

ADVANCE MATERIALS



Massachusetts Conference

United Church of Christ

216th ANNUAL MEETING

Friday & Saturday | June 12 & 13, 2015

University of Massachusetts, Amherst

Come to celebrate, worship and be joyful together!

*But we have this
treasure in clay jars,
so that it may be
made clear that this
extraordinary power
belongs to God
and does not come
from us.*

– 2 Corinthians 4:7



Please bring this booklet with you to Annual Meeting

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KEYNOTE SPEAKER—Rev. Nadia Bolz-Weber

Leading Voice in the Emerging Church Movement.



Our keynote speaker will be the Rev. **Nadia Bolz-Weber**, the founding pastor of House for All Sinners and Saints, a Lutheran mission church in Denver, Colorado.

The Rev. Bolz-Weber is a leading voice in the emerging church movement. Her writing can be found in [The Christian Century](#) and the [Sarcastic Lutheran blog](#). She is author of *Patrix: the Cranky, Beautiful Faith of a Sinner & Saint* (Jericho, 2013) and *Salvation on the Small Screen? 24 Hours of Christian Television* (Seabury 2008).

We are so excited about our keynote speaker that we are opening her keynote address to the public! People coming to the meeting just for the Rev. Bolz-Weber’s presentation will need to register and pay online, printing a receipt to use as a ticket. The cost is \$10 per person, or \$20 for three people registering together. All proceeds will go to support new ministry initiatives within the Mass. Conference. Parking will be in the Central Parking Area at a cost of \$1.50/hour.) We hope you will encourage your friends to join you in Amherst for this portion of the meeting.

**This event is open to the public –
have your friends meet you there!**

TENTATIVE SCHEDULE ~ 216th Annual Meeting ~ June 12-13, 2015

FRIDAY, June 12, 2015

- 2:00 PM** **Registration & Marketplace Open**
Campus Center, UMass, Amherst
- 3:00 – 4:00 PM** **Opening Plenary I – Campus Center**
- Opening to the Spirit! – 20 lively minutes of scripture and song
 - Introductions, appointments, and elections
 - Presentation on the Budget
- 4:15 – 5:15 PM** **“Treasure in Clay Jars” – Stories of Transformation and Revelation**
Campus Center breakout rooms
(See announcement on page 6)
- 5:30 PM** **Dinner**
Worcester Dining Commons
- 7:00 – 8:00 PM** **Hearings**
Campus Center breakout rooms
- Smaller group opportunities for engaging the issues at hand, including:
- Resolution Regarding the Israeli-Palestinian Conflict
 - Resolution on Dismantling Discriminatory Systems of Mass Incarceration in Massachusetts
 - Clergy Compensation Guidelines
 - Conference Budget and United Church Mission update
- 8:15 – 9:00 PM** **Evening Worship – Campus Center**
Rev. Nadia Bolz-Weber preaching
- 9:15– 10:30 PM** **Reception**
Marriott Center, Campus Center, 11th floor
A gathering time for clergy, delegates and friends

The Marketplace will be open until 10:00 PM.

SATURDAY, June 13, 2015

- 7:00 AM** **Worcester Dining Commons Opens for Breakfast**
- 7:30 AM** **Registration and Marketplace Open**
Campus Center
- 8:30 – 11:00 AM** **Plenary II – Campus Center**
- Budget Actions
 - Action on Clergy Compensation Guidelines
 - Actions on Resolutions
 - Other Actions
- 11:30 AM** **Lunch – Worcester Dining Commons OR**
Recognition Luncheon – Student Union Ballroom, pre-registration required
- The Recognition luncheon will honor those who have made special contributions to ministry and mission, including 50-year ordinands, Haystack and Green Church award recipients, those who have completed Christian Educator certification, and Our Church’s Wider Mission Recognition recipients.
- In order to attend, you must register for the Recognition Luncheon as part of your Annual Meeting registration process.
- 1:00 – 2:30 PM** **Keynote Address and Conversation with the Rev. Nadia Bolz-Weber**
Fine Arts Center
- THIS EVENT IS OPEN TO THE PUBLIC.
See Notes on page 2 for location and details.
- 3:00 – 4:00 PM** **Plenary III – Campus Center**
- Board Chair Report
 - Action on Proposal to Sell Conference Properties at Craigville
 - Other Actions
- 4:00 – 5:00 PM** **Closing Worship – Campus Center**
The Rev. Jim Antal, Minister and President, preaching

General Information for the 216th Annual Meeting

Program

Second Corinthians 4:7

The *New Revised Standard Version* tells us: “But we have this treasure in clay jars, so that it may be made clear that this extraordinary power belongs to God and does not come from us.”

Eugene Peterson’s *The Message* adds some insight through its interpretation of these words:

“If you only look at us, you might well miss the brightness. We carry this precious Message around in the unadorned clay pots of our ordinary lives. That’s to prevent anyone from confusing God’s incomparable power with us. As it is, there’s not much chance of that. You know for yourselves that we’re not much to look at.”

It is both a humble and an encouraging reminder to us. We are the clay and God is the potter. By ourselves we are ordinary, fragile, vulnerable, unadorned, simple and perfect in our imperfection. And, yet, within that ordinary imperfection we carry something extraordinary and incomparable: the grace and compassion of God’s love.

Our Annual Meeting will be shaped by this theme. You will hear stories of the extraordinary power of God at work in our fragile and ordinary churches. You will hear how it transforms lives. You will encounter how our brokenness carries the healing for the broken lives and broken world around us.

Our keynote presenter, Nadia Bolz-Weber (author of *Pastrix*), will challenge us to open ourselves to the shaping of God’s hands and the binding heat of God’s kiln. This will be echoed throughout the business, worship and fellowship of our time together, in all the ordinary and extraordinary moments. Join us.

Business

Business to be conducted will include discernment and action on proposed resolutions regarding mass incarceration (presented by Christ’s Community Church in Chicopee) and the Israeli-Palestinian conflict (presented by the Council on Justice and Witness Ministries at the request of the Palestine-Israel Task Team of the Conference). The Board of Directors will present a proposal to sell the two Conference-owned buildings at Craigville on Cape Cod, and use the proceeds to more fully fund the Sustaining Pastoral Excellence Endowment. Streamlined Clergy Compensation Guidelines will be proposed by the Clergy Leadership Development Ministry Council, and delegates will take actions related to the Conference budget and nominations.

Children’s Program

In response to requests from a number of parents of young children, the Annual Meeting Committee will offer a pilot program this year for children ages 4-10. Similar in nature to a vacation bible school, the program will be led by experienced MACUCC Christian Educators. Although the program will be subsidized by the Conference, there will also be a per-child charge. Please see more information on the next page.

Registration

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

All delegates and guests **NEED TO BE REGISTERED**. The registration deadline is **May 20, 2015**. **Our new hosts at UMass Amherst have strict deadlines for reserving housing and meals.** Housing and meals cannot be guaranteed through UMass for anyone registering after May 20.

Location

University of Massachusetts, Amherst Campus Center
1 Campus Center Way, Amherst, MA 01003

- Directions to the **UMass Amherst campus** are at www.umass.edu/visitorsctr/directions.
- Directions to the **Campus Center** (main meeting area and parking) are at www.umass.edu/nursing/sites/nursing/files/Campus_Directions.pdf.
- A **map** of the campus may be found at www.umass.edu/visitorsctr/campusmaps.

Accommodations

Our new site at UMass Amherst offers two housing options: single rooms in residence hall suites, and rooms in Hotel UMass. Please see registration materials for more information. **Persons who cannot easily walk 2500 feet should stay at Hotel UMass, or else plan to drive personal cars between the North Residential area and the Central Parking Garage** (see parking information below).

Parking

Parking will be available at a discounted rate of \$5 for 24 hours at the Central Parking Garage located below the Campus Center. Those staying in the North Residential Area will be issued a complimentary parking pass for a lot near that location.

General Information for the 216th Annual Meeting

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The Joy of Delegates

The Annual Meeting of the Massachusetts Conference of the United Church of Christ is one of three events meant to enrich the lives and faith of our churches and their members. The Annual Meeting theme continues into Super Saturday events scheduled the following fall and spring. It is our hope that these experiences will be offered widely so that the insights and learnings can be brought home to the heart of each congregation's life. Please consider ways that more members of your congregation can share in this gathering of our people of faith.



Going Green

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

**New for
2015**

Children's Programming at Annual Meeting

In response to requests from a number of parents of young children, the Annual Meeting Committee will offer a pilot program this year for children ages 4-10. Similar in nature to a vacation bible school, the program will be led by experienced MACUCC Christian Educators. Safe Church Policies will be followed at all times. Although the program will be subsidized by the Conference, there will also be a per-child charge.

Hours: Programming will be offered during the following days and hours:

Friday:	2:45 - 5:30 PM	6:45 - 9:15 AM
Saturday:	8:15 - 11:15 AM	12:30 - 5:30 PM

Note that the programming will not be offered during meal periods. Parents will be expected to bring their children with them to all meals.

Location: The Children's Program will take place in a breakout room on the ninth floor of the Campus Center, accessible via elevator from a hallway near the main meeting area.

Costs: Child care costs will be subsidized by the overall Annual Meeting budget, but there will also be a cost to parents as follows:

Friday afternoon and evening:	\$30 per child
Saturday:	\$55 per child
Full meeting (Friday and Saturday):	\$85 per child

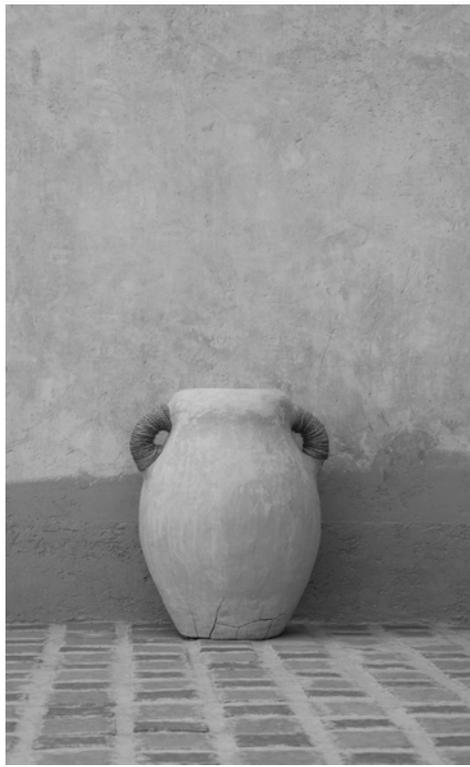
We regret that we are unable to offer discounts for partial days.

Registration:

All participating children must be registered for the program no later than Friday May 29th. Payment is separate from Annual Meeting registration and is due no later than June 5. A deposit of \$30.00 is required at the time of registration.

A medical form will be required and will be emailed upon registration. One copy should be returned to Cindy Bolton, MACUCC, 1 Badger Road, Framingham, MA 01702 no later than June 5, 2015. A second copy should be brought to Annual Meeting.

To register your child(ren) please go to: macucc.org/amchildcare.



Be A Witness – Tell Your Story: Treasures from Clay Jars

For one glorious hour Friday afternoon, delegates and friends can hear and tell stories of transformation that are uplifting and motivating.

From congregational activities to personal experiences, these “treasures from clay jars” shape who we are and how we move through the world.

Come hear stories that give witness to the work of the Holy Spirit in Massachusetts, in congregations you know, with people you know. Come share your story.

To be one of the storytellers that seed the conversation, email: Rev. Carol Reynolds, pastor.millbury1stchurch@verizon.net.

Opportunities for New Delegates

Are you coming to Annual Meeting for the first time this year? Welcome! Here’s how to learn about the meeting and your role:

1. Check out our web resources for new delegates at www.macucc.org/newdelegate.

2. Participate in the New Delegate Orientation Webinar: Wednesday June 10, 2015—7-8:30 PM

The Rev. Ian Holland, Moderator, with staff member Dawn Hammond, will offer an introduction to Annual Meeting: what to expect, how to participate in debate, how to vote, opportunities for worship and fellowship, and how to make the most of your experience as a new delegate.

Please register at <https://macucc-reg.brtapp.com/NewDelegateWebinar>, so we can be sure to include you when we send instructions for joining the webinar.

3. Join us for dinner!

During the dinner hour (5:30-7 PM) at the Dining Commons on Friday June 12th, experienced Annual Meeting attendees will be at specially-marked tables to greet you, hear from you and answer your questions about the meeting. If you are coming to both Friday and Saturday of Annual Meeting, this is the session you should attend.

4. Join us for breakfast!

If you are coming for Saturday only, please join us for breakfast at the Blue Wall Café food court in the Campus Center between 7:30 and 8:30 AM. Experienced Annual Meeting attendees will be at specially-marked tables to greet you, hear from you and answer your questions about the meeting.

Report of the Board of Directors



Rev. Angela Menke Ballou, Chairperson, Board of Directors Cotuit Federated Church

The Massachusetts Conference Board of Directors comprises twenty-one leaders – both lay and clergy – from across the state. Our conversations are thoughtful, engaged and focused on our mission to “nurture local church vitality and the covenant among our churches to make God’s love and justice real.” Every meeting we also evaluate our work based on our vision for the Board and staff, which holds as key components: depth, courage, and bridge building.

Our first meeting of the year was an overnight retreat with the staff focused on

anti-racism work, led by consultants from Allies for Change. This retreat was planned before Ferguson, Staten Island, and Cleveland, but events around our nation increased the urgency and importance of our conversations when we gathered. Our commitment to exposing and transforming systemic and institutional racism has been a part of every subsequent meeting. This will remain an ongoing commitment of our Board.

The Board spent a great deal of time in discernment about decisions surrounding Craigville Retreat Center. We conducted listening sessions at Craigville and in Framingham, gathered statistics on use of the facility, and prayerfully considered the future. In the end, we concluded that renewing the lease at Craigville was not consistent with our central mission. The Board deeply appreciates the historic relationship with Craigville, and we are committed to creating a smooth transition of leadership in conjunction with the Christian Camp Meeting Association.

We had a historic joint retreat with the Boards of Directors of the Connecticut and Rhode Island Conferences of the UCC. This first-ever conversation was focused on how we might create greater interdependence throughout the United Church of Christ in southern New England. Each conference has its own identities and strengths; there is much that we can learn from one another and much to be gained by working together.

At last year’s Annual Meeting, our Conference Minister and President said, “I believe that – in addition to leading our congregations to fulfill the mission of the Mass Conference – it falls to your Conference Board to assure that 20 years from now, a trans-denominational, progressive church movement is thriving in America – a movement rooted in UCC values and guided by our polity.” We have had many conversations about what such a trans-denominational, progressive church movement might look like. We have also been intentional about bridge-building beyond our denomination. An example of this is the keynote speaker that we have invited to this Annual Meeting, whose main address will be open to the public and co-sponsored by the New

England Synod of the Evangelical Lutheran Church in America and the Massachusetts Council of Churches.

Focus on the vitality of our local churches will always drive the work of the Conference and its Board. For the past several years, our Board has spent time at one of our meetings listening to local church leadership from three or four local congregations about their strengths and challenges. This year, we will be sending our Board members out two-by-two to meet with pastors and lay leadership. Our hope is that this will increase the number of stories that we hear from local church leadership and more fully inform the work of our Board. We have also invited Association leaders to join us for a listening session at our May meeting. Additionally, our Board and staff had a second retreat that focused on generative ideas and leadership which have lasting implications for our local churches.

“We keep the health and vitality of our congregations at the center of our prayer and work.”

Our Finance Committee continues to increase the buy-in and participation in United Church Mission, which we hope will ultimately replace OWCM and Fellowship Dues, and lead our churches into conversations about proportional giving. Our Annual

Meeting Planning Team plans engaging gatherings for our Conference with speakers like Nadia Bolz-Weber. Our Program Committee does engaging work through participation on the four ministry councils of the Conference: Church Development, Lay Development, Clergy Development, and Justice and Witness Ministries. The Executive Committee plans our meeting time and drives us to pursue our mission and vision.

It has been an honor to work with Rev. Jim Antal, our leader and provocateur into the future of our Conference and a voice for progressive Christian thought. We are blessed by the capable and consummate support of Ms. Dawn Hammond, who always seems two steps ahead. It is a joy to meet with a Board where there is such authenticity, skill, easy laughter and commitment to the church. We keep the health and vitality of our congregations at the center of our prayer and work. May God abundantly bless our congregations, as we strive to be brave and faithful.

Report of the Treasurer



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

The big news since my last report to you a year ago is that 47 congregations – about 12% of the local churches in the Conference – have opted in to United Church Mission. Your Treasurer and Board are delighted about this! United Church Mission is the new method of proportional giving to the wider church approved by the delegates to Annual Meeting in 2014. For these 47 churches, there will be no more temptation to trim membership rolls to minimize Fellowship Dues. It will be easy for their members to understand their giving to the ministries of the United Church of Christ beyond their local setting – it's simply a proportion of total income. If this sounds good to you, and your church is not yet one of the 47 who have opted in, please contact Associate Conference Minister Jonathan New to learn more.

Turning to finances for the year ending December 31, 2014, I am pleased to report that the Massachusetts Conference of the United Church of Christ saw a pre-audit operating surplus of \$37,861. This is excellent news, especially given that the budget anticipated a deficit of \$50,000 – the positive variance totals \$87,861. In addition, we had planned to use restricted gifts of \$256,850 for operations in 2014, but used only \$117,150, allowing us to save \$139,700 for use in future years. So, including restricted amounts not needed, our net expenses were about \$227,500 less than anticipated (\$87,861 + \$139,700).

There were many reasons for this outcome, some welcome and some unwelcome. The major unwelcome reason was the illness of Associate Conference Minister Andy Gustafson, which resulted in underspending of compensation and travel costs by about \$85,000. (Andy received disability insurance benefits during much of his illness, which do not come from the Conference budget. His position was also vacant for some months after his death.) I am sorry about this budgetary savings; we would much rather have paid Andy.

On the more welcome side, Pilgrim Day Camp and the Edwards House Meeting and Retreat Center exceeded budget expectations by a total of \$40,000. Located on 113 acres at the Framingham site, Pilgrim Day Camp has served as an interfaith community outreach ministry for over fifty years, and Edwards House Meeting and Retreat Center serves Conference-related groups and other nonprofits.

Also welcome were program cost savings of about \$80,000, as the trend toward 'breakeven' program events (for which fees cover the direct costs of venue, speakers and supplies) continues. Smaller variances in income and in legal, development and office expenses made up the rest of the savings for 2014.

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

	2014	2013
Basic Support (OCWM), retained	\$782,445	\$790,890
Fellowship Dues	975,027	993,646
Annual Fund	18,990	24,004
Income from Endowment	118,000	118,447
Other Income	32,632	73,774
Conference Center Income	90,901	45,494
Use of Restricted Gifts	<u>117,150</u>	<u>236,877</u>
Total	\$2,135,145	\$2,283,132

Basic Support 2014

There were 87 churches that increased their giving to Basic Support from 2013 to 2014, 100 churches stayed the same, and 90 decreased their giving. The decreases totaled a bit more than the increases, yielding a decrease of just over 1% overall. OCWM Basic Support represents voluntary direct contributions from our local churches in support of the work of the Conference and the National setting of the United Church of Christ. The \$782,445 above reflects the 47% of the total OCWM that is retained to carry out the mission of the Massachusetts Conference. The other 53% was sent on to the National United Church of Christ for national and global ministry and mission.

Fellowship Dues 2014

Revenue from Fellowship Dues, which churches pay on a per-member basis, was \$975,027, about \$5,000 less than the budgeted amount of \$980,300. The collection rate – that is, the percentage of Dues theoretically owed which are actually paid – remained essentially level with 2013, at 82.2%.

2015 Budget Revisions

Based on the 2014 results and other changes since last year, the Board made minor revisions to the 2015 budget. Projected United Church Mission receipts were added to the revenue section of the budget, with corresponding decreases to Basic Support and Fellowship Dues. An increase in overall projected revenues and a decrease in institutional costs allowed the Board to provide a 3% increase in salaries and wages, rather than the 2% originally planned. The result is a budget with a projected deficit of \$41,500, as approved by the Annual Meeting in 2014.

In addition to the work reflected in the annual budget, the Board is in its second year of funding a three-year contract with the

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Report of the Treasurer

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Center for Progressive Renewal. Made possible by legacy money from Union Congregational Church of Winthrop and the Federated Church of Warren, this project will train up to thirty Conference leaders and coaches in cutting-edge strategies for church renewal, work intensively with four strong congregations needing resourcing to get to the next level in their ministry, and build two online courses to support the Small Membership Churches program of the Conference. The Board is deeply grateful for the gifts of the saints at Warren and Winthrop, who planted the seeds for new life-giving ministries even as they closed their doors.

2016 Budget

The proposed 2016 budget, which may be found elsewhere in these Advance Materials, reflects anticipated income of \$2,220,850, expenses of \$2,270,850, and a transfer from operating reserves of \$50,000. The projected budget reflects much consistency with the revised 2015 budget.

On the income side, the proposed budget would sustain the current rates of sharing of United Church Mission and Basic Support with the wider United Church of Christ, with 33% of United Church Mission and 53% of Basic Support to be contributed to the National setting of the church. (These numbers differ because UCM replaces Fellowship Dues as well as Basic Support. 53% of Basic Support is equivalent to 33% of the aggregate of Dues and Basic Support.)

For Fellowship Dues, we assume a membership loss of 2.5% and a collection rate of 82.5%. The Board of Directors recommends that Fellowship Dues for 2016 be set at \$18.55 per member, consistent with the 1993 vote of the Annual Meeting which ties Dues increases to increases in reported local church expenses. This represents an increase of forty-five cents per member, or 2.5%, over the 2015 Dues rate.

With regard to expense, as the program area of operations continues to become more efficient, the Board proposes a reduction in budgeted program costs, confident that this will not hamper the work of nurturing local church vitality. This decrease more than compensates for the projected decrease in giving by local congregations. Along with some minor consolidation of support staff functions made possible by staff turnover, this allows us to plan for a 2% cost-of-living adjustment to salaries and wages for 2016. Projected institutional costs (which include telecommunications, governance costs such as Annual Meeting and General Synod, legal and audit services, as well as office expenses) are essentially level with the 2015 budget.

The Board recommends the use of \$50,000 from the Operating Budget Stabilization Fund to balance the 2016 budget, should that prove necessary. It is worth noting that a similar amount

has been budgeted, but not needed, in each of the past three years.

United Church Mission Update

If you have read this far, you have probably noticed that the Conference has a very complicated financial system, involving both Basic Support and Fellowship Dues. Basic Support is shared with the National church; Dues are not. Dues are based on membership, but churches are asked to give proportionally to Basic Support. This system is very old, but almost no one in our pews knows or understands it – least of all our newer members and those from other faith traditions. United Church Mission, proposed by the Board of Directors and voted into existence by last year's Annual Meeting, has a number of advantages over the Basic Support and Dues system:

1. It is based on percentage giving. This is biblical, and fair to churches of all sizes and socio-economic make-ups.
2. It is simple and easy to understand, because it mirrors the message we give to our members to give proportionally.
3. It invites generosity.
4. It allows all settings of the church to rise or decline together. If Conference and national ministries are effective in nurturing vitality and generosity in the local church, increased giving to the wider church would be one result.
5. All giving to and in the church is affirmed as mission giving.
6. It maintains a reasonable minimum expectation, with allowance for hardship situations.

Although it is no longer possible to opt in to the new United Church Mission system for 2015, we hope that many more churches will opt in for 2016! You can learn more at the Conference website at <http://www.macucc.org/unitedchurchmission>, or from the Rev. Jonathan New of the Conference staff.

Those of us who serve as the Finance Committee of your Board of Directors seek to manifest good stewardship in pursuit of the mission of the Conference, as reflected in the proposed budget for 2016. We also see it as our job to build a financial foundation to nurture the vitality of our congregations, and the covenant among them, well into the future. United Church Mission is our way of inviting all of you to help set the stage for ongoing ministry, that God's love and justice may continue to be made real among us.

Thank you for your support, your faith and your vision as you carry and share the treasure of God's Spirit throughout Massachusetts and beyond!

*“Thank you for your support,
your faith and your vision as you
carry and share the treasure of
God’s Spirit throughout
Massachusetts and beyond!”*

2016 Proposed Budget

Recommended by the Board of Directors

	2014 Revised Budget	2014 Actual¹	2015 Revised Budget	2016 Proposed
OPERATING REVENUE				
Total United Church Mission Receipts	0	0	486,400	972,800
Remitted to National UCC (33%)	<u>0</u>	<u>0</u>	<u>-160,500</u>	<u>-321,000</u>
United Church Mission Retained	0	0	325,900	651,800
Total Basic Support Receipts	1,633,800	1,661,695	1,306,750	953,300
Remitted to National UCC (53%)	<u>-865,900</u>	<u>-879,250</u>	<u>-692,600</u>	<u>-505,250</u>
Basic Support Retained	767,900	782,445	614,150	448,050
Fellowship Dues	980,300	975,027	781,700	604,400
Annual Fund	<u>22,000</u>	<u>18,990</u>	<u>21,000</u>	<u>21,000</u>
Total Support from Churches	1,770,200	1,776,462	1,742,750	1,725,250
Use of Restricted Gifts	256,850	117,150	282,550	287,500
Income from General Endowment	118,000	118,000	119,000	117,500
Net Conference Center Revenue	50,700	90,901	62,200	62,600
Miscellaneous Income	<u>31,915</u>	<u>32,632</u>	<u>28,200</u>	<u>28,000</u>
TOTAL OPERATING REVENUE	2,227,665	2,135,145	2,234,700	2,220,850
 OPERATING EXPENSES				
Salaries & Benefits	1,580,100	1,504,239	1,621,200	1,638,500
Travel Reimbursement	90,000	80,933	80,000	85,000
Staff Devt, Sabbatical Coverage, Searches	<u>15,900</u>	<u>16,486</u>	<u>16,300</u>	<u>13,300</u>
Total Staff Costs	1,686,000	1,601,658	1,717,500	1,736,800
Program Events & Trainings	78,000	21,426	86,850	
Print & Web Resources	20,750	11,788	21,100	
Grants	54,000	69,993	57,000	
Communities of Practice & Other Groups	42,300	28,724	23,800	
Consultants	18,300	16,207	4,600	
Scholarships	2,200	0	1,800	
Meetings, Travel	26,000	14,396	23,200	
Dues, Subscriptions, Recognitions	<u>3,550</u>	<u>1,302</u>	<u>2,350</u>	
Total Program Costs ²	245,100	163,836	220,700	195,150
Annual Meeting, Synod, Board & Staff Meetings	37,100	38,230	38,800	38,800
Legal, Audit, Contingencies	64,600	60,155	62,500	62,500
Development Costs	9,300	5,445	9,300	9,300
Area Office Expenses & Rent	41,450	40,567	36,000	36,000
Telecommunications, Web & Network Support	39,700	36,908	35,100	36,000
Office Equipment & Supplies	40,800	35,068	37,900	37,900
Framingham Office Rent, Maint	<u>110,800</u>	<u>115,417</u>	<u>118,400</u>	<u>118,400</u>
Total Institutional Costs	343,750	331,790	338,000	338,900
TOTAL OPERATING EXPENSES	2,274,850	2,097,284	2,276,200	2,270,850
OPERATING EXCESS/DEFICIT	-47,185	37,861	-41,500	-50,000
FROM (TO) RESERVE FUNDS	<u>47,185</u>	<u>0</u>	<u>41,500</u>	<u>50,000</u>
NET EFFECT ON OPERATING FUND	0	37,861	0	0

2016 Use of Restricted Gifts

	<u>2014 Revised Budget</u>	<u>2014 Actual¹</u>	<u>2015 Revised Budget</u>	<u>2016 Proposed</u>
<u>Use of Restricted Gifts - Detail:</u>				
Sustaining Pastoral Excellence (2013) Funds	79,300	0	31,900	38,500
2013 Fund (inc. Carpenter Fund grant)	51,000	51,000	50,000	50,000
Church Development & Renewal Funds	26,000	-7,500	14,400	15,000
Renewal Fund Warren/Burbank Trust	11,200	0	0	0
Gift & Promise Endowment Income	53,850	53,850	109,700	120,000
Youth & Young Adult Fund	11,000	0	15,250	15,000
Boston-Cambridge Campus Ministries Fund	16,000	19,800	18,000	18,000
Strengthen the Church	5,000	0	6,000	6,000
Justice & Witness Fund	500	0	13,500	12,000
Friends of the Conference	0	0	20,800	10,000
Area Ministers' Fund	<u>3,000</u>	<u>0</u>	<u>3,000</u>	<u>3,000</u>
Total Use of Restricted Gifts	256,850	117,150	282,550	287,500

Notes on 2016 Proposed Budget:

¹ 2014 figures shown prior to audit by Marcum LLP

² 2016 Program detail to be determined in the fall of 2015

Proposed 2016 Budget Votes

The Board of Directors recommends to the 216th Annual Meeting:

OCWM RETENTION

- A. The 216th Annual Meeting determines that 47% of OCWM Basic Support received in 2016 be retained by the Conference.

FELLOWSHIP DUES

- B. The 216th Annual Meeting sets 2016 Fellowship Dues at \$18.55 per church member as reported December 31, 2015.

2016 INCOME AND EXPENSE

- C. The 216th Annual Meeting adopts a 2016 budget with income of \$2,220,850 expenses of \$2,270,850, and a transfer from operating reserves of \$50,000.

UNITED CHURCH MISSION SHARING RATIO

- D. The 216th Annual Meeting determines that 33% of United Church Mission support received in 2016 be forwarded to the National United Church of Christ.

2015 Program Budget

	2014	2015
	<u>ACTUAL</u>	<u>BUDGET</u>
Programs and Trainings		
Justice and Witness	17,950	23,950
Church Development	2,011	22,400
Clergy Development	4,927	16,900
Lay Development	-3,918	15,600
Conference-wide	<u>456</u>	<u>8,000</u>
	21,426	86,850
Print and Web Materials		
Justice and Witness	884	2,750
Church Development	997	1,750
Clergy Development	0	2,700
Lay Development	1,480	4,900
Conference-wide	<u>8,427</u>	<u>9,000</u>
	11,788	21,100
Grants		
MA Council of Churches	30,000	30,000
Boston-Cambridge Campus Ministry	19,800	18,000
Local Churches	15,193	0
Other Grants	<u>5,000</u>	<u>9,000</u>
	69,993	57,000
Communities of Practice		
Clergy Development	23,664	14,200
Christian Educators	5,060	9,600
Stewardship	<u>0</u>	<u>0</u>
	28,724	23,800
Consultants		
Clergy Development	0	3,300
Church Development	14,220	0
Educational Ministries	<u>1,987</u>	<u>1,300</u>
	16,207	4,600
Scholarships		
Clergy Development	0	1,150
Lay Development	<u>0</u>	<u>650</u>
	0	1,800
Meetings, Travel, Logistics		
Justice & Witness Council & Working Groups	5,509	7,800
Church Development Council & Working Groups	2,951	2,250
Clergy Development Council & Working Groups	1,456	8,050
Lay Development Council & Working Groups	1,457	2,450
Joint Council Meetings	<u>3,023</u>	<u>2,650</u>
	14,396	23,200
Dues, Subscriptions, Recognitions	<u>1,302</u>	<u>2,350</u>
Net Program Cost	163,836	220,700

2016 Retreat Center Proposed Budget

Recommended by the Board of Directors

	2014	2015	2016
	<u>ACTUAL</u>	<u>BUDGET</u>	<u>PROPOSED</u>
FRAMINGHAM			
UCC Center (Cost Allocation)			
Internal Rents	205,100	210,200	214,400
Expenses	<u>-190,675</u>	<u>-190,100</u>	<u>-193,900</u>
Net Income (Expense)	14,425	20,100	20,500
Edwards House			
Revenue	197,080	181,600	182,000
Expenses	<u>-219,370</u>	<u>-213,200</u>	<u>-213,600</u>
Net Income (Expense)	-22,290	-31,600	-31,600
Pilgrim Day Camp			
Revenue	815,375	800,000	814,500
Expenses	<u>-716,609</u>	<u>-726,300</u>	<u>-740,800</u>
Net Income (Expense)	98,766	73,700	73,700
Total Framingham Net Income (Exp)	<u>90,901</u>	<u>62,200</u>	<u>62,600</u>
CRAIGVILLE RETREAT CENTER*			
Revenues	1,057,444	1,141,000	
Expenses	<u>-1,055,405</u>	<u>-1,098,400</u>	
Net Income (Expense)	2,039	42,600	
Trans from (to) Craigville Funds	-1,223	-25,560	
Surplus share to CCMA	<u>-816</u>	<u>-17,040</u>	
Net Contribution to Op. Budget	<u>0</u>	<u>0</u>	
TOTAL RETREAT CENTER			
NET INCOME (EXPENSE)	90,901	62,200	62,600

**After a long process of discernment, the Massachusetts Conference Board of Directors has voted not to renew the lease by which the Conference operates the Craigville Retreat Center once that lease expires on 12/31/15.*

MASSACHUSETTS CONFERENCE OF THE UNITED CHURCH OF CHRIST
PROPOSED 2015 STANDING RULES

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

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MASSACHUSETTS CONFERENCE OF THE UNITED CHURCH OF CHRIST
PROPOSED 2015 STANDING RULES

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- b. The process of grassroots organizing and education on the issue is still in its early stages;
- c. It is not yet clear what actions are proposed, or there is not yet a group personally committed to implementing the actions.

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

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

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MASSACHUSETTS CONFERENCE OF THE UNITED CHURCH OF CHRIST
PROPOSED 2015 STANDING RULES

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issues of conviction are to be submitted to the Business Committee at least 120 days before the Annual Meeting and sent to the churches at least 45 days before the meeting.

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

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

II. Debate shall conform to the provisions listed below.

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

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MASSACHUSETTS CONFERENCE OF THE UNITED CHURCH OF CHRIST
PROPOSED 2015 STANDING RULES

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ment. Debate on amendments and all other motions other than main motions shall not exceed 10 minutes. Any amendment that changes the general intent of the original main motion will be declared out of order by the Moderator.

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

DISMANTLING DISCRIMINATORY SYSTEMS OF MASS INCARCERATION IN MASSACHUSETTS

Presented by Christ's Community Church (UCC), Chicopee, Massachusetts

A Resolution of Christian Conviction

1 Statement Describing Necessity of Adoption of Resolution At The Annual Meeting At This Time ⁱ

2
3 The United States imprisons more of its own people than any other country in the world. While the U.S. comprises
4 5% of the total global population, it alone accounts for a staggering 25% of the world's prison population. Indeed,
5 more than 2.2 million people are currently incarcerated in U.S. prisons and jails, while more than 5 million
6 additional persons are under the supervision of its justice system, either on probation or on parole. All totaled, there
7 are over 7 million people currently subject to the U.S. criminal justice system.ⁱⁱ

8
9 Moreover, the U.S. prison population is far from representative of the nation's population as a whole. For instance,
10 while African American males comprise only 6% of the U.S. population, they make up an astonishing 40% of those
11 in prison or jail.ⁱⁱⁱ African American males have a 32% chance of serving time at some point in their lives, while
12 white males only have a 6% chance. Between 1980 and 2008, the number of incarcerated whites increased by
13 585,000, while the number of incarcerated minorities increased by 1.4 million.^{iv}

14
15 "Mass incarceration on a scale almost unexampled in human history is a fundamental fact of our country today –
16 perhaps the fundamental fact, as slavery was the fundamental fact of 1850. In truth, there are more black men in the
17 grip of the criminal-justice system – in prison, on probation, or on parole – than were in slavery then. Over all, there
18 are now more people under 'correctional supervision' in America – more than six million – than were in the Gulag
19 Archipelago under Stalin at its height."^v

20
21 "Mass incarceration has now become a principal vehicle for the reproduction of racial hierarchy in our society. Our
22 country's policymakers need to do something about it. And all of us are ultimately responsible for making sure that
23 they do."^{vi}

24
25 As people of faith, we are called to dismantle systems that violate human and civil rights. This resolution is
26 intended to mobilize members of the United Church of Christ in Massachusetts to join the burgeoning movement of
27 faith and community organizations to halt the rapidly growing trend of mass incarceration in this country and
28 thereby dismantle the new caste system it has created.

29
30 Because several resolutions on mass incarceration are to be offered at the General Synod in 2015 and because the
31 Massachusetts General Court is now in session and will have before it legislation of the type described in this
32 resolution, it is imperative that this resolution be brought before the 216th Annual Meeting of the Massachusetts
33 Conference of the United Church of Christ.

34 35 Biblical and Theological Grounding

36
37 "Woe to you who issue unjust laws, who write oppressive statutes, to turn aside the needy from justice, and to rob
38 the poor of my people of their rights." (Isaiah 10:1-2a)

39
40 "The spirit of the Lord is upon me, because he has anointed me to bring good news to the poor. He has sent me to
41 proclaim release to the captive and recovery of sight to the blind, to let the oppressed go free." (Luke 4:18)

42
43 Jesus calls followers to "visit those in prison" as though He were there, and Paul urges the young Christian move-
44 ment "to remember those in prison as if you were together with them in prison, and those who are mistreated as if
45 you yourselves were suffering." As Christians professing the teachings of the Prophets and Gospels, we are
46 responsible for speaking and acting prophetically when the laws of the land are not just or fair to all communities
47 they are intended to serve and protect.

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DISMANTLING DISCRIMINATORY SYSTEMS OF MASS INCARCERATION IN MASSACHUSETTS

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48 RESOLUTION

49

50 WHEREAS mass incarceration across our nation has reached levels unprecedented in history, akin to Jim Crow or
51 slavery by another name, in the words of Michelle Alexander author of *The New Jim Crow: Mass Incarceration in*
52 *the Age of Colorblindness* and we, as Christians, are called upon to remember those in prison and to rectify
53 oppression and unjust laws and practices;

54

55 WHEREAS members and friends from individual congregations of the United Church of Christ in Massachusetts
56 are working to end mass incarceration and to encourage members and friends from other congregations to do the
57 same;

58

59 NOW THEREFORE, BE IT RESOLVED that the 216th Annual Meeting of the Massachusetts Conference of the
60 United Church of Christ supports legislative and administrative actions designed to reduce mass incarceration and
61 to ameliorate its effects, including the following:

62

63 • Repeal mandatory minimum drug sentences. This would restore judicial discretion in sentencing for drug
64 charges, reducing the risk to an offender of a sentence substantially greater than his or her personal circum-
65 stances warrant.

66 • End collateral sanctions and fees with the Registry of Motor Vehicles, including the minimum \$500 reinstatement
67 fee for driver's license suspension, all of which impair the released citizen's ability to return to the
68 community.

69 • Reduce specific low-level felonies to misdemeanors, thereby lowering maximum time for incarceration.

70 • Provide access to rehabilitative services, including mental health and addiction.

71 • Promote restorative justice practices. Restorative justice programs heal communities by creating contexts in
72 which victims can truly be heard, individuals who have engaged in destructive behavior can gain a deeper
73 understanding of the reasons for their actions and take responsibility for the harm they have done to others, and
74 relationships can be transformed.

75 • Reform the pre-trial process: 5,000 of the 15,000 people currently in jail are not being held because they have
76 been convicted of a crime, but because they simply cannot afford bail.

77 • Reestablish the Sentencing Commission: the Commission has not revised its guidelines since 1996; in 2011
78 60% of non-drug offenders received sentences where the minimum and maximum were almost the same.

79 • Establish an Innocence Commission.

80 • Halt the construction of new prison units until the foregoing reforms can take effect.

81 • Redirect savings effected through criminal justice reform into human development and job creating strategies
82 targeting communities with high rates of poverty and crime, further improving public safety for everyone.

83

84 BE IT FURTHER RESOLVED that the 216th Annual Meeting of the Massachusetts Conference of the United
85 Church of Christ authorizes the Board of Directors and the Minister and President to communicate the contents of
86 this resolution to Governor Charles Baker, Attorney General Maura Healey and all members of the Senate and
87 House of Representatives of Massachusetts and to take whatever steps are necessary or desirable to convey to the
88 media and interested parties the sense of this resolution;

89

90 BE IT FURTHER RESOLVED that the 216th Annual Meeting of the Massachusetts Conference of the United
91 Church of Christ authorizes the Board of Directors and the Minister and President to submit to member UCC con-
92 gregations a copy of this resolution, to encourage member congregations (a) to engage in prayer, consciousness
93 raising, and education about the crisis of mass incarceration, (b) to renew efforts to engage in Sacred Conversations
94 on Race, specifically addressing the crisis of mass incarceration and (c) to urge members and friends of such con-
95 gregations to request their elected representatives to take actions, as set forth in this resolution, to reduce mass in-
96 carceration and ameliorate its effect.

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DISMANTLING DISCRIMINATORY SYSTEMS OF MASS INCARCERATION IN MASSACHUSETTS

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97 BE IT FURTHER RESOLVED that the 216th Annual Meeting of the Massachusetts Conference of the United
98 Church of Christ authorizes the Board of Directors and the Minister and President to lend support to (including
99 co-sponsorship of) such resolutions as may be submitted to the General Synod of the United Church of Christ
100 that address issues of mass incarceration and convey to their best judgment the sense of this resolution.

101 _____
102 ⁱ The text of the Brief Summary and the Biblical, Theological, Historical Grounding, below, draws heavily on a text prepared by the UCC
103 Justice and Witness Ministries, the Michigan Conference, the Southwest Conference, the Philadelphia Association of the Pennsylvania
104 Southeast Conference and the UCC Mental Health Network on a resolution to be offered in 2015 at General Synod of the United Church
of Christ.

105 ⁱⁱ U.S. Department of Justice, Bureau of Justice Statistics and the U.S. Census Bureau.

106 ⁱⁱⁱ African-Americans constitute 8.1% of Massachusetts' population but 28% of its prison population. Blacks and Latinos now make up 54%
107 of Massachusetts' prison inmates. Massachusetts DOC Population Trends 2013.

108 ^{iv} Bruce Western, Professor Sociology, Harvard University, Boston Globe December 12, 2014.

109 ^v "The Caging of America," Adam Gopnik, The New Yorker Magazine, January 30, 2012.

110 ^{vi} Race, Incarceration and American Values, Loury, Glenn, Boston Review, 2008, pp. 34-37.

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115

PROPOSED RESOLUTION – CRAIGVILLE PROPERTIES

Presented by The Board of Directors of the Massachusetts Conference, United Church of Christ

Introduction

In October of 2014, the Board of Directors voted not to renew the lease agreement with the Christian Camp Meeting Association by which the Massachusetts Conference has managed the Craigville Retreat Center for many years. The Board made this decision after several years of study, conversation and discernment, including open meetings with UCC members and others (see [*Board Votes Not to Renew Craigville Lease, MACUCC website, 10/5/2014*](#)). The Conference will end its management of Craigville Retreat Center as of December 31, 2015. The Christian Camp Meeting Association, which owns most of the property comprising Craigville Retreat Center, is seeking another management partner to operate the center.

The Conference owns one guest house (“Minnie’s Seaside Rest”) and one staff house which are part of the Retreat Center. The recommended vote below would grant authority to the Board of Directors to sell, or lease-to-sell, these properties at market value. The Board proposes to use proceeds of these sales in three ways:

1. First, to pay transaction costs of the sales, including any legally-required septic or other upgrades;
2. Second, as one of several sources for severance to be paid to MACUCC staff at Craigville;
3. Third, all further proceeds to be added to the Sustaining Pastoral Excellence Capital Campaign Endowment.

The guest house known as Minnie’s Seaside Rest was a restricted gift to the Conference from Wider Church Ministries of the United Church of Christ. In accordance with the gift restriction, net proceeds from the sale of Minnie’s Seaside Rest will be retained in a permanent endowment by that name, the income to be used for Sustaining Pastoral Excellence. Any severance costs funded by the sale of properties will therefore be drawn from proceeds from the sale of the staff house.

To these ends, the Board of Directors proposes to the 216th Annual Meeting the following:

Vote of the Massachusetts Conference of the United Church of Christ

Whereas, the Massachusetts Conference of the United Church of Christ (the “Conference”) owns real properties in Centerville, Barnstable County, Massachusetts, and comprising part of the Craigville Retreat Center; and

Whereas, after concluding a carefully developed discernment process, the Board of Directors of the Conference has recommended that the Conference either lease with option to purchase, or sell the Craigville Retreat Center properties; and

Whereas, the Board of Directors has received an appraisal of the Craigville Retreat Center properties as of January 16, 2015 from a Certified General Appraiser, valuing such properties at \$1,266,000 fair market value; and

Whereas, the Board of Directors desires to actively market the Craigville Retreat Center properties; and

Whereas, Article VIII, Section 5 of the Conference’s bylaws provides in part:

“However, corporate assets, whether restricted monies or title to real property and whether one transaction or a series of related transactions, involving more than an aggregate of \$250,000 shall be disbursed or conveyed only by a vote of the Conference.”

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PROPOSED RESOLUTION – CRAIGVILLE PROPERTIES

-continued-

Now, therefore, it is hereby:

Voted:

That the 216th Annual Meeting of the Conference hereby authorizes the Board of Directors of the Conference to either lease with an option to purchase, or to sell, the real properties owned by it in Centerville, Barnstable County, Massachusetts, and comprising part of the Craigville Retreat Center; and it is further

Voted:

That the 216th Annual Meeting of the Conference hereby authorizes the Board of Directors of the Conference to proceed to either lease with an option to purchase, or to sell, its real properties in Centerville, Barnstable County, Massachusetts, and comprising part of the Craigville Retreat Center at its fair rental with option to purchase value, or its fair market value, such fair rental with option to purchase value, or its fair market value to be determined by the Board of Directors of the Conference, and upon such terms and conditions as the Board of Directors of the Conference shall determine to be reasonable and necessary; and it is further

Voted:

That the 216th Annual Meeting of the Conference hereby authorizes the Board of Directors of the Conference to either enter into such lease with an option to purchase agreement, or such purchase and sale agreement, and execute such lease with option to purchase agreement, or such deed or deeds and such further documents as this Board deems reasonable and necessary to effect such lease with option to purchase or effect such sale; and it is further

Voted:

That the 216th Annual Meeting of the Conference hereby authorizes the Board of Directors of the Conference to delegate signing authority for such lease with option to purchase agreement, or such purchase and sale agreement, such deed or deeds, and such further documents to the Conference's Minister and President and the Conference's Treasurer or either of them.

Save The Date

Super Saturday — Fall 2015
October 17, 2015 — Framingham, MA
Visit macucc.org/supersaturday

A CALL FOR THE UNITED CHURCH OF CHRIST TO TAKE ACTIONS TOWARD A JUST PEACE IN THE ISRAELI-PALESTINIAN CONFLICT

Presented by the Justice and Witness Ministry Council on behalf of the Palestine-Israel Task Team
of the Conference
A Resolution of Witness

1 *The following resolution has been submitted to the Office of General Minister and President of the United Church*
2 *of Christ prior to the deadline established by the Standing Rules of the Thirtieth General Synod. General Synod is*
3 *the biennial meeting of the national United Church of Christ. The proposers seek endorsement of the resolution by*
4 *the Annual Meeting of the Massachusetts Conference. This resolution may not be amended by the Annual Meeting*
5 *of the Massachusetts Conference, because it has already entered the General Synod process in its current form.*

6 7 **SUMMARY**

8
9 This resolution proposes a fourfold strategy by the United Church of Christ to help end the ongoing Israeli-
10 Palestinian conflict. The strategy seeks to combine: (1) educational empowerment (study of *Kairos Palestine 2009*
11 *– ‘A Moment of Truth’: A Word of Faith, Hope, and Love from the Heart of Palestinian Suffering*); (2) economic
12 leverage (divestment from companies that profit from the Israeli occupation of Palestinian territories and boycott
13 of products produced in such territories by Israeli companies); (3) political pressure (petition to Congress to ensure
14 that aid to Israel violates neither the U.S. Foreign Assistance Act nor the U.S. Arms Export Control Act); and (4)
15 interreligious dialogue (conversation among the three Abrahamic faiths aimed at reaching religious reconciliation
16 and achieving political resolution).

17 18 **BIBLICAL, THEOLOGICAL, AND HISTORICAL GROUNDING**

19
20 This resolution is grounded in the Biblical prophetic call to do justice and the decisive embodiment of that call in
21 Jesus Christ. It springs from the Affirmation of the 15th General Synod that the United Church of Christ is a Just
22 Peace Church. That affirmation commits the United Church of Christ to enacting “solidarity with the poor, seeking
23 to be present in places of oppression, poverty, and violence, and standing with the oppressed in the struggle to
24 resist and change . . . evil.” It thereby commits the United Church of Christ to be both “a community of resistance,
25 standing against social structures comfortable with violence and injustice,” and “a community of political and
26 social engagement, in regular dialogue with the political order.”

27
28 In addition, the United Church of Christ has historically stressed the importance of living out a Covenantal
29 theology, whereby diverse autonomous organizations covenant to collaborate for the common good. Through such
30 Covenantal relationships, the United Church of Christ partners globally with those most impacted by the
31 continuing conflict between the Palestinians and Israel. The current list of thirteen Global Ministries Middle
32 Eastern partners includes regional groups as well as Israeli and Palestinian groups, notably Kairos Palestine.

33
34 Informed by that Just Peace commitment and Covenantal theology, this resolution seeks to respond to the theologi-
35 cal declaration of our Christian partners in the Middle East that we are at a Kairos moment – a special opportunity
36 provided by the “Still Speaking God” for us individually as Christians and collectively as a church both to listen to
37 the Palestinian people courageously voice faith, hope, and love in the midst of their suffering and to respond with
38 action.

39
40 Such listening and response is thoroughly in keeping with various historical (and historic!) United Church of
41 Christ resolutions and actions concerning the Israeli-Palestinian conflict.

42
43 The United Church of Christ has affirmed the right of Israelis and Palestinians to live peacefully within
44 internationally recognized borders.

45
46 *-continued*

A CALL FOR THE UNITED CHURCH OF CHRIST TO TAKE ACTIONS TOWARD A JUST PEACE IN THE ISRAELI-PALESTINIAN CONFLICT

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47 The United Church of Christ has identified Israel’s occupation of Palestinian land and the human rights abuses it
48 has committed there to be a major source of conflict and has called for an end to settlement activity.
49

50 The United Church of Christ has a long history of effectively supporting boycotts against products produced under
51 unjust conditions (lettuce, grapes, infant formula, etc.) and policies that produce such conditions (apartheid).
52

53 The United Church of Christ has had, since the passage of the 2005 resolution on economic leverage, a strong
54 history of corporate engagement with companies that profit from the Occupation.
55

56 **MUTUAL ACCOUNTABILITY**
57

58 The desired outcome is a just peace in the Israeli-Palestinian conflict. The hope is that individuals, churches, and
59 church entities will learn of the present plight of the Palestinians, will study the history of the conflict, will
60 examine their own consciences, and will engage in individual and institutional actions to pressure the government
61 of Israel to end the Occupation as a step toward a just peace. At the same time, the call is to address members of
62 our own government and ask them to ensure that U.S. aid to Israel complies with applicable U.S. laws.
63

64 Those stakeholders most directly affected are the Palestinians. The originators of the resolution, the United Church
65 of Christ Palestine/Israel Network, have consulted with United Church of Christ’s Global Ministries partner,
66 Kairos Palestine, and with the movement that represents a wide coalition of the largest Palestinian
67 organizations, trade unions, networks, and NGOs. Both enthusiastically support the resolution, as do
68 Palestinian groups within the United States. Many groups in other Christian denominations and in the Jewish
69 community also support this resolution.
70

71 The originators have also approached the two major United Church of Christ financial entities addressed by the
72 divestment call – United Church Funds and the Pension Boards – United Church of Christ, Inc.
73

74
75 The United Church of Christ Palestine/Israel Network has consulted with staff from United Church Funds and has
76 been in dialogue with them over the past six months. In addition, a member of the United Church of Christ
77 Palestine/Israel Network Steering Committee has been welcomed to the meetings of the Ecumenical Action
78 Group, which has been working on corporate engagement with some of the companies named in the resolution for
79 the past nine years. None of the American companies named has responded to shareholder pressure to
80 disengage from its support of the Occupation. Two of the international companies have taken steps to or made
81 announcements that they would remove their operations from the occupied territories, but they have not yet fully
82 done so. United Church of Christ Palestine/Israel Network is committed to continued dialogue about the best way
83 to make investment/divestment decisions and welcomes a mechanism for establishing standards by which to make
84 such decisions in the future.
85

86 United Church of Christ Palestine/Israel Network has also attempted to dialogue with the Pension Boards – United
87 Church of Christ, Inc. on the divestment issue. Thus far, its staff has not been willing to engage in
88 dialogue on the topic. Its executive has stated on the basis of legal opinion that its fiduciary responsibilities do not
89 allow it to make investment/divestment decisions in response to Synod votes. Nevertheless, it has
90 responded to the 2005 Synod “Economic Leverage” resolution by investing in the Siraj Fund, which supports
91 nineteen Palestinian companies. Although this is indeed a positive step in support of the Palestinian economy, it
92 does not acknowledge Israel’s complete control over that economy and all its resources as documented by the
93 World Bank. Therefore, it cannot be viewed as an effective step toward ending the Occupation.
94
95
96

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A CALL FOR THE UNITED CHURCH OF CHRIST TO TAKE ACTIONS TOWARD A JUST PEACE IN THE ISRAELI-PALESTINIAN CONFLICT

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97 Finally, this resolution recognizes that members of the Jewish community with whom we have had long
98 standing interfaith relationships are also stakeholders. It commends those relationships and calls for them to
99 continue and expand.

100
101 **ACTION STEPS**

- 102 • Studying the Kairos Palestine document individually and in church groups
- 103
- 104 • Encouraging travel to the region with Global Ministries and other alternative travel groups
- 105
- 106 • Sponsoring local educational conferences
- 107
- 108 • Self-examining investment portfolios by individuals, churches, conferences, and national United Church of
- 109 Christ entities to discern whether and how divestment may be effectuated
- 110
- 111 • Working side by side with allied organizations in local communities to initiate and support boycott actions
- 112
- 113 • Writing letters and petitions, as well as making visits, to members of Congress in cooperation with Justice
- 114 and Witness Ministries or other peace groups
- 115
- 116 • Initiating or continuing interfaith dialogues at all levels
- 117
- 118
- 119
- 120
- 121

122 **Evaluation Plan**

123
124 The resolution asks the General Minister and President to provide the whole church an annual assessment on
125 the implementation of the resolution. United Church of Christ Palestine/Israel Network will offer a report on
126 actions in the wider church that may be of assistance in developing that assessment.

127
128
129 **INSTITUTIONAL CAPACITY**

130
131 Officers of the Church, in consultation with appropriate ministries or other entities within the United Church of
132 Christ, will determine the implementing body for each of the four components addressed in the resolution
133 (elucidated above in the section entitled Summary), with the funding to be made in accordance with the overall
134 mandates of the affected agencies (primarily the United Church Board, Global Ministries, and Justice and Wit-
135 ness Ministries) and the funds available to these agencies, keeping in mind that many of the actions will be taken
136 by individuals and congregations of the United Church of Christ.

137
138
139 In addition, Global Ministries, the joint witness of the United Church of Christ and Disciples of Christ for interna-
140 tional peace, reconciliation, and justice, will be invaluable in implementing the resolution as it works to nurture
141 existing partnerships in the region. Its efforts will be enhanced by the June 2015 launch of its eighteen-month
142 Middle East Initiative.

143
144 Moreover, the United Church of Christ Palestine/Israel Network, supported by its own budget, will continue to
145 broaden its work of educating local churches and conferences.

146
147 Taking all the aforementioned into account, it is clear that the United Church of Christ is currently well-equipped
148 to implement easily this resolution.

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150
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**A CALL FOR THE UNITED CHURCH OF CHRIST TO TAKE ACTIONS TOWARD A JUST PEACE IN THE
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151 PROBABILITY OF INFLUENCING SOCIAL CHANGE

152

153 With the adoption of this resolution, the Thirtieth General Synod of the United Church of Christ will secure its
154 rightful place alongside other denominations and peace-seeking groups in the United States and around the
155 world that are taking a public stand against the occupation of Palestinian territories by the Israeli government
156 while promoting the human rights of the Palestinians and opposing the use of violence by either party.

157

158 The unresolved Israeli-Palestinian conflict is of world-wide concern and has the potential to influence many
159 other issues, including the safety of U.S. citizens here and abroad. The United Church of Christ has not
160 addressed this conflict via resolution since 2005; yet, political realities have changed drastically in the interim.
161 Israel's occupation of Palestinian territories has become increasingly entrenched; settlements have grown
162 exponentially; four massive attacks have been carried out on Gaza; and several attempts at the "peace process"
163 have failed to resolve the conflict. Frustration with the lack of progress has contributed to escalating violence
164 from both sides.

165

166 Meanwhile, Palestinian Christians have issued their Kairos Palestine 2009 – "A Moment of Truth" document,
167 and Palestinian civil society has endorsed a movement calling for boycott, divestment, and sanctions. That
168 movement is now world-wide and has achieved some notable successes, particularly in Europe but also in the
169 U.S., including the loss of \$26 million in contracts by Veolia, the divestment from Israeli banks by European
170 banks and pension funds, and the loss of revenue by SodaStream. Recently, Kuwait announced the termination
171 of contracts with companies complicit in the Occupation and Sweden recognized the State of Palestine. In
172 addition, most of the mainline Protestant denominations in the U.S. have been considering resolutions that call
173 for some form of boycott and/or divestment. Indeed, local Presbyteries, Episcopal Dioceses, and Methodist
174 Conferences have voted to boycott or divest. Most notably, the Presbyterian General Assembly voted in 2014 to
175 divest from three companies.

176

177 By approving this resolution with its clear, unequivocal call for specific actions toward ending the occupation of
178 Palestinian territories, the United Church of Christ can offer a sign of hope to the Palestinians and add its weight
179 to a world-wide movement toward a just peace in the region.

180

181 United Church of Christ Palestine/Israel Network has been presenting workshops and study sessions on this
182 issue in local churches, associations, and conferences since its inception in January 2012 and will continue to do
183 so. The consideration of this resolution in five United Church of Christ conferences and its acceptance as a study
184 document in two more conferences have led to an enormous amount of discussion and education in those
185 conferences. Without a resolution with specific action components, such engagement would not have occurred.
186 The consideration of the resolution by the Synod opens this conversation to the wider United Church of Christ.

187

188 TEXT OF THE MOTION

189

190 The psalmist celebrates, "How good it is when brothers and sisters dwell together in unity." (Psalm 133) Yet
191 today the Middle East is torn by disunity between Semitic brothers and sisters separated by "dividing walls of
192 hostility." (Ephesians 2:14) We hear the call of the prophet Micah, "And what does the Lord require of you but
193 to do justice, and to love kindness, and to walk humbly with your God?" (Micah 6:8) - and we are reminded that
194 we must conduct ourselves with kindness and humility even as we seek to counteract injustice anywhere and to
195 stand in solidarity with its victims everywhere.

196

197 As disciples of Jesus, we hear and seek to heed his call to be peacemakers: responding to violence with non-
198 violence and extending love to all. In the words of the Kairos Palestine document, "True Christian theology is a
199

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**A CALL FOR THE UNITED CHURCH OF CHRIST TO TAKE ACTIONS TOWARD A JUST PEACE IN THE
ISRAELI-PALESTINIAN CONFLICT**

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201 theology of love and solidarity with the oppressed, a call to justice and equality among peoples.” (Kairos
202 Palestine 2009 – “A Moment of Truth”)ⁱ

203
204 THEREFORE, in the spirit of the witness of the psalmist and ancient prophets and of the ministry of Jesus the
205 Christ, we offer this resolution.
206

207
208 WHEREAS, in 1985 the 15th General Synod of the United Church of Christ committed itself to be a Just Peace
209 Church;ⁱⁱ
210

211 WHEREAS, historically the United Church of Christ has affirmed Israel’s right to exist within secure and inter-
212 nationally recognized boundaries (GS 16 [1987]ⁱⁱⁱ and GS 18 [1991]^{iv}) and asserted the rights of Palestinians to
213 enjoy sovereignty in an independent, contiguous, and viable state of their own, within secure and recognized
214 boundaries (GS 16 [1987], GS 17 [1989],^v and GS 18 [1991];
215

216
217 WHEREAS, past General Synods have identified the Israeli occupation of Palestinian land and its human rights
218 abuses committed therein to be a major source of conflict and have called for the end of the construction and
219 expansion of settlements (GS 18 [1991] and GS 21 [1997]^{vi});
220

221 WHEREAS, the various expressions of the United Church of Christ have a long history of effectively using
222 boycotts against products and policies (lettuce, grapes, infant formula, apartheid, etc.) to address injustices;
223

224
225 WHEREAS, the United Church of Christ is deeply committed to interfaith relationships and General Synods
226 have confessed to the sin of anti-Semitism and proclaimed its renunciation (GS 23 [2001])^{vii} and have
227 denounced actions against Islam or Muslims based on ignorance or fear (GS 28 [2011]);^{viii}
228

229
230 WHEREAS, the United Church of Christ has historically stressed the importance of living out a Covenantal
231 theology, whereby diverse autonomous organizations covenant to collaborate for the common good, and that
232 through such Covenantal relationships the United Church of Christ has partnered globally with those most
233 impacted by the continuing conflict between Palestinians and Israel;
234

235
236 WHEREAS, as demonstrated through ongoing dialogue and partnerships, the United Church of Christ values
237 and nurtures its relationships with Jewish groups in the U.S. and Israel who seek justice, equality, and freedom
238 for both peoples, including groups with differing perspectives on the conflict;

239
240 WHEREAS, Palestinians in the West Bank have lived since 1967 under Israeli military occupation that subjects
241 them to many human rights abuses, including: loss of their land for the purpose of building Israeli settlements;
242 limited access to their land and to each other on account of the route of the Separation Wall on occupied
243 Palestinian territories; systematic displacement into small, non-contiguous geographic enclaves separated by
244 barriers and checkpoints; gross inequality in the amount of water allocated to them; severe and arbitrary travel
245 restrictions; limited access to holy sites; segregated roads; demolition of their homes; destruction of their crops
246 by settlers and the Israeli army; and arbitrary arrest, even of children;^{ix}
247

248
249 WHEREAS, the Israeli government has once again subjected Palestinians in Gaza to military attacks using
250 deadly force beyond that necessary for Israel’s acknowledged need for self-defense and thereby beyond that
251 measure of proportionate response permitted by historically Christian just war theory,^x has destroyed Gaza’s
252 infrastructure and economy, and has imposed: severe limits on personal entry and on the entry of products
253 essential to Gazans’ well-being; fishing limits in violation of international law and the Oslo accords; and strict
254 control of electronic communications, as well as of air and sea space;^{xi}
255

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**A CALL FOR THE UNITED CHURCH OF CHRIST TO TAKE ACTIONS TOWARD A JUST PEACE IN THE
ISRAELI-PALESTINIAN CONFLICT**

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256 WHEREAS, Israel has annexed Palestinian East Jerusalem and separated it from West Bank and Gaza and
257 continues to appropriate Palestinian properties there for Jewish settlements and to deny building permits to
258 Palestinians, as well as to revoke the residency rights of many of its Palestinian citizens there;^{xii}
259

260 WHEREAS, Israel refuses to end, but rather has sought to solidify, its occupation of territory conquered in the
261 1967 War, leading to numerous illegal actions and human rights abuses by the Israeli government and military in
262 defiance of United Nations resolutions,^{xiii} and refuses to respect the 4th Geneva Convention as called for by
263 the International Court of Justice in its opinion concerning the Separation Wall in the occupied Palestinian
264 territories;^{xiv}
265

266 WHEREAS, our Palestinian Christian partners, seeking an alternative to violence born of hopelessness and
267 despair, have authored *Kairos Palestine 2009 - 'A Moment of Truth': A Word of Faith, Hope, and Love from the*
268 *Heart of Palestinian Suffering* as a call and summons to their global partners to engage in non-violent measures
269 that will pressure Israel to end the Occupation;^{xv}
270

271 WHEREAS, the resolution "Concerning the Use of Economic Leverage in Promoting Peace in the Middle East,"
272 passed by the General Synod in 2005, calls upon "the Covenanted Ministries, Pension Boards, United Church
273 Foundation, local churches and members to use economic leverage, including, but not limited to: advocating the
274 reallocation of US foreign aid so that the militarization of the Middle East is constrained; making positive contri-
275 butions to groups and partners committed to the non-violent resolution of the conflict; challenging the practices
276 of corporations that gain from the continuation of the conflict; and divesting from those companies that refuse to
277 change their practice of gain from the perpetuation of violence, including the Occupation";^{xvi}
278

279 WHEREAS, despite years of corporate engagement and the submission of shareholder resolutions from United
280 Church Funds^{xvii} and other religious and secular groups, few companies have withdrawn any of their operations
281 that support the Occupation;
282

283 WHEREAS, many agencies, institutions, universities, and Christian denominations around the world are
284 severing financial ties to companies or institutions that help sustain the Israeli occupation and now, notably, have
285 been joined by various Jewish groups in the U.S., such as Jewish Voice for Peace^{xviii} and American Jews for a
286 Just Peace-Boston,^{xix} as well as Israeli groups, such as the Israeli Committee Against House Demolitions^{xx}
287 and Coalition of Women for Peace,^{xxi} that support using boycott and divestment strategies; and
288

289 WHEREAS, the United Church of Christ's efforts to end the Occupation through economic leverage and
290 advocacy for the protection of human rights of all Palestinians and Israelis are not aimed at isolating Israel or
291 any other party but reflect the belief that engagement and communication among all affected by the current
292 tragic situation in the Middle East are in the deepest interests of both Palestinians and Israelis;
293

294 THEREFORE BE IT RESOLVED, that the Thirtieth General Synod of the United Church of Christ:

295
296
297 CALLS upon United Church of Christ churches and church members to study the Kairos Palestine document
298 and take heed of its call for non-violent measures pressuring Israel to end the Occupation, in solidarity with the
299 Palestinian people;^{xxii}
300

301 CALLS upon the United Church of Christ Board, the Pension Boards - United Church of Christ, Inc., United
302 Church Funds, conferences, local churches, members, and other related United Church of Christ entities to divest
303 any holdings in the following companies that have been found to profit from the occupation of the Palestinian
304

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**A CALL FOR THE UNITED CHURCH OF CHRIST TO TAKE ACTIONS TOWARD A JUST PEACE IN THE
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306 territories by the state of Israel: Caterpillar Inc., Motorola Solutions, Hewlett-Packard Development Company
307 LP or its successors, G4S, and Veolia Environnement plus its subsidiaries;
308

309 CALLS upon the United Church of Christ Board to establish an advisory group composed of representatives
310 from the stakeholders in this issue, with the specific assignment of developing and publishing standards by
311 which faith-driven investment, divestment, and re-investment decisions can be made in the future;
312

313
314 CALLS upon all national entities of the church to boycott goods identified as produced in or using the facilities
315 of illegal settlements located in the occupied Palestinian territories, including, but not limited to, Ahava skin
316 care products,^{xxiii} SodaStream products,^{xxiv} and Hadiklaim dates;^{xxv} and upon church members to join boycotts
317 of such goods in their local communities;
318

319
320 CALLS upon the United Church of Christ Officers of the Church and church members to persist in the request
321 to Congress, previously made by a number of religious leaders, to ensure that U.S. aid to Israel violates neither
322 the U.S. Foreign Assistance Act, which prohibits assistance to any country that engages in a consistent pattern
323 of human rights violations, nor the U.S. Arms Export Control Act, which limits the use of U.S. weapons to
324 “internal security” or “legitimate self-defense”;^{xxvi}
325

326 COMMENDS United Church of Christ leadership for continuing to dialogue with major Jewish organizations
327 and call for United Church of Christ-wide participation in a rigorous dialogue among the three Abrahamic
328 faiths at all levels – in particular between local congregations – in order to identify ways in which groups of
329 congregations of different faiths can work in concert to promote sacred reconciliation among all people who are
330 affected by the conflict in the Middle East and to influence public policies in ways that will promote peace and
331 social justice for Palestinians and Israelis and end violence in all its forms;
332

333
334 CALLS upon the United Church of Christ Board to monitor the implementation of this resolution by all United
335 Church of Christ national entities and to ensure that those who manage the United Church Board’s own
336 invested funds and who provide United Church Board employee health and pension benefits are in compliance
337 with the resolution; and
338

339
340 ASKS the General Minister and President to provide an annual report to the whole church on the implementa-
341 tion of this resolution, including a summary of interfaith dialogue at various levels, along with examples of
342 interfaith, congregation-to-congregation peace efforts.
343

344 **FUNDING**

345
346 The funding for the implementation of the Resolution will be made in accordance with the overall mandates of
347 the affected agencies and the funds available.
348

349
350 **IMPLEMENTATION**

351
352 The Officers of the Church, in consultation with appropriate ministries or other entities within the United
353 Church of Christ, will determine the implementing body.
354

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356
357 i <http://www.kairopalestine.ps/sites/default/Documents/English.pdf>
358

359 ii “General Synod pronouncement and proposal for action on the United Church of Christ as a ‘Just Peace Church,’”
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362 <http://globalministries.org/mee/resolutions/ucc-resolutions-related-toisraelpalestine/1987-ip-resolution.html>
- 363 iv "Consequences of the Persian Gulf War for a Just Peace Church,"
364 <http://globalministries.org/mee/resolutions/ucc-resolutions-related-to-israelpalestine/1991-gulf-warresolution.html>
- 365 v "The Middle East,"
366 <http://globalministries.org/mee/resolutions/ucc-resolutions-related-toisraelpalestine/1989-mid-east-resolution.html>
- 367 vi "Palestine/Israel,"
368 <http://globalministries.org/mee/resolutions/ucc-resolutions-related-toisraelpalestine/1997-palestine-israel-resol.html>
- 369 vii Minutes of the Twenty-third General Synod, "Resolution: Anti-Semitism," pp. 11- 12,
370 <http://www.ucc.org/assets/pdfs/synod/gs23.pdf>
- 371 viii <http://uccfiles.com/synod/resolutions/Resolution-On-Actions-of-Hostility-Against-Islam.pdf> (2011).
- 372 ix Annual Report, B'Tselem, "Human Rights in the Occupied Territories 2011," http://www.btselem.org/annual_report_2011 and UN
373 Human Rights Council Session 12, "Human Rights in Palestine and Other Occupied Arab Territories," <http://www2.ohchr.org/english/bodies/hrcouncil/docs/12session/A-HRC-12-48.pdf>
- 374 x As John Hickox has observed, "The most recent episode of Israel's bi-annual atrocities in Gaza has faded from the news. How can
375 that be? An estimated 2106 citizens of Gaza were killed! Israel admits that 'as many as 72% were civilians.' That means that 1516
376 non-Hamas men, women, children and babies were killed by rockets and bombs launched from American-made Apache helicopters
377 and F-16 jets." <http://cpcjusticeandwitness.com/2014/09/23/where-did-it-all-begin/> Given that Israel is reported to have lost just
378 sixty-seven of its soldiers and only six of its civilians in the recent conflict, there can be little doubt that its response did not meet the
379 just war principle of proportionate use of force. <http://www.bbc.com/news/world-middle-east-29503439>
- 380 xi <http://www.pchrgaza.org/portal/en/>
- 381 xii "Background on East Jerusalem," B'Tselem, www.btselem.org/jerusalem.
- 382 xiii <http://www.haaretz.com/print-edition/news/study-israel-leads-in-ignoring-security-council-resolutions-1.31971> and
383 <http://www.ifamericansknew.org/stat/un.html>
- 384 xiv Advisory Opinion, International Court of Justice, 9 July 2004, "*Legal Consequences of the Construction of a Wall in the Occupied*
385 *Palestinian Territory*," <http://www.icj-cij.org/docket/index.php?pr=71&code=mwp&p1=3&p2=4&p3=6>
- 386 xv <http://www.kairopalestine.ps/sites/default/Documents/English.pdf>.
- 387 xvi <http://globalministries.org/mee/resolutions/ucc-resolutions-related-to-israelpalestine/2005-economicleverage.html>
- 388 xvii United Church Funds, "UCF Mideast Engagements," <http://ucfunds.org/social-responsibility/corporateengagement/economic-leverage/promoting-peace/united-church-funds-engagements/>
- 389 xviii www.jvp.org
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- 396 xxvi <http://whoprofits.org/company/hadiklaim-israel-date-growers-cooperative>
- 397 xxvii Letter from religious leaders asking Congress to condition Israel military aid on human rights
398 compliance, dated October 2012, <http://globalministries.org/news/mee/pdfs/Military-aid-to-Israel-Oct-1-Final.pdf>
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2016 Guidelines for Local Church Personnel and Search Committees for Authorized Ministers and Professional Expense Reimbursement

Presented by the Clergy Leadership Development Ministry Council of the MACUCC

1 The 216th Annual Meeting of the Massachusetts Conference of the United Church of Christ, seeking to balance the
2 growth, vitality and financial sustainability of its churches with the fair and appropriate compensation of its author-
3 ized ministers, recommends that all congregations meet the goals as outlined in these *Compensation Guidelines for*
4 *Authorized Ministers* and explained in greater detail in the 2015 *Compensation Handbook*. The guidelines apply to
5 all people serving in authorized ministries of the church, including full-time and part-time solo, senior, associate
6 and assistant pastors, both settled and interim, as well as licensed and commissioned ministers.

7 These guidelines change the approach to ministerial compensation. Rather than specifying compensation based
8 upon years of ordained experience and congregation size, these guidelines should encourage clergy and congrega-
9 tions to think of compensation in terms of ranges based upon the skills and talent pastors bring to complement the
10 ministries of their congregations. They intend to foster a constructive dialogue between clergy and congregation to
11 shape their shared ministry. This dialogue should reflect the scope of ministry which includes: congregation size,
12 ministry tasks, congregational resources, the pastor's skills and expertise, and any exceptional conditions facing the
13 congregation's current ministry.
14

15 The tables below reflect the scope of ministry and the experience and skills of the pastor. They assume that the
16 price of an average 3BR home is \$300,000 and are presented in two ways. These ranges reflect conference-wide
17 compensation data reported to the national offices of the United Church of Christ.
18

19 • Table A presents the **Total Compensation Package**, to be allocated by the pastor among cash salary, housing,
20 SECA Allowance, pension dues, health, dental, vision, life and disability insurance. This is the full cost to the
21 church. Note that these figures include parsonage value. This table should guide congregations in their budget
22 process to determine their financial obligations to provide compensation and benefits for their minister. This
23 table applies to full-time ministers. When a congregation's financial resources cannot meet the compensation
24 in this table, the congregation and pastor should explore the possibility of part-time ministry, whereby the
25 percentage of this table the congregation can provide would reflect the part-time equivalent for the position.
26 This will enable a pastor to have time to engage in additional employment in order to have enough income to
27 serve in the community.

28 • Tables B and C present ranges for **Cash Salary and Housing**, with and without a parsonage. To this amount,
29 the following components would be added:

- 30 ◦ **SECA Allowance** – 7.65% of salary basis (cash salary plus housing)
- 31
- 32 ◦ **Home Equity Allowance for those in a parsonage** – 1.5% of average home value
- 33
- 34 ◦ **Pension Dues** – 14% of salary basis
- 35
- 36 ◦ **Life Insurance and Disability Income Plan** – 1.5% of salary basis
- 37
- 38 ◦ **Health, Dental, and Vision Insurance**

39 In addition to these compensation components, an Accountable Reimbursement Plan for:

- 40 • **Mileage reimbursement** – for use of a personal car at current IRS rate plus tolls and parking, or an
41 automobile provided by the church.
- 42
- 43 • **Professional expenses** – at least \$1,500 per year for other travel, meetings, books, professional subscriptions,
44 and any other business expenses allowed by the IRS.
- 45
- 46 • **Continuing education time and expense** – at least \$500 for workshops, trainings and retreats, participation in
47 a Clergy Community of Practice, and supervision or mentoring.
48
49
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2016 Guidelines for Local Church Personnel and Search Committees for Authorized Ministers and Professional Expense Reimbursement

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51 There are also benefits that add no extra cost to the church, which should be offered:

- 52 • Participation in **Medical or DCAP Flex Spending**
- 53
- 54 • Participation in **Tax Sheltered Annuity**
- 55

56 Note: Accountable Reimbursement Plans are not included in Table A as they are not counted as clergy
57 compensation.

58
59

60 **Time Considerations**

- 62 • The **Work Schedule** of a full-time local pastor is an average of 40-50 hours per week with no more than 3
63 evenings in a given week and 2 regular days off per week.
- 64
- 65 • **Paid Holidays** according to church personnel policy.
- 66
- 67 • **Vacation Time** – four weeks paid vacation per year.
- 68
- 69 • **Continuing Education Leave** – two weeks, including weekends, per year.
- 70
- 71 • **Sabbatical Time and Expense** – three months full-time sabbatical leave every 5-7 years.
- 72
- 73 • **Sick Time** according to church personnel policy – two weeks per year.
- 74
- 75 • **Parental Leave**, for birth or adoption – twelve weeks paid (by church and/or disability plan) and up to six
76 months of unpaid leave.
- 77 • **Personal/Compassionate Leave** as needed for bereavement or family celebrations.
- 78

79

80 **Tables**

81 The tables on the following page are based upon:

- 82
- 83 • **Church size** – number of members.
- 84
- 85 • **Clergy experience** – years of ordained and other experience, supervisory responsibility.
- 86
- 87 • **Housing cost** – based upon a \$300,000 home.
- 88
- 89 • **Full-time equivalent**, relative to a 40-50 hour average work week, 4 weeks vacation, and 2 weeks of
90 continuing education leave.
- 91

92

93 Though these tables show years of ordained experience, the Conference encourages clergy and congregations to
94 consider compensation as follows:

- 95 • **Low** – base training and education with minimal related experience.
- 96
- 97 • **Mid** – demonstrates consistent, successful performance in all areas of the job.
- 98
- 99 • **High** – performs job responsibilities independently and in a highly effective manner; may demonstrate
100 unique knowledge or skill; is often a resource to others.
- 101

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2016 Guidelines for Local Church Personnel and Search Committees for Authorized Ministers and Professional Expense Reimbursement

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Table A: Total Compensation Package

Note these figures include salary, housing, health insurance, dental and vision insurance, pension dues, life and disability income plan, SECA allowance, professional development, and mileage expenses. Health insurance and dental and vision coverage are based upon the 2015 rates established by the UCC Pension Board for clergy over 41 years old with family.

Use this table to determine the impact upon the church budget. Minor adjustments may be necessary to reflect local housing conditions.

Number of Members	Low <i>(0 - 3 years)</i>	Mid <i>(4 - 10 years)</i>	High <i>(+10 years)</i>
0-150	\$92,949	\$100,960	\$116,918
150-300	\$105,817	\$115,404	\$134,201
300-500	\$118,306	\$129,407	\$151,483
500-1000	\$164,729	\$181,381	\$214,684

Table B. Base Salary and Parsonage Range

Number of Members	Low <i>(0-3 years)</i>	Mid <i>(4 - 10 years)</i>	High <i>(+10 years)</i>
0-150	\$34,500*	\$38,700	\$47,000
150-300	\$41,300	\$46,300	\$56,100
300-500	\$47,800	\$53,600	\$65,100
500-1000	\$72,100	\$80,800	\$98,200

*Minimum is based upon 2014 minimum and is valid with current statewide data

Note: Salary Basis includes the Cash Salary plus the Fair Market Rental Value of the furnished parsonage plus all utilities.

Table C: Cash and Housing Allowance Range

Number of Members	Low <i>(0 - 3 years)</i>	Mid <i>(4 - 10 years)</i>	High <i>(+10 years)</i>
0-150	\$52,300	\$58,650	\$71,300
150-300	\$62,500	\$70,100	\$85,000
300-500	\$72,400	\$81,200	\$98,700
500-1000	\$109,200	\$122,400	\$148,800

Mary's Story

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

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

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

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

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

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

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

A member of the church grumbled to Mary, "What do we get for all this money we give to the wider church, anyway?" Mary hardly knew where to begin.



Are you taking
advantage of
all the
Conference
has to
offer?

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

NOTES



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

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