



2022

Annual Meeting

Report Booklet

Pacific Northwest Conference
of the United Church of Christ

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Churches of Our Conference

Alaska

Anchorage	Fa'avae Fou (New Foundation) Feagaiga Fou (New Testament) Satauro Ole Manumalo (Victorious Cross)	Rev. Edwin Galeai Rev. Niutunu Faiupu Rev. Faalefu Savusa
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Idaho

Lewiston	Congregational-Presbyterian Church	Rev. Steve Wilbraham, Senior Pastor Rev. McLane Stone, Associate Pastor
Wallace	United Church of Christ-Congregational	Rev. Alice M.C. Ling

Washington

Anacortes	New Pilgrims Community	Rev. Rebecca Withington
Bainbridge Isl.	Eagle Harbor Congregational	Rev. Dr. Dee Eisenhower
Bellevue	Eastgate Congregational UCC First Congregational Church	Jillian Hutton Rev. Lisa Horst Clark Rev. Patty Ebner
Bellingham	First Congregational Church	Rev. Sharon Benton Rev. David Weasley
Blaine	United Church of Christ (Cong.)	Rev. Sandy Wisecarver
Carnation	Tolt Congregational UCC	Rev. Stephen Haddan Rev. Cristina Airaghi
Chewelah	Chewelah United Church of Christ	In transition
Colfax	Affirmational UCC - Plymouth Cong.	In transition
Colville	First Congregational Church	Rev. Jim CastroLang
Dayton	First Congregational Church	In transition
Eltopia	Eltopia United Church of Christ	Rev. Esther Sanders
Everett	Everett United Church of Christ	Pastor Jermell Witherspoon
Federal Way	Wayside United Church of Christ	Rev. Allysa De Wolf
Ferndale	The United Church	Rev. Joel Aosved
Forks	First Congregational Church	Pastor Warren Johnson, Licensed
Fox Island	Fox Island United Church of Christ	Rev. Janet Matthews
Guemes Island	Guemes Isl. Community Church, UCC	Rev. Sally Balmer
Kirkland	Kirkland Congregational Church, UCC	Rev. Ryan Lambert
Lacey	Church of New Beginnings	Rev. Aleni Tonuao
Lummi Island	Lummi Island Congregational	Rev. Jamie Kepros
Malden	Malden Community Congregational	In Transition
Mercer Island	Congregational Church on Mercer Island (UCC)	Rev. Roberta Rominger
Metaline Falls	Metaline Falls Congregational UCC	Rev. Tara Leininger
Monroe	First Congregational Church of Monroe	Rev. Jane Sorenson
Newport	United Church of Christ	Rev. Larry Stalley
Olympia	Community for Interfaith Celebration	Rev. Corey Passons
Olympia	The United Churches of Olympia	Rev. Lara Crutsinger-Perry, Co-Pastor
Pullman	Community Congregational UCC	Rev. Steve Van Kuiken
Renton	United Christian Church	Rev. Cynthia Meyer
Richland	Shalom United Church of Christ Central United Protestant Church* Northwest United Protestant Church* Westside United Protestant Church*	Rev. Stephen Gentle, Interim Rev. Kim Fields, Lead Pastor Rev. Miriam Gentle, Pastor
Ritzville	Zion Philadelphia Congregational UCC	Dr. Robert Paul, Sr. Pastor
Sammamish	Spirit of Peace UCC	Pastor Janel Rieve, Licensed
Seattle	Admiral Congregational Church (UCC)	Rev. Jenn Hagedorn Rev. Andrew Conley-Holcom

	Ala Ile Ola Church #5	In transition
	Alki United Church of Christ	Rev. Louis Mitchell, Bridge Pastor
	All Pilgrims Christian Church	Rev. Greg Turk
	Bethany UCC	Rev. Angela Ying
	Broadview Community UCC	Rev. Gary Southerton
	Columbia Lakewood Community	Rev. Eddie Gardner
	Fauntleroy Church UCC	Rev. Leah Atkinson Bilinski
	First Samoan Cong. UCC (#1)	Rev. Karyn Frazier, Associate Pastor
	Japanese Congregational Church	Rev. Topelagi Siva
	Keystone Congregational UCC	Rev. Tim Johnson
	Liberation UCC	Rev. Richard Gamble
	Magnolia United Church of Christ	Rev. Lauren Cannon
	Normandy Park Cong. Church	Pastor Jermell Witherspoon
	Plymouth Church, UCC	Rev. Marci Scott-Weis
	Prospect United Church of Christ (Cong.)	Rev. Michael Haven, Specialized Minister
	St. Paul's United Church of Christ	Rev. Amy Hitchens
	Samoan Cong. Christian Church (#2)	Rev. Kelle Brown, Lead Pastor
	Samoan United Church of Christ (#4)	Rev. Kevin Bechtold, Minister of Children & Families
	Taiwanese Christian Church (UCC)	Rev. Donene Blair, Minister of Community Care
	University Congregational UCC	Rev. Jennifer Castle, Associate Pastor
Shoreline	Richmond Beach Congregational UCC	Rev. Meighan Pritchard
Spokane	Shalom United Church of Christ	Rev. Brigitta Remole, Interim Lay Leadership
Spokane Valley	Westminster Congregational UCC	Rev. Andrea CastroLang
Suquamish	Veradale United Church of Christ (Cong.)	Rev. Genavieve Heywood
Tacoma	Suquamish United Church of Christ	Pastor Amara Oden
	Cong. Christian Church of Am. Samoa	Rev. Tupulua Tagaloa
	First Samoan Congregational Christian Church of Tacoma	Rev. Ulises Sala
Tonasket	Tonasket Community Church, UCC	In Transition
University Place	United Church in University Place	Rev. Cathlynn Law
Walla Walla	First Congregational Church	In Transition
Wenatchee	Sunnyslope Church	In Transition
Woodinville	Northshore United Church of Christ	Rev. David Schlicher
Yakima	United Christian Church	Rev. Paul Forman, Pastor Emeritus
		Rev. Stephen Best

* Indicates an affiliated church.

Conference Transitions

Memorials

Randall Earle Griffith d. May 11, 2021

The Rev. Randall Earle Griffith died on May 11, 2021. Randall was ordained by the Christian Church (Disciples of Christ) in 1957 in Tennessee. He served DOC churches in Ohio, Tennessee, and Washington, and at the Yakima Indian Christian Mission in Toppenish. He also served at what was then known as Plymouth Congregational UCC in Colfax. His education included Wilmington College in Ohio, where he received an BA Degree; Johnson Bible College (B.S.L. Degree); Vanderbilt University Divinity School (B.D. Degree) and Peabody College (M.A. Degree). He was married to Judith in 1974. Their combined families included 5 children.

Conard O. Edwards August 7, 1935-June 24, 2021



The Rev. Conard O. Edwards was born on August 7, 1935. He felt the call to ministry at an early age and decided to enter college. After graduating with a BA in Psychology, he enrolled in seminary and earned an MDiv. from the American Baptist Seminary of the West, in Berkeley, CA. He was ordained by the American Baptist Churches in 1961. He served churches in Idaho, California, and Washington. He was also an Army chaplain and served in Europe, Panama, Korea, and Vietnam as well as the US. Con was interested in hiking, fishing, traveling, and gardening. He died on June 24, 2021 in Bremerton, WA. He is survived by his wife, Judi, and many family members.

Enoka Rex Gatoloai

We'd also like to acknowledge the **Rev. Enoka Rex Gatoloai** who died late 2021. He was serving at the Ala I Le Ola Church #5 in Burien.

Ronald Dale Hutchinson July 2, 1933 - February 21, 2022

The Rev. Ronald Hutchinson died in February, 2022. He was born July 2, 1933. He graduated from the Wayne State University in Detroit, Michigan with a B.A. in 1955. He earned his M.Div. from the Chicago Theological Seminary in 1959. He served churches in Chicago and Glen Ellyn, Illinois and also at Kirkland Congregational, UCC for over 20 years. He was involved in the boards and committees of both conferences. He was the executive director of Green-Grass Gatherings, a nonprofit interfaith organization, and a chaplain for the Kirkland Interfaith Transitions in Housing for three years. He is survived by his wife, Shirley, and his children.

Clergy New to Our Conference

Kerby Avedovech transferred to our conference as retired. Her membership is with The United Churches of Olympia.

Rev. Jennifer Castle was ordained September 26, 2021. She is the Director of Faith Formation at Plymouth Church, Seattle.

Bonnie Dalious transferred from the Pennsylvania Southeast Conference to serve as a chaplain at Providence Alaska Medical Center in Anchorage, Alaska.

Rev. Dr. Elizabeth Gordon was ordained on May 23, 2021 to serve as the staff chaplain at the Spiritual Care Department of the University of Washington Medical Center.

Rev. Susan Huffman and **Rev. Ted Huffman** transferred from the South Dakota Conference in December 2021. They both are working at the First Congregational Church in Bellingham in a non-ordained capacity.

Rev. Steve Jerbi was called to serve at University Congregational United Church of Christ as the Minister of Worship and Christian Formation in February 2021. He holds dual standing with the Evangelical Lutheran Church in America.

Rev. Amanda Kersey, is a specialized minister in covenant with The United Churches of Olympia.

Rev. Corey Passons was ordained on June 27, 2021. He is serving as the pastor of the Community for Interfaith Celebration in Olympia.

Sam Rennebohm was ordained on June 27, 2021 and has a four-way covenant with Prospect Congregational, United Church of Christ, our conference, and Swedish Family Medicine Residency.

Newly Retired Clergy

Sally Balmer retires from Guemes Island Community Church, UCC on May 1, 2022.

Megan Crouse retired from specialized ministry in January 2022.

Catherine Foote retired from serving at University Congregational UCC in November 2021.

Lynn Nelson retired from serving Affirmational UCC-Plymouth Congregational Church in Colfax in September 2021.

Dan Stern retired from specialized ministry in 2021.

Bobbi Virta retired from serving The United Church of Ferndale in June 2021.

Specialized Ministers

Trina Banks is a chaplain at Seattle Cancer Care Alliance, in covenant with United Christian Church in Renton.

Tara Barber, a member at Liberation UCC, currently works as the Minister of Ministerial Accountability at the national office.

Kelsey Bebee is the executive minister of Dancing Pastor Ministries.

Jennifer Butner is a member at University Congregational UCC.

Susan Cutshall, a member of Wayside UCC, is a chaplain at Franciscan Hospice and Palliative Care.

Michael Denton, our conference minister, is a member of Plymouth Church, UCC, in Seattle.

Andy Gill is a chaplain at Seattle Children's Hospital. His membership is in transition.

Michael Haven is the Traveling Minister of the Arts, in covenant with Magnolia UCC.

Debra Jarvis is a chaplain at the UW Medical Center hospital. She is a member at University Congregational UCC.

Beverly Jenden-Riedlinger is a member of The United Churches of Olympia.

Greg Kammann is a chaplain at Western State Hospital and a member of United Churches in University Place.

Bill Kirlin-Hackett is a member at Wayside UCC. He is in residence at St. Luke's Lutheran Church, Bellevue as the director of The Interfaith Task Force on Homelessness.

Jill Komura is a member at The United Churches of Olympia. She has a private practice of pastoral counseling and spiritual direction.

Janna Born Larsen is a hospice chaplain in covenant with First Congregational Church of Bellingham.

Penny Matthews, a member of Alki UCC, is a chaplain at Providence Hospice and Home Care of Snohomish County.

Sophie Morse is a member at Suquamish UCC.

Lindalee Purdy is the Director of Spiritual Care at Horizon House. She is in covenant with All Pilgrims Christian Church.

Rosemary Raynaud, a member of First Congregational Church in Everett, is a chaplain at Lutheran Counseling Network.

Jennifer Rupp is a hospice chaplain with CHI Franciscan Hospice and Palliative Care and a member of Fox Island UCC.

Cheryl Smith, a member of First Congregational Church in Bellingham, is a chaplain at Whatcom Hospice.

Jeannette Solimine is in covenant with Affirmational UCC-Plymouth Congregational Church in Colfax.

Courtney Stange-Tregear, Minister for Church Vitality for the conference, is a member at St. Paul's UCC in Seattle.

Emily Tanis-Likkel's membership is with Plymouth, Seattle. She is the Family Life Minister at St. John the Baptist Episcopal Church in West Seattle.

Bruce Wilson is a member of, and in covenant with University Congregational UCC in Seattle, is a chaplain at Braxton Institute.

Licensed/Lay Ministers

Warren Johnson is serving at First Congregational Church in Forks.

Janel Rieve is serving at Zion-Philadelphia UCC in Ritzville.

Commissioned Ministers

Amy Johnson is serving the UCC as a coordinator for Our Whole Lives program. She is a member of Wayside UCC.

Members In Discernment

Elyse Fairweather, a member of Eagle Harbor Congregational Church, is a Chaplain with Envision Hospice of Washington.

Stevi Hamill, a member of Fauntleroy UCC, is approved for ordination. She is a campus minister at Seattle University.

Amy Johnson is a member of Wayside UCC and is the Coordinator for Our Whole Lives.

Warren Johnson is serving as pastor of First Congregational Church in Forks.

Steve King is a member of Spirit of Peace UCC and is attending Claremont School of Theology

Elizabeth Maupin is a member of Spirit of Peace UCC.

Maureen McLain, a member of Magnolia UCC, is approved for ordination. Her ordination is planned for June 26th.

Amara Oden was called to serve as the pastor of Suquamish United Church of Christ. Her ordination is planned for June 5th.

Terry Rice, a member of First Congregational Church in Walla Walla, is a health care chaplain. His M.Div. is from Andrews University Theological Seminary.

Dana Sprenkle, a member of Shalom UCC in Richland, is a staff chaplain at Chaplaincy Health Care.

Tara Young-Brown is a member of Community of Interfaith Celebration in Olympia and a chaplain with Envision Hospice of Washington.

Reports from the Conference Staff

Mike Denton, Conference Minister

Even despite the grief, injustice, and uncertainty, last year's annual report was one of celebration for our conference. We'd done more than we'd imagined we might do, and, as a conference, we were entering into our time of annual meeting with a sense that we'd genuinely pulled off something amazing. It was a challenging year, and things were looking up.

What was harder to anticipate was how much more challenging this year might be. Last year, at this same time, we were heading towards greater access to vaccines, and it looked as though the pandemic might be coming to an end. Then some didn't want to be vaccinated, and the vaccine wasn't available to others. Then delta, then omicron... COVID guidelines seemed to change every week... Trials of those who killed people of color... The Great Resignation... Long COVID... Continuing proof of climate change... Deepening sectarianism... Afghanistan, Ukraine, Sudan, Tonga, Canada, and expanding cross-border challenges in Central and South America... Intentional, targeted, and very deliberate reductions in human rights that included legal initiatives intended to dehumanize and devalue people... This isn't an exhaustive list, but even this much is, well, a bit exhausting.

Every single one of these realities directly affected people in our conference in many ways. In turn, every one of these has influenced the work of our churches, camps, affiliated organizations, and the work of our board, committees, and staff. We have been seeking to expand our work and respond to a world full of people in pain while in the middle of a time of retraction. We're in the largest turnover of pastors that I've ever experienced, and, at the same time, fewer people are applying for these vacancies than ever before. The number of people with the ability or energy to participate in committee work is down. The double hit of the two COVID variants and the increased uncertainty about gathering have significantly impacted last year's camp budget projections. Everything is taking longer to do and requires more energy to do it. We're all tired, including this conference's staff and committee members.

And yet, all of the work we've done together up until this moment has helped prepare us for a time like this. All of the challenges we've had would have been worse if it wasn't for all the work we've done up until this moment. On most days, there is a person-to-person grace that recognizes we're doing the best we can in trying, unpredictable circumstances. On most days, we've dipped into reserves of trust that have allowed us to be direct and honest about what we can and cannot do with our present human, financial, and temporal resources. On most days, we can imagine the different days yet to come and try to regard our current actions as a gift to our future selves. Sure, there have been more challenging days, too, but we're doing at least OK on most days. Your staff and committee members are challenged daily but buoyed by your affirming words, actions, and financial support. Thank you.

The conference's commitment to being antiracist has also helped. Neither our vote to become an antiracist conference nor our vote to set aside significant monies for this commitment was a magic action that "fixed" us. These were some small strands we pulled in a web of white supremacy that connects to structures, systems, and ways of being that have centered on white people, white culture, and white supremacist ideologies for centuries. The commitment to being antiracist is not organically included as an integrated part of our conversations and decision-making. It is, however, intentionally included as one of the lenses through which we see ourselves as well as increasingly becoming a *more* central factor in our decision-making. Every day, questions like "How does this fit into our commitment to being antiracist?" or "Are we looking at this through an antiracist lens?" have become a part of our discernment and are impacting our work together. Hillary Coleman, your moderator, describes much of this work well in her report.

During this past year, we've started to crack open the humility required for this commitment while fighting back the temptation of grandiosity that such commitments sometimes elicit; particularly

among those who like to think of themselves as progressive. The addition of a \$50,000 budget line to fund antiracism work was unexpected and unplanned. I truly believe it was the Holy Spirit moving among us and, like most actions of the Holy Spirit, affected us in ways we didn't expect. It wasn't the glue that suddenly made everything hold together as much as a magnifying glass that made clear some of the work yet to be done.

We had no process to determine how to spend these monies nor a plan of how to live into our antiracism commitment. We didn't have relationships of accountability in place with our members or clergy of color to determine how best to use these monies. We had to struggle with where these monies would ultimately come from. Did we raise the monies and then spend those monies, or did these monies come out of current funds? Where did the authority lay to determine how these monies were spent? Where *should* that authority lie? What was the "right" thing to do, and by what standard? The enculturated resistance to being open to something other than decision-making processes that support white supremacist governance practice made us question every step. The commitment to find our way towards antiracist practices made us question every step, too.

In other reports, you'll see some of the still unfolding discernment about these monies but, between those lines, our commitment to being antiracist is still emerging, growing, and taking root. It is far from an integrated part of our conference's reality or identity but, every day, those roots grow a little deeper.

Again, all of the work we've done together up until this moment has helped prepare us for a time like this. As we continue to live into our commitments to build relationships, do justice, love kindness, and walk humbly with God we have to continue to use what we're learning both to strengthen us as well as to confront and dismantle those realities that make us collectively weaker. Sometimes this means we set aside a flawed system or way of doing things without certainty of what a new, better system might look like. However, we're also learning that the harm caused by an unjust system can outweigh the discomfort of, temporarily, having no system, at all. At the immediate moment, any dismantling - even the dismantling of the ideologies, theologies, and structures that have resulted in oppression - can feel like a loss but it's the only way to make room for that which God calls us to create; a world in which no one has to fight to be loved but we are all able to recognize and honor each other as beloved.

Courtney Stange-Tregear, Minister of Church Vitality

"Look for the Helpers"

There is a famous quote from Mr. Rogers about how when he was a boy, and scared of things, his mother would tell him to look for the helpers. I never really understand the popularity of this quote or why looking for helpers would be reassuring. In the past year, the Pacific Northwest Conference has helped me understand. The second year of Covid has been challenging for most of us. But I look around at all of you and what I see are so many helpers.

In the midst of exhaustion, people still stepped up to serve on leadership committees, and the committees have continued to do important work. Local church leaders have continued to minister to their members and in their communities. Moderators have continued to meet on Thursday evenings for support, brainstorming, and problem-solving.

Helpers.

As things have started to settle into a new normal, local church leaders have reached out for support and brainstorming of creative ways to seek vitality in this constantly changing landscape. Continuing to connect and prioritize relationship, more than 30 PNC members and friends shared a story of hope for the Lenten devotional series.

Helpers.

Incredible collaboration and cooperation were evidenced by the leadership council, which is the Board of Directors and the chairs of all the conference committees. The Board and the Stewardship Committee met together also for collaboration and increased communication. Leaders from Church Development Committee and the Committee on Ministry met together to support local churches seeking affiliation with the PNC.

Helpers.

As I near the end of my Doctor of Ministry program, and write my thesis on the Story of Storytelling and Relationship in the Pacific Northwest Conference, I have struggled to find time and confidence in my writing. So many of you have reached out with kind words and prayers.

Helpers.

Like most people, I am tired. But I find such hope in all of you. In the summer of 2022, I will be taking my first ever sabbatical. Having spent the last several years focused on deepening relationship across the Pacific Northwest Conference, I will spend my sabbatical on deepening relationship with my family.

Helpers.

Every committee meeting I have attended in the last year has discussed our commitment to anti-racism in the Pacific Northwest Conference.

Helpers.

Everywhere I look, across the PNC, I see helpers.

Thank you.

Courtney Stange-Tregear

Mark Boyd, Managing Director N-Sid-Sen Camp and Conference Center



This last year we emerged slowly back to a new normal. We learned that combining traditions with newness enhances both. Smaller camps provided space for deeper connections while utilizing traditional settings. Watching folks spend more time getting to know each other, rather than running off to the next thing on the schedule confirms our need to rest and connect. Each group came with smaller numbers and a deeper desire to be at N-Sid-Sen. And they left fulfilled. Sabbath. In June of 2021 we began to welcome back our partner groups and prepare for our summer camps.

Albeit smaller groups they came back, masked, and distanced, they came back.

- 1) Breast cancer campers came back
- 2) Dance camp folk came back (dancing distanced outside)
- 3) Work Camp folks came back
- 4) Silent retreat folks came back
- 5) Families at Camp Rentals continued

July 2021 saw our family camps return

- 1) Family Camps came back (3 small vs 2 large)
- 2) Families at Camp Rentals continued

August 2021 saw our youth camps return

- 1) Jr & Sr High Camps came back
- 2) Graduated Class of 2020 came together
- 3) Families at Camp Rentals continued

September 2021 saw our church camps return

- 1) Westminster / Colville came back
- 2) 2 New Quilt groups came on board (because of our enhanced protocols)
- 3) Families at Camp Rentals continued
- 4) Partner Groups came back

Oct 2021 saw our Partner groups return

- 1) Palouse Patchers came back
- 2) Families at Camp Rentals continued

Nov-Jan 2021-22 maintenance work return

- 1) Families at Camp Rentals continued
- 2) Kitchen floor repair finished
- 3) Walk in cooler repair work begun
- 4) New water heaters & plumbing updated in Forrester
- 5) Silent retreat folks came back

Feb 2022 saw Spokane Scout Troop come to NSS

- 1) 1st time Scout Troop signs up for next year
- 2) Families at Camp Rentals continued
- 3) Quilting group comes back
- 4) Work group from North Idaho College comes out.

March 2022 saw more partners come back

- 1) Spring Renewal came back
- 2) Palouse Patchers came back
- 3) Brand new Steward group begins
- 4) Families at Camp Rentals continued

April 2022 saw more quilting partners come

- 1) Palouse Patchers came back
- 2) East Side Quilters came on board
- 3) International Quilters came on board
- 4) Post Easter Clergy retreat gathers
- 5) Families at Camp Rentals continued

May 2022 welcomes Montessori classes back

- 1) Montessori classes return to NSS
- 2) Drive thru dinner fundraiser on board
- 3) Action / Work camp projects are ready
- 4) Healing Way partner group returns
- 5) Sufi group kicks off our summer season
- 6) Families at Camp Rentals continues

N-Sid-Sen in 2022

This winter brought a couple of snowstorms upon N-Sid-Sen and we were prepared. Our new Kubota Kub UTV/snowplow pushed through, clearing the way for a new Scout group to discover N-Sid-Sen. They have signed up for next year and helped clear brush and paths. N-Sid-Sen also took advantage of an empty camp and moved forward with some maintenance projects.

Staffing

N-Sid-Sen brought back our cook Jill, to fulltime in March and Skip our groundskeeper to part time. This will help as we get ready for Spring and Summer. Summer staff positions are still open to be filled, and of course we are looking for LIFEGUARDS.

N-Sid-Sen continues to be blessed with an incredible volunteer coming to assist us. Shirley Rasmussen. Shirley has recently retired from the Executive Director position at Dubois Center, a UCC camp in Illinois. She has returned this winter & spring to help us prepare for summer and the future. With her assistance we have been able to

- a) Put together and mail a full packet of information about N-Sid-Sen for the churches
- b) Put together and mail a full packet of information about N-Sid-Sen for campers

- c) Put together and post a Parent packet of information on the N-Sid-Sen website
- d) Assist with updating the N-Sid-Sen website (watch for it)
- e) Update camp procedures and programs
- f) Assure our Covid protocols are current and easily accessible.
- g) Be a much-needed right hand to the Managing Director

Having Shirley here has enabled the Managing Director to spend time building up connections and bringing more groups home to the lake. Because of that, during pandemic years we have welcomed 2 quilting groups and a Scout troop to N-Sid-Sen. This shows the growth potential that is out there.

National Grants

In November of 2021 N-Sid-Sen received a couple of grants from the National UCC Office. The grants are part of the Partners In Service program administrated through the Global H.O.P.E. office. The 1st grant is for a intern position at N-Sid-Sen to work the summer as program director/social media director. They will be working directly with Summer Directors and volunteer staff. The 2nd' grant is for an intern position at N-Sid-Sen to work the academic year as program director/social media director, and liaison with the churches building connections between the camps, churches and the conference. They will be working directly with the Managing Directors and church leaders/ staff.

Having this position onsite will allow for more growth and more longtime ministry for the camps, the churches, and the conference.

Thank You

A great big Thank You to all who supported myself and N-Sid-Sen since I first assumed this role. I remember the box of handwritten prayers I received when I arrived. It is never far from my desk and always seems to reveal the right words at the right moment. My prayer and hope for the future of N-Sid-Sen is that all who welcomed me so graciously have felt that same welcome returned to them. N-Sid-Sen has been the community that Julie and I have needed these last 10 years and we have been forever changed. As I take my final strolls around these grounds I can feel and hear the voices assuring us all we are loved and welcomed. I pray that we all carry that gift forward into all our tomorrows.



Wade Zick, Managing Director

Pilgrim Firs Camp and Conference Center

COVID, Summer Scramble, Warrior PATHH, sabbatical and cancellations

COVID:

We ended our contract with Kitsap County at the end of last June even as we continued to be busy and utilized for housing needs. The ministry of housing over 180 guests who were either COVID positive or had been exposed will be a story we can share into the future. Our community had a need and Pilgrim Firs was there to respond and be a critical piece for keeping people healthy. There is much to celebrate in that story and the gratitude to congregations and individuals who helped us with so many of the guests' basic needs.

SUMMER SCRAMBLE:

COVID severely impacted our normal summer schedule and groups. We were told late spring that the guitar camp would be cancelling and most of the other groups that utilize the camp also just couldn't see the communal camp setting as safe. We were able to host a smaller version of the Stone Sculptor group, "artist at camp" weekends, families from Olympia Church and the Summer Acoustic Music Camp. However, it was a summer of struggle for making finances work and being creative.

Warrior PATHH:

A new group that we have started to partner with and is on site for 12 weeks a year is a PTSD ministry for veterans and first responders. They utilize many of the same tools for healing and centeredness that our churches have found most helpful. One of the modules for them is using the labyrinth for their program and they actually rebuilt and made our larger as a donation to camp! We are grateful for them and the stories of how being present has been the difference between life and suicide. Again, this is the work in our community where our ministry is really making a difference.

SABBATICAL:

I am profoundly grateful for the opportunity to have been on sabbatical for November through early February. I focused on hospitality, eating, self-care and experiencing the culture of the Mediterranean. We (my husband Lalo joined me in the adventures as he telecommutes) spent our time in Italy, Malta, Crete and Cyprus enjoying a time where there were few tourists and restaurant patios. My cholesterol went down, my waist expanded and my cup overflowed with healing space.

CANCELLATIONS:

Unfortunately, COVID did not end when we said goodbye to the county and it had the nasty rebound of the variant in late fall. This made for our winter season to be one of massive budget complications around cancellations and not bringing in the expected income. We will likely end the fiscal year far from where we would have hoped - yet it is nearly impossible to find an open date on the schedule with 12 weeks committed for the ministry of Warrior PATHH. COVID has just continued to be bad for so much - and we continue to do our best in these difficult circumstances.

From the Board of Directors

Moderator's Report

Hillary Coleman

In last year's Moderator's Report for Annual Meeting I reflected on the incredible work our Conference continues to do to deepen relationships. While reviewing that report to prepare this one, many of the same messages ring true on my heart today including, that when it comes to transformational work, we need to be willing to trust in the spirit to guide us along a journey, even if we do not know what the future will look like or where exactly our current work will lead us.

At our 2021 Annual Meeting we heard and felt the call for every part of the conference to commit to anti-racism and figure out what actions our board, committees, staff, churches, camps, and members can take in their settings. We voted on a proposed change to our constitution and amended it to "commit ourselves to dismantling racism and expanding our understanding and awareness of the impact racism has had and continues to have on our churches, our Conference, and our world." Then the spirit moved and the Annual Meeting amended the budget to "add \$50,000 to the proposed operating budget to implement a plan to work towards becoming an antiracist Conference" with the directive that "The Board of Directors will identify the group that will administer the funds. An action report will be brought to the 2022 Annual Meeting." \$52,000 total was added to the budget and used to create the Conference's Antiracism Fund.

In September the board voted "to spend the money designated for antiracism in our 2021-2022 budget at the direction of our Clergy of Color" if this is something that our Clergy of Color consent to doing. Thank you to board members Indigo Brown, Dawn Koloj, Jennifer Castle, and Esther Sanders for leading the board's antiracism working group and to Indigo Brown and Dawn Koloj for designing an antiracist process with leadership from Clergy of Color to guide work related to the Antiracism Fund. They talk more about this work in another report which I invite you to read. The spirit continues to guide this work into 2022-2023.

I know that many people across the Conference are feeling tired, many of us on the board are feeling that way too. And we continue to be reminded of places of hope among everything that is going on in the world. Here are a few pieces of the board's work that have brought me hope over the last year.

The board has continued our work to identify how white supremacy culture and the [characteristics of white supremacy culture](#) show up in our work. When thinking about our Conference structure, instead of falling into the characteristic of "one right way & perfectionism," we are identifying practices that haven't been in line with our antiracist priorities and trying to change them - this work will continue. When considering the process through which the Antiracism Fund will be spent, we have been intentional and mindful to look beyond feelings of urgency to take time to be in relationship with one another and identify an antiracist process. White supremacy culture often comes with the characteristic of urgency, as well as "progress is more & quantity over quality." (Visit <https://www.whitesupremacyculture.info/> for more details about these characteristics). I am proud of the work the board has done to be intentional and mindful with work related to the Antiracism fund and that the board named that Clergy of Color, not the board, should be figuring out how to spend the Antiracism fund. I am hopeful that the use of an antiracist and equity lens will continue to deepen in all work of the Conference.

Hope comes when I meet with leaders around the Conference, especially when meeting with the Conference Council, which is leaders from each committee and the board. This year we reconvened the Council for a social gathering in June and for a meeting in November. During these gatherings I heard leaders share excitement about figuring out how antiracism work fits into their committee's work as well as a desired for continued and deepened connection with folks across the Conference.

The spirit continues to guide this work and I am confident that our next Moderator, Rev. Tara Leininger, will continue to convene the Conference Council more regularly.

And sometimes it is hard to find hope. We could have never imagined that we'd be entering the third year of a pandemic in 2022, a pandemic that has taken the lives of over six million people across the world, brought sickness to over 475 million additional people, and affected all of our lives. When it is hard to know how to feel, I seek hope in community (safely distanced) and at each of our monthly board meetings I appreciate hearing updates from board members and staff around the conference about how things are going for people. Our pastors and church leaders are leading with flexibility through ever changing times and significant challenge - thank you. Hope is in the support that people who make up this Conference provide for one another, even when it might seem like there is little energy to give. The spirit continues to guide this work.

As I finish my two years as your Moderator, I find hope in the future of the Conference, board, and board leadership. I am excited to see how our next Moderator, Rev. Tara Leininger, and Vice Moderator, Indigo Brown, lead our Conference through work to look deeper at our structure and how it might be able to shift to be more antiracist. I'm hopeful about shifting some of the ways that Conference work has been done in the past to adapt to our current and future needs, with an eye toward our collective vision for the future, building on the guiding vision the board passed in October 2020:

The Pacific Northwest Conference of the United Church of Christ is called to do justice, love kindness, and walk humbly with our God (Micah 6:8) to create vitality. Our Board of Directors believes that in spite of financial difficulties and a pandemic, our Conference has a vitality growing in ways we didn't realize would happen during these changing times. Our vitality is built on a strong foundation of years of relational work, and we want to see it continue to grow so that we can change the world. In the coming years, we envision the presence of the PNCUCC being somehow bigger than it is now. We see specific action steps being taken to undo white supremacy culture in how our Conference is run so that we can use an anti-racist lens in all aspects of Conference life and truly deepen our inclusion. We see churches, members, and people in the Conference increasingly connected so that we can support one another and our communities in the work we are called to do.

Each person that is part of our churches makes up the Conference, and I find hope in being together in community with you. For together we are all the Conference, and the spirit continues to guide our work.

Treasurer's Report

Diana Kutas

As I finish my first year as your Treasurer, I continue to be inspired by all the work being done around the Conference. We continue to navigate the ongoing pandemic in all sorts of faithful and creative ways.

At the 2021 Annual Meeting the conference voted to raise its commitment to the work of anti-racism from \$2,000 to \$52,000. Stewardship has been working on ways to raise awareness and support for this work.

Following are the financial highlights of this past Fiscal Year 2021 ending May 31, 2021.

- Conference Ministries ended Fiscal Year 2021 with a deficit of (\$48,703) versus a revised budgeted deficit of (\$63,660). Gratefully, this was due to OCWM receipts of \$443,087 versus budgeted receipts of \$419,569. Conference expenses of \$566,999 were slightly higher than budgeted expenses of \$563,655.
- Our PPP Loan #1 was forgiven by the SBA freeing up cash fund in our operating account for immediate operational needs.
- Pilgrim Firs ended Fiscal Year 2021 with a surplus due to a much higher number of guests at the COVID recovery center. N-Sid-Sen ended the year with a slight deficit of (\$18,901)

versus the budgeted deficit of (\$59,007) and was supported by Funds raised from the 2020 Changing Lives Campaign.

- Across all conference ministries the year ended with an operating deficit of (\$9,275). Non-Operating items included Realized Gains of \$110,850 on Investments, PPP Loan #1 forgiveness, a gift from the estate of Doris Waggoner of \$188,000, and Unrealized Gain on Investments of \$690,537.
- The Balance of Total Net Assets as of 5/31/2021 was \$6,614,783 versus a balance as of May 2020 of \$5,522,327.

As of January 31, 2022 following are some of the financial highlights for the current Fiscal Year 2022 ending May 31, 2022.

- FYTD Conference revenue is 101% of budgeted income due to OCWM receipts that are 101% of budgeted receipts. Due to lower-than-expected 2022 OCWM pledges, we are currently estimating FY2022 to end with a deficit of (\$155,000) vs the budgeted deficit of \$150,500
- FYTD Pilgrim Firs revenue is 143% of budgeted income. FYTD N-Sid-Sen revenue is 165% of budgeted. However, we are currently estimating both camps will end the fiscal year with deficits reflecting weak monthly bookings until June 2002.
- Our PPP #2 loan was also forgiven during FY2022.

All of the ways in which the work is being done throughout our conference gives me hope and shines a light for the path forward.

I want to thank the Conference Staff, Board of Directors and Committees their stewardship in doing the work of the conference and being good stewards of our finances and assets.

Committee Reports

Church Development Committee

David Schoen, Acting Chair

The past year, indeed, two years have been challenging times for congregations. Times of extraordinary and quick transitions, stressful change, hopeful opportunities, new outreach, hybrid worship options and more. The Church Development Committee (CDC) appreciates and applauds congregations, pastors and church leaders who met the different challenges with resilience, new learnings, and creative ministries, even during times of exhaustion.

We deeply appreciate the ministry and work of our Conference Ministers and Conference Staff. Thank you to Rev. Mike Denton, Conference Minister and Rev. Courtney Stange-Tregear, Minister for Church Vitality for your leadership supporting, accompanying, and encouraging congregations and leaders during these times.

The past year has been a time of change for the Church Development Committee including transitions in leadership, funding programs, relationship building, and committee structure.

During this past year we have worked internally to address:

- Antiracism training and reflections that begin each of our meetings
- Cross Cultural learning
- Financial equity training for grant funding
- Multicultural understanding
- Protocols for receiving new congregations
- Re-structuring our committee into two working groups
 - Grant Funding
 - Welcome of New Congregations

The Welcome of New Congregation group has worked on contacting congregations that in the past expressed interest in joining the Conference and UCC. We are pleased to say that we are in communication with two congregations.

The CDC has been asked to oversee the Conference's new Solidarity Fund. The Grant Funding group is preparing to engage in another cycle of grants from the Solidarity Fund this year. During these challenging financial times, other CDC Vitality Grants have been put on hold.

Church Development Funds do continue to support the compensation support for our Conference Minister for Church Vitality.

Your contributions to Strengthen the Church (STC) Special Offering each year fund our Conference and the UCC National Ministries work in church vitality and development. This past year, we created a video to encourage contributions to STC. Gladly, there was an increase in contributions. In 2021, the Conference received \$11,435 from twenty-five churches and four individuals, as compared to \$6,730 in 2020. Thank you! Watch for STC promotional materials coming in spring in preparation for receiving the offering on Pentecost Sunday, June 5. Help continue to grow offering to Strengthen the Church with your church and personal contributions!

Thanks to all who have served on the committee and to Rev. Courtney Stange-Tregear who advises and works with us. The Church Development Committee looks to be a collaborative support to the conference and congregations as together we move into the next stage of the church becoming the new creation that God's spirit is leading faith communities to be.

Committee on Ministry

Cameron Sharp, Co-Chair of COM-West Betty Spieth-Croll, Co-Chair of COM-West Morag Stewart, Chair of COM-East

There is much good to report about the work of the Committee on Ministry (COM) of the Pacific Northwest Conference (PNC). Last Annual Meeting the PNC voted to use the current Manual on Ministry. The COM then started to revise and update all documents in use. This work continues even now.

We want to express a special acknowledgment and thankyou to Lois Farnsworth-Whysong. She left the COM in May 2021 after giving 12 years of self-less, devoted service. She is awesome and such a trove of blessings and information. We miss her so much. She continues to serve God at the Dayton UCC. She may be a Lay Leader, but she is pastoral and wise.

The Committee on Ministry had plenty of celebrations this year. The COM is always delighted to be with congregations and ministers who are entering and leaving Covenantal relationships. Ordination Services were held for those who met Ordination requirements. We welcomed the newest Authorized Ministers in the UCC:

- The Rev. Elizabeth Gordon, ordained May 2021
- The Rev. Sam Rennebohm, ordained June 27, 2021
- The Rev. Corey Passons, ordained June 27, 2021
- The Rev. Jennifer Castle, ordained Sept 26, 2021

We celebrated Installation Services with congregations welcoming:

- The Rev. Corey Passons in June
- The Rev Steve Jerbi in October

We celebrated Farewell Services for:

- The Rev. Bobbi Virta in June
- The Rev. Paul Ashby in August
- The Rev. Tammy Stampfli in September
- The Rev. Catherine Foote in November
- The Rev. Nathaniel Mahlberg in March

In addition, Transfer of Standing into and out of the PNC was granted to over 12 ministers. Yes, we have been busy doing the work in and for the PNC. Not listed above are the names of the ministers who changed their Ministerial Standing from Authorized Minister to Exempt. We also have not listed those who remain Authorized Minister but are retired from the active ministry settings. Further, clergy move about the country to minister. The COM meets with them to celebrate Transfer of Standing into and out of our Conference as they remain under the larger UCC umbrella.

Global Ministries Committee Rick Russell, and Mary Olney-Loyd, co-chairs

At last year's Annual Meeting, the Pacific Northwest Conference entered into a partnership with Justapaz (meaning Justice and Peace) and CEDECOL (Peace & Justice Commission of the Protestant Council of Churches in Colombia). These Colombian church organizations are partners with Global Ministries, the wider mission arm of the UCC and DOC. All our wider church ministry in the world is done in tandem, two denominations together: United Church of Christ and the Disciples of Christ (Christian Church). Since 2017 we have been working towards a new partnership with Justapaz and CEDECOL. Their ministry in Colombia is working for peace, justice and reconciliation in a country that has been rack by civil war. A major effort of these groups has to do with implementing the Peace Accords which were signed in November of 2016 ending a decades old

conflict. We have been and continue to live into this partnership on monthly zoom calls with leaders: Martin Nates of Justapaz, Pablo Moreno of CEDECOL, our Global Ministries staff led by Latin American Area Executive, Angel Luis Rivera-Agosto, other Global Ministries staff, our new mission co-workers Alex Maldonado-Lizardi and Xiomara Cintron-Garcia, as well as interested persons in the USA, including people from our Conference and folks from the Northern Lights Region, Disciples of Christ (Christian Church).

In the fall of 2021, our new mission co-workers, Alex Maldonado-Lizardi and Xiomara Cintron-Garcia began working with Justapaz in Colombia. They live in Bogota. Alex focuses on documenting human rights abuses and acts of violence. Documentation is important as it can lead to legal action for reform and holding perpetrators accountable. Xiomara works with women in local congregations. This young couple brings their energy, enthusiasm, and deep faith to their ministry. Their experiences as teachers in Puerto Rico and their service in their local congregation of the Iglesia Discipulo de Cristo have given them a good foundation for their ministry in Colombia. They have traveled within Colombia visiting various congregations and cultural events, listening to persons who have experienced violence.

Please visit the Global Ministries page on the Northern Lights Region Disciples of Christ (Christian Church) website (<https://northernlightsdisciples.org/>) and look under “Ministries” to find the Global Ministries page. You will find a video introducing Alex and Xiomara as well as other information about our work.

How can you support our new partnership in your local congregation?

- Visit the Global Ministries page on the Northern Lights website
- Pray for Alex and Xiomara in your local churches.
- Pray for the ministry of Justapaz and CEDECOL in your local churches.
- Learn more about the ministry of Justapaz and CEDECOL by visiting: globalministries.org
- Go to “Places we work,” then Latin America, then Colombia and read and watch short videos about the ministry for peace, justice, and reconciliation in Colombia.

Our committee stays connected with other mission personnel from our Northern Lights Region and the Pacific Northwest Conference: Leda Zacharison, from Seattle, WA, works in Beirut Lebanon, at the Forum for Development, Culture and Dialogue, working with youth and young adults of many faiths. Andrew Larsen, from Helena, MT, is a mission co-worker with the United Church of Christ in the Philippines. His work has been in prison ministry.

When mission co-workers visit our Conference and the Disciple's Region, we arrange for visits with local congregations.

The Global Ministries committee has twelve positions, six each with Northern Lights Region and Pacific Northwest Conference United Church of Christ. The committee members are:

NORTHERN LIGHTS

Debbie Little

Mary Larsen

Wayne Daly

Janet Larson

Gloria Soja

Mary Olney-Loyd, Co-Chair

PACIFIC NORTHWEST CONFERENCE UCC

Corey Passons

Ed Evans

Dan Stern

Sasha Sleiman

(Vacancy)

Rick Russell, Co-Chair

Please contact Rick Russell at myrtos@comcast.net or Mary Olney-Loyd at maryolneyloyd@gmail.com with your questions and for more information.

Ministry Resources Committee

After filling committees before the 2021 annual meeting, Ministry Resource Committee didn't meet until January 2022. Several MRC members from 2021 went off the committee after they had filled

their terms. With only three members remaining, Mike offered to assist the group as we focused on finding new committee members for 2022. It has been difficult for MRC to nominate people who are a good fit for the various committees.

Mike suggested, and MRC agreed, that each committee should look for people who would work well for the respective committees. That is the procedure that will be followed this year, with the committees reporting back to MRC with the names of people they would like to be voted on at annual meeting.

MRC is asking that each committee report the names of members leaving the respective committees in 2022, as well as names of those they wish to be nominated. This information can be posted on Basecamp (MRC) to allow information to be shared.

2022 MRC MEMBERS
Rev. Karyn Frazier
Rev. Jeannette Solimine
Cynde Cochran
Holly Peterson

Personnel Committee

Rev. Tara Leininger, Chair

Personnel Committee Members are: Wendy Blight, Rev. Jamie Kepros, Rev. Ryan Lambert, and Rev. Tara Leininger

The fact that the Personnel Committee was active and busy says a great deal about how the Committee took seriously what needed to be done. After faltering for several years, by the autumn of 2021, a Conference Minister evaluation was designed and sent out to a select but broad overview of the PNC. The data was collated and reviewed. An interview with Conference Minister Mike Denton was held. The process was reviewed by the Board of Directors. The intent of the Personnel Committee is that this evaluation process will take place at regular and timely intervals (the last was held in 2014, far too long a timeframe). We expect that the next evaluation will be done in 2024.

The Personnel Committee has begun work on its project, a job description for the conference minister; this will include working with Rev. Denton, other Board of Director members, and PNC and committee members.

The Personnel Committee continues to watch and evaluate all employee working relationships and direction. For the 2022-2023 budget, it was suggested that the Stewardship Committee/Budget Sub-committee that a COLA of 5% be included in all salary recommendations.

If 2021 was a good year of work for the Committee, they anticipate 2022 to be as productive and positive for the PNC.

Stewardship Committee

Kyna Shilling, Chair (May 2021 – Jan 15, 2022)

Sara Finney, Jim CastroLang, Co-Chairs (Jan 16, 2022 to May 2022)

The Stewardship Committee began its second full year operating in pandemic times. We survived the financial concerns brought on by the pandemic for three key reasons:

1. PPP federal pandemic loans given and substantially forgiven
2. Changing Lives/ Changing Times campaign to support our Camps while they were virtually shut down by the pandemic. The strength of financial support from people across the Conference helped keep our Camps stable. The Pilgrim Firs contract with their County to serve as an Covid isolation unit was helpful as well.
3. The Churches and people of the Conference leaned into the relationships and work of the Conference increasing their giving in so various ways.

The 2021 Annual Meeting put into focus priority discussions that impacted the Committee's work throughout the year. You might remember the anger and dismay over the mere \$2,000 in the operating budget for Anti-racism work. It changed the course of the Annual Meeting resulting in \$52,000 in the budget for this work. The Board of Director's spent much of the year working through how to structure this effort. This Committee worked through ways to fund this in a budget already heavily dependent on reserve funds to balance the budget. An additional \$52,000 is in the Fiscal Year 2023 budget presented to the delegates at this meeting. As this report is written a letter is being finalized (to delegates, churches, and other Conference supporters) seeking financial support for this priority work of the Conference in hopes that we can limit drawing down our reserves. The Board of Director's and this Committee had a joint meeting in January to coordinate our efforts.

Members of the Stewardship Committee take turns writing a "Stewardship article" every month. This new effort appears in the monthly packet, is available through the Conference website, and is distributed through the Conference email list. Thank you to each person on the Committee for taking on this new task and for all your service throughout the year.

For the 2nd year, we had an active and successful Giving Tuesday campaign that supports the Friends of the Conference. This is a growing source of support with 15 sponsors and 30 individual contributors raising \$17,145 for the Conference. It is the job of the Stewardship Committee to encourage financial support for the life of the Conference. We send an annual OCWM letter to our churches as this substantially supports the work of the Conference with a smaller portion going toward our UCC national work that knits all our Conferences together in voice and action. We conduct similar efforts with our other four UCC special offerings. We are the Conference - our churches and each person in the Conference. Each person can give and become a Friend of the Conference. In the past year, 120 "Friends" have contributed over \$47,000. The growing number of "Friends" is encouraging. We hope more of you will join this group at the Annual Meeting this year.

The Stewardship Committee says THANK YOU to the Churches and people of this Conference for all that you give, some of it financial.

Pacific Northwest Conference News, Mary Stamp

With now publishing quarterly and the pandemic, it has been harder to gather news, to connect with people to share their stories—or so it seems, but once connected, powerful stories flowed. In the winter issue, we explored the background of our Conference’s involvement in the ecumenical seminary venture with Seattle University’s School of Theology and Ministry. Study there has touched many lives and ministries. The 2021 stories also shared creative ministries of local congregations—Everett UCC building affordable housing, Chewelah, Metaline Falls and Newport feeding hungry neighbors.

Commonly, there were the stories of congregations throughout the Conference adapting to ministry in a time of COVID—technology, worship, meetings, virtually going to General Synod, and new uses for our camp and conference center sites for a quarantine center and for family camps. The summer issue summarized the online Annual Meeting and summer worship experiences as vaccinations spread. I remain in awe of the creativity of our congregations and committees.

United Church News began in print in 1988 and we did a conference “wraparound” to bring regional connections to the national UCC. When the wraparound print versions ended, we were already preparing copy digitally, so were ready to publish online at pncuccnews.org. We share each issue through by email, a link on pncucc.org, through Conference Facebook pages and groups, with the expectations that those receiving it pass it on. We cover committees, congregations, camps, global and justice ministries, stewardship, youth events, pastoral changes, Annual Meeting and ecumenical/interfaith efforts.

Minutes of Annual Meeting 2021

Minutes of Annual Meeting 2021

April 30, 2021 @ 4pm on Zoom

Reports were given via videos on Vimeo and in print/digital format prior to the Annual Meeting. Hearings on the items up for vote during plenary today and tomorrow were held in the weeks prior to this weekend's meetings as well as this morning, all via Zoom meetings.

Call to Order

Hillary Coleman, Moderator

Welcomed us to our sacred space and opened the meeting with Land Acknowledgement. She then called the meeting to order.

Agenda Business

Quorum was met with 245 delegates present at the meeting and represented 45 churches. A welcome was given to everyone who was able to attend with a reminder that we all make up the conference. We then granted voice without vote to appropriate delegates.

Approval of Standing Rules

Standing rules were reviewed verbally as well as using the share screen feature of Zoom. They were approved unanimously via vote by hand raising.

Approval of 2019 Minutes

We were not able to have a 2020 Annual Meeting with a business session due to the pandemic. Due to this, we need to approve 2019's Annual Meeting minutes. The minutes were approved unanimously via vote by hand raising.

Approval of partnership of Justapaz, CEDECOL, PNCUCC, and CCDC Northern Lights Region Covenantal Agreement

Dawn Koloi, Board Member

Dawn introduced the agreement and discussed the history of our Global Ministries Committee and these groups. This vote is a yes or no vote. We will not be changing the language in the covenant.

She made the MOTION that, "The PNCUCC Board of Directors recommends that the Annual Meeting vote to affirm the Covenant Agreement between Justapaz, CEDECOL's Peace and Justice Commission, the Christian Church (Disciples of Christ) Northern Lights Region, and the Pacific Northwest Conference UCC." No SECOND was needed as it was brought to the Annual Meeting by the Board of Directors of the Conference.

Discussion:

Rick Russell, Global Ministries Committee Co-chair

Justapaz is a Mennonite organization. We have had a relationship with these partners, but this is a new step.

Language unable to be changed- "brothers, sisters" to siblings

Mary Olney-Loyd, Global Ministries Committee Co-chair

2017- working on partnership, dreaming on new partnership since 2010, DOC will have their meetings to take action on the same document

The covenant was affirmed/approved unanimously.

Endorsement of the Alliance of Associate Conference Ministers Resolution to General Synod

Jennifer Castle, Board Member

Introduced the resolution and made the MOTION, "The PNCUCC Board of Directors recommends that the Pacific Northwest Conference 2021 Annual Meeting endorses the UCC General Synod Proposed Resolution "The Alliance of Associate Conference Ministers of the United Church of Christ Request to be recognized as a formal group" and urges its passage at the upcoming UCC

General Synod.” No SECOND is needed as it was brought to the Annual Meeting by the Board of Directors.

Discussion-

Budgetary needed on National level needed to create this group?

- List of Associate Conference Ministers
- Additional trainings
- Conferences: small optional cost to help Conferences who do not have the funds to help their Associate Conference Minister attend the trainings and other events

The motion PASSED. We will let the national UCC know of our Conference’s endorsement of this resolution.

Presentation of Nomination Slate

Randy Crowe, Ministry Resources Committee chair

We will vote on the nomination slate tomorrow during plenary. There are still a few openings in the Global Ministries Committee, Ministry Resources Committee, Personnel Committee, Committee on Ministry (Westside), among others.

Discussion around defining what each committee does for folks who are interested in volunteering for those spots.

Reach out to Randy for specifics on committees if you are interested in learning more or are interested in volunteering.

Closing

Final announcements and review of agenda. Break until 7pm worship, led by Rev. Nathaniel Mahlberg from First Congregational Church in Walla Walla. Plenary will continue at 9am tomorrow morning.

Rev. Mike Denton, Conference Minister, closed the meeting in prayer.

Annual Meeting Minutes

May 1, 2021 @ 9am

Opening and Call to Order

Hillary called the meeting to order at 9:03am and acknowledged the indigenous land that she is on and encouraged us all to do the same. We shared greetings of things we are grateful for in the chat.

Worship

We watched the morning worship from the Samoan delegation. Immense thanks to Samoan Congregational Christian Church Seattle #2, Ala o le Ola Church #5, and Samoan Congregational Christian Church Seattle #4! for their wonderful worship service!

Announcements

Please take care of yourselves and take breaks from looking at the screen if you need to and just listen. Take time during the breaks to take care of yourself and make sure to review any documents on which we are voting.

You can chat during the break or turn off your video, but please keep your sound off. The zoom will not close during this time.

Short stretch break 10-10:15am.

Announcements (cont)

Housekeeping announcements were made concerning how to use zoom, especially during the voting procedure and asking questions. Send questions directly to Jim CastroLang or send a text with any tech questions.

Rev. Mike Denton, Conference Minister, announced that from 12pm May 13, 2021 to 12pm May 16, 2021 there will be a time of Conference Sabbath. There will be no Committee meetings during that time so we can all take a time of rest together.

There will be a worship prepared by Tara Barber and Rev. Sarah Lund from the national UCC office. It will be recorded and can be used Sunday, May 16, 2021 or any Sunday when clergy needs a break. More information will be coming out on the listserv.

Our Church’s Wider Mission (OCWM) video

Ron Patterson, Board member, introduced the OCWM video. OCWM supports wider UCC missions and includes the four special offerings many of our churches do each year as part of being 5-for-5

churches. It helps the UCC to stand for justice, respond to human tragedies, raise our children in faith, and more!

A slide of churches who are 5-for-5 churches was shown and thanks was given to them for their gifts and offerings.

Stewardship video

Kendall Baker, Stewardship member, introduced the Stewardship video. The Stewardship Committee oversees “the household which is the Pacific Northwest Conference of the United Church of Christ”. Through giving to “Friends of the Conference” we support many of the important ministries of our Conference. Tomorrow’s offering during worship will be going to the “Friends of the Conference.”

The video included members of the Stewardship Committee sharing why they support the Stewardship Committee and how it helps the Conference.

Budget Presentation and Vote

Andy Warren, Conference Accountant, Martha Baldwin, Conference Treasurer and Diana Kutas, Finance Sub-Committee Chair

Hillary reviewed the voting process for folks prior to the budget presentation and vote.

Andy, Martha, and Diana presented the budget, as provided via email to folks prior to the Annual Meeting and yesterday’s hearings.

Slides showed items within three columns including 2020 actual budget, 2021 estimates, 2022 proposed budget. Conference staff salaries equal 65% of the budget.

We are hoping that with the progress with vaccines that slowly more campers and organizations will return to camping at and renting our camps. The budgets for both N’ Sid-Sen and Pilgrim Firs are our best estimates for what will happen as we slowly go back to usual running of the camp.

Martha made the MOTION: “To accept the proposed FY2022 operating budgets as presented: Conference Ministries of \$585,943, Camp N-Sid-Sen of \$237,416 and Pilgrim Firs Camp and Conference Center of \$436,795.”

They do not need a SECOND due to being brought forward by a Committee of the Conference.

Discussion-

-Pilgrim Firs was able to contract with Kitsap County to help with Covid and N’Sid-Sen was not able to do the same. This helped Pilgrim Firs have more income this past year. This number was recorded under the “non-UCC retreats” line item.

- How often does the Conference go to marginalized communities to invite children to the camps?

Mark Boyd mentioned that N’Sid-Sen works with Angel Camp, which works with children who have incarcerated parents. Unfortunately, due to COVID, none of the campers have been able to attend camp yet. We are the Conference as well. Clergy have been inviting folks to camp as well from nearby cities.

-Budgets are moral documents. Conversation about this is appreciated. The budget shows our priorities as well as those things we need to look at and question why we do not prioritize them.

-Solidarity Fund: Thanks to one of our churches who donated monies which went to several smaller churches in the Conference who were in need due to the pandemic.

-Camps need to be accessible- how does the budget address this? Mark Boyd mentioned that there are financial scholarships to help with financial accessibility.

-Advisory Committee on Racism line item: \$2000 was not shown previously on the screen and it was mentioned that we would not discuss it later today. Inclusiveness and equity are not competing priorities in budgets. We need to reconsider this and discern whether the Conference is really and fully dedicated to inclusiveness.

We have been saying the words since Annual Meeting started that we want to be inclusive, but can we amend the budget to make a change today and act on this intention?

An in-depth discussion ensued around this line item and how it and the overall budget were not showing the inclusiveness and anti-racism we as a Conference and/or the Board keep saying we want to have in this Conference.

The original motion is still on the table with two other motions with no seconds. Brandon clarified the procedure so that we can vote appropriately. Seconding makes the motions official.

Kazi Joshua made a MOTION “to amend the proposed budget to reflect greater investment in DEI (Diversity, Equity, and Inclusion) as has been discussed.” Ron Patterson SECONDED.

The motion PASSED.

A MOTION was made by Deb Reynolds “to table the proposed budget until after the lunch break so that it could be discussed further during that time.” Annamarie SECONDED.

The motion PASSED. (0 no's and 2 abstentions.) The budget vote will be held after lunch. We will have a conversation about the budget between 12-1pm on this Zoom link.

Prayer

Zoe Pfiefer, Youth Board Member

Zoe offered a prayer for us before we break for lunch.

Lunch break from 11:41am-1:25pm

Lunch breakout rooms were held as well as a discussion around the Advisory Committee on Racism line item from 12-1pm. A break for everyone was held from 1-1:58pm while the budget committee, Board of Directors, and others met to discuss the best process going forward. Folks also discussed how to restructure the schedule.

During the break, folks shared what they and/or their churches have been doing towards becoming anti-racist.

Budget Vote continued

Danette Koloï made a MOTION "To table the budget vote until after we vote on the Anti-Racism Commitment Constitution Change." Tara Barber SECONDED.

We tabled the budget vote until after the Anti-Racism Commitment Constitution Change.

Anti-Racism Commitment Constitution Change

Jennifer Castle, Board of Directors Member

Introduced the Constitution changes and the work which had been done prior to last year's Annual Meeting having to be cancelled due to the pandemic. Screen shared the document to show the edits and changes to the Conference Constitution which are up for vote. This is a yes/no vote and no language can be changed at this point.

Jennifer made the following MOTION: "The PNCUCC Board of Directors recommends that the 2021 Annual Meeting amend the Pacific Northwest Conference United Church of Christ Constitution to reflect the Conference's commitment to dismantling racism and other forms of oppression." No SECOND was needed as the motion came from the Board of Directors.

Discussion-

Anti-racism is very important and we should vote to approve this motion.

The motion PASSED and we amended the Constitution as proposed to reflect our anti-racist priorities as a Conference.

Budget continued

Jolynn Kenney MOTION. "to put the proposed budget vote back on the table so that we can vote on it". Morag Stewart SECONDED

We began discussion on the budget.

Discussion:

Jim made a MOTION "To reflect the implementation of our Bylaw change on Antiracism, I move that we add \$50,000 to the proposed operating budget to implement a plan to become fully an antiracist Conference. The Board of Directors will identify the group that will administer the funds. An action report will be brought to the 2022 Annual Meeting." Kazi Joshua SECONDED Money will come out of reserves. The Board of Directors will decide which funds they will come out of at a later date.

Questions about the language in the motion focused around the use of the wording "fully an antiracist Conference."

"Work toward becoming an antiracist Conference" was suggested to use instead. This was accepted as a friendly amendment and the MOTION now reads:

"To reflect the implementation of our Bylaw change on Antiracism, I move that we add \$50,000 to the proposed operating budget to implement a plan to work towards becoming an antiracist Conference. The Board of Directors will identify the group that will administer the funds. An action report will be brought to the 2022 Annual Meeting."

It was suggested that a friendly amendment be made that we add 10% of the "first fruits" or revenues of the Conference ministries' income go towards this line item. \$485,000 was our total revenue last year. 10% would be less than \$50,000. It would make sense to choose one or the other. Accountability was brought up for how the funds are administered. What will the action report look like?

Some folks were concerned about the use of reserves, while others felt that this is the "rainy day" for which we have been putting the money in reserves.

Esther Sanders called for previous questions which ends discussion. A 2/3 vote on what has been proposed is needed and then we would vote on the budget amendment. There were no abstentions, 4 folks voted no, with all others voting yes to ending the conversation.

Conversation was ended and the amendment as follows was voted on:

“To reflect the implementation of our Bylaw change on Antiracism, I move that we add \$50,000 to the proposed operating budget to implement a plan to work towards becoming an antiracist Conference. The Board of Directors will identify the group that will administer the funds. An action report will be brought to the 2022 Annual Meeting.”

This would make the line item \$52,000, adding the \$50,000 to the \$2,000 which is already there.

Abstentions- 1, Opposed- 1, All others voted to approve.

The amendment PASSED.

The budget as just amended is up for a vote. Discussion around use of reserves and whether we need to pass a balanced budget or not. We do not have that as a requirement in any of our bylaws or Constitution.

Abstentions-2, Opposed- 0, Approve- all others voted to approve

The budget PASSED as amended.

Nomination Slate Presentation and Vote

Randy Crowe, Ministry Resource Committee chair

The nomination slate was presented via the shared screen feature. There are still a few open positions on several committees.

- “I move that this 2021 meeting of the PNC UCC accept and affirm the talents and gifts...” To thank God for the gifts and talents of those called to serve in leadership positions within the Pacific Northwest Conference of the UCC, and
 - To elect the people presented on the slate of nominations to the positions noted, with gratitude and thanksgiving, and
 - To charge the PNC Board of Directors to fill other open positions with willing and faithful people as they become apparent now and through the coming year.”

Some corrections to names were made on the nomination slate prior to the vote.

Abstentions-1, Oppose-0, Approve- all others approved.

The nomination slate PASSED.

Committee on Ministry/Manual on Ministry Bylaws Change

Tara Leininger, Vice-Moderator

Article 8a. will read:

“The Committee on Ministry has the role of support and accountability for those seeking or holding standing. On a regular basis, the Committee attends to the operative covenantal relationships among those with standing, the Association, the Local Church, and the ministry setting, in order to nurture faithfulness and to ensure ongoing growth in ministry according to the Marks of Faithful and Effective Authorized Ministers and using the current Manual on Ministry for procedures and guidelines.”

Tara made the MOTION: “The PNCUCC Board of Directors recommends that the 2021 Annual Meeting amend the Pacific Northwest Conference United Church of Christ Bylaws as indicated in the Proposed Revision document and shared above.” No SECOND was needed because it was brought to the Annual Meeting from the Board of Directors.

This is a yes/no vote. We cannot amend the language of this change with our vote.

A note of clarification was discussed on what this motion changes. It changes which version of the Manual on Ministry the Committee on Ministry will use.

(Abstentions-3, Opposed-2, In Favor-all others voted)

The motion PASSED. The bylaws change was adopted.

Reports on Gatherings

Andy CastroLang, Lin Hagedorn, and Chris Hansen (Gatherings’ organizers for Annual Meeting)

Feedback from the gatherings we had before plenary yesterday were shared by Andy, Lin, and Chris.

General Synod Video

Ron Patterson, Board Member

General Synod will be virtual this year for the first time. We are all invited to go to Synod. There is a modest registration fee, but there will be worship, business, keynote speakers, and workshops, and more!

We watched a video inviting us to General Synod- July 11-18, 2021.

Installation

Rev. Mike Denton, Conference Minister

Mike invited us to unmute and clap for all who have and will now be serving the Conference. He installed folks to Conference Committees as listed on the nomination slate.

Keynote Address

Rev. Courtney Stange-Tregear, Minister of Vitality

Video was played featuring leaders from across the Conference.

Closing

Next year's Annual Meeting will hopefully take place in April 2022 in Spokane at Westminster UCC.

Worship will be online and hosted by Normandy Park UCC. We will

Bobbi Virta made the MOTION "to end the Annual Meeting after worship tomorrow."

Vote of acclimation. No SECOND needed. Motion PASSED unanimously. Hillary closed the meeting in prayer at 4:05pm. Blessings and Peace.

Respectfully submitted,

Jillian Hutton, Scribe