benefits. This section will describe the Social Security offset and a benefits plan, including health insurance, dental and vision insurance, flexible spending accounts, life insurance, disability, and recommended policies for leave.
- **Part 3:** Accountable Reimbursement Plan: Describes reimbursable expenses to sustain the pastoral office. ***These shall not be counted as part of a pastor's compensation.***
- **Appendix A:** Four scenarios describing pastoral compensation in a local church budget.
- **Appendix B:** UCC Pension Boards Health and Dental Plan Rates for 2012 for the Massachusetts Conference.
- **Appendix C:** Continuous Professional Development for Clergy
- **Appendix D:** Additional resources

### **Be it resolved that the 214<sup>th</sup> Annual Meeting recommends:**

1. Churches pay at least the minimum entry-level cash salary according to the following table for a full-

time senior / sole pastor or associate pastor. The basic cash salary is the amount of actual dollars paid to the minister. Cash salary does not include housing, utilities, allowances, benefits, Social Security, or reimbursable expenses.

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

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

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

2. Churches provide either:
  - a. a PARSONAGE 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
3. Full benefits and professional expenses be provided, as listed below; benefits and professional expenses, including expenses associated with clergy professional development, participation in Clergy Communities of Practice, and sabbaticals are *not* to be considered part of the clergy person's compensation, but are part of the professional costs of having a well trained ordained minister, growing in faith, leadership and pastoral leadership in service with your local church
4. Churches already at or above the minimum and also fully providing all benefits and professional expenses as outlined below give at least a cost of living increase and consider a merit increase also
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 means Full Time Equivalent) with no more than 3 evenings in a given week; in addition, pastors take 2 days off per week. Occasionally, exigencies, such as funerals, a family crisis, or a congregational emergency, do happen that will require a pastor to exceed this maximum average. In those cases, pastors should be given compensatory time off within a reasonable time after incurring this extra time.
6. *Massachusetts Conference of the United Church of Christ local churches are urged to complete the UCC Annual Yearbook Report so that more accurate information about clergy compensation can be compiled. This report should be submitted to the Conference's Registrar by the end of January each year.*

## Part 1: Cash Salary Ranges and Housing Compensation

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

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](http://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.

#### **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.

**f. Continuing Education**

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

**g. 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.

**h. 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.

**i. 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.

**j. 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<sup>1</sup>
- 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.<sup>2</sup> This leave is exclusive of vacation.

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<sup>1</sup> 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.

<sup>2</sup> Best practices indicate that sabbaticals provide rich opportunities for both the local church and the clergy person 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 1/5<sup>th</sup> to 1/7<sup>th</sup> of

*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*.

## **Appendix A: Scenarios**

For reference the following are examples of clergy compensation (salary, housing, and benefits) for different situations as well as the total amount of money to fund the pastoral office, which is clergy compensation plus expenses. Housing costs for these examples will be \$300,000.<sup>3</sup> Each example also assumes the 2012 UCC health insurance plan (A) for a family and includes dental and vision coverage. The pastor is 42 years old and has a spouse and two children living at home.

The following describe different situations:

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

	<b>Situations (see above for description)</b>			
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>Cash Salary and Housing</b>				
Cash Salary	57,575	46,691	37,309	15,912
Housing Allowance (for those not in parsonage)	36,000	36,000	36,000	18,000
<b>Total (Cash Salary and Housing Allowance)</b>	<b>93,575</b>	<b>82,691</b>	<b>73,309</b>	<b>33,912</b>
<b>Benefits</b>				
Annuity (Salary + Housing) x 14%	13,101	11,577	10,263	4,748
Life insurance and Disability (Salary + Housing) x 1.5%	1,404	1,240	1,100	509
Medical Insurance, including dental	20,598	20,598	20,598	10,299 <sup>4</sup>

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.

<sup>3</sup> Recently cited approximate median price of a home in Massachusetts by the MA Association of Realtors

<sup>4</sup> Represents the UCC Family Plan Option A with dental times the number of FTE

Social Security Offset <sup>5</sup> (Salary + Housing) x 7.65%	7,158	6,326	5,608	2,594
<b>Total Benefits</b>	<b>42,261</b>	<b>39,741</b>	<b>37,569</b>	<b>18,150</b>
<b><u>TOTAL COMPENSATION TO PASTOR</u></b>	<b><u>135,836</u></b>	<b><u>122,432</u></b>	<b><u>110,878</u></b>	<b><u>52,062</u></b>

#### **Professional Expenses and Development**

Expenses (Professional memberships, books, journals, and sabbatical savings)	1,500	1,500	1,500	750
Continuing education (includes clergy groups, conferences, workshops) (Salary + Housing) x1.5%	1,404	1,240	1,100	509
<b>TOTAL PROFESSIONAL EXPENSES AND DEVELOPMENT</b>	<b>2,904</b>	<b>2,740</b>	<b>2,600</b>	<b>1,259</b>

#### **Administrative Cost to the Church**

Mileage <sup>6</sup> (5,000 miles/year @ \$0.565/mile plus tolls and parking @ \$0.10/mile)	3,325	3,325	3,325	1,663
<b>TOTAL COST NEEDED TO SUPPORT VITAL CLERGY LEADERSHIP</b>	<b>142,065</b>	<b>128,497</b>	<b>116,803</b>	<b>54,984</b>

## **Appendix B**

### **UCC Pension Boards Health and Dental Plan Rates and Information for Massachusetts Conference - 2013**

#### **NOTES:**

1. For 2013, the Pension Boards is introducing age-based rating (for health insurance only) for the first time. Please check the charts below carefully to determine which rates are relevant for your church.

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

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

2. Results of an actuarial study by the Pension Boards indicate that all forms of Plans B and C meet the standards for minimum creditable coverage under Mass. Law
3. Dental rates are listed in a separate table below health rates.

### HEALTH INSURANCE RATES - ANNUAL, NON-MEDICARE

#### I. Members age 40 and over

Coverage Type	Plan A	Plan B	Plan C
<i>One adult</i>	9,129.00	7,761.00	6,243.00
<i>Two adults</i>	18,120.00	15,552.00	12,507.00
<i>One adult and child(ren)</i>	17,811.00	15,300.00	12,315.00
<i>Two adults and child(ren)</i>	19,518.00	16,419.00	13,182.00

#### II. Members age 35 through 39

Coverage Type	Plan A	Plan B	Plan C
<i>One adult</i>	4,839.00	4,113.00	3,309.00
<i>Two adults</i>	9,603.00	8,244.00	6,630.00
<i>One adult and child(ren)</i>	9,441.00	8,109.00	6,528.00
<i>Two adults and child(ren)</i>	10,344.00	8,703.00	6,987.00

#### III. Members age 30 through 34

Coverage Type	Plan A	Plan B	Plan C
<i>One adult</i>	5,295.00	4,500.00	3,621.00
<i>Two adults</i>	10,509.00	9,021.00	7,254.00
<i>One adult and child(ren)</i>	10,329.00	8,874.00	7,143.00
<i>Two adults and child(ren)</i>	11,319.00	9,522.00	7,647.00

#### IV. Members age 25 through 29

Coverage Type	Plan A	Plan B	Plan C
<i>One adult</i>	4,929.00	4,191.00	3,372.00
<i>Two adults</i>	9,786.00	8,397.00	6,753.00
<i>One adult and child(ren)</i>	9,618.00	8,262.00	6,651.00
<i>Two adults and child(ren)</i>	10,539.00	8,865.00	7,119.00

#### V. Members under age 25

Coverage Type	Plan A	Plan B	Plan C
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<i>One adult</i>	3,195.00	2,715.00	2,184.00
<i>Two adults</i>	6,342.00	5,442.00	4,377.00
<i>One adult and child(ren)</i>	6,234.00	5,355.00	4,311.00
<i>Two adults and child(ren)</i>	6,831.00	5,748.00	4,614.00

### Health Plan Details

#### **I. Plan A**

Deductible, In-Network:	\$300 individual; \$600 family
Deductible, Out-of-Network:	\$600 individual; \$1,200 family
Out-of-pocket Maximum:	\$2,000 individual; \$4,000 family
Coinsurance:	80% in network; 60% out of network

#### **II. Plan B**

Deductible, In-Network:	\$500 individual; \$1,500 family
Deductible, Out-of-Network:	\$1,500 individual; \$4,500 family
Out-of-pocket Maximum:	\$5,000 individual; 15,000 family
Coinsurance:	80% in network; 60% out of network

#### **III. Plan C (New in 2004)**

Deductible, In-Network:	\$1,000 individual; \$3,000 family
Deductible, Out-of-Network:	\$3,000 individual; \$9,000 family
Out-of-pocket Maximum:	\$6,000 individual; \$18,000 family
Coinsurance:	70% in network; 50% out of network

### Dental Rates – Annual

<b>Coverage Type</b>	<b>Rate</b>
<i>One adult</i>	489
<i>Two adults</i>	945
<i>One adult and child(ren)</i>	960
<i>Two adults and child(ren)</i>	1,080

## **Appendix C: CONTINUOUS PROFESSIONAL DEVELOPMENT FOR CLERGY**

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

Clergypersons learn and grow in faith and in leadership skills through intentional study of our faith traditions, challenging give and take with colleagues in ministry, and careful examination in concert with leaders of our congregations about what they need to learn to grow together towards God’s vision of

peace with justice. We know robust engagement along with others is essential to learning. We walk together in covenant with God, clergy colleagues, our own local churches and other ministry sites because it is through the gifts God has granted others that our own gifts are called forth most effectively and faithfully. We listen and grow in faith together with Jesus.

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

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

The MACUCC encourages congregations, clergy and Church and Ministry Committees to adopt six guidelines for continuous professional development: (1) Ongoing collegial mentoring, i.e. participation in Clergy Communities of Practice or supervision for your ministry; (2) An annual minimum of two weeks intentional time away from daily ministerial tasks, focusing specifically on *practical, future oriented* and *renewing* professional development activities; (3) Devotion of an additional five to eight days per year with lay leaders, committees, teams or task forces of the local church engaging in team learning; (4) Participation in at least one dimension of the wider church, i.e. conference-sponsored colloquies; (5) Participation in a periodic support consultation with your Association Committee on the Ministry, and; (6) A sabbatical every five to seven years, carefully prepared for and funded by the local church. Information about sabbatical planning can be obtained from the Pastoral Excellence Program team members and web site:

<http://macucc.org/pages/detail/2158>.

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

## Appendix D: Additional Resources

Developing a Call Agreement and Compensation Package

<http://www.ucc.org/ministers/search-and-call/section-5-assessing-finances.pdf>

Complete guidelines for continuous professional development are available at <http://macucc.org/pages/detail/2179>.

## **Appendix C: Vote To Authorize Program Ministry Councils**

At the 213<sup>th</sup> 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

<http://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 214<sup>th</sup> 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 214<sup>th</sup> Annual Meeting

*“The 214<sup>th</sup> 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 214<sup>th</sup> Annual Meeting, with authorization to continue until superseded by vote of a subsequent meeting of the Conference.*

9) *The 214<sup>th</sup> Annual Meeting elects the following persons to serve on Ministry Councils until the close of the 215<sup>th</sup> Annual Meeting:*

<b>Joint Ministry Council</b>	<b>Name</b>	<b>Class</b>	<b>Church Membership</b>	<b>Association</b>
<i>Church Development</i>	<i>Donna Collins</i>	<i>2014</i>	<i>Tewksbury Congregational UCC, Tewksbury</i>	<i>Andover</i>
<i>Church Development</i>	<i>Lynne Devnew</i>	<i>2015</i>	<i>Pilgrim Church of Duxbury, Duxbury</i>	<i>Pilgrim</i>
<i>Church Development</i>	<i>Rev. Paul Sangree</i>	<i>2016</i>	<i>Congregational Church of Westborough, Westborough</i>	<i>Central</i>
<i>Church Development</i>	<i>Joe Lima</i>	<i>Comm. Specialist</i>	<i>First Congregational Church, Holliston</i>	<i>Central</i>

<i>Justice &amp; Witness Development</i>	<i>Rev. Kevin Smith</i>	<i>2014</i>	<i>Maple Street Congregational Church, Danvers</i>	<i>Essex</i>
<i>Justice &amp; Witness Development</i>	<i>Rev. Andrea Ayvazian</i>	<i>2015</i>	<i>Haydenville Congregational Church, Haydenville</i>	<i>Hampshire</i>
<i>Justice &amp; Witness Development</i>	<i>Rev. Bert Marshall</i>	<i>2016</i>	<i>First Congregational Church UCC, Ashfield</i>	<i>Franklin</i>
<i>Justice &amp; Witness Development</i>	<i>Rev. Lisa Stedman</i>	<i>Comm. Specialist</i>	<i>First Congregational Church UCC, Reading</i>	<i>MBA</i>
<i>Lay Development</i>	<i>Jena Roy</i>	<i>2014</i>	<i>First Cong. Church in Winchester UCC, Winchester</i>	<i>MBA</i>
<i>Lay Development</i>	<i>Barbara Langill</i>	<i>2015</i>	<i>Centre Congregational Church UCC, Lynnfield</i>	<i>MBA</i>
<i>Lay Development</i>	<i>Sue LaLone</i>	<i>2016</i>	<i>Hancock United Church of Christ, Lexington</i>	<i>MBA</i>
<i>Lay Development</i>	<i>Heather O'Toole</i>	<i>2014</i>	<i>United Parish of Upton, Upton</i>	<i>Central</i>
<i>Lay Development</i>	<i>Merrill Noble</i>	<i>2015</i>	<i>Acton Congregational Church UCC, Acton</i>	<i>Central</i>
<i>Lay Development</i>	<i>Ian Tosh</i>	<i>Comm. Specialist</i>	<i>First Congregational of Somerville, Somerville</i>	<i>MBA</i>
<i>Clergy Development</i>	<i>Rev. John Hudson</i>	<i>2014</i>	<i>Pilgrim Church UCC, Sherborn</i>	<i>Central</i>
<i>Clergy Development</i>	<i>Rev. Wendy Miller</i>	<i>2015</i>	<i>Old South Church in Boston, Boston</i>	<i>MBA</i>
<i>Clergy Development</i>	<i>Rev. Anna Kidd</i>	<i>2016</i>	<i>First Congregational Church, Reading</i>	<i>MBA</i>
<i>Clergy Development</i>	<i>Kathy Olmsted</i>	<i>2015</i>	<i>West Gloucester Trinitarian Cong.,</i>	<i>Essex</i>

			<i>Gloucester</i>	
<i>Clergy Development</i>	<i>Eric Sherlock</i>	<i>2014</i>	<i>North Congregational Church, Middleborough</i>	<i>Old Colony</i>

## **Appendix D: 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 214<sup>th</sup> Annual Meeting: “The 214<sup>th</sup> 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.*

# Appendix E: Resolution Urging Divestment from Fossil Fuel Companies

Submitted as a Resolution for UCC General Synod 29  
by the Massachusetts Conference UCC  
Submitted December 2012

## SUMMARY

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

## BIBLICAL AND THEOLOGICAL RATIONALE

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

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

We live out God’s inclusive love by following the most basic moral instruction of both the New Testament and Hebrew scriptures (Mark 12:31; Matthew 22:39; Luke 10:27; Leviticus 19:18) – a moral instruction found at the core of every world religion: We are called to love our neighbors as ourselves. In keeping with God’s covenant, and because our actions will have significant consequences for future generations, we must recognize that future generations are no less our neighbors than those who live next door to us today. You might think of this as “Golden Rule 2.0.”<sup>7</sup>

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

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<sup>7</sup> In 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>

In his letter to the Christians in Colossae, Paul states that through Christ, God was pleased to reconcile all things to God's self. (Colossians 1:20) Nothing is left out. Desmond Tutu refers to the act of reconciling us to all of God's creation as "Christ's supreme work."<sup>8</sup> To put it in economic terms, with God, there are no externalities. All things must be reconciled – the entirety of our activity must be accounted for.

We have a long way to go before the promise of reconciliation is realized. Through many resolutions over decades, the General Synod of the United Church of Christ has recognized what Ecumenical Patriarch Bartholomew I, the spiritual leader of 300 million Orthodox Christians, declares boldly: that wrecking creation is a sin.<sup>9</sup> Many of these resolutions also decry the unjust, disproportionate impact climate change is already having on those living in poverty and in the least developed countries, the elderly and children and those least responsible for the emissions of greenhouse gases.<sup>10</sup> For these and other reasons, the United Church of Christ is ever more committed to care for God's creation. This can be seen in the recently (2012) articulated Core Purpose of the United Church of Christ: "... we serve God in the co-creation of a just and sustainable world as made manifest in the Gospel of Jesus Christ."

## **BACKGROUND**

### WHAT IS THE SCIENCE OF CLIMATE CHANGE?<sup>11</sup>

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 CO<sub>2</sub>. Climate scientists agree that 350ppm of CO<sub>2</sub> is the safe upper limit for CO<sub>2</sub> in earth's atmosphere.

Because CO<sub>2</sub> traps heat in our atmosphere, this rise in CO<sub>2</sub> 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 327<sup>th</sup> 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 CO<sub>2</sub> now, the temperature would likely still rise another 0.8 degrees Celsius.

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<sup>8</sup> Archbishop Desmond Tutu in his "Forward" to *The Green Bible NRSV* (Harper Collins, New York; 2008), p. I-14.

<sup>9</sup> Ecumenical 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.

<sup>10</sup> The 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.

<sup>11</sup> The most useful source for learning about climate science and issues related to this resolution is Joe Romm's website: <http://thinkprogress.org/climate/issue/> .

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."<sup>12</sup>

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.<sup>13</sup> Many scientists now believe that before the end of the century, CO<sub>2</sub> will reach 866ppm, and global temperature will rise over 5° Celsius.<sup>14</sup>

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.<sup>15</sup> 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.<sup>16</sup> If fossil fuel

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<sup>12</sup> <http://www.usatoday.com/story/weather/2012/10/10/weather-disasters-climate-change-munich-report/1622845/>

<sup>13</sup> <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](#)," .

<sup>14</sup> 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/>

<sup>15</sup> See Bill McKibben's August 2012 article: <http://www.rollingstone.com/politics/news/global-warmings-terrifying-new-math-20120719>

<sup>16</sup> [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 CO<sub>2</sub>, 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."

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.

## WHAT TO DO?

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

This resolution is part of a worldwide movement which focuses on leaving as much of the earth's carbon reserves as possible in the ground. As part of that worldwide campaign, this resolution proposes that all UCC entities, along with individuals affiliated with the UCC, divest from fossil fuel companies.

## WHY DIVESTMENT?

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

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

- a) drive public awareness of the incalculable damage being done by the fossil fuel industry as it generates huge immediate profits in exchange for an uninhabitable future;
- b) build public recognition of the urgent need to drastically and rapidly reduce humanity's dependence on fossil fuels;
- c) call widespread attention to the consequences of continuing a "business as usual" approach to extracting, marketing and burning fossil fuel;
- d) lead to inspiring an urgent, accelerated and popular commitment to leave untapped 80% of the known carbon reserves,<sup>18</sup> while developing renewable energy resources capable of meeting humanity's needs – thus making it possible that life as we have known it might continue on God's good earth.

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<sup>17</sup> 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.

<sup>18</sup> 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.

## **RESOLUTION**

WHEREAS, the leaders of 167 countries (including the United States) have agreed that any warming of the planet 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 far more damage than most scientists expected; and

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

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

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

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

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

WHEREAS even though God loved the world and called it very good, humanity's normal, everyday activity is putting God's world in jeopardy; and

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

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

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

- a) Immediately stop any new investment in fossil fuel companies and instruct asset managers who work for those entities to do the same; and
- b) Ensure that within 5 years none of its directly held or commingled assets include holdings of either public equities or corporate bonds in fossil fuel companies as determined by the Carbon Tracker list<sup>1920</sup>; and

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<sup>19</sup>

<sup>20</sup> The current list of 200 coal, oil and gas companies can be found here:

<http://www.carbontracker.org/wp-content/uploads/downloads/2012/08/Unburnable-Carbon-Full1.pdf>

c) Release quarterly updates, available to the public, detailing progress made towards full divestment.

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

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

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

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

### **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.

## **Appendix F: Vote to Allow Church Merger with the Conference - All People's United, Belmont**

*Merger – All Peoples United*

*The 214<sup>th</sup> Annual Meeting of the Massachusetts Conference, United Church of Christ approves an agreement of merger as follows:*

- 1. This merger is between the All Peoples United Church of the United Church of Christ, Belmont, Massachusetts and the Massachusetts Conference of the United Church of Christ being non-profit Massachusetts corporations formed for religious purposes.*
- 2. The surviving corporation will be the Massachusetts Conference of the United Church of Christ.*
- 3. The purpose, bylaws and Articles of Organization of the Massachusetts Conference of the United Church of Christ will remain unchanged by this merger.*
- 4. The effective date of the merger will be the date Articles of Merger are approved and filed by the Secretary of the Commonwealth.*
- 5. The President, the Secretary and the Treasurer of the Conference are authorized to execute all documents necessary to effectuate said merger.*

## **Appendix G: Vote to Allow Church Merger with the Conference – North Congregational Church, Amherst**

*Merger – North Congregational Church, Amherst*

*The 214<sup>th</sup> Annual Meeting of the Massachusetts Conference, United Church of Christ approves an agreement of merger as follows:*

- 1. This merger is between the North Congregational Church, UCC of the United Church of Christ, Amherst, Massachusetts and the Massachusetts Conference of the United Church of Christ being non-profit Massachusetts corporations formed for religious purposes.*
- 2. The surviving corporation will be the Massachusetts Conference of the United Church of Christ.*
- 3. The purpose, bylaws and Articles of Organization of the Massachusetts Conference of the United Church of Christ will remain unchanged by this merger.*
- 4. The effective date of the merger will be the date Articles of Merger are approved and filed by the Secretary of the Commonwealth.*
- 5. The President, the Secretary and the Treasurer of the Conference are authorized to execute all documents necessary to effectuate said merger.*