

IOWA CONFERENCE BOARD OF DIRECTORS MEETING
April 10, 2010

Members Present: Altenbaumer, Douglas, Noer, Nelson, Guffey-Lewis, Howie, Darmour-Paul, Mears, Fisher, Stonebraker, Whiteman, Vass, Ebensberger
Absent (with prior notice): Boege, Lof, Sargent, Wohlhuter and Hanon.
Absent (without prior notice): Love
Also Present: Acting Conference Minister Eslinger; ACM's Jensen, Havelka, Stoik, Ryan Brooks

The Board of Directors met at Ankeny United Church of Christ in Ankeny. In the absence of the Chair, the Vice Chair, Bill Howie, called the meeting to order at 9:30 a.m.

Approval of Minutes

BOD 2010-8. Vass/Fisher to approve the minutes of the regular meeting of January 30, 2010. Approved unanimously.

Election of Ryan Brooks to Board of Directors

BOD 2010-9. Whiteman/Vass to elect Ryan Brooks to a position as an at-large member of the Board of Directors for a term expiring at the annual meeting of the Conference in 2011. Approved unanimously.

Acting Conference Minister Eslinger led the Board in a study of Acts 5:27-32.

Vice Chair Howie recessed the meeting at 9:50 to allow the Board teams to meet separately.

The meeting reconvened at 11:18.

Acting CM Eslinger presented his report and the Interim Sabbatical Report of CM Pleva to the Board. Copies of these reports are attached to these minutes.

“Ministry Issues” Project

Acting CM Eslinger made a presentation about the need to consider ratification of the changes to the United Church of Christ constitution and bylaws for implementation of the “Ministry Issues: Forming and Preparing Pastoral Leaders for God’s Church” program. These changes were approved at the 25th General Synod, and require ratification to become valid.

BOD 2010-10. Whiteman/Vass to recommend to the Annual Meeting that it ratify the amendments and additions to Articles VI and VIII of the United Church of Christ Constitution and to Article I of the United Church of Christ Bylaws that were adopted by

the 25th General Synod in connection with the the “Ministry Issues: Forming and Preparing Pastoral Leaders for God’s Church” program. A copy of the amendments is attached to these minutes. Approved unanimously.

Financial Reports

Acting CM Eslinger distributed copies of the financial reports for the month and year-to-date periods ending March 31, 2010. Discussion followed.

OCWM

Acting CM Eslinger distributed copies of the OCWM report for the year-to-date period ending March 31, 2010.

Administrative Team

Vice Chair Howie presented the report of the Administrative Team. It included the following action items, for which the Administrative Team recommended Board approval:

1. Endowment Policy

BOD 2010-11. Guffey-Lewis/Nelson to approve the attached Iowa Conference Endowment Policy. Approved with all voting “Aye” except Mears, who votes “Nay”.

2. Proposed 2011 Budget

BOD 2010-12. Nelson/Vass to approve the proposed 2011 Budget and recommend its adoption at the 2010 Annual Meeting. Approved unanimously.

Board Member Vass left the meeting at this point.

3. Compensation Guidelines

BOD 2010-13. Douglas/Fisher to approve the proposed 2011 Ministerial Compensation Guidelines and recommend their adoption by the 2010 Annual Meeting. Approved unanimously.

4. Investment Policy Task Force

The Administrative Team recommends the creation and appointment of a 4-person Investment Policy Task Force to include the Conference Minister, David Nelson, the Conference Treasurer and an investment professional to be chosen by the other three members.

BOD 2010-14. Whiteman/ Fisher to approve the recommendation of the Administrative

Team concerning the creation and appointment of a 4-person Investment Policy Task Force. Approved unanimously.

Financial Development Team

Board Member Nelson and ACM Stoik presented the report of the Financial Development Team. The Financial Development Team reported that it is continuing to work on the fund-raising brochure, that it is beginning implementation of the Development Plan, including the presentation of programs at the annual meeting and regionally, and that it is recommending Board approval of an award program to recognize individual contributions to the support of the Conference, whether those contributions are made directly to the Conference or indirectly, through ear-marked contributions to local churches. The proposed categories for recognition are:

1. 0 to \$99
2. \$100 -\$499
3. \$500-\$999
4. \$1,000 and above.

BOD 2010-15. Guffey Lewis/Nelson to approve the award program for individual contributions to the support of the Conference as recommended by the Financial Development Team. Approved unanimously.

Program and Planning Team

ACM Havelka presented the report of the Program and Planning Team. The Program and Planning Team recommends that the January 2011 Board meeting be held over the internet.

BOD 2010-16. Whiteman/Altenbaumer to explore the feasibility of holding the January 2011 Board meeting over the internet and to so hold it if appropriate. Approved unanimously.

Appointment of Noah Jensen Tabor to the Wider Church Ministries Board

BOD 2010-17. Guffey-Lewis/Noer to confirm the appointment of Noah Jensen Tabor to the Board of Directors of Wider Church Ministries. Approved unanimously.

Annual Meeting Agenda

It was the consensus of the Board that the following business items should be on the agenda for the 2010 annual meeting:

1. Adoption of the 2009 minutes
2. Election of Leaders
3. Staff Reports

4. Reports (OSS, CUE, AMC, Mayflower, IRMS)
5. Financial and Audit Reports
6. Recognition of Covenant Keeper Congregations
7. Report of Individual Donors
8. Presentation and Adoption of 2011 Budget
9. Adoption of 2011 Clergy Compensation Guidelines
10. Ratification of UCC Constitution and Bylaw changes as part of the “Ministry Issues” program (ratification by 2/3's of the conferences in the UCC is required to become valid).

Receipt of Correspondence

Acting CM Eslinger reported the receipt of correspondence from Linda Jaramillo, Hector Lopez and Iowa Religious Media Services.

Next Meeting

The Vice Chair announced that the next meeting of the Board of Directors will be held at Mayflower Homes in Grinnell on June 11, 2010 beginning at 10:00 a.m.

There being no further business to come before the Board, the meeting was adjourned at 2:30 p.m.

Mary Stonebraker, Secretary

Report of the Acting Conference Minister

Thank you for your trust and the opportunity to serve during Rich's sabbatical. My hope and goal is to do more good than damage during these three months! The Conference has experienced significant changes since my retirement in January of 2009. The staff is smaller and becoming more efficient --- doing more with less, as is the common condition in most organizations, even before the recession.

The staff continues to work hard and carry out their responsibilities faithfully and effectively. I am grateful for their patience with me and their picking up on tasks that Rich would have done but of which I am either ignorant or ill prepared. My remedial education continues. Near the halfway point of Rich's sabbatical, we are still in operation! The Board and staff mission priorities are being given priority time and attention, as you may see in the document ("G") from the Program and Planning Team. The focus on preparing leaders is a cornerstone of the Conference's mission. Yet if one imagines great success in that mission, one might ponder the question, "are there any followers?" In the GS 25 adopted Pronouncement, "Ministry Issues: Forming and Preparing Pastoral Leaders for God's Church," one of the key challenges for the local church is to create a "culture of call," to have every member discern their call to discipleship, and some perhaps to authorized ministry. H. Richard Niebuhr distinguished four dimensions of "call." In sequence they are the "Christian call," the call to faith which comes to all Christians; the "secret call," to more specific Christian service; the "providential call," discerning whether one has the gifts and graces for authorized ministry; and the "ecclesiastical call," which is the church's recognition of those gifts for particular authorized ministry in and on behalf of the whole church. A "culture of call" is essential to developing both leaders and followers. And every congregation needs to offer sufficient opportunities for significant involvement in ministry and/or mission that each person can test and validate their call. For too many congregations, clarifying and expanding their involvement in God's mission will be necessary to shape a culture of call. This is the context for all our work.

On a more mundane level, some of the work within the office worthy of note:

1. The Conference is now able to operate as a "merchant" by receiving credit card payments on line. Thanks to Judy for doing the research and negotiating the set up. That capacity will simplify the registration process for the Annual Meeting and other events or programs requiring a registration fee. There is a slight fee for this service, \$10 per month plus 2.29% per transaction, plus 35 cents per day on which transactions occur. The costs of providing this capacity will be recorded in the budget as "bank charges" (50202). This service greatly simplifies the registration process and saves significant staff time since the service provides a monthly report of transactions, linking the registrant's name to payment. So entering all that data into an office computer by hand is virtually eliminated. The Conference will not see or deal with any credit card information. This service differs from the current "Just Give" link on our Conference web site, which allows only donations and thus cannot be linked to registration information. The "Just Give" service does take a percentage of the gift in payment for that service, which gets reflected back to the donor. It has been used only twice since

its inception. The “merchant” service should eventually take its place. Additionally, Randy has now arranged for electronic deposits, which saves the cost of a courier picking up deposits and taking them to the bank, and that involves simply the cost of equipment, and will be recorded in the budget as “equipment leases” (50903).

2. Progress on implementing the ACS data base system continues, more slowly than some would like to see, but, nevertheless, inches forward. As more data gets entered it offers one-stop access to a great amount of information. The next step is more practice and training of the program staff to exploit its usefulness.
3. The Board will be considering a proposed Conference Endowment Fund policy, perhaps today, coming from the Ad Team. Establishing that policy probably needs now to be matched with an investment policy developed by a Board appointed team (See Endowment Policy document V.(A).3.) While current endowment funds are safely in the care and oversight of the United Church Fund, Conference investment policy, and perhaps a continuing Investment Committee, would be an appropriate group to give oversight on behalf of the Board. The Conference’s demonstration of faithful stewardship of gifts, bequests and donations is, obviously, an essential component of promoting planned gifts. The receipt of the sizeable bequest from the Carstensen estate now brings the Carstensen/Blake Endowment Fund to approximately \$1.8 M. That presses us to demonstrate our faithful stewardship with sound policy.
4. **Since at this meeting we need to formulate the Annual Meeting Agenda, some of the items usually included are:**
 - Adoption of Minutes of the 2009 Annual Meeting
 - Election of Leaders – Board members, etc.
 - Staff Reports – recognition of new and retired clergy
 - Reports (OSS, CUE, AMC, Mayflower, IRMS)
 - Financial and Audit Reports
 - Recognition of Covenant Keeper Congregations
 - Report of Individual Donors (printed in book)
 - Presentation and Adoption of the 2011 Budget
 - Adoption of 2011 Clergy Compensation Guidelines

One item not usually included is:

- Present and vote on ratifying UCC Constitution and Bylaw changes related to the Pronouncement, “Ministry Issues: Forming and Preparing Pastoral Leaders for God’s Church” adopted by General Synod 25

Thank you for your continuing commitment to and oversight of the ministries and mission of the Iowa Conference.

Iowa Conference, UCC
7 April 2010

Interim Sabbatical Report

I've no way to gauge your perception of the rate at which my sabbatical is passing, but for me it seems to be flying by. My time away has been very refreshing and relaxing, and I'm looking forward to more of the same before I return to work on June 1.

I began the time away with jury duty – an interesting experience which wasn't as constructive or civically inspiring as I might have hoped. On March 7 I got on the train in Osceola and made my way to Sacramento, Seattle, Chicago, and back to Iowa. This part of my program was all I had hoped it would be.

For the last three weeks, I've been reading, working in the garden, spending time with family, doing a continuing education event in Dubuque, walking the dogs, and – to be honest – loafing. It's been a delight.

On Thursday, April 15th, Ruby and I fly out of Chicago for Amman, Jordan. Our program is pretty much in place – we will spend 4 nights in Jerusalem during our first week away, two nights in Cairo during the second week, and during the third week (when my middle son and his wife join us at son Paul's apartment), we do some Jordanian things – like visit Petra, the Dead Sea, and perhaps the Gulf of Aqaba. Most of the details have just fallen into place, but we are maintaining some flexibility for spur of the moment ideas.

Upon our return after Mother's Day, I'll start wrapping things up and begin to prepare for my return to the office. I've planned a three night retreat the Benedictine Retreat center in Schuyler, NE for that next to the last week and during that time I intend to think more systematically about my re-entry and about adjustments to my work routines that have begun to seem appropriate and helpful.

I am profoundly grateful for this time away. I've maintained a pretty strict separation from work and the office, and that's been helpful, I believe. I'm particularly grateful to Ron Eslinger and the rest of the staff for making it possible for me to stay away and feel confident that matters are in good and competent hands while I'm gone.

I will look forward to reporting in greater detail at some point in the future. Blessings to each of you in this season of Easter – the season of resurrection!

Rich Pleva

IOWA CONFERENCE ENDOWMENT POLICY

WHEREAS, Christian stewardship involves the faithful management of all the gifts God has given to humankind—time, talents, treasure, including accumulated assets; and

WHEREAS, Christians can give to the work of the church through bequests in wills, trusts, charitable gift annuities, assignment of life insurance, and transfers of property (cash, stocks, bonds, real estate); and

WHEREAS, it is the desire of the Iowa Conference to encourage, receive and administer these gifts in a manner consistent with the loyalty and devotion to their faith expressed by the grantors and in accord with the policies set forth herein.

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

- I. **Establishment of Fund.** The Iowa Conference hereby establishes a new and separate fund to be known as **The Iowa Conference Operations Endowment Fund** (hereinafter called the “FUND”).
- II. **Purpose of the FUND.** The purpose of the FUND is to enhance the mission and outreach of the Iowa Conference.
- III. **Principal to be retained.** Except as specifically hereinafter provided or where specifically required by the terms of any gift instrument, no principal of any gift made to the FUND shall be expended for any purpose.
- IV. **Board of Directors to be Custodian.** The Board of Directors of the Iowa Conference (hereinafter called the BOARD) shall be the custodian of the FUND.
- V. **Plan of Operation.** The following Plan of Operation is set forth for the administration and management of the FUND.
 - (A) Procedures.
 - (1) Except as specifically otherwise provided by this Resolution, the BOARD shall administer and manage the FUND in accordance with its regular operating procedures.
 - (2) The BOARD shall render a full and complete account of the administration of the FUND for the preceding year at each regular annual meeting of the Iowa Conference.
 - (3) The BOARD may request that other persons serve as advisory members and, at the expense of the FUND, may provide for such professional counseling on investments or legal matters as it deems to be in the best interest of the FUND.
 - (4) Members of the BOARD shall not be liable for any losses which may be incurred upon the investment of the assets of the FUND

except to the extent such losses shall have been caused by bad faith or gross negligence. No member shall be personally liable as long as that member acts in good faith and with ordinary prudence. Each member shall be liable only for the member's own misconduct and shall not be liable for the acts or omissions of any other member. Notwithstanding the foregoing, no member of the BOARD shall be liable for any loss incurred with respect to assets of the FUND invested with The Cornerstone Fund or United Church Foundation.

- (5) Business and financial relations between the members and the BOARD shall, except to the extent that a different standard is required by law, be governed by the Conflict of Interest Policy of the Iowa Conference.

(B) **FUND Assets.**

- (1) All assets of the FUND are to be held in the name of the Iowa Conference Operations Endowment Fund.
- (2) Decisions to hold, sell, exchange, rent, lease, transfer, convert, invest, reinvest, and in all other respects to administer and manage the assets of the FUND, including, without limitation, cash, stocks, bonds, debentures, mortgages, notes, or other securities, as in their judgment and discretion they deem wise and prudent, are to be made by the BOARD.
- (3) Execution of all financial instruments of the FUND shall be as provided in the Iowa Conference Board of Directors Fiscal Policies and Procedures.
- (4) The BOARD reserves the right to decline the acceptance of a particular gift due to its inappropriateness, restrictions placed upon it or potential financial or legal liability to the Iowa Conference.

(C) **Unrestricted Gifts.** Gifts which are received by the FUND without donor restriction as to use shall be administered and managed as provided in this section (C).

- (1) Gifts to the FUND shall be allowed to accumulate for a one-time accumulation period which begins with the date of the adoption of this resolution and ends on December 31 of the year in which the third anniversary of the adoption date occurs. At the end of this accumulation period, the income generated from the investment of FUND assets (determined as provided in the next subsection) (hereinafter called "INCOME") may be distributed.
- (2) INCOME in any year shall be determined as follows:
 - (a) As soon after December 31 of each year as practicable, the BOARD shall determine the value of the assets of the FUND as of that date. This determination may be made in any manner deemed by the BOARD to be reasonable.
 - (b) The value so determined shall be compared with the value

so determined at December 31 of each of the preceding two years and the arithmetic average of all three years shall be calculated.

(c) Five percent (5%) of this 3-year average shall be considered INCOME.

(3) INCOME shall be distributed at such times, in such amounts and for such purposes as the BOARD deems proper. Without limiting the generality of the foregoing, distributions may be made for any or all of the following:

(a) Operating expenses of the Iowa Conference

(b) Christian education

(c) Community service and outreach

(d) Wider mission of the UCC

(e) Capital improvements

(4) **Distributions in excess of INCOME.** The BOARD may, from time to time, make distributions of FUND assets in excess of INCOME, but no such distribution shall be made unless it is approved by a vote of at least three-fourths of all members of the BOARD present at any meeting at which there is a quorum.

(D) **Restricted Gifts.** Gifts which are received by the FUND with donor restriction as to use shall be administered and managed by the BOARD in such manner as to comply with the donor restrictions to the greatest extent practicable. At the discretion of the BOARD, such gifts may be administered and managed as provided in the preceding Section (C) or in such other manner as the BOARD deems prudent. The principal and income of donor-restricted gifts may be commingled with that of non-restricted gifts, but shall be separately accounted for.

VI. **Amendments.** Any amendment to this Resolution which will change, alter or amend the purpose for which the FUND is established shall be adopted by a two-thirds vote of the members of the BOARD present at any regular meeting or any special meeting called specifically for the purpose of amending this resolution.

VII. **Disposition or Transfer of FUND.** If the Iowa Conference ceases to exist, disposition or transfer of the assets of the FUND shall be at the discretion of the BOARD in conformity with the Constitution and Bylaws of the Iowa Conference. Any such disposition or transfer must be to a qualified not-for-profit religious organization or charity.

**PROPOSED CHANGES TO THE CONSTITUTION AND BYLAWS RELATED TO
MINISTRY ISSUES
(Only affected sections shown)**

~~Indicates deletions~~

Indicates additions

Proposed Changes to the Constitution

Affected Articles: VI and VIII

ARTICLE VI. THE MINISTRY

~~24 Ordained ministerial standing is ongoing recognition as an Ordained Minister of the United Church of Christ and provides ongoing ecclesiastical authorization to perform the duties and exercise the prerogatives of ordained ministry. Ordained ministerial standing in the United Church of Christ is granted by and held in an Association and confers voting membership in the Association.~~ Ordained ministerial standing is an ongoing covenant of mutual accountability, as described in Paragraph 25, which recognizes and continues the authorization of that person to perform the duties and exercise the prerogatives of ordained ministry. Ordained ministerial standing in the United Church of Christ is granted by and held in an Association in cooperation with a local church and confers voting membership in the Association.

25 The Call of an Ordained Minister or Ordained Ministerial Partner to a Local Church establishes a covenantal relationship among the Ordained Minister or Ordained Ministerial Partner, the Local Church, and the United Church of Christ as represented by an Association ~~or a Conference~~. The Call of an Ordained Minister or Ordained Ministerial Partner to other forms of ministry recognized by an Association ~~or Conference~~ of the United Church of Christ establishes a covenantal relationship among the Ordained Minister or Ordained Ministerial Partner, the calling body, the United Church of Christ as represented by an Association ~~or Conference~~ and the Local Church where the Ordained Minister or Ordained Ministerial Partner is a member.

~~26 A Student in Care of Association is a member of the United Church of Christ who has been called by God and who, under the care of the member's Association, is preparing for the ordained Christian ministry.~~

26 Commissioning is the act whereby the United Church of Christ through an Association, in cooperation with a person and a Local Church of the United Church of Christ, recognizes and authorizes that member whom God has called to a specific church-related ministry which is recognized by that Association, but not requiring ordination or licensing. By this act the status of Commissioned Minister is conferred and authorization granted to perform duties necessary to and for the specific ministry, and voting membership in that Association is granted.

27 A Commissioned Minister in the United Church of Christ is one of its ~~lay~~ members who has been called by God and commissioned for a specific church-related ministry.

28 Licensing is the act whereby the United Church of Christ through an Association, in cooperation with a person and a Local Church of the United Church of Christ, recognizes and authorizes that member whom God has called to perform specified duties in a designated Local Church or within that Association, mainly preaching and conducting services of worship, for a designated time ~~under the supervision and guidance of that Association. The license may be renewed. Voting membership in that Association may be granted.~~ within a covenant of mutual accountability that includes appropriate supervision and guidance of that Association. The license may be renewed. Voting membership in that Association is granted.

29 A Licensed Minister of the United Church of Christ is one of its ~~lay~~ members whom God has called and who has been recognized and authorized by an Association to perform specified duties

in a designated Local Church or within that Association, mainly preaching and conducting services of worship, for a designated time ~~under the supervision and guidance of that Association.~~ within a covenant of mutual accountability that includes appropriate supervision and guidance of that Association. The license may be renewed.

30 A Member in Discernment is a member of the United Church of Christ who has been called by God and who is, in covenant with that member's Local Church and Association, engaging in a time of discernment of that call and preparation for ministry in response to that call.

ARTICLE VIII. ASSOCIATIONS AND CONFERENCES

44 When an Association meets, its voting membership includes the lay delegates selected by and representing the Local Churches of that Association, all Ordained Ministers holding standing or ordained ministerial partner standing therein, all Commissioned Ministers ~~of that Association~~ and ~~those~~-Licensed Ministers ~~who have been granted voting membership in~~ of that Association.

46 A Conference is that body of the United Church of Christ which is composed of all Local Churches in a geographical area, all Ordained Ministers holding standing or ordained ministerial partner standing in its Associations or in the Conference itself when acting as an Association, all Commissioned Ministers ~~in its Associations,~~ and ~~those~~-Licensed Ministers ~~who have been granted voting membership~~ in its Associations.

Proposed Changes to the Bylaws

Affected Articles: I

ARTICLE I. THE MINISTRY

~~Students for the Ministry~~ **Members in Discernment**

101 ~~A person desiring to prepare for the ordained ministry applies to be received as a Student in Care of an Association. Application is made to the Association through the student's pastor and the Local Church of which the student is a member.~~ A member of a United Church of Christ wishing to explore God's call to ministry, and the potential of that call leading to authorized ministry (ordained, commissioned or licensed), requests, along with the member's local church, to enter a Covenant of Discernment with the Association.

102 ~~The Committees on the Ministry of the student's Conference and Association cooperate in examining the applicant with respect to fitness, aptitudes, Christian experience, and commitment. If found to be qualified, the applicant is received into the care of his or her Association. A student is expected to be in care for at least one year prior to ordination.~~ The Committee on the Ministry of the member's Association interviews the member to decide whether to join with the member and the local church in a covenant of discernment. The goal of discernment is to determine whether the member is called to authorized ministry, what the specific character of that ministry might be, and, if authorization is appropriate, what steps are to be taken toward authorization. Normally a covenant of discernment leading to authorization is expected to be for not less than two years.

103 ~~The Association extends fellowship, counsel, and assistance to the student during the time of the student's academic preparation for the ministry. The student is responsible to the Association.~~ The Association and the local church are in a mutual covenant with the Member in Discernment to offer support, counsel, and direction during this time of decision making and preparation.

104 ~~A student preparing for the ordained ministry is expected to pursue a course of study leading to a bachelor's degree, or its equivalent, and a Master of Divinity degree, or its equivalent, from a~~

~~theological seminary approved by Local Church Ministries.~~ A Member in Discernment who is called to authorized ministry will follow a plan of preparation for that ministry which has been prepared with the Association Committee on the Ministry.

Ordained Ministry

~~105 Not more than six months prior to the completion of theological training, a student preparing for the ordained ministry applies through his or her Local Church to its Association for approval as a candidate for ordination. If the service of ordination is to be performed within an Association other than that of the student, the procedure, including that described in the following paragraph, is initiated by that Association and its Conference after consultation with the Association which holds the student in care.~~

Not more than six months prior to the completion of preparation for authorization, a Member in Discernment preparing for the ordained ministry applies with his or her Local Church to its Association for approval as a candidate for ordination. If the service of ordination is to be performed within an Association other than that of the Member, the procedure, including that described in the following paragraph, is initiated by that Association after consultation with the Association which is in covenant with the Member in Discernment.

~~106 The Committees on the Ministry of the Conference and Association cooperate in examining the candidate to determine ability; reasons for seeking the office of the ordained Christian ministry; educational and theological attainments; knowledge of the history, polity, and practices of the United Church of Christ; and growth in Christian faith and experience; and make their recommendation of fitness to the Association. If upon acceptance of the recommendation or upon further examination and decision by the Association itself, the candidate is found to be qualified, ordination thereby is authorized, subject to a call recognized by the Association.~~

The Committee on the Ministry of the Association examines the Member in Discernment to determine ability; reasons for seeking the office of the ordained Christian ministry; preparation to meet the responsibilities of the office; knowledge of the history, polity, and practices of the United Church of Christ; and growth in Christian faith and experience; and makes their recommendation of fitness to the Association. If upon acceptance of the recommendation or upon further examination and decision by the Association itself, the Member in Discernment is found to be qualified, ordination thereby is authorized, subject to a call recognized by the Association.

110 An Ordained Minister engaged in ~~parish~~ local church ministry has standing in the Association in which the Local Church served has standing. An Ordained Minister engaged in other than ~~the parish~~ local church ministry has standing in the Association where his or her Local Church membership is held.

~~131 The Committees on the Ministry of the Conference and Association cooperate in examining-~~

The Committee on the Ministry of the Association examines the applicant as to his or her abilities, reasons for desiring to enter the ordained ministry of the United Church of Christ, educational and theological attainments, knowledge of the history, polity, and practices of the United Church of Christ, and Christian faith and experience. If the applicant is found to be qualified, the Association grants Privilege of Call, thereby commending said applicant for placement in the United Church of Christ. Privilege of Call shall be granted for a period of one year and may be renewed. After accepting a call, the Ordained Minister applies for ordained ministerial standing in the United Church of Christ to the Association of which the Local Church extending the call is a part.

~~134 A person seeking initial recognition and authorization as a Commissioned Minister applies through his or her Local Church to the Association of which that church is a member.~~ A Member in Discernment seeking initial recognition and authorization as a Commissioned Minister applies with his or her Local Church to the Association of which that church is a member.

135 ~~The Committees on the Ministry of the Conference and Association cooperate in examining the applicant with respect to Christian faith, character, ability to do the work expected, and as to education and training to meet the responsibilities of the office to be filled.~~ The Committee on the Ministry of the Association examines the Member in Discernment with respect to Christian faith, character, ability to do the work expected and preparation to meet the responsibilities of the office to be filled, and make their recommendation of fitness to the Association. If upon acceptance of the recommendation or upon further examination and decision by the Association itself, the applicant is found to be qualified, commissioning thereby is authorized.

137 A Commissioned Minister is listed separately from Ordained Ministers and from Licensed Ministers on the rolls of the Association which has commissioned him or her. A Commissioned Minister is eligible for service only in ~~the category of laymen or laywomen~~ lay categories for all positions referred to in the Bylaws.

141 A Commissioned Minister who retires from service as a Commissioned Minister may be recognized by the Association as a Retired Commissioned Minister of the United Church of Christ. Voting membership in that Association is thereby granted. Such recognition is regularly reviewed.

Licensed Ministers

142 ~~A person seeking recognition and authorization as a Licensed Minister applies through his or her Local Church to the Association in which that church is a member.~~ A Member in Discernment seeking recognition and authorization as a Licensed Minister applies with his or her Local Church to the Association of which that church is a member.

143 ~~The Committee on the Ministry of the Association examines the applicant with respect to Christian faith, character, ability to do the work expected, and knowledge of the history, polity, and practices of the United Church of Christ. If the applicant is found to be qualified, a license is granted by the Association for not more than one year at a time to serve in a designated Local Church or within that Association. Following a review by the Committee on the Ministry, the license may be renewed.~~ The Committee on the Ministry of the Association examines the Member in Discernment with respect to Christian faith, character, ability to do the work expected, preparation to meet the responsibilities of the office, educational and theological attainments, and knowledge of the history, polity, and practices of the United Church of Christ. If the applicant is found to be qualified, a license is granted by the Association for not more than one year to serve in a designated Local Church or within that Association. Following a review by the Committee on the Ministry, the license may be renewed annually for two more years after which the Association may grant the license for a time determined to be appropriate.

144 ~~In special cases and at the request of the Local Church which the person serves, the Association may grant the Licensed Minister the right to administer the sacraments and rites of the Church for this Local Church.~~ At the request of the Local Church which the person serves, the Association may grant the Licensed Minister the right to administer the sacraments and rites of the Church for this Local Church.

145 A Licensed Minister is listed separately from Ordained Ministers and from Commissioned Ministers on the rolls of the Association which has licensed him or her. A Licensed Minister is eligible for service only in ~~the category of laymen or laywomen~~ lay categories for all positions referred to in the Bylaws.

146 A Licensed Minister who retires from service as a Licensed Minister may be recognized by the Association as a Retired Licensed Minister of the United Church of Christ. Voting membership in that Association is thereby granted. Such recognition is regularly reviewed.

148 In filling a vacancy or in securing pastoral services during the period of a vacancy, the committee of the Local Church, ~~through its Conference Minister,~~ seeks the counsel of the

~~placement committee. This placement committee consists of the~~ Conference Minister ~~and other officers elected or appointed by the Conference.~~

149 The committee of a Local Church requests the Conference Minister to secure relevant information about any ~~Ordained Minister or Ordained Ministerial Partner whom it wishes to consider for the vacancy~~ Ordained Minister, Ordained Ministerial Partner, or Licensed Minister whom it wishes to consider or who requests to be considered for the vacancy.

150 ~~Any Ordained Minister or Ordained Ministerial Partner~~ Any Ordained Minister, Ordained Ministerial Partner, or Licensed Minister may confer with the Conference Minister concerning a pastoral vacancy. At the Ordained Minister's request or at the request of the Ordained Ministerial Partner, his or her name shall be submitted by the Conference Minister for consideration by the committee of any Local Church where there is a pastoral vacancy.

153 In the call the terms of the pastoral relationship are stated, including the agreement of the Local Church to participate in the pension fund on the pastor's behalf. The pastor, the Local Church, Association Committee on Ministry, and the Conference Minister should each receive a copy of the call. The Conference Minister shall inform the Office of General Ministries when the call has been accepted.

154 When an Ordained Minister or Licensed Minister accepts a call to a Local Church, the ~~Ordained~~ Minister and the church join in requesting the Association to arrange for a service of installation or recognition.

Ordained Ministers from Other Denominations [See paragraphs 116-133.]

Commissioned Ministers [See paragraphs 134-141.]

Licensed Ministers [See paragraphs 142-146.]

Discipline of Ministers Ministerial Accountability

157 All authorized ministers of the United Church of Christ are active partners in a covenant of mutual accountability with their Association of standing, their Local Church, and, in the case of those serving in settings other than a local church, with their calling body. Such a covenant includes, but is not limited to, mutual support and care, continued discernment of call, and lifelong learning.

~~The discipline of Ordained Ministers, persons with ordained ministerial partner standing, Commissioned Ministers, and Licensed Ministers is the responsibility of the Association in which their current ecclesiastical authorization is held.~~

158 All authorizations for ordained ministerial standing, for ordained ministerial partner standing, and for commissioned and licensed ministry granted by an Association are subject to ~~periodic review~~ oversight by that Association, including periodic consultation and review.
