

ELT MINUTES

March 5-6, 2007

Executive Leadership Team Minutes

The ELT of the Church of the United Brethren in Christ met on March 5 & 6, 2007 with the following persons present: Ron Ramsey, Tom Brodbeck, Sherwood Cook, Tom Datema, Todd Fetters, Brian Hughes, Debbie Voight, Dan Paternoster, Annette Sites, Les Smith, Phil Whipple, Steve Dennie, Gary Dilley, Blair Dowden, Marci Hammel, Donna Holloper, Pat Jones, Marsha Biard. Absent: Molly Kesler, Dennis Miller, and Thad Clements, due to travel issues.

Prayer requests were shared and the meeting opened with prayer.

National Conference Update

The location will be Sawmill Creek, with speakers Brad Powell and Kenneth Quick. Ron reviewed the schedule and options, stating that this conference should be a time for us as a denomination to drive a stake in the ground, stating we are moving forward as a denomination into transition. Online registration is being offered, with the theme, "Extreme Makeover: Church Edition."

Pat asked for comments from ELT members as to what they're hearing in their churches regarding the conference:

- Phil Whipple: at least 12 coming; good momentum from cluster as well.
- Tom Datema: some concern re: graduation, school calendar, etc.
- Les Smith: 5-year member rule for delegates was an issue for them.

Strategic Plan Update

This is designed for churches with a desire to grow and is most often in the form of a church consultation. To date, two have officially been done. The NCD surveys are also being used and additional consultations are scheduled.

Morning Star, Kokomo, IN. A hybrid-type consultation was done to change them from being outdated and not knowing why they exist to evangelistic. They are beginning a fresh life-cycle now.

Banner, Grand Rapids, MI. They have great lay leaders and are doing the Upwards program. Working together with another Upwards church, seeing families come because of Upwards. Lots of excitement even though facing some challenges.

Gaines, Caledonia, MI. Kelly Burnside now senior pastor. Young woman was helping in the children's program and some of the older ladies were not pleased since she was not a believer. Kelly led her to the Lord in the presence of the older women. They turned the overflow into a coffee house to reach college and post college adults. A board member's son was amazed the church would do this to get his generation to come back to church.

The Strategic Plan is moving slowly so we don't get overloaded and can coach the pastors adequately. Pat is working on networking churches. There is a need for more coaches. The next level is to do re-

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gional training events. Cluster training also remains a high priority.

Fountain Hills, Ariz. Ron was there in October for the final Arizona Conference where Lake Havasu disbanded. Ron fully intended to close Fountain Hills during this visit but they begged to stay open. They have a preschool at one end of their property and had done nothing to use that preschool as leverage for reaching families. Since then, they are up to 45 and just baptized 13. They are working hard to stay open. They do owe money to headquarters. Just down the street is a community center that began a church a few years ago, and now have nearly 700 in attendance.

The meeting adjourned for the evening.

The meeting opened at 9:00 am at Coffee D'Vine with devotions from Psalm 90.

Finance Director

Marci reported on the finances with several factors aiding a positive report: giving, bookstore profits, etc. The budget was reviewed and the audit report for 2006. She stated that the report combines Global Ministries and pension together to get an overall picture of how we are doing. She informed that the savings was changed to a 7-day CD, which is earning more money. Ron informed that for the churches that aren't paying, grace has been extended this time and cluster leaders are being involved if needed. Ron thanked Marci for her work with the finances and for the added work in switching to a new system.

Global Ministries Director

Gary gave updates.

- In Jamaica, they are in transition and willing to change but don't know how. The response has been tremendous as they work at building people rather than brick and mortar.
- He reported that he is encouraged by the number of endorsed missionaries who are being sent by other organizations and supported by churches.
- There is a networking of people wanting to work together to help Nicaragua; Emmanuel is working in Turkey and willing to have others come alongside.
- Overall, Gary is encouraged by how the UB churches are doing as it relates to Global Ministries.

Global Ministries Associate Director

Donna reported on the Days of Missions that were held to answer a need to do something "in front" of people while the denomination transitions. At these events, ways for the local church to get involved is shared, in addition to reporting on missionaries. Donna is making herself available to assist groups going on short-term mission trips. She helps prepare them for where they are going, and assists in cultural "dos" and "don'ts".

Huntington University

- Blair reported that enrollment is very encouraging. There is a competitive environment in higher education and they have to work hard to get enrollment.
- Nursing will be offered as a new major. Margaret Winter will be the department head, and they are currently in process of submitting application to the state for approval to begin in Fall 2007.
- Spanish will be offered as a first foreign language major.
- He informed that the university will be closing their pool, while taking those maintenance funds and assisting with the YMCA pool, which will be named Forester Pool. Additionally, under their contract with the YMCA, the university will have at least 10 years usage.
- The future of the GSCM is being considered in light of Rev. Seilhamer's retirement this coming year. There is much discussion being held on this topic, and a desire to meet the needs of the UB Church is still there. A broader master's ministry base is also being considered.
- The relationship between HU and the church was discussed at length. One question that will be raised in the coming year is, "What does it mean to be Christ-entered and what does it mean in every aspect of the campus?"

Pastoral Ministries Leadership Team

Tom Brodbeck reported that he continues to struggle to get a list of who is in the process of licensing and where they are. The biggest issue is those who don't respond to any type of communication. We are working with the Missionary Church on a correspondence approach for an online form of mentoring. One major task is to see why some of our licensed persons are inactive.

Communications

Steve Dennie reported on the branding of the denominational offices and referred to his report for updates.

Church Multiplication

Tom Blaylock reported on goals and that two UB church plants are currently up and running.

- Bryan Converse is starting the Family Life Church with a Kidd Coffee as a means of income for his family. Good connections are being made.
- Gordon Kettel has 7 families on his launch team and is looking for an October 21 launch. He has a big vision and a lot of drive.

Tom presented a power point presentation (attached) regarding the LEAD team concept.

Recommendations

1. That Pat Jones serve as the Assistant Chairperson at National Conference 2007.
2. That C. Ray Miller serve as the parliamentarian at National Conference 2007.
3. That Todd Fetters serve as the recording secretary at National Conference 2007.
4. That the ELT recommend to the National Conference 2007 that item #8 of the covenant be removed from the Discipline. *Rationale:* Item #8 is more of a program issue rather than a covenant issue. As such it doesn't really belong with the other 7 statements. This is not to say the camps, university and other ministries should not be supported but only that it should not be covenant issue.
5. That a Guiding Principle Document be developed for the ELT using the American Baptist of the West as our model.

Tom Brodbeck moved to approve the recommendations #1-4. It was seconded and the recommendations passed unanimously. Recommendation #5 is a matter of information for a future meeting.

Brian moved that Ron and Blair continue to address the issues around 10.4. in a substantive manner. This was seconded and the motion passed unanimously.

Ron stated that the ELT will be receiving a suggested ballot from their recommendations for ELT. He reported on the upcoming NAE meeting and informed that he and Pat are now serving on the Great Commission Network.

The Living Waters Church issue was discussed. There was lengthy discussion concerning Camp Michindoh. Pastoral accountability and church structure vs. vision were also addressed.

The meeting adjourned.

*Respectfully submitted,
Marsha Biard, Recording Secretary*

Minutes approved at the April 21-22, 2008 Meeting

Roger Vezeau, Secretary

September 14, 2007
Executive Leadership Team Minutes

The ELT of the Church of the United Brethren in Christ met by Conference Call on September 14, 2007 with the following persons on the call: Daryl Elliott, Ron Ramsey, Todd Fetters, Tim Krugh, Dan Paternoster, Debbie Voight, Annette Sites, Blair Dowden, Phil Whipple.

It was agreed that Marsha Biard be named the recording secretary.

Michindoh Situation Background

Ron informed the group of the situation that was at hand in regard to Camp Michindoh. In 2005, when the annual conferences were officially disbanded, two years was given to disband all conferences and that all camps will be self-functioning. The last Michindoh Annual Conference was held just prior to 2005 National Conference. A mail ballot was sent following their annual conference, asking for a vote to allow the Conference Council to disband and divide the assets. The vote came back favorable but was challenged. An annual conference was called in December 2006, which met the qualifications of having an annual meeting. The Conference Council was given authority to act.

Daryl made a motion that the ELT assign Ron Ramsey to call a meeting of the Michindoh Annual Conference, to be held within the next 60 days to make a decision about how to handle the camp. If no decision is made, the responsibility will be on the Bishop and the ELT to decide. Todd seconded the motion and the vote carried with none opposed.

It was agreed that Ron will inform the conference superintendent of this motion and then send copies of the letter to members of the ELT.

Agenda items for ELT meeting, October 8-9, 2008

Bill Hoyt, Ron's executive coach, will be present to talk with the group and take a look at the guiding principles document that has been written for the denominational offices.

Ron will inform what time to expect the October meeting to start. It may depend on the Michindoh issue.

Action is required for the Higher Education Leadership Team since Randy Carpenter resigned. Dirk Small is being recommended by Ron. Daryl made a motion, and Tim seconded that Dirk Small fill the vacancy on HELT. The vote carried.

Ron informed of a sensitive issue regarding a pastor, Donald Palmer. His license is being revoked as a result of his personal situation.

Future dates for ELT will be presented at the October meeting.

Mission: to re-focus the denomination into being outward-focused rather than inward-focused.

The meeting was adjourned by Tim Krugh and ended at 11:50 am.

Respectfully submitted,
Marsha Biard
Recorder

Minutes approved at the April 21-22, 2008 Meeting

Roger Vezeau, Secretary

October 8 & 9, 2007

Executive Leadership Team Minutes

The ELT of the Church of the United Brethren in Christ met on October 8, 2007 with the following persons present: Ron Ramsey, Pat Jones, Tim Krugh, Roger Vezeau, Phil Whipple, Annette Sites, Michael Longfellow, Dan Paternoster, Daryl Elliot, Cathy Reich, Debbie Voight, Todd Fetters, Marci Hammel, Donna Hollopeter, Marty Pennington, Gary Dilley, Steve Dennie. Tom Blaylock was present for October 9. Blair Dowden joined the meeting following the noon meal on October 9.

Introductions and Prayer. The meeting opened with introductions followed by a devotional based on Psalm 98 and prayer, led by Ron.

Discussion of MCCC. Following discussion of the Michindoh Camp and Conference Center Historical Prospective, with input from both the Bishop and George Kreger (by phone) Dan moved that the ELT support the Bishop's directive titled "Michindoh Directive" and further that the ELT agrees with the Bishop's interpretation of Discipline stated in that directive. The motion was seconded by Tim and carried by unanimous vote.

Miscellaneous Items

Elect Recording Secretary. Marsha Biard was appointed the recording secretary. Dan Paternoster will perform her duties in her absence.

Elect Executive Committee. Ron informed that an executive committee would need to be formed to act as a camp board and report back to the ELT. Todd made a motion to elect Tim, Phil, Marty, Roger, Cathy, and Ron as the Executive Committee. Phil seconded the motion and it carried by unanimous vote.

2008 Housing Allowance. Todd moved that the 2008 Housing Allowance be approved. Roger seconded and the motion carried.

(NOTE: The day ended with a meal and presentation by Bill Hoyt, discussing the Guiding Principles, and the following day began with a continuation of the presentation.)

Guiding Principles.

It was moved, seconded and carried to adopt the guiding principles, with revisions, as a governance document for the national offices.

Budget and Reports

Finance Report

Todd Fetters moved to accept the finance report. Roger seconded and the motion carried.

Budget

Tim Krugh moved, Roger seconded and the motion carried to approve the 2008 budget.

Director Reports

Bishop

Ron talked about vision and asked Tom Blaylock to share about Grand Ledge, a new church in Lansing that is the first church to launch with a LEAD team.

HU President

- Blair reported that HU has a record enrollment, up 6% from 2006.
- Students are coming from 17 countries, although UB enrollment continues to decline.
- HU has been named 7th in Midwest Baccalaureate Colleges and 5th in best values in the

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Midwest.

- There are exciting partnerships with Youth for Christ.
- HU is working at becoming a more diverse student body.
- Currently, HU is undertaking a year-long exploration of the university's Christ-centeredness.

Global Ministries

Gary reported that 5 new partnerships have been added since last month and 12 teams went out over the summer. He expressed great confidence and thanks for the GMLT, some of which planned the China trip. Donna added that she is helping to develop leadership for short-term trips.

Communications

Steve announced that he is launching a new service called @mychurch that will enable churches to have a website. Formally launching in a few weeks, he will target churches of 120 or fewer.

Ron informed that we are still in the process of re-branding the headquarters building and Steve is working on a style book that will coordinate styles of publications and reports.

Church Multiplication

Tom distributed his report and asked for prayer that leaders will emerge. "Planting churches really has to be birthed in the heart of one of our pastors with a heart for the area."

Healthy Churches

Pat shared stories from some of his travels and indicated that some of the churches who remain UB for the sake of their 501c3 status alone, may be a risk for us.

2007 National Conference

Marty moved to approve the 2007 National Conference minutes as presented. Roger seconded and the motion passed.

The meeting was adjourned.

*Respectfully submitted,
Marsha Biard, Recording Secretary*

Minutes approved at the April 21-22, 2008 Meeting

Roger Vezeau, Secretary

November 7, 2007

Executive Leadership Team Minutes

The ELT of the Church of the United Brethren in Christ met by conference call on November 7, 2007 with the following persons present: Todd Fetters, Phil Whipple, Marty Pennington, Annette Sites, Timothy Krugh, Cathy Reich, Daryl Elliott, Debbie Voight, Ron Ramsey, Steve Dennie and Blair Dowden. Dan Paternoster joined in the final moments of the meeting.

Ron informed that soon it will be necessary for him to nominate someone to fill Cathy Reich's position on the ELT, as she has accepted the position of Administrative Assistant to the Bishop, Healthy Churches Director and Communications Director, which was recently vacated by the release of Marsha Biard.

In a highly confidential matter, Ron also informed that it will be necessary as soon as the paperwork is completed to do a gifting of Camp Michindoh to either Ruth Merillat and her foundation or to Lenawee Christian Ministries.

Motion was made by Roger Vezeau to authorize Ron Ramsey to form a management agreement with Lenawee Christian Ministries for the operation of Camp Michindoh until the paperwork for dissolution is completed. The motion was seconded by Debbie Voight and carried with no opposition.

It was moved by Todd Fetters that the Executive Committee of the ELT be authorized to work out a management agreement and the gifting of Camp Michindoh to Lenawee Christian Ministries. The motion was seconded by Daryl Elliott and carried unanimously.

The meeting was adjourned with a motion by Todd Fetters and second by Annette Sites.

Respectfully submitted,
Cathy Reich
Secretary

Minutes approved at the April 21-22, 2008, meeting

Roger Vezeau, Secretary

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January 10, 2008
Executive Leadership Team Minutes
Special Meeting

The Executive Leadership Team of the Church of the United Brethren in Christ, USA, met in special session on January 10, 2008 by email vote, to consider the following resolution. The members were unanimous in approving the resolution as stated below.

Be it resolved that:

The Executive Leadership Team grants that Ronald R. Ramsey, Bishop of the Church of the United Brethren In Christ USA has authority to sign any and all documents, including but not limited to deeds, bills of sale and assignments and certificates of title for all real and personal and intangible property owned by and used in connection with Camp operations, needed to process the transfer of Michindoh Camp and Ministry from the Church of the United Brethren In Christ USA to Lenawee Christian Ministry

January 10, 2008

Members voting and dates affirmative emails were received:

Cathy Reich	January 10, 2008
Annette Sites	January 10, 2008
Timothy Krugh	January 10, 2008
Roger Vezeau	January 10, 2008
Dan Paternoster	January 10, 2008
Mike Holcomb	January 11, 2008
Todd Fetters	January 11, 2008
Marty Pennington	January 11, 2008
Phil Whipple	January 12, 2008
Debbie Voight	January 12, 2008
Michael Longfellow	January 13, 2008
Daryl Elliott	January 14, 2008

Minutes approved at the April 21-22, 2008 Meeting

Roger Vezeau, Secretary

April 21 & 22, 2008

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Present: Phil Whipple, Michael Longfellow, Annette Sites, Marty Pennington, Daryl Elliott, Dan Paternoster, Tim Krugh, Todd Fetters, Debbie Voight, Bishop Ramsey, Steve Dennie, Pat Jones, Cathy Reich, G. Blair Dowden. *By conference call:* Mike Holcomb.

Presentation by Bishop Ron R. Ramsey

Devotions and Prayer

Hebrews 11:13, "All these people were living by faith when they died." As people of faith, we must continue to believe that "wherever God is taking us is better than where we've been."

Prayer Requests

Daryl Elliott, tests discovered a previous heart attack, being sent to cardiologist; Mike Holcomb to meet with cardiologist tomorrow at 1:00 pm, irregular heartbeat; EJ with wrist pain and problems; Dan Paternoster, a member of his church w/ Lou Gehrig's disease, increased faith through process; Annette Sites, church construction at two-year anniversary of the fire, mother with biopsy in a week. Prayer offered by Michael Longfellow and Todd Fetters.

Appoint a Recording Secretary & Assistant Chairperson.

It was agreed to ask Roger Vezeau to fulfill the Secretary position at tomorrow's meeting, due to geographical location. Todd Fetters nominated Phil Whipple as Assistant Chairperson, seconded by Marty Pennington. Motion carried.

Bishop's Report

Bishop Ramsey highlighted content from his report: National Conference 2007, training for pastors and cluster leaders, church consultations, new Global Ministries Director, office repairs, rental of office space to EXCEL from Huntington University in exchange for custodial service.

Branding "Unveil" by Steve Dennie.

The new "Healthy Ministry Resources" logo, websites and materials were introduced. The intent of the branding of the headquarters building to "Healthy Ministry Resources" is to remove the stigma of top-down hierarchy, and present the desire to be a resource to our churches, assisting them in the Great Commission.

The meeting was recessed for the evening at 9:00 pm.

On Tuesday, April 22, 2008, the meeting reconvened at 8:30 am with the following present: Marty Pennington, Phil Whipple, Michael Longfellow, Tim Krugh, Annette Sites, Todd Fetters, Roger Vezeau, Dan Paternoster, Daryl Elliott, Debbie Voight, Bishop Ramsey, Directors Blair Dowden, Pat Jones.

Business

Motion made by Dan Paternoster that Roger Vezeau be appointed secretary to the ELT, giving him authority to sign all legal documents on their behalf, including the non-corporate resolution for the Royal Alliance as well as purchase and selling of properties. The motion carried.

Elect a New ELT Member – Lay from West District

There being no names to suggest at this time, we will continue to pursue someone for this vacancy and have names to present at the next meeting.

Approve Minutes of Previous Meetings (March 5-6, September 14, October 8-9, November 7, 2007; January 10, 2008).

Motion to accept minutes by Todd Fetters, seconded by Dan Paternoster. Changes made to March 5-6 by adding Debbie Voight as present and Molly Kesler and Dennis Miller as absent. The motion carried.

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Michindoh Camp Update

Motion to accept the minutes by Michael Longfellow, seconded by Dan Paternoster. Steve Dennie and Blair Dowden should be listed as advisory members. Michael Longfellow and Dan Paternoster were present for this meeting. The motion carried.

Bishop Ramsey reported that the camp has indeed been gifted to Lenawee Christian and all documents have been signed to make this transfer. Ron has met with Jim McClellan from Lenawee and good plans are underway for the coming camping seasons. Additionally, the Michindoh Conference is now disbanded and all documents have been signed and filed. Question was raised in regards to continuing benefit to UB campers and pastors at the camp. Blair will check at the next Lenawee Christian School board meeting.

Set the Minimum Fulltime Salary

It was clarified that determining the minimum full-time salary is now a management decision, not a governance decision. Bishop Ramsey sought the advice of the ELT to bring the base up to be more in line with current trends and standards. Question was raised whether churches report the pastor salary package. That has not been part of the reporting process, but it was agreed that it would be helpful information to assure our churches are caring for their pastors.

Reports

Audit Report

Byron Price and Bill Miller from David Culp & Company were present and reviewed the Comparative Statement of Financial Position.

- Total liabilities and net assets of \$4,506,208 for 2007 (\$3,543,346 for 2006).
- Decrease of \$20,000 in inventory based on books that are deemed “obsolete” by amount sold vs. amount in inventory. The two books were *In the Service of the King* and *Perspectives*.
- Notes receivable were confirmed by our churches with the exception of the notes receivable for Sierra Leone Conference.
- Annuity contracts were restated to adjust to accounting guidelines.
- Prepaid pension requires that activity be noted, therefore is included in the audit, note 4.
- The Comparative Statement of Activities and Cash Flow were reviewed as well as all notes. Question raised on Note 2.
- Accrual basis system to begin in the near future, which will affect vacations, etc. The auditors will meet with Marci to set this up.

Motion made by Todd Fetters to approve the auditors report. Motion seconded by Phil Whipple. The motion carried.

Devotions by Jeff Bleijerveld, new Director of Global Ministries. John 15:16 . He shared some personal experiences and challenges that we need clarity in our purpose – to be a great commission church or ministry that has eternal impacts.

Response from Bishop’s report.

2 churches – 1000+
3 – 500-100
3 – 400-500
2 – 300-400
6 – 200-299
14 – 150-199
20 – 100-149
17 – 75-99
28 – 50-74
14 – 35-49
33 – 34 & below

3 choices for churches under 35 – relaunch, close or restart.

Huntington University

Senior leaders met and determined that an online course of study would be introduced. A provider has been selected and will be working with a Visioning and Implementation Team to begin with a core curriculum for Excel program to be the first to go online. Next would be to try a complete program online (specific track to be determined).

Recess for lunch with presentation by Blair Dowden regarding a new scholarship program for minorities and the Christ-Centered Education focus.

Church Multiplication Presentation

West Michigan LEAD Team presentation by Darrel Bosworth, pastor at Kilpatrick UB Church, a country church with an attendance of around 400. He referred to *The Ripple Church* by Phil Stevenson and the Acts 1:8 directive.

Purpose of the Lead Team:

1. To launch a new church every 2 years.
2. To support the church planter and the church plant through giving of finances and people, when applicable, to give of time, energy, and encouragement.
3. To pray for and give encouragement to the current church planter.
4. To be a pilot for future endeavors.

Members of the LEAD Team:

- Thurm Payton, Lighthouse Church, Williamston, Michigan – a church plant in Michigan. Part of their DNA to be involved in church planting, and to reproduce themselves.
- Scott Hergert, Lansing UB Church, wanted to help his people reach out and grow. The only growth they have had is through the birth of his own 9 children.
- Howard Matthews, Homefront Church, leads the team and has a church planter's mindset.
- Michael Caley, Banner UB Church, Grand Rapids, Michigan, just completed a consultation process and is now beginning to reach out to their community.
- Darrel Bosworth, Kilpatrick UB Church, church has been trying to reach out but have lacked something beyond that. Trying to build missional DNA in their congregation.

Goal: Gain a “win” for Imagine This, encourage involvement from other churches within the area, through cluster meetings, etc. To help churches understand that birthing or parenting a church is part of the cycle of a healthy church. To begin to launch a church every 2 years. To develop funding options to continue launching churches.

Example of funding (Imagine This): When Michigan Conference disbanded, there was an amount of money given to the denomination labeled “church multiplication”; Gordon and team are responsible to raise \$20,000; churches on the Lead Team are committed to give the other \$20,000, resulting in \$75,000 a year over a two-year period.

Questions from the Lead Team:

- Are there financial strategies being formed to continue church multiplication?
- Is there a plan for funding future church plants?
- Have we considered making some of the assessments available for church multiplication, or adding into the formula a percentage toward this emphasis?

Other Presentations

Learn Encourage Achieve Dream

Ron: Excerpt from book - 2% per year – for the Church of the United Brethren in Christ, it would be

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four every year. Our strategy for church multiplication is to build LEAD teams and match their gifts toward the new church plant.

Challenge to match \$10,000 to help give imagine this their startup needs for their new building. Their congregation has committed to raise \$10,000.

Question to raise assessments by one-half percent to be targeted specifically for church multiplication. Suggested to ask the churches to vote on it at National Conference.

Church Consultations presentation by Pat Jones.

- Banner successes. Use of a local elementary school gymnasium.
- One year completed at Gaines UB. Had internal issues to deal with, but are taking a turn and had a record attendance on Easter Sunday. Fall outreach event brought in \$10,700 in donations to ministry.
- Fowlerville UB is experiencing growth and is at nearly 700 per Sunday.
- Consultation at Mongul UB with Rocky Spear, trying to change an old ministry mindset but with a godly spirit. Looking at space issues and opportunities.
- Eden UB had a fire that burned their sanctuary, built a family life center, and then began building a sanctuary. Deep in debt and losing members, leadership is taking a step to raise pastoral salary after years of lower pay. Beginning to become outward focused. Transitions take time in most settings.

Pat walked through the consultation process with handouts. He then told of a success story at Mt. Pleasant (PA).

We need to keep telling the stories, good *and* bad. We need to tell what God is doing in these turn-around situations. Discussion about communication and making sure we have follow-through. Steve assured that he is committed to making this happen in a real way through the website.

Executive Sessions

- Executive Session without the Bishop
- Executive Session with the Bishop

Minutes approved at the October 13 & 14, 2008 Meeting.

Roger Vezeau, Secretary

July 21, 2008

Executive Leadership Team Minutes

Members were requested to vote by email to concur in the recommendation to fill the vacancy on the ELT with Molly Kesler, layperson from the West District.

Members responding were: Daryl Elliott, Todd Fetters, Mike Holcomb, Tim Krugh, Dan Paternoster, Martin Pennington, Annette Sites, Roger Vezeau, Debbie Voight, and Phil Whipple. Not responding: Michael Longfellow.

The recommendation passed with a majority vote.

Minutes approved at the October 13 & 14, 2008 Meeting.

Roger Vezeau, Secretary

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October 13-14, 2008 *Executive Leadership Team Minutes*

Monday – October 13, 2008

At 7:05 pm, the meeting was called to order with the following present: Bishop Ronald R. Ramsey, members Mike Holcomb (by phone), Phil Whipple, Daryl Elliott, Dan Paternoster, Todd Fettes, Molly Kesler, Debbie Voight, Marty Pennington, Roger Vezeau and Annette Sites. Absent: Tim Krugh, Michael Longfellow. Directors present: G. Blair Dowden, Pat Jones, Steve Dennie.

Bishop Ramsey opened with prayer and then introduced the newest ELT member, Molly Kesler, who just recently moved to Huntington with her husband, Josh, to pastor the Good Shepherd Church.

Bishop Ramsey reviewed his report, reflecting on the past passions of the early leaders of the United Brethren movement. He underscored the fact that what makes United Brethren distinct is their passion to help people find salvation in Jesus Christ. He encouraged that we as a denomination need to return to history, not to stay there but to drag forward some of that passion. The Great Commission needs to be more than a slogan, the underlying passion to reach the unreached.

Where are we now? We have made slow progress, but we are re-claiming territory held by the enemy for far too long. When the United Brethren Church was formed, it was a movement. We need to return to that. To not be more concerned about our structures than the lost, and not an absence of structure, rather only as it is necessary due to the growth of the movement.

Where are many of our churches? Of our 189 churches, 23 of them report 150+ in worship attendance, two-thirds of our churches are at 100 or below, and of that amount, one-third are 50 or below.

How will we get there? We must recognize the spiritual battle. Our strategy needs to be one church after another, hand to hand combat. This cannot be a mass movement, we need to care for our churches one at a time. We will need to develop, train, consult – it will be labor-intensive. For long-term success we must stay connected in the consultation approach, processing the resurrection.

We will need to find a better way to do church multiplication. We should be starting 6-8 churches per year based on our size. Finances and staffing pose our greatest obstacles.

However, there is a bright future for the Church of the United Brethren in Christ--because of our Confession of Faith. Its basic, fundamental truth is what will be our greatest strength and bond with those outside the denomination.

Personal and corporate prayer concerns were shared. The evening session closed with prayer offered by Dr. Dowden.

Tuesday – October 14, 2008

The morning session was called to order at 8:30 am with the following members present: Bishop Ronald R. Ramsey, Phil Whipple, Dan Paternoster, Michael Longfellow, Molly Kesler, Debbie Voight, Annette Sites, Marty Pennington, Daryl Elliott, Todd Fetters and Roger Vezeau. Absent: Tim Krugh, Mike Holcomb. Directors present: G. Blair Dowden, Pat Jones, Steve Dennie and Marci Hammel.

Pat Jones led a time of devotions from the book of Jude with these main points:

Remember the basics.

Walk by faith. Our faith gets strengthened when it gets used.

Pray in the Holy Spirit; when we don't know how to pray, he intercedes on our behalf; he quickens us. Keep in God's love; the spirit in us cries "Abba, Father."

Anticipate Christ's return.

Be sensitive to what the Spirit is asking you to do. How do we stay sensitive? Don't ignore the spirit's prompting. The basics are our passion-maker.

Personal and corporate prayer needs were shared and Pat led in a time of prayer.

Business

Approve Minutes of April 21-22, 2008 Meeting

MSC to approve the minutes of the April 21-22, 2008 meeting, adding Debbie Voight in attendance. (Elliott/Fetters)

Approve Nominating Committee

MSC to approve the following ministers as the Nominating Committee, giving them the freedom to appoint 3 laypersons to serve with them: Mike Caley, Todd Fetters, Greg Voight, Greg Reed. (Voight/Zezeau)

Approve Budget for 2009, Pastor's Compensation for 2009

The base of the pastor's compensation was recommended by the Bishop to be increased 2%. The total formula is required for churches to use as a minimum for a full-time pastor position. Anything less than the full formula gives the pastor the freedom to seek supplemental employment. It was suggested that this wording be included so there is no misunderstanding. Some churches have been operating as using the base amount only.

The budget changes reflect the following: (1) Director of Church Multiplication decreasing work hours from 30 to 8 hours per month; and (2) EXCEL beginning to rent office space in exchange for cleaning, snow and trash removal.

MSC to approve the budget and pastor's compensation formula for 2009 as presented. (Fetters/Pennington)

It was suggested to include a line on the church's annual report form for reporting pastor's salary.

Break at 9:45-10:00 am

Reports

Camp Michindoh Presentation by Jim McClellan and Cliff Miller

Jim McClellan, of Lenawee Christian Ministries and Cliff Miller, CEO of Camp Michindoh, were introduced and reported on the current state of the camp. After thanking Bishop Ramsey and the entire Executive Leadership Team for their leadership and confidence, they shared the excitement of their ministry which is thriving after a 6% increased summer season, and over 500 first-time commitments to Christ. They answered questions and communicated that they are anxious to continue providing discounts to UB pastors and UB churches as has been a tradition of the camp. However, they also expressed appreciation for their new situation which makes it easier for them to partner with other entities and denominations. The following facts were shared:

- Of the 509 first-time commitments, 82 of those came out of the Outdoor Education program where students attended a "reunion camp" after being involved in the school's sessions at the camp.
- Letters have been sent to UB churches in the former Michindoh Conference, inviting them to come see the camp and use the camp.
- \$17,000 was used in UB scholarships last year.
- Staff has gone through some change, but are now united and strong.
- Huntington University practicum students are involved in the Outdoor Education during J-Term.
- There was much misinformation (as well as a difference of ministry emphases) relating to the Gull Lake attempt at running the camp.
- Reminder that all UB pastors and churches get the same discount as in the past.

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- The camp's website Michindoh.com is available for more information. It is currently being updated.

Referenda

Approve Referenda

MSC to approve the wording of the referenda as presented. (Pennington/Elliott.) The referenda are needed to clean up wording from the changes made in 2005 that should have been completed then, in reference to annual conferences and property. The referenda will be presented to churches for their vote and then to the National Conference at the June 2009 meeting. The referenda follows:

Referenda 1

We used referenda in both 2001 and 2005 to change "Article I Personnel" of the Constitution to fit our changing structure. Knowing that structure and ministerial titles will no doubt change again in the future, it makes sense to put the criteria for ministerial delegates in the Discipline, where it can be changed without requiring a Constitutional referenda (the formula for lay representation is already contained in the Discipline).

11 Article I Personnel

Current Wording

1. All ecclesiastical power herein granted to make or repeal any rule of discipline is vested in a national conference, which shall consist of all conference licensed ministers in the Church of the United Brethren in Christ, USA, and laypersons chosen by the congregations in which they are members, according to a formula provided in the Discipline.

Replace with the following (the only content change is in 1.a).

1. All ecclesiastical power herein granted to make or repeal any rule of discipline is vested in a national conference, which shall consist of:
- a. Licensed ministers in the Church of the United Brethren in Christ, USA, who meet the criteria set forth in the Discipline.
 - b. Laypersons chosen by the congregations in which they are members, according to a formula provided in the Discipline.

Referenda 2

Remove Paragraph 13.2, "Annual Conference Property," and Paragraph 13.4, "Camp/Conference Center Property." We no longer have annual conferences as part of our structure, nor do we have any camps or conference centers.

2. Annual Conference Property

The right, title, interest, and claim of any conference property, legacies, bequests, or donations of any kind, obtained by purchase or otherwise, by any person or persons, for the use and benefit of the said annual conference of the Church of the United Brethren in Christ, USA, is hereby fully recognized and held to be the property of the annual conference.

4. Camp/Conference Center Property

The right, title, interest, and claim of all property, whether consisting in lots of ground, buildings and other improvements, legacies, bequests, or donations of any kind, obtained by purchase or otherwise, by any person or persons, for the use and benefit of the Camp/Conference Center, is hereby fully recognized and held to be the property of the aforesaid as long as they are self incorporated.

Approve GMLT Recommendation

MSC to approve the GMLT recommendation to be presented as a Discipline change at 2009 National Conference. (Patnoster/Fetters.) The recommendation follows:

Global Ministries – Dual Membership

Issue: Some endorsed missionaries have had their names removed from their home church's mem-

bership roll when they became members of the church they serve or attend on the field. This creates an awkward situation we hope can be alleviated by adopting the following recommendation of the Global Ministries Leadership Team.

Current Statement (GM Handbook)

...”An endorsed missionary meets the following criteria: Is a current member of the Church of the United Brethren in Christ denomination (in the case of couples, one must be a member)....”

Proposed

Applicants to Global Ministries must be current members of the Church of the United Brethren in Christ. In the case of married couples applying for endorsed status, at least one must be a current member. All are expected to maintain their membership. However, dual membership is permitted should missionaries find church membership in their place of ministry to be either necessary or advantageous.

Both full-time, and endorsed missionaries are required to provide Global Ministries with regular newsletters, annual reports and evidence they continue to receive support from United Brethren churches. Individuals retiring or resigning from service will be automatically removed from the list of Global Ministries’ missionaries.

Approve Discipline Changes

Discipline changes were handled individually. Bishop Ramsey reported that all changes approved by the ELT will be communicated to pastors at regional meetings being held this fall.

¶422.1, “Local Board of Administration.” Add the parenthetical below:

1. Purpose

The local board of administration (or its equivalent) oversees all affairs pertaining to the local church. All commissions, committees, and other groups within the church are subject to the board of administration.

It was agreed to accept the change as presented.

¶422.2, “Local Board of Administration, Personnel”

Delete the last sentence, and substitute “may” for “shall,” as indicated.

a. The constituency of the board depends on the structure, which the local church chooses to adopt. The senior pastor shall may be a member of the board. ~~It may include such persons as: lay leader, commission chairpersons, treasurer, pastor(s), lay delegate(s), or others.~~

It was agreed to also strike the second sentence. It should now contain the first sentence only.

¶422.3c “Local Board of Administration, Duties”

Delete the word “annually”

c. The board shall annually provide for the selection of church leaders and lay delegates.

It was agreed to accept this change as presented.

Lay Delegates. Replace the current two paragraphs with a new section:

Current: ¶423. Lay Delegates

1. Qualifications

It is recommended that lay delegates be recognized leaders within the local church body. The church

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shall not select anyone who holds a National Conference license or is being recommended to the National Conference for license. All lay delegates must be adult members of the local church they are representing.

2. Notification

The local board shall inform the US bishop of the delegates and alternates chosen.

Replace with:

¶423. Lay Delegates

1. Responsibilities

Lay delegates represent the local church to the national conference, and also serve as voting delegates at the US National Conference.

2. Qualifications

All lay delegates must be adult members of the local church they represent. The church shall not select anyone who holds a National Conference license or is being recommended to the National Conference for license.

3. Selection

Each local church may determine the method for selecting lay delegates.

4. Notification

The local board shall inform the US bishop of the delegates and alternates chosen, according to the timeline specified by the bishop.

It was agreed to accept this change as presented.

¶432. Local Conference, Personnel

Add the words in bold.

The bishop, the cluster coach, persons holding a local church **or national conference** minister's license and who are members of the local church, and all members of the local board of administration shall be members of the local conference.

It was agreed to accept this change as presented.

Duties of the Local Conference

Remove the underlined words and replace with the words in bold:

¶435. Duties

1. *To Grant and Renew Licenses.* The local conference shall grant and renew local church ministers' licenses and shall recommend to the **national conference bishop** those ministers who are qualified for national conference license to preach....

It was agreed to accept this change as presented.

Chapter 13 Pastors in Charge

Note points a, d, and f for potential changes

6. To be responsible for local church administration.

- a. By planning and leading the worship services. (perhaps "overseeing" the planning and leading...."
- b. By giving direction for the ministry of the local church.
- c. By doing specific planning and goal-setting.
- d. By making ~~monthly~~ reports to the board of administration and annual reports to the national conference.
- e. By keeping accurate membership records.
- f. By preparing and keeping an updated passbook. (What exactly is this?)

- g. By presenting the church Discipline.
- h. By notifying the US bishop in writing at least 30 days before the effective date of resignation.

It was agreed to change the following, to read:

- d. By ~~making monthly reports reporting~~ to the board of administration (or its equivalent) and ~~submitting~~ annual reports to the ~~bishop national conference~~.
- e. By keeping accurate membership **and administrative** records.
- f. ~~By preparing and keeping an updated passbook.~~

US National Conference

Remove the words as indicated, and insert “various ministries”

¶501. Purpose

The United States National Conference shall oversee all affairs pertaining to its **various ministries**. ~~leadership teams, conferences, churches, church extension districts, and mission districts, and national office.~~ The US National Conference shall establish policies pertaining to the ministry of the Church of the United Brethren in Christ, United States of America.

It was agreed to accept this change as presented.

Current:

2. Responsibilities of the US National Conference

- a. If a church does not sign and submit the covenant to the national office 90 days prior to the National Conference session, the cluster coach (or another elder designated by the bishop) shall hold a specially called congregational meeting of the church membership at least 60 days prior to the National Conference. The purpose of this meeting would be to determine if it is the desire of the membership to sign and continue in a covenant relationship with the Church of the Brethren in Christ, USA, or to withdraw from said relationship. If a majority of the church’s members at a duly called meeting determine not to sign the covenant, then the church shall be considered to have withdrawn from the Church of the United Brethren in Christ, USA.
- b. Churches that hold title to their property and do not sign the covenant shall be considered to have withdrawn from the denomination.
- c. If a church does not keep its commitment to the standards of the national conference covenant, the ELT may, with a majority, decline to offer a new covenant.
- d. The ELT shall handle any situations which may arise concerning the status of churches, but which are not already covered in the Discipline.

Replace with the following, which gives much more flexibility. The main changes are in points a and b.

- a. If a church does not sign and submit the covenant to the national office 90 days prior to the National Conference session, the bishop shall establish a procedure for determining whether or not the church desires to remain part of the Church of the United Brethren in Christ, USA.
- b. The bishop shall give churches opportunity to comply with the covenant. If they fail to comply, the bishop may call a special local conference to determine if they desire to sign and continue in a covenant relationship with the Church of the Brethren in Christ, USA, or to withdraw from said relationship. If a majority of the church’s members at a duly called meeting determine not to sign the covenant, then the church shall be considered to have withdrawn from the Church of the United Brethren in Christ, USA.
- c. Churches that hold title to their property and do not sign the covenant shall be considered to have withdrawn from the denomination.
- d. If a church does not keep its commitment to the standards of the national conference covenant, the ELT may, with a majority vote, revoke the covenant.
- e. The ELT shall handle any situations which may arise concerning the status of churches, but which are not already covered in the Discipline.

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It was agreed to accept this change as presented with the following additions, to read:

- c. **Having followed the above procedures**, churches that hold title to their property and do not sign the covenant shall be considered to have withdrawn from the denomination.
- d. If a church does not keep its commitment to the standards of the national conference covenant, **and has been so advised by the Bishop**, the ELT may, with a majority vote, revoke the covenant.

Choosing Lay delegates

Revise as indicated, replacing “elected” with “chosen.”

¶503. Delegates to the National Conference

The voting members of the United States National Conference are the US bishop, the ministerial delegate(s) from each congregation, and the lay delegates ~~elected~~ **chosen** by each congregation according to ¶11 of the Constitution.

It was agreed to the change as presented, deleting “by each congregation” and adding “national directors” to read:

The voting members of the United States National Conference are the US bishop, **national directors**, the ministerial delegate(s) from each congregation, and the lay delegates ~~elected~~ **chosen by each congregation** according to ¶11 of the Constitution.

Determining which ministers can be national conference delegates

We need a better definition. The Constitution says “all conference ministers” are eligible. The ruling in 2007 was to restrict it to conference ministers currently employed in UB churches.

1. Clergy Representation

Conference ministers who are actively pastoring a United Brethren church or serving in an appointed or elected position in the Church of the United Brethren in Christ, USA, are eligible to serve as voting members of the National Conference. Retired ministers will be advisory members of the US National Conference.

It was agreed to the change as presented, adding “or unassigned conference” to read:

Conference ministers who are actively pastoring a United Brethren church or serving in an appointed or elected position in the Church of the United Brethren in Christ, USA, are eligible to serve as voting members of the National Conference. Retired **or unassigned conference** ministers will be advisory members of the US National Conference.

Chapter 16, “Election of Delegates.”

Delete this whole chapter. The first paragraph (511) will be revised as a new duty of the bishop, and the second paragraph (512) will become a new duty of the E.L.T.

¶511. Election of Lay Delegates

1. The bishop shall, as early as possible, announce the number of lay delegates to which each local church is entitled. The number will be based on the official statistics at the end of the first year of the biennium.
2. Each local church shall determine the method it uses for selecting lay delegates, and shall notify the bishop of the lay delegates selected by March 1 prior to the meeting of the US National Conference.

¶512. Referenda

1. The Executive Leadership Team shall approve the wording of any constitutional referenda to be placed before the membership.
2. The bishop shall, during the month of January prior to the meeting of the US National Confer-

ence, provide to each church a copy of any referenda, along with instructions regarding the voting process.

3. Each local church shall vote on referenda items throughout the month of February prior to the meeting of the US National Conference.

4. All adult members of the local church may vote.

5. Members must use a referenda ballot provided by the church in which they hold membership.

Replace ¶511 with a new duty of the bishop:

1. The bishop shall, as early as possible, announce the number of lay delegates to which each local church is entitled. The number will be based on the official statistics at the end of the first year of the biennium.

Replace ¶512 with a new duty of the ELT:

The Executive Leadership Team shall determine the details of any referenda for changing the Constitution, including the wording, when the voting must occur, reporting procedures, etc.

It was agreed to keep ¶511 and 512 intact with no change.

Nominating Committee

Make the revisions as indicated, giving some flexibility and not restrict the nominating committee to delegates, so the nominating committee could be selected anytime.

¶521. Election of the US Bishop

1. Nominating Committee

The Executive Leadership Team shall appoint a nominating committee ~~as soon as practicable after the election of delegates to the US National Conference and approve the ballot for submission to the US National Conference~~

It was agreed to accept the change as presented.

Duties of the Bishop

Delete point 2:

Duties of the Bishop.

2. Serve as an ex officio member of all national conference leadership teams.

Add these duties of the bishop:

Create any leadership teams, beyond those specified in the Discipline, needed to better serve the churches and ministries of the US National Conference.

Maintain a manual stating job descriptions and operating procedures of the national office, staff, and leadership teams.

Fill vacancies on leadership teams.

It was agreed to accept the change as presented.

ELT

Revise the duties of the ELT to conform to the governance structure. This involves deleting a lot of content, with those duties now assumed by the bishop.

3. The Executive Leadership Team shall fill vacancies involving the US bishop ~~and appointed directors.~~

4. The Executive Leadership Team will receive reports from the bishop, ~~directors, leadership teams, and appropriate staff.~~, **and from other persons as directed by the bishop.**

5. The ELT shall develop and approve evaluation procedures for the US bishop, and shall approve job descriptions and evaluation procedures for the directors and staff.

6. ~~The Executive Leadership Team will make appropriate appointments upon the recommendation of the US bishop for personnel such as auditor and staff.~~

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7. The Executive Leadership Team will appoint the chairpersons for the leadership teams upon the recommendation of the US bishop.
8. The Executive Leadership Team will appoint the other members of leadership teams and fill any vacancies which may arise.
9. The Executive Leadership Team will appoint necessary committees to prepare for and conduct the work of the US National Conference.

New duty of the ELT: Approve new appointments to the Higher Education Leadership Team.

New duty of the ELT: Approve job descriptions and operating procedures of leadership for inclusion in the manual of operations.

It was agreed to the changes as presenting, adding the following to #4: “**including information about finances, churches, ministries and strategic direction.**” And changing “Higher Leadership Team” to “all leadership teams” in the first new duty of the ELT.

Connections Chapter

Add the words in bold for clarification:

¶552. Clusters

1. Purpose

All National Conference ministers **currently employed in the US National Conference**, non-licensed senior pastors of **United Brethren churches**, and United Brethren congregations are required to participate in a cluster of their choice for the purpose of maintaining and developing pastoral and congregational health through mutual friendships, coaching, and accountability. Clusters are the entities to which all local congregations, preaching points, and ministers are primarily accountable.

It was agreed to accept the changes as presented with the following word substitution, to read:

All National Conference ministers **currently employed in the US National Conference**, non-licensed senior pastors of **United Brethren churches**, and United Brethren congregations are required to participate **in through** a cluster of their choice for the purpose of maintaining and developing pastoral and congregational health through mutual friendships, coaching, and accountability. Clusters are the entities to which all local congregations, preaching points, and ministers are primarily accountable.

It was further suggested to clarify to churches that they are to be connected through the cluster in which the senior pastor participates.

Connections Chapter - Clusters

Replace the existing paragraph with a much shorter one, that scraps some of the procedural requirements.

2. Formation of Clusters

Groups wishing to form a cluster will present a formal request, including admissions standards, to the Executive Leadership Team, which possesses the authority to approve, disapprove, or request modifications. A cluster typically consists of five to ten (ideally not more than seven) United Brethren ministers and their congregations. Non-United Brethren participants may be included in approved clusters.

The bishop shall approve the formation of any new clusters. Non-United Brethren participants may be included in approved clusters.

It was agreed that rather than replacing the paragraph, it be revised as follows:

Groups wishing to form a cluster will present a formal request, including admissions standards, to the **Bishop Executive Leadership Team**, **which who** possesses the authority to approve, disapprove, or request modifications. A cluster typically consists of five to ten (ideally not more than seven) United

Brethren ministers and their congregations. Non-United Brethren participants may be included in approved clusters.

Property

Remove the reference to annual conferences.

¶561. Introduction

According to the UB Constitution, all church property titled by the local church is considered as belonging to the local church. All real property owned by ~~an annual conference~~ or the national conference is considered to be held in trust for the Church of the United Brethren in Christ, USA.

It was agreed to accept the change as presented.

Leadership Teams

Remove the whole section on “Leadership Teams.”

-The chapter on the Higher Education Leadership Team would be kept as a new chapter 21, under the section “The National Church.”

-The Global Ministries, Women’s Ministry, Pastoral Ministry, and any other desired chapters would become part of the operations manual of the national office. A new duty of the bishop gives him responsibility for maintaining such a manual, which contains staff job descriptions, operating procedures, and information about the work of any leadership teams.

-This would give the bishop freedom to create or eliminate leadership teams as desired, and end conflicts such as the current requirement to have a Healthy Church team, when we’re better off without it. The Higher Education team is in a somewhat different category, because of Huntington University by-law requirements. The bishop doesn’t really have authority over this team, except as stated in that chapter.

-Does Global Ministries have separate bylaws by which it operates? I don’t know.

It was agreed to accept the change as presented, omitting the last comment regarding Global Ministries since it was learned they do not have their own bylaws.

Reports

Directors’ Reports.

Submitted reports for the following were reviewed with additions to the reports noted:

- Director of Healthy Ministries, Pat Jones
- Director of Church Multiplication, Tom Blaylock
- Director of Higher Education, G. Blair Dowden. Dr. Dowden reported that EXCEL is offering a new degree, AA in Church Ministry.
- Director of Communication, Steve Dennie. Steve circulated copies of the new logo for National Conference 2009, based on 2 Thessalonians 3:1, “...pray for us that the message of the Lord may spread *rapidly*.”
- Director of Global Ministries, Jeff Bleierveld
- Associate Director of Global Ministries, Donna Hollopeter

Bishop Ron Ramsey declared the meeting adjourned to Executive Session.

Executive Session without the Bishop

Executive Session with the Bishop

Minutes approved at the April 20-21, 2009 meeting.

Roger Vezeau, Secretary

**REPORT
23-24**

ELT Minutes
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November 3, 2008
Executive Leadership Team Minutes

On Monday, November 3, 2008, at 4:30 pm, members were requested by email to review the following resolutions and vote by return email their support or non-support of the resolutions. Bishop Ramsey informed that the resolutions are for the Defined Benefit Program and do not represent a change to the program.

RESOLUTIONS ADOPTING THE CHURCH OF THE UNITED BRETHREN IN CHRIST USA, INC. MINISTERS AND MISSIONARIES DEFINED BENEFIT PENSION PLAN

(as amended and restated effective January 1, 2008)

By action of the Board of the Church of the United Brethren in Christ ("Church") taken _____, 2008, the following resolutions were duly adopted:

WHEREAS, the Church established the Church of the United Brethren in Christ Ministers and Missionaries Defined Benefit Pension Plan ("Plan") originally effective as of November 1, 1966; and

WHEREAS, the name of the Plan was changed effective January 1, 2007 and is now known as the Church of the United Brethren in Christ, USA, Inc. Ministers and Missionaries Defined Benefit Plan; and

WHEREAS, the Church has reserved the right to amend the Plan pursuant to Section 8.01 therein; and

WHEREAS, the Church has determined that the Plan should be amended and restated, in its entirety, effective January 1, 2008 to comply with the Economic Growth and Tax Relief Reconciliation Act of 2001 ("EGTRRA") and other legislative and regulatory changes as reflected in the Cumulative List published by the Internal Revenue Service in Notice 2007-94;

NOW, THEREFORE, BE IT RESOLVED, that the Plan be, and it hereby is, adopted as amended and restated effective of January 1, 2008 in substantially the form presented hereto.

RESOLVED, FURTHER, that the appropriate officers of the Church be, and they hereby are, authorized and empowered, for an on behalf of the Church, to make, execute and deliver and file such documents, certificates and any other writings and to take such other action as may be necessary or appropriate, in the discretion of such officers, to carry out the intent and purpose of this and the foregoing resolutions, and to execute any change in order that such Plan and its underlying Trust shall continue to qualify under the provisions of Sections 401(a) and 501(a) of the Internal Revenue Code.

I hereby certify that the foregoing is a true and exact copy of resolutions adopted by the Board of this Church and that such resolutions have not been amended, modified or revoked and are still in full force and effect.

IN WITNESS WHEREOF, I have signed this certificate this _____ day of _____, 2008.

CHURCH OF THE UNITED BRETHREN IN CHRIST

_____ By: _____
Secretary

**REPORT
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Trustees:

By: _____

Ronald R. Ramsey

By: _____

Patrick B. Jones

All members voted in the affirmative as follows:

Roger Vezeau	November 3	4:59 pm
Todd Fetters	November 3	5:04 pm
Dan Paternoster	November 3	6:43 pm
Michael Longfellow	November 3	9:07 pm
Annette Sites	November 3	9:12 pm
Phil Whipple	November 4	9:36 am
Mike Holcomb	November 4	9:58 am
Tim Krugh	November 4	12:24 pm
Molly Kesler	November 4	1:42 pm
Debbie Voight	November 4	2:04 pm
Daryl Elliott	November 4	2:15 pm
Marty Pennington	November 4	3:13 pm

Minutes approved at the April 20-21, 2009 meeting. (Note: errors in the original document were not corrected. It was received from the firm in pdf format.)

Roger Vezeau, Secretary

April 20-21, 2009
Executive Leadership Team Minutes

Monday – April 20, 2009

At 7:05 pm, the meeting was called to order with the following present: Bishop Ronald R. Ramsey, members Mike Holcomb, Phil Whipple, Dan Paternoster, Todd Fettes, Molly Kesler, Debbie Voight, Marty Pennington, Roger Vezeau, Annette Sites, Tim Krugh and Michael Longfellow. Absent: Daryl Eliott. Directors present: Ann McPherran for G. Blair Dowden, Pat Jones, Steve Dennie, Jeff Bleijerveld.

Bishop Ramsey opened with devotion based on the New Living Translation of 2 Corinthians 10:3-4, reminding that we fight not as the world but with weapons of spiritual warfare. He quoted the *Prayer Coach* book by James L. Nicodem) indicating that we are to pray on the armor, piece by piece. He reminded that we are the church; we have the power to defeat the enemy. He then led in prayer.

Bishop Ramsey reviewed the work of the **Pastoral Ministries Leadership Team (PMLT)** through the following handouts:

Roster of Licentiatees, 7/08

Pastoral Ministry Handbook, Revised October 2008

Sabbatical Policy

UB History Course Update

For the sake of review, he stated that in the past, each conference had a pastoral ministry team, with their own set of requirements. Now that we have been through the transition to one team over the entire National Conference, there has been a “melding” of these requirements and it has been a process to get a handle on where we are with licensing of individuals. The roster is as complete as we have between the office and the PMLT. The new Pastoral Ministry Handbook incorporates changes and updates the team has been working on over the past year. A Restoration Policy has been in process as well, but is not completed at this time. However, a Sabbatical Policy is ready for inclusion in the Pastoral Ministry Handbook. This is being offered as a suggestion to churches for their pastoral staff. A workshop will be available at National Conference on this topic.

The UB History course will be offered this summer on the Huntington University campus, beginning June 8. In addition to this annual offering, individuals can take this course by correspondence study, however it is a very complex and difficult task. In cooperation with the Graduate School and Excel at Huntington University and the Archives, we are in the process of giving a third option, an online course. More will be available on this option in the future.

Bishop’s Report

Ron referred to his report, noting that a philosophical shift has taken place with the rebranding of the offices to exist for the churches, not the churches for headquarters.

Question was raised concerning the number of churches that have not signed a covenant yet. Bishop indicated some were waiting to see the bishop ballot to assure we were continuing to head in the same direction. Letters will go out soon to all churches not reporting or signing covenants to assure we get them before National Conference. Ron added the following to his report:

- *Pastors appointed since 6/07:* Josh Kesler, Good Shepherd, Huntington, IN, July 2008; Todd Lilley, Mt. Olivet, Mt. Solon, VA, 6/07
- *Churches who have not sent 2008 Report:* Mount Morris had submitted their report and should be removed from the listing.
- *HELT Appointee:* At the resignation of Dirk Small, Bishop appointed Dalton Jenkins to fulfill the remaining term.
- *Graduate School:* A new director is being appointed soon. Ron participated in the interview process and is pleased with the selection of Michael Cook, most recently from Taylor Uni-

versity, Fort Wayne. It is thought he will bring a good relationship-style leadership to the program.

- *HMR Building*: The building now houses offices not only for the graduate school, but also for EXCEL. Relationships between the university and the denomination continue to improve as we share office space and responsibilities (the university provides cleaning service and snow removal).

Bishop admitted that the Nominating Committee's work in presenting a bishop ballot and ELT ballot should have been approved by the ELT before being posted on the website, and apologized for the oversight. He further requested that an additional name be added to the ELT ballot and one be removed. The Nominating Committee presents the ballot as printed, requesting to add Dennis Miller to the West District, Clergy ballot and remove Tom Brodbeck due to not attending a UB church and not participating in a cluster.

MSC to remove Tom Brodbeck from the ballot as presented in the Bishop's Report, and to add Dennis Miller, West District, Clergy. (Longfellow/Vezeau)

It was requested that Bishop contact Tom Brodbeck before the ballot is made public as approved by ELT.

MSC to approve the Bishop's Report as amended. (Fetters/Pennington)

Tuesday – April 21, 2009

The morning session was called to order at 8:30 am with the following members present: Bishop Ronald R. Ramsey, Phil Whipple, Dan Paternoster, Michael Longfellow, Molly Kesler, Debbie Voight, Annette Sites, Marty Pennington, Todd Fetters, Tim Krugh, Mike Holcomb and Roger Vezeau. Absent: Daryl Elliott. Directors present: Ann McPherran for G. Blair Dowden, Pat Jones, Steve Dennie, Donna Hollopeter and Marci Hammel.

Pat Jones led a time of devotions from the Reveal study by Willow Creek. He then led in a time of prayer.

Business

Presentation of the Audit

Bill Miller and Byron Price from David Culp & Company presented the audit as prepared and distributed to the ELT members. They informed that there were no significant findings and explained all notes in the audit. They congratulated Marci Hammel on a successful audit. There was discussion on the violation noted in the internal control letter. It was stated that this violation is common to most audits as preparing financial statements and providing footnotes is typically performed by the auditors.

Approve Meeting Minutes

MSC to approve the October 13 & 14, 2008 minutes, with a correction on page 8, replace ¶522 with ¶512 and to approve the November 3, 2008 minutes as presented. (Krugh/Voight)

Adopt Pastoral Ministries Handbook & Sabbatical Policy

MSC to add "subject to approval of the ELT" to the statement on page 2, "They can revise it at any time" and to add the Sabbatical Policy as presented to the manual.

MSC to adopt the Pastoral Ministries Handbook, October 2008 revision as amended. (Whipple/Pennington)

Approve Nominating Committee Report

The Nominating Committee Report was approved as part of the Bishop's Report to ELT. (See page 2)

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Guiding Principles

The Guiding Principles were referred to, with no changes requested at this time. Bishop informed that staff had been working on a revised employee handbook but it was not completed in time for this meeting.

Referenda Results

The Referenda Results were part of the Bishop's Report to ELT.

Reports and Updates

National Conference, June 4-7, 2009 at Saw Mill Creek, Huron, Ohio

ELT members were reminded that they serve as advisory members to National Conference and are welcome to sit within the bar.

Transition Plan

Question was raised regarding the bishop ballot having one name. Would nominations be allowed from the floor? Bishop reviewed the process that was used to determine the ballot:

- (1) Regional meetings where all ministers and church laypersons were invited to participate and give input for the ballot and to develop a listing of what we were looking for in a bishop;
- (2) Emails from the Nominating Committee to the cluster leaders for input;
- (3) Contacting a total of 7 individuals for consideration.

It was agreed that this process be reiterated at conference prior to the voting.

Bishop informed that the new bishop will take office August 1, 2009 and he (Ron) will continue to work alongside him until August 15 so there is a clear and effective transfer of information. He has begun collecting data for this process.

Directors' Reports

Submitted reports for the following were reviewed with additions to the reports noted:

Director of Higher Education, Ann McPherren for G. Blair Dowden.

- Dr. McPherren reported that the social work track has been accredited retroactively with three awards.
- In light of current economic effects, HU remains cautiously optimistic as numbers of confirmed deposits for freshmen are up from last year, which saw record enrollment.
- The state is issuing grant caps; year-to-date giving is up 19%.
- She reported that Mike Cook is being appointed Graduate School Director and that the appointment will be a good fit for the school and the denomination.
- Roger Vezeau gave report of the great rapport between the denomination and the university, stating how the youth institute has seen tremendous growth recently. He encouraged much dialogue regarding these working relationships at conference.

Director of Healthy Ministries, Pat Jones.

- Pat emphasized the role of mentoring that has consumed a good bit of his time, working hand in hand with the Bishop. He will assist with the transition plan, and as yet does not know his future plans.
- Good news from a recent trip out west: Jim Fitz's son and daughter-in-law are working in assimilation with the dwindling congregation and are interested in doing a church plant on the other side of Phoenix. There may be some options available for them.

ELT members voiced their appreciation for Pat and his ministry, especially to the younger men of the denomination. Pat informed there are many young leaders making great strides.

Clarification regarding clusters was discussed in that senior leaders are the reporting church staff to clusters. Other associate staff, inactive and retired ministers may be involved in clusters for their own benefit and value but are not required or expected to *report* their activities to the cluster.

Director of Global Ministries, Jeff Bleierveld

- Jeff reported that greater efforts are being made to the “lesser reached people groups” such as China, Macau and India and new areas.
- In cooperation with HU, a teaching English initiative is underway (TESEL).
- The future will most likely see some non-traditional sending of missionaries – real people, with real jobs and a passion to win and train disciples.
- Experiences for youth teams are being effective at some of our inner city churches in Bronx, Yonkers, and Baltimore, MD.

Associate Director of Global Ministries, Donna Hollopeter

Donna added to her report the fact that many HU graduates are being placed as missionaries. Roger Vezeau inserted an encouragement to tell these stories at National Conference and beyond of the working relationships between HU and HMR. Molly Kesler raised a question regarding the huge HU graduate debt that many called to the pastorate or mission service are experiencing. Dr. McPherrin inserted that a loan repayment program is being piloted at HU this fall to respond to this situation.

Break for Lunch at Habecker Dining Commons – 11:30 am-1:15 pm

Director Reports continued...

Director of Finance, Marci Hammel

Marci reported that any information regarding investments will be shared this afternoon by Denny Zimmerman.

She informed that the partnership fee is only slightly under where we were last year at this time, even in light of the current economic challenges.

She reported that the Investment Committee continues to meet quarterly to keep up-to-date on changing situations.

Director of Communications, Steve Dennie

Steve added to his report that he spends quite a bit of time checking out UB church websites, giving direction and suggestions. He reported that one of our churches was the recipient of a “nation’s ugliest website” contest. Mike Holcomb inserted that Banner Church will be launching their new website soon and would welcome Steve’s critique.

Investments Update

Denny Zimmerman joined the meeting, distributing a handout with information for the Defined Benefit Plan, the 403(b) Tax Deferred Annuity Plans and Non-Retirement Assets.

- He indicated that the Defined Benefit Plan is funded by the church partnership fees and funds by churches. The 403(b) Tax Deferred Annuity Plans places the investment risk on the participant.
- He informed that we are currently looking at changing how the CDs and money market funds are invested and that though the general market has experienced a 40% reduction, in 2008 our funds only dropped 21%, with Defined Benefit only losing 14% due to asset allocation.

Bishop Ramsey expressed appreciation to Denny for attending the meeting to give the members a first-hand update.

New Business

General Conference

Bishop Ramsey distributed a proposal prepared by Jeff Bleijerveld and Brian Magnus to change the

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bylaws for the International Conference. The basis of the change is to give equal representation to the General Conference, rather than based on attendance. It is recommended that “Each national conference is entitled to two delegates, the superintendent and his or her designee. Observers and advisors may attend General Conference at their own expense or the expense of their national conference.”

MSC to adopt the proposal as presented to change International Bylaws. (Paternoster/Holcomb)

Rules and Procedures 2007-2009 Report

Bishop Ramsey reminded that only voting delegates will be allowed in the bar, and that *all* voting delegates *must* be sitting in the bar. The report was distributed for information only.

Todd Fetters assured that the Nominating Committee will be ready to act on #25 and 26: “(25) The Nominating Committee will nominate at least twice the number of persons required for all positions. (26) The Nominating Committee may move to suspend the preceding rule as it sees fit.”

Bishop Ron Ramsey declared the meeting adjourned to Executive Session.

Executive Session without the Bishop

*Respectfully submitted,
Roger Vezeau, secretary*