Location: Zoom Video Conference
Stated Date: Nov. 20, 2020 – Feast Day of Saint Cecilia (transferred)

Stated Time: 9:00am

Attendance

Voting Members Attending (13)
Rev. David Brown, Living Water ONE
Mr. Martin Buck, Living Water ONE Representative
Rev. Diane Carter, NWOA
Rev. Daniel Doty, Secretary
Ms. Cathy Green, Past-Moderator
Tom Hathaway, Vice Moderator
Mr. Jim Henry, Treasurer
Rev. Elizabeth Leung, Living Water ONE Representative
Ms. Pam Linderson, SONKA Representative
Mx. MK O’Haver, CSEOA Representative
Rev. David Plant, Moderator Heartland Conference UCC
Rev. Adrian Sunday, NWOA Representative
Rev. Terry Williams, CSEOA Representative

Non-Voting Members, Staff, and Guests Attending (6)
Rev. Daniel Busch, NWOA Association Minister
Rev. Nayiri Karjian, Living Water ONE Association Minister
Rev. David Long-Higgins, Heartland Conference Transitional Conference Minister
Ms. Jill Frey, Heartland Executive Director of Outdoor Ministries
Rev. Carl Robinson SONKA Association Minister
Mr. Adam Sharp, Heartland Conference Executive/Communications Administrator

Voting Members Not Attending (2)
Faith Solon, Christian Church-Disciples of Christ Representative
Dan Weyand-Geise, SONKA representative

Non-Voting Members, Staff Not Attending (1)
Rev. Patricia Battle CSEOA Association Minister
• 9:02 Welcome, Introductions and Prayer
  ○ David P called the meeting to order at 9:02 and offered an opening prayer

• 9:10 Approval of Minutes/Agenda Items
  ○ October 16, 2020
  ○ Moved: Adrian Sunday  Second: Tom Hathaway
  ○ Action Item: Motion Passed Unanimously

• 9:25 Outdoor Ministry - Jill Frey
  ○ UCCR Separation - Official - December 31, 2020
    ■ Jill briefly offered a summary of where we are in the separation agreement
      • Negotiations have been going back and forth but all seems to be in place at this point
      • All those who have reservations have been contacted with the information that their money and reservations are still active and can go forward
      • The new reservation should be in place by December
  ○ Hiring of Andy Lacefield - Job Description
    ■ An offer has been made and Jill is waiting on the return of the offer
  ○ Youth event (HS) in fall of 2021 which Nate Taylor will head up
  ○ Cathy asked how the Camp 2.0 fundraising is going
    ■ Jill reported that is it going fairly well. Although it is a slow response rate at this point, a substantial gift has just been received from one of our churches (Avon Lake - $8,000.00) and has not been logged into our financial system yet
      • Tom - what is our status regarding Covid-19
        ○ Technically we are open with current restrictions
        ○ Only one pending reservation in February. Jill will be in contact with that group and discuss particulars of the Covid situations

• 9:15 Personnel/Human Resources Committee Report/Actions
Human Resource Policy Updates

- See Sections 1.4; 2.32; 2.34; 2.37
- Pam offered a brief recap of the changes
  - Philosophy of diversity in hiring
  - Parental leave
- Elizabeth asked about “ordained minister” and asked that the language be changed to reflect “MESA” language “authorized minister”
- David 1.4 needs a space in front of Heartland Conference
- Motion to accept all the changes offered in the document (and in this meeting) from the Human Resources Committee
- Motion: Pam Second: From Committee - none needed

Action Item: Motion passed unanimously

- David P offered his thanks on behalf of the Board for this update of a 20-year old policy
- Further updates to deal with seasonal (camp) employees will be forthcoming
- The Human Resources Committee is also working on Dave LH’s annual review
  - Pam will chair this small sub-committee and seek four more committee members

9:25 Treasurer’s Report - Jim Henry

- Audit - Preliminary Report
  - We’re getting close to having this process finished
  - Jim offered a few comments on the report
    - There are still some accounting issues on restricted funds and how they are moved around
    - Not and indication of misuse - just the method in which they were moved within the accounting process
  - Jim took the group through the rest of the report
    - Some of the discrepancies have to do with where the proceeds of the sale of Pilgrim Hills
      - Terry sent minutes from the Dec 2017 BOD meeting that confirmed where those funds were to be booked
        - The relevant lines from the minutes is attached below (Exhibit A)
  - Cathy asked when Jim thinks he could be done with this report
    - Jim is hoping within the next two weeks
  - Cathy also asked if we could be more timely with this year’s audit, i.e. do we have a letter to the accounting firm yet?
● Yes, Jim concurred that we need to start this process in a more timely manner for this year’s report (2020)
● Jim stated that we are trying to feel our way along as we transition to the UCHomes system (along with covid implications)
  ■ Terry offered his appreciation of what Jim has been doing to clear up the auditing of the funds
  ● Cathy concurred with this and offered her personal thanks to Jim
  ○ $2,500.00 General Synod Support to National Setting
    ■ Jim stated that there has been an ask for support from the National setting to help with GS expenses
    ■ Motioned that we make the offer of $2,500.00 to the national setting in support of GS
    ■ Motion: Jim  Second: Cathay
    ■ Action Item: Motion passed unanimously
  ○ Approval of Housing Allowance for Transitional Conference Minister
    ■ Housing allowed $20,463.00
    ■ Moved: Jim  Second: Terry
    ■ Action Item: Motion passed unanimously

● 9:50 - One Heart Working Group  - Working on Core Value Clarification
  ○ Dave LH mentioned that there is not much to update at this time
    ■ Subgroup (Dave LH, Joe Kay, and Dan D) working on a core values statement
  ○ David P - executive meeting planned for this week was not held but will be held on January 13, 2021

● 9:52 - Make A Difference Grant Process
  ○ Appoint committee and grant authority to approve and disburse
    ■ Tom has reviewed the grants and quantified that in a spreadsheet
    ■ Dave LH reminded the group that we had agreed to include two further folks (besides Dave LH and Tom)
      ● David P asked for volunteers
        ○ Marty and offered to be on the committee
      ● David P asked if Donna Overholt (who served on the committee last year) might be willing to serve again
Dave LH will reach out to her and see if she will serve

- Dave Brown asked if we needed to authorize the committee
  - Moved that we empower this subcommittee to make the decisions on the grants and report back to the board
  - Moved: Pam       Second: Terry
  - **Action Item: Motion passed unanimously**

**10:01 - Network Updates**

- Dave LH reflected that we are learning on how to build these networks
  - Five keywords that the leaders are working around are:
    - Inspire, empower, equip, engage, and connect
- Anti-Racism Network -
  - Meeting monthly
  - Michael Howard (LWA) has been a big help to this network
- Generosity Network - Cultivating Generous Congregations
  - Andrew Warner (national setting) will leading a series of seven workshops (via Zoom)
    - $50 per person to participate (Heartland, Illinois South and IKC will share the program cost of $4,000.00)
- Faith Formation Network -
  - Velda Love will keynote a meeting in February on the Sacred Conversations on Race

**10:05 - Office Transition Process -** Dave Long-Higgins

- Dave LH gave a brief summary of the “move” of the office to a virtual office
  - Dave LH spoke of his deep appreciation for Pam Brown (former HC executive assistant) to scan all the historical documents of minutes, etc.
  - All documents that needed to be legally retained have been retained
  - The process for sifting through old records revolved around three categories:
    - What is legally required, historically significant and what is just junk?
  - The move is almost complete
  - Dave LH offered a huge thanks to Adam, Jill and Andy Lacefield
• He shared pictures and a narrative of what took place this past week

• Dave LH took pictures of each drawer so that they need not “guess” where something is which should cut down on the time retrieving items in the future

  ■ David P asked Carl if he wanted to update the group on the SONKA move as well

  ● Carl was happy to share what has been happening
    ○ Their items will be split between two sites:
      ■ St. Peter and St. Paul in Cincinnati
      ■ St John’s in Dayton

  ■ Dave LH observed that the work we have been doing is about reconnecting roads or constructing new roads

    ● This work is in line with the Visioning Report and our stewardship goals

• 10:15 - Public Policy - Bail Reform - Dave Long-Higgins

  ○ Request received from Ben Guess of the ACLU of Ohio
    ■ Conference Minister as the “voice” of the conference
    ■ The request is to sign on a “one pager”
      ● Statements on justice issues
      ● This particular request was to encourage bail reform in Ohio

    ■ Dave LH asked two questions
      ● What about this particular request
      ● What is the proper procedure to follow going forward
        ○ To the Leadership Roundtable

    ■ Nayiri referred to the work of the networks
      ● We need to decide number of networks so that we don't overwork the network model
      ● And would the networks be the place to work these
• She also stated that having it come to the Leadership Roundtable is a good idea

■ Terry offered that we need to be clear around endorsements of these types of letters

• Executive/leaders have voice from themselves

• Organizations have voice as well
  ○ Personal voice (Dave LH as a minister) can endorse as he sees fit
  ○ But speaking on behalf of the conference is a different weight to it

• He referred to Nayiri’s statement about the use of networks in this - as well as the Leadership Roundtable

■ Adrian offered an observation - this common sense bail reform impacts people of color more often than not so would it be appropriate for the Anti-Racism network be the palace equipped for this conversation

  • Dave LH wondered about the timeliness of these requests
    ○ “Networks” perhaps don't meet as regularly and some requests are needed to be made quicker

■ Dave B offered that when time is a factor the Leadership Roundtable can “meet” to perhaps endorse a certain issue/letter/etc.

■ David P summarized that he felt the BOD seemed in favor of allowing the Leadership Roundtable to make these decisions

• Terry stated that he feels the board is ready to endorse this one pager today
  ○ In the future we can take items like this to the Leadership Roundtable

• Moved that we endorse this Common Sense Bail Reform in Ohio one pager

• Moved: Terry    Second: Adrian

• Action Item: Motion passed unanimously
10:31 - Next Meeting Date - January 15, 2021

10:32 Dave LH told the group that Franklin County just turned purple and the Leadership Roundtable sent out a pastoral letter on Covid recommendations

10:33 Dave LH closed the meeting with a prayer

10:35

○ Adjournment of meeting

■ Moved: Tom Second: Pam

■ Action Item: Motion passed unanimously

○ BOD Meeting Dates going forward

■ January 15, 2021
■ February 19, 2021
■ March 19, 2021
■ April 16, 2021
■ May 21, 2021

Exhibit A

- Other: A. Pilgrim Hills Sales: The closing at the agreed price of 2.5 million was Nov. 22. After expenses and once the debt of $256,851 was paid, the net became $2,124,224. We then disbursed $216,000 to the Pilgrim Preserve owners. The final net was $1,908,224.62. Per the motion in August, 1 million is being placed in endowment to support Faith Formation and $121,000 is being added to the funds for maintenance & improvement at Templed Hills. A motion has been prepared for the board to consider what to do with the remaining $787,225. B. Templed Hills: Major improvements to the camp continue to be underway.

Motion: from Executive Committee.

The “remainder” mentioned in #4 (from the 8/25/17 motion on Camp-Sale proceeds) should go into the endowment but with provisions for limited withdrawals to cover deficits in Outdoor Ministry as projected by the approved business plan, and for emergency repairs at Templed Hills. The income from the endowment should be allocated between Outdoor Ministries and other Faith Formation initiatives.

The illustration below proposes that we commit $25,000 annually to faith formation initiatives other than Outdoor Ministry and that the split be reviewed on an annual basis as our vision for faith formation becomes clearer.
A total of $600,000 of the anticipated additional sales proceeds should be available for withdrawal from the endowment upon Board approval:

- $200,000 – to be added to the maintenance and improvement fund for Templed Hills
- $200,000 – to be available to cover Outdoor Ministry deficits
- $200,000 – to be available for emergency repairs at Templed Hills

All of these funds will remain in the endowment and generate income until such time that the Board approves their withdrawal.

As with all board designated accounts, the Board can revise this plan at any time.

*Motion Carries*